



DIVERSITY@WORK

A PUBLICATION OF THE OFFICE OF DIVERSITY MANAGEMENT & EQUAL EMPLOYMENT OPPORTUNITY,
A PROGRAM OFFICE WITHIN VA'S OFFICE OF HUMAN RESOURCES & ADMINISTRATION

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<<http://www.va.gov/dmeeo/ca/daw.htm>>

JANUARY/FEBRUARY 2007

WorkLife4You: Working for You!

How much do you know about VA's WorkLife4You program?

VA understands that managing your personal and professional responsibilities can be challenging at times. Your duties at home—in the role of a parent, spouse, or caretaker—have their own demands, and balancing your responsibilities at work with your family and personal needs can be difficult.

To help you better manage your home and work lives, VA offers a number of work/life benefits: telework; compressed work schedules; alternative work schedules (such as flexible work schedules); dependent care for adoption, child care, elder care, fatherhood, kinship care, and nursing mothers; health and wellness programs; childcare subsidy; and the WorkLife4You program.

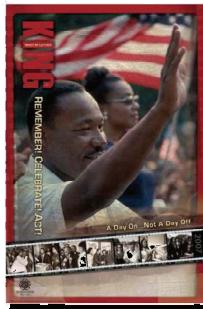
The Office of Human Resources Management offers WorkLife4You to VA employees free of charge. WorkLife4You is a program that can assist with many of your work and life responsibilities. WorkLife4You's knowledgeable specialists are available to assist by telephone and via the Web. When you contact WorkLife4You, you are immediately connected to a highly-trained specialist who is educated, experienced, and trained in one particular work/life area. The specialist will assess your needs and provide confidential counseling, education, and referrals. VA employees and eligible dependants can use these services as often as they wish.

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CELEBRATE!

Dr. Martin Luther King Jr.'s Birthday and Black History Month

VA proudly joins the Nation in celebrating Dr. Martin Luther King Jr.'s 78th birthday anniversary on January 15, 2007, and Black History Month, observed in February.



Each year on the third Monday of January, the Federal Government honors the birth of Dr. King. This year marks the 21st anniversary of the national holiday in Dr. King's honor. The national theme for the observance is:

"Remember! Celebrate! Act! A Day On... Not A Day Off."

Also, the month of February is designated Black History Month. In 1915, educator and historian Dr. Carter G. Woodson founded the Association for the Study of Negro Life and History, which was later renamed the Association for the Study of African American Life and History. It was through

this organization that Negro History Week was first celebrated in 1926 and, subsequently, Black History Month was established in 1976.

This observance celebrates the accomplishments and contributions that African Americans have made. The 2007 Black History Month theme is "From Slavery to Freedom...Africans in the Americas."

Overall, employment of African Americans at VA was nearly 24 percent in fiscal year 2006 (FY06). African Americans in the leadership pipeline (GS 13–15) grew to 9.2 percent in FY06. Approximately 31 percent of African American employees in FY06 were veterans.

For more information on VA's African American Program, contact Wanda Jones, National Program Manager, at <wanda.jones@va.gov>. ■

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BOOKMARKS

- ▶ Abilities!
www.ncds.org
- ▶ American Institute for Managing Diversity
www.aimd.org
- ▶ Black Leadership Forum
www.blackleadershipforum.org
- ▶ Diversity Leadership Forum
www.diversityleadershipforum.org
- ▶ DiversityInc
www.diversityinc.com/public
- ▶ Human and Civil Rights Organizations of America
www.hcr.org
- ▶ Minority Corporate Council Association
www.mcca.com
- ▶ National Hispanic Council on Aging
www.nhcoa.org
- ▶ Society for Human Resource Management
www.shrm.org

Contact information for other diversity-related organizations can be found on the DM&EEO Web site at: www.va.gov/dmeeo/org

FIELD NOTES

News You Can Use

VA and AISES MOU

Secretary R. James Nicholson approved a memorandum of understanding between VA and the American Indian Science and Engineering Society (AISES) on August 25, 2006. The partnership will foster a mutually supportive relationship and the development of initiatives to increase employment and educational opportunities in VA for students of AISES-affiliated schools. AISES currently has over 170 college chapters nationwide, including 22 Tribal Colleges and Universities.

By the direction of the Secretary, the Assistant Secretary for Human Resources and Administration, the Honorable R. Allen Pittman, will authorize the partnership agreement during a ceremony to be held at a later date. The ceremony date will be announced via VA's broadcast and posted on DM&EEO's Web site at www.va.gov/dmeeo.

For more information about VA's nontraditional student internship programs, contact Brenda Martin, VA's national internship program coordinator, at (202) 501-1970 or at Brenda.Martin@va.gov.

Preventing Sexual Harassment

Employees are the foundation of the Department of Veterans Affairs (VA) and the key to its success. Every VA employee deserves a work environment that fosters dignity and mutual respect, and VA is

committed to providing an environment that is free from all forms of harassment and retaliation.

Sexual harassment is a form of sex discrimination prohibited under Title VII, Section 703, of the Civil Rights Act of 1964. VA's Secretary recently signed the yearly policy memo on the prevention of sexual harassment. Administration heads and field facility directors should also be issuing a similar memo to their employees.

For more information, you can obtain a copy of the Secretary's memo on the prevention of sexual harassment on the DM&EEO Web site at this address: <www.va.gov/dmeeo/docs/sexual_harassment.pdf>.

Did You Know?

DM&EEO aims to provide consistent, reliable, and accurate information through products that promote workplace diversity and enhance VA's recruitment, development, and retention of women, minorities, veterans, and people with disabilities. DM&EEO produces a monthly video program on diversity and EEO news, studies, surveys, special emphasis issues, events, and activities. The program, *Diversity News*, airs on VA Communications Channel 2. Previous episodes—covering topics such as workplace flexibilities and the business case for diversity—are available on the DM&EEO Web site at <www.va.gov/dmeeo/ca/diversity_news.htm>.■

WEB SITE SPOTLIGHT

Center for Minority Veterans

Content: VA's Center for Minority Veterans is part of the Office of the Secretary and assists eligible veterans in their efforts to receive benefits and services from VA. Their goal is to provide and promote the use of VA programs, benefits, and services used by minority veterans; to make benefits and services more accessible to minority veterans; and to evaluate current programs and make recommendations on how VA can better serve minority veterans.

Must-See Features: The link to the Advisory Committee on Minority Veterans (ACMV) Web page. Appointed by the Secretary, ACMV consists of veterans who represent respective minority groups and are recognized authorities in fields pertinent to the needs of the minority group they embody. The Committee responsibilities include: advising the Secretary and Congress on VA's administration of benefits and provisions of

[<www.va.gov/centerforminorityveterans>](http://www.va.gov/centerforminorityveterans)

healthcare, benefits, and services to minority veterans; providing an annual report to congress outlining recommendations, concerns, and observations on VA's delivery of services to minority veterans; meeting with VA officials, veterans service organizations, and other stakeholders to assess the Department's efforts in providing benefits and outreach to minority veterans; making periodic site visits; and holding town hall meetings with veterans to address their concerns.

Contact Info: Department of Veterans Affairs
Center for Minority Veterans (00M)
810 Vermont Avenue, NW
Washington, DC 20420
(202) 273-6708

Accessibility: This Web site is Section 508 compliant.■

New Members for Advisory Committee on Women Veterans

Women Veterans: Fastest Growing Segment of the Veteran Population

Six new members have been appointed to the Advisory Committee on Women Veterans for the Department of Veterans Affairs (VA), an expert panel that advises VA on issues and programs affecting women veterans.

"I am pleased to welcome the newest members of this important committee," said Secretary of Veterans Affairs Jim Nicholson. "Women are indispensable contributors to the Nation's security. This committee will help VA ensure that women veterans receive the world-class health care and other benefits they have earned."

Established in 1983, the advisory committee makes recommendations to the Secretary of VA for administrative and legislative changes. The committee members are appointed to 1-, 2-, or 3-year terms.

The new committee members include Velma Hart, from Upper Marlboro, Maryland; Marlene R. Kramel from Pineville, Louisiana; The Honorable Mary Antoinette (Toni) Lawrie, from St. Petersburg,

Florida; The Honorable Brenda L. Moore, from Getzville, New York; Celia R. Szelwach, from Bradenton, Florida; and Joanna Truitt, from West River, Maryland.

Second only to elderly veterans, women veterans are the fastest growing segment of the veteran population. There are approximately 1.7 million women veterans. They comprise seven percent of the total veteran population and nearly five percent of all veterans who use VA health care services. VA estimates that by 2020 women veterans will comprise 10 percent of the veteran population.

VA has women veterans program managers at VA medical centers and women veterans coordinators at VA regional offices to assist women veterans with health and benefits issues. For more information on VA's Women's Program, contact Wanda Jones, National Program Manager, at <wanda.jones@va.gov>. Portions of this article were originally published by VA's Office of Public and Intergovernmental Affairs.■

WorkLife4You: Working for You!

(Continued from Page 1)

WorkLife4You can assist with a number of issues including family (such as adoption, child care, prenatal, adult care, and funeral planning) and health and wellness (including general health, men's and women's health, children's health, senior health, emotional health, diet and nutrition, fitness and exercise, medications, and safety).

Other issues that WorkLife4You can assist with include education (college, graduate school, elementary/secondary school, pre-k/kindergarten, preschool, special education, and financial aid, for example); financial and legal (including credit and debt, insurance, medicare and medicaid, personal finance, real estate and loans, retirement planning, and social security); and daily life (automotive services, consumer information, home improvement, moving or relocation, pet care, travel, and utilities and home services).

Plus, WorkLife4You provides free consultations with local financial counselors (receive up to three 30-minute telephonic consultations per year to assist with credit repair, debt management, and debt consolidation—today's top three financial concerns) and local attorneys (receive free 30-



minute consultations on up to three new legal topics per year and 25 percent off of the discounted fees for services beyond the initial consultation. Legal consultations can be either in-person or via phone—it is your choice).

WorkLife4You services are accessible 24 hours a day, seven days a week via a toll-free number 800-222-0364 (888-262-7848 TTY). You can also log onto <www.worklife4you> to: search for resources nationwide, request personal referrals from a specialist, receive educational materials, read over 60,000 pages of life event content, download provider evaluation checklists, access interactive health tools, learn about college financing options, and participate in live online seminars on topics ranging from child care to adult care to budgeting basics and more! WorkLife4You also provides pre-recorded Web cast seminars also covering a wide range of topics from managing work and personal life to stress management.

To access the WorkLife4You Web site, log onto COCOA Applications WorkLife4You, visit the OHRM Web site at <www1.va.gov/ohrm>, or go straight to the WorkLife4You Web site at <www.worklife4you.com>.■

Diversity@Work

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Visit our Web site,
<www.va.gov/dmeeo>,
for additional staff
e-mail addresses.

OTHER USEFUL LINKS

Under Secretary For Health
Diversity Advisory Board
<www.va.gov/diversity>

VA's Office of Human
Resources & Administration
<www.va.gov/ofcadmin/
portal>

VA's Office of Resolution
Management
<www.va.gov/orm>

VA's Office of Human
Resources Management
<www.va.gov/ohrm>

GOT NEWS?

We want to hear from you! If you'd like to share your story ideas, comments, or suggestions, please e-mail us at <dmeeo@va.gov> with the words DIVERSITY@WORK in the subject line.

DM&EEO ON THE INTERNET <www.va.gov/dmeeo>



The DM&EEO mission is to increase awareness and acceptance of diversity and to promote a flexible and inclusive work environment throughout the Department of Veterans Affairs. Our vision is of a work environment that fosters respect, fairness, and opportunity for all employees. Here's a sampling of online tools available that can help leverage diversity and build inclusion:

- ▶ Dr. Martin Luther King, Jr.'s Birthday, Black History Month, and other special observance resources.
- ▶ Events, conferences, conventions, and programs.
- ▶ Links to professional and community organizations.

DM&EEO IN YOUR E-MAIL INBOX

Once a week, DM&EEO sends out *NewsLink*, an e-mail message with annotated links to current news items and other information related to leveraging diversity and building inclusion. For a FREE subscription to this weekly electronic news service, e-mail us at <dmeeo@va.gov> with the words SUBSCRIBE NEWS in the subject line. You can find a current copy of *NewsLink* on the DM&EEO Web site at this address: <www.va.gov/dmeeo/ca/newslink.htm>.

DM&EEO ON YOUR TV SCREEN (OR PC MONITOR)

Diversity News is a monthly video program produced by the VACO Broadcasting Center for DM&EEO. The January 2007 edition of *Diversity News*, which focuses on the HR Transformation, began airing on Tuesday, January 2. The February 2007 edition of *Diversity News*, which focuses on evaluating the impact of diversity on organizational performance, begins airing on Thursday, February 1. Each program runs for a month, immediately following VA News on Tuesdays, Thursdays, and Saturdays. A copy of each program will be placed on the DM&EEO Web site (when the files become available) at this address: <www.va.gov/dmeeo/ca/diversitynews.htm>.

FROM THE 2007 DIVERSITY CALENDAR

<www.va.gov/dmeeo/calendar>

JANUARY

National Mentoring Month

Dr. Martin Luther King, Jr.'s Birthday

January 15

Religious Freedom Day

January 16

ATIA Leadership Forum on Accessibility

January 25– 26; Orlando, FL

<www.ata.org/leadershipforum>

CAREERS & the disABLED Magazine's Career Expo For People With Disabilities

January 30; Los Angeles, CA

<www.eop.com/careerfair.html>

FEBRUARY

Black History Month

2007 DeafNation Expo

February 11; Phoenix, AZ

<www.deafnation.com/expo.asp>

Lunar New Year

(Year of the Boar)

February 18

Alliance for Work-Life Progress and WorldatWork Work-Life Conference & Exhibition

February 21– 23; Phoenix, AZ

<www.worldatwork.org/worklife2007>