



DIVERSITY@WORK

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

VOLUME 7, ISSUE 4

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

MAY/JUNE 2008

GRADE PARITY ISSUES

Demographic Bias in Promotions at VA Examined

There are five goals in the VA's equal employment opportunity (EEO) plan:

Goal 1: Representation compared to the relevant civilian labor force (RCLF)

Goal 2: Grade parity issues

Goal 3: Targeted disabilities

Goal 4: Disabled veterans

Goal 5: Training

Goal 2, Grade Parity Issues, looks at whether there is a demographic bias in promotions, such as by race, ethnicity, gender, or disability. The January 2008 edition of *Diversity News* available for viewing at <www.va.gov/dmeeo/ca/diversity_news.htm>

focuses on this goal and on measures of diversity in upper-level GS/GM positions at VA.

One of the most contentious issues in EEO is the observation that the leadership pipeline

has a greater proportion of Whites than the other grade groups. The chart on page 3 shows the representation in the leadership pipeline. Grade 12 is shown also because that is the pool for promotions to GS-13.

Some people conclude that this difference reflects bias in the promotions. However, a close analysis of grade disparity has found that the promotion rate is nearly identical to the availability rate by grade by race, ethnicity, and gender, indicating there is no systematic bias in promotions. So what accounts for the difference?

Older groups, such as White males, tend to have a slightly lower promotion rate, suggesting that they have reached the ceiling in their occupation.

[Continued on page 3.]

CELEBRATE!

National Asian Pacific American Heritage Month

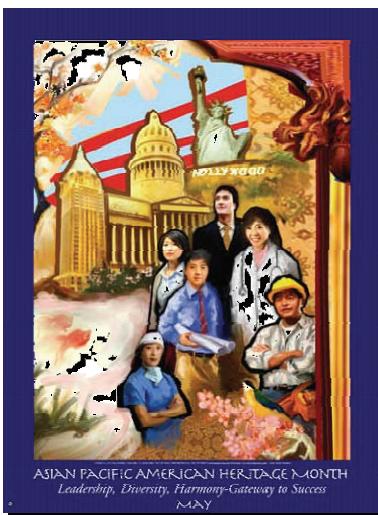
VA proudly joins the Nation in celebrating National Asian Pacific American (APA) Heritage Month in May. This year's theme is "Leadership, Diversity, Harmony—Gateway to Success."

In 1979, a joint congressional resolution established Asian Pacific American Heritage Week. The first 10 days of May were chosen to coincide with two important milestones in Asian Pacific American history: the arrival in the United States of the first Japanese immigrants (May 7, 1843) and contributions of Chinese workers to the building of the transcontinental railroad, completed on May 10, 1869. In 1992, Congress expanded the 10-day observance to a month-long celebration.

throughout the year. VA Central Office will be holding two events in the G.V. "Sonny" Montgomery Veterans Conference Center. The May 8 event will feature guest speaker U.S. Army (Ret.) Major General Antonio Taguba. The May 29 event will feature APA programs depicting cultural, musical, performance, and artistic work. Both programs will be held at noon.

To learn more about VA's Asian American and Pacific Islander Program, contact **David Walton**, VA's

National Asian American and Pacific Islander Program Manager, at (202) 461-4002 or <David.Walton@va.gov>.■



Managers and supervisors are encouraged to plan observance activities this month and

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BOOKMARKS

- ▶ American Coalition for Filipino Veterans Inc.
<http://usfilvets.tripod.com>
- ▶ Asian American Government Executives Network
www.aagen.org
- ▶ Japanese American Veterans Association
www.javadc.org
- ▶ National Technical Assistance Center for Asian Americans and Pacific Islanders with Disabilities
www.ntac.hawaii.edu
- ▶ Organization of Chinese Americans
www.ocanatl.org
- ▶ VA Learning Online
www.vcampus.com/valo
- ▶ VA Section 508
www.va.gov/accessible
- ▶ VHA Diversity Advisory Board
www.va.gov/diversity

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

FIELD NOTES

News You Can Use

Intern Selection Process Underway

The Washington Center (TWC) for Internships and Academic Seminars and the Washington Internships for Native Students (WINS) are now accepting intern requests.

TWC is an independent, nonprofit organization serving hundreds of colleges and universities in the United States and other countries by providing selected students challenging opportunities to work and learn in Washington DC for academic credit. TWC provides opportunities for internship placement organizations to work with interns throughout the year. The summer term is a 10-week program.

For more information on the TWC internship program, visit <www.twc.edu/agencies/docs/InternConnectSystemAgency.pdf>.

In the WINS program, American Indian and Alaska Native students bring rich cultural heritage and energetic talent as well as teachable, open-minds to their Washington, DC internships. While working full-time in academically supervised internships, American Indian students earn six credits in the eight-week summer term (June 2 through July 26). American University provides full academic oversight for the internship in addition to evening coursework so students can make progress towards their higher education degrees.

For more information on the WINS internship program, visit <www.winsprogram.org> (username and password: summer2008).

WEB SITE SPOTLIGHT

VA's 2007 Annual Employee Survey

Content: With the National Defense Authorization Act for Fiscal Year 2004, Congress established a requirement for agencies to survey their employees annually to assess employee satisfaction as well as leadership and management practices that contribute to agency performance.

Last November, a random group of VA employees participated in the 2007 Annual Employee Survey. The Office of Human Resources Management contracted with the Veterans Health Administration National Center for Organization Development to select the sample, administer the survey, and conduct data analysis, including comparing the percentage distribution of respondents for each demographic to the percentage distribution of the demographic in the target population.

The purpose of this survey was to help VA gain a greater understanding of the level of satisfaction about working at

For general questions, contact **Brenda A. Martin**, National Internship Program Coordinator, at (202) 461-4040 or <brenda.martin@va.gov>.

Effective immediately, VA organizations are required to document all nontraditional internship appointments by submitting form SF 52 (Request for Personnel Action) with the Nature of Action as "Without Compensation Appointment (WOC)" to their Human Resources (HR) offices. Workforce Recruitment Program (WRP) interns fall under the Schedule A hiring authority (not to exceed 10-weeks). The SF 52 must be submitted along with a copy of the intern's or applicant's résumé, application, and eligibility documentation.

For the WRP Schedule A appointment eligibility documentation, the HR office may accept proof and certification from a licensed medical professional, a licensed vocational rehabilitation specialist, or any Federal agency, State agency, or agency of the District of Columbia or U.S. territory that issues or provides disability benefits. HR offices may refer to VA's Human Resources Management Letter No. 05-07-04 for further details regarding employment of persons with disabilities.

The 2008 National Internship Program Guide is available at: <www.va.gov/dmeeo/docs/08NationalInternship.pdf>.

For questions or concerns, contact the Office of Diversity Management and Equal Employment Opportunity at (202) 461-4131 or visit <www.va.gov/dmeeo>.■

<http://www.va.gov/Ohrm/HumanCapital>

VA. VA also wanted to gain information about employees' perceptions of leadership and management practices that contribute to agency performance. While this annual survey is required by Congress, VA intends to use the results to illustrate growth and also highlight areas for development.

Must-See Features: The detailed analysis of responses for each survey category: personal work experience; recruitment, development, and retention; performance culture index; leadership index; and job satisfaction index.

Accessibility: This website is Section 508 compliant.

Contact Info: VA's Office of Human Resources Management Human Capital Planning, Development, and Outreach (05)
810 Vermont Avenue, NW
Washington, DC 20420.■

FEDERAL ASIAN PACIFIC AMERICAN COUNCIL CONFERENCE

DM&EEO to Host Pre-Conference Event

In May 2006, VA's Assistant Secretary for Human Resources and Administration signed a memorandum of understanding with the Federal Asian Pacific American Council (FAPAC). FAPAC was founded in 1985 as a nonprofit, nonpartisan organization representing the civilian and military Asian Pacific American employees in the Federal and District of Columbia governments. The primary purpose of FAPAC is to serve as an interagency association within the Federal and District of Columbia Governments, providing a focus for over thirty ethnically distinct groups originating from Asian and Pacific regions as recognized by the United States Bureau of the Census.

FAPAC will hold its 23rd Annual National Leadership Training Conference from June 23-27, 2008, at the Marriott Brooklyn Bridge Hotel, 333 Adams Street, Brooklyn, New York. The conference is being held in conjunction with VA's observance of Asian Pacific American Heritage Month in May. The theme for both this year's observance and the FAPAC conference is "Leadership, Diversity and Harmony—Gateway to Success." This year's conference offers an opportunity for professional and personal development through workshops, seminars (including FAPAC's Annual Congressional Seminar), a job fair, and exhibits. Detailed information and registration forms can be obtained from FAPAC's Web site: <www.fapac.org>.

VA's Office of Diversity Management and Equal Employment Opportunity (DM&EEO) is sponsoring a VA pre-conference event on Monday, June 23, 2008, from 9 am until 11 am. This event is a diversity training

opportunity designed specifically for EEO managers and Asian American and Pacific Islander (AAPI) special emphasis program managers. The VA pre-conference event is free of charge to all VA participants.

The event will be hosted by Vincent Ng, the Medical Center Director at the VA Medical Center in Providence, Rhode Island. Mike Dole, Director of Workforce Analysis and Special Emphasis, DM&EEO, will address workforce trends for AAPIs employed by VA using workforce data as a basis for comparison. Dr. Vaiyapuri Subramaniam, the Associate Chief Consultant in the Pharmacy Benefits Management Services in VA's Office of Public Health, will address AAPI cultural perspectives regarding their own healthcare. Dr. Rubin L Wright, Outreach Coordinator in VA's Office of Research and Development, will provide an overview of the Department's outreach efforts to special populations.

Detailed information on the VA pre-conference event is available on DM&EEO's AAPI Web site: <www.va.gov/dmeeo/spi/programs/aapi.htm>. To register for this free VA pre-conference event, visit <<http://vaww.sites.lrn.va.gov/registration/Default.asp?CourseID=1857>> on the VA intranet. For additional information, contact **David Walton**, National EEO Manager for AAPIs, at (202) 461-4002 or <David.Walton@va.gov>.

This leadership training conference is in compliance with Title 5, Chapter 41, of the United States Code and is certified as government-approved training by the Office of Personnel Management.■

GRADE PARITY ISSUES

Continued from Page 1

While there is a disproportionately large number of Whites in the higher grades, they tend to be retirement eligible, suggesting that their representation results from the available labor force 30-40 years ago when they were hired rather than from current promotion practices. Analysis indicates a significant increase in diversity in the leadership grades will occur as the Baby Boom generation retires.

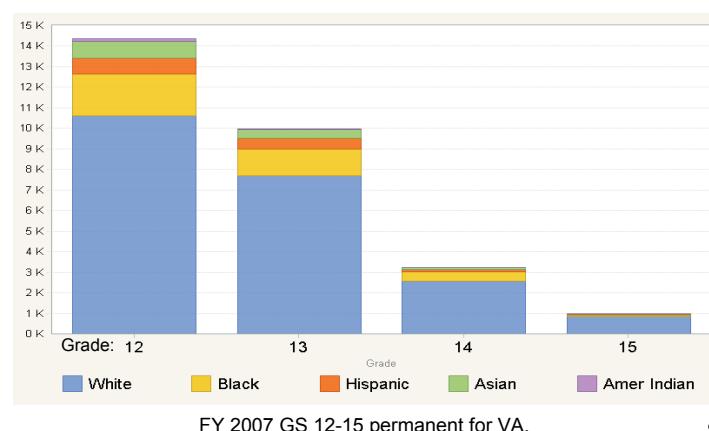
VA's complete fiscal year (FY) 2007 EEO Report and FY 2008 EEO Plan can be viewed at:

<www.va.gov/dmeeo/annualreport/715/>

07Report.doc. For more information, contact **Mike Dole**, Director of Workforce Analysis and Evaluation in VA's Office of Diversity Management and Equal Employment Opportunity, at (202) 461-4031 or at <Michael.Dole@va.gov>.■

Leadership Pipeline

Bars show count of GS/GM 12-15 employees by grade



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<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/orrm>

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:

- ▶ Asian Pacific American Heritage 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. 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>.

FROM THE 2008 DIVERSITY CALENDAR

<www.va.gov/dmeeo/calendar>

MAY

Asian Pacific American Heritage Month
Jewish American Heritage Month
Mental Health Month
Older Americans Month

2008 DeafNation Expo

May 3; Atlanta, GA
<www.deafnation.com>

Conference Board
Annual Diversity Conference
May 6–7; New York, NY
<www.conference-board.org>

Seventh Annual Asian Pacific American
Federal Career Advancement Summit
May 15; Washington, DC
<www.apasummit.gov>

MANA Annual Conference
May 22–24; Fort Worth, TX
<www.hermana.org>

JUNE

Gay and Lesbian Pride Month

Society of American Indian
Government Employees National
Training Conference

June 2–6; Acme, MI
<www.saige.org>

Juneteenth

June 18

Society for Human Resource
Management Annual Conference &
Exposition

June 22–25; Chicago, IL
<www.shrm.org>

Federal Asian Pacific American
Council Annual Conference
June 23–27; New York, NY
<www.fapac.org>