

## **CHANGE TO VHA'S CIVILITY, RESPECT AND ENGAGEMENT IN THE WORKPLACE (CREW) INITIATIVE BEGINNING FY18: TRANSITION OF PROGRAM OVERSIGHT FROM NCOD TO LOCAL SITES**

To both current and inactive CREW sites (Directors and CREW Coordinators are blind copied to this message):

The CREW initiative began in May 2005 and has touched the lives of thousands of VA employees. This voluntary Organizational Health initiative was launched in over half of VHA facilities and represents one of the longest running VA workplace environment improvement efforts to date. After a decade in operation, we at VHA's National Center for Organization Development (NCOD) feel it's time to begin the process of winding down national level support for CREW, and to hand off responsibility to our partners in the field.

NCOD is transitioning support of CREW fully to the local level due to a variety of factors. With limited resources, NCOD is shifting efforts in order to support other higher priority initiatives that we believe will positively impact the lives of VA employees in different ways. We know that when our employees and leaders work together, VA becomes a place where Veterans want to receive care and where the best employees want to work.

For active sites, from now through the end of FY 17, NCOD will continue to provide the CREW services you have received previously. Thereafter (beginning in FY 18), sites that wish to continue the CREW program can do so with local resources. For sites wishing to continue with CREW locally, NCOD will make training materials, activities, and all other resources available via the CREW SharePoint site. For those sites who wish to continue through FY17, your companion at NCOD can provide support and guidance on how best to grow your local CREW program during this transition.

Effective October 1, 2017, VHA's NCOD will no longer actively support the CREW initiative. By that time, sites wishing to continue with CREW will have been supplied with resources to handle activities previously managed by NCOD (e.g. conducting CREW facilitator trainings, preparing pre- and post-civility survey data charts). These resources will also be available for inactive sites that were previously in CREW.

NCOD appreciates the tremendous work of VA employees who created CREW, the tireless effort of CREW Coordinators and Facilitators, the numerous NCOD staff who worked in the CREW program from 2005 to present, the many leaders who supported CREW over the years, and of course, the thousands of VA employees who willingly participated and contributed in CREW meetings. Your efforts contributed to our goal of making VA a great place to work.

*\* The above text was originally distributed to the CREW Community via e-mail on October 14, 2016, presented during the October 20, 2016 CREW National Call, and captured in the October 20, 2016 CREW Minutes.*

*\*\* If you have additional questions please utilize the Community Forum located on the [CREW Pulse Page](https://www.vapulse.net/groups/crew?et=invite.join.sgroup.unmodifiable) at:  
<https://www.vapulse.net/groups/crew?et=invite.join.sgroup.unmodifiable>.*