



# 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>>

JULY/AUGUST 2007

## Q&A: The Community Prosperity Partnership (CPP)

**I**n this issue we talk with *Susan C. McHugh, Deputy Assistant Secretary for VA's Office of Diversity Management and Equal Employment Opportunity, about the Community Prosperity Partnership initiative.*

### Q: Why was the Community Prosperity Partnership (CPP) established?

**Ms. McHugh:** VA initially established CPP as a model of mutually-supportive collaborative efforts between affinity associations to address the needs of the Nation's Hispanic veterans and their dependents. CPP supports best practices in employment, education, and entrepreneurial development through a service platform for the local communities. This seamless service model now features collaborative efforts among Federal, state, and local governments; affinity associations; veterans service organizations; institutions of higher education; and the private sector. And, CPP

now supports all veterans and their families and communities.

### Q: What is the goal of CPP?

**Ms. McHugh:** The CPP goal is to develop a seamless service delivery system that promotes employment opportunities, promotes education and associated youth initiatives, and fosters veterans' business development in their communities. CPP is a major initiative that will support a wide network of Federal agencies, community-based service organizations, faith-based organizations, veterans service organizations, the private sector, and academic and trade institutions.

CPP will also establish a formal communications system that fosters a two-way flow of information about community needs, programs, resources, and infrastructure.

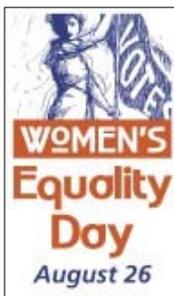
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## CELEBRATE!

### Women's Equality Day



VA proudly joins the Nation in celebrating Women's Equality Day each year on August 26. Congress designated this date in 1971 to honor women's continuing efforts toward full equality. Spearheading the effort was U.S. Representative Bella Abzug (D-NY).

The 19th Amendment granting women the right to vote was certified as part of the U.S. Constitution on August 26, 1920. It was the culmination of a 72-year-long civil rights movement that originated at the world's first women's rights convention held in Seneca Falls, New York, in 1848. Several generations of women's suffrage supporters wrote, lectured, marched, and lobbied to achieve what many Americans considered a radical change to the Constitution. Few early supporters lived to see victory in 1920.

In 1967, Executive Order 11375 added sex to other prohibited forms of discrimination in Federal employment. In response, the U.S. Civil Service Commission established the Federal Women's Program (FWP). From 1972 until the end of 1994, Federal regulations required agencies to designate a FWP manager to advise their EEO directors on matters affecting the employment and advancement of women. Federal EEO laws and regulations now direct Federal agencies to designate special emphasis program managers (including FWP managers) as may be necessary to carry out required EEO functions.

For information on VA's Federal Women's Program, contact Wanda Jones, National Program Manager, at (202) 461-4039 or e-mail her at <[Wanda.Jones@va.gov](mailto:Wanda.Jones@va.gov)>. ■

### BOOKMARKS

- ▶ **9to5, National Association of Working Women**  
[www.9to5.org](http://www.9to5.org)
- ▶ **Alliance for Women's Equality**  
[www.womensequality.org](http://www.womensequality.org)
- ▶ **Association for Women in Science**  
[www.awis.org](http://www.awis.org)
- ▶ **Center for American Women and Politics**  
[www.cawp.rutgers.edu](http://www.cawp.rutgers.edu)
- ▶ **Federally Employed Women**  
[www.few.org](http://www.few.org)
- ▶ **National Association for Female Executives**  
[www.nafe.com](http://www.nafe.com)
- ▶ **National Council of Women's Organizations**  
[www.womensorganizations.org](http://www.womensorganizations.org)
- ▶ **National Organization for Women**  
[www.now.org](http://www.now.org)
- ▶ **Women Work! The National Network for Women's Employment**  
[www.womenwork.org](http://www.womenwork.org)

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

## FIELD NOTES

### News You Can Use

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#### Federally Employed Women's (FEW) 38th Annual National Training Program

The Federally Employed Women's 38th Annual National Training Program will be held at the Hilton Washington Hotel, 1919 Connecticut Avenue, N.W., Washington, DC, July 16–20, 2007. This year's theme is "Training Today, Leaders Tomorrow."

FEW is a private, non-profit organization founded in 1968 to promote equality for women and address concerns of women in the Federal workforce. FEW's training program provides high-quality training and is widely recognized as a unique and effective developmental experience. The training is open to all employees and will provide training and workshops covering training topics to include equal opportunity, civil rights, leadership, career strategies, and presentation and computer skills.

Detailed conference information and registration forms can be obtained on the FEW Web site: <[www.few.org](http://www.few.org)>. For additional information regarding the FEW conference, please contact Ms. Suzi Inman, FEW's 2007 National Training Program Chair, at (812) 854-1471.

During the conference, on Monday, July 16, 2007, VA's Office of Diversity Management and Equal Employment Opportunity (DM&EEO) will sponsor a free one-half day workshop entitled, "Women in the Leadership Pipeline." The workshop identifies communication and leadership dynamics essential for success in today's workplace. The workshop will be held at the Hilton Washington Hotel in the Jefferson East Room from 10 a.m. to 2 p.m. Prior approval from the employee's supervisor is required for an employee to be able to attend the workshop. The sponsoring VA office or facility

## WEB SITE SPOTLIGHT

### U.S. Census Bureau, Minority Links

**Content:** The U.S. Census Bureau provides quick and easy links to the latest data on racial and ethnic populations in the United States.

These facts on the Hispanic or Latino, Black or African American, Asian, Native Hawaiian and other Pacific Islander, and American Indian and Alaska Native populations can be useful for various purposes, whether preparing for heritage month activities, speeches, reports, or any other research purposes

**Must-See Feature:** The Census Bureau provides

should submit the employee's name, title, grade, and telephone number to Brenda A. Martin of DM&EEO, by e-mail at <[Brenda.Martin@va.gov](mailto:Brenda.Martin@va.gov)>, no later than July 6, 2007. If you have questions, please contact Ms. Martin at (202) 461-4040.

#### U.S. Federal Career Fair

Cosponsored by the U.S. Department of Agriculture's Hispanic-Serving Institution National Program Office (USDA) and the Hispanic Association of Colleges and Universities (HACU), the aim of the U.S. Federal Career Fair is to attract students into Federal service. DM&EEO is coordinating VA's participation in the fifth annual USDA-HACU job fair scheduled for Thursday, July 12, 2007, 10 a.m. to 4 p.m. at the USDA Jamie L. Whitten Administration Building Patio, 305 Whitten Building, 12th Street, SW, and Jefferson Drive, Washington, DC 20250.

Over 300 students are expected to participate. The students will be referred by HACU, the National Association of Equal Opportunity in Higher Education, and American University's Washington Internships for Native Students Program. The students will have the opportunity to interview for internship and full-time positions. VA will be an exhibitor, and the VA point of contact is Marisa Jackson, CO Human Resources Service.

#### Welcome, New Intern!

Tiffany Lewis of the Cheyenne and Arapaho tribes joined DM&EEO for a 10-week assignment that will focus on community outreach and other activities. Ms. Lewis is a graduate of Northeastern State University with a degree in mass communications and an emphasis in public relations. She has community service experience and has served in leadership positions. Welcome, Ms. Lewis!■

[www.census.gov/pubinfo/www/hotlinks.html](http://www.census.gov/pubinfo/www/hotlinks.html)

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American Community Survey, Decennial Censuses, social and economic characteristics, profiles, news releases and multimedia, and additional resources for each of the minority groups.

**Accessibility:** This site is compliant with Section 508 of the Rehabilitation Act.

#### Contact Info:

U.S. Census Bureau Public Information Office  
Phone: (301) 763-3030, Fax: (301) 457-3670  
<[pio@census.gov](mailto:pio@census.gov)>■

## Q&A: CPP

(Continued from Page 1)

Local communities can benefit from such an initiative because it brings increased attention and quick response to the needs of communities, builds and maintains relationships with and across sectors, and helps blend multiple community programs. The government benefits from the CPP initiative because it increases efficiency and reduces redundancy while establishing a high performance model with an integrated service delivery system.

### Q: Who are VA's partners in the CPP?

**Ms. McHugh:** The principal Hispanic affinity association partner is the League of United Latin American Citizens (LULAC), the largest and oldest Hispanic organization in the United States and Puerto Rico. LULAC operates community-based programs with more than 700 LULAC councils nationwide. Another key partner is the American GI Forum of the United States (AGIF), the only congressionally chartered Hispanic veterans service organization.

### Q: What has the CPP accomplished thus far?

**Ms. McHugh:** There are four CPP pilot sites: Puerto Rico, Florida, Texas, and California. The Puerto Rico CPP pilot was the First Hispanic American Veterans Summit and Job Fair organized by LULAC, VA, and AGIF. Twenty-nine sponsors and 36 exhibitors supported the Summit that was held from October 30 to November 3, 2006, at the Condado Plaza Hotel in San Juan. Sixteen Federal agency representatives participated, along with prominent leaders representing the Puerto Rico Congress, Municipality of San Juan, Puerto Rico National Guard, business sector, academia, LULAC, and veterans service organizations. Their presentations covered an array of programs and services benefiting veterans and their communities. Special ceremonies honored fallen American soldiers who served in Iraq and Afghanistan as well as several retired generals. A total of nine cabinet-level departments and two other Federal agencies supported the event.

VA was a major supporter of the Summit, with ten components participating to deliver employment services, readjustment counseling, and other veterans benefits information. The San Juan VA Medical Center also promoted the event and, for the convenience of veterans, sponsored a health fair at the VA facility. The Municipality of San Juan sponsored a health fair at the Summit and Job Fair site. VA participated in the Job Fair and ensured that four computers were set up to enable applicants to apply online to all VA jobs listed on the

USA Jobs and VA Careers Web sites. VA staff from VACO and the Vet Center, medical center, regional office, and national cemetery in Puerto Rico provided technical assistance to more than 500 veterans. More than 1,500 registrants participated in the Summit and Job Fair.

In addition to the nationwide Federal job opportunities, the Municipality of San Juan coordinated the offering of over 1,700 community jobs identified for this Job Fair and also provided a bank of computers and employment specialists to assist applicants with building their resumes and providing access to the local employment Web site.

Three outgrowths resulted from CPP's integrated efforts. First, the Federal Aviation Administration (FAA) was engaged and has collaborated with VA's Vocational Rehabilitation and Employment Service to train disabled veterans at the FAA Academy in Oklahoma. Second, Syracuse University was engaged and is promoting its privately funded Entrepreneur Bootcamp Program to disabled veterans who served during Operations Enduring Freedom and Iraqi Freedom. And third, LULAC expanded its home-buying assistance and foreclosure resolution program to veterans and their communities nationwide.

### Q: What is CPP planning for the future?

**Ms. McHugh:** This year, we constructed a new collective support function for the inclusion of all veterans, including minority veterans, as well as soldiers with disabilities who are in rehabilitation and transition at the Center for the Intrepid in Texas. We scheduled the second American Veterans Summit for November 2007 in Central Florida. We are planning another CPP Summit for January 2008 in San Antonio, Texas, and there are plans for one in California in 2008. Community enthusiasm is generating strong interest for Summits in New York and other East coast cities; however, these dates are yet to be determined.

*More information on CPP events and initiatives, including the upcoming summits, can be found on the CPP Web site at <[www.va.gov/cpp](http://www.va.gov/cpp)>.■*

#### Recruitment: Consider a Nontraditional Intern This Fall

The 2007 National Internship Program Guide, which provides information on VA's nontraditional internship programs, can be found on the DM&EEO Web site at:  
[www.va.gov/dmeeo/docs/07NationalInternship.pdf](http://www.va.gov/dmeeo/docs/07NationalInternship.pdf)

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Visit our **Web site**, <[www.va.gov/dmeeo](http://www.va.gov/dmeeo)>, for additional staff e-mail addresses.

### OTHER USEFUL LINKS

Under Secretary for Health  
Diversity Advisory Board  
<[www.va.gov/diversity](http://www.va.gov/diversity)>

VA's Office of Human  
Resources & Administration  
<[www.va.gov/ofcadmin/portal](http://www.va.gov/ofcadmin/portal)>

VA's Office of Resolution  
Management  
<[www.va.gov/orm](http://www.va.gov/orm)>

VA's Office of Human  
Resources Management  
<[www.va.gov/ohrm](http://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](mailto:dmeeo@va.gov)> with the words DIVERSITY@WORK in the subject line.

## DM&EEO ON THE INTERNET <[www.va.gov/dmeeo](http://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:

- ▶ Women's Equality Day 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](mailto: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](http://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. Each program runs for a month, immediately following *VA News*. 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](http://www.va.gov/dmeeo/ca/diversitynews.htm)>.

## FROM THE 2007 DIVERSITY CALENDAR

### JULY

**League of United Latin American Citizens  
National Convention and Exposition**  
July 9–14; Chicago, IL  
[www.lulac.org](http://www.lulac.org)

**Asian American Government Executives  
Network Leadership Conference**  
July 12; Washington, DC  
[www.aagen.org](http://www.aagen.org)

**Federally Employed Women's  
National Training Program**  
July 16–20; Washington, DC  
[www.few.org](http://www.few.org)

**National Association of Hispanic Nurses  
Annual Conference**  
July 17–20; Industry Hills, CA  
[www.thehispanicnurses.org](http://www.thehispanicnurses.org)

**National Black Nurses Association  
Annual Institute and Conference**  
July 25–29; Atlanta, GA  
[www.nbna.org](http://www.nbna.org)

### AUGUST

**American Veterans  
National Convention**  
August 4–11; Greensboro, NC  
[www.amvets.org](http://www.amvets.org)

**Disabled American Veterans  
National Convention**  
August 11–14; New Orleans, LA  
[www.dav.org](http://www.dav.org)

**Blacks in Government  
Annual National Training Conference**  
August 13–17; Nashville, TN  
[www.bignet.org](http://www.bignet.org)

**Women's Leadership Exchange  
Conference**  
August 14; Long Beach, CA  
[www.womensleadershipexchange.com](http://www.womensleadershipexchange.com)

**Women's Equality Day**  
August 26