DIVAC  
Summary Notes  
April 20, 2022

## Why we met:

1. Third quarterly Diversity and Inclusion in VA Council (DIVAC) meeting of Fiscal Year (FY) 2022.

## What we shared with our stakeholders:

1. DIVAC Co-Chair Mr. Harvey Johnson, Deputy Assistant Secretary (DAS) for the Office of Resolution Management, Diversity, and Inclusion (ORMDI), and DIVAC Co-Chair, Ms. Gina M. Grosso, Assistant Secretary for the Office of Human Resources and Administration/ Operations, Security, and Preparedness (HRA/OSP) provided opening remarks.
2. Mr. Johnson announced the publication of several important documents including:
   1. VA’s [Inclusion, Diversity, Equity, & Access (I-DEA) Action Plan](https://www.va.gov/ORMDI/docs/VA_I-DEA_Action_Plan-SIGNED.pdf) published in response to Executive Order (EO) 14035, Diversity, Equity, Inclusion, and Accessibility (DEIA) in the Federal Workforce;
   2. VA’s [Equity Action Plan](https://www.va.gov/ORMDI/docs/EO13985-VA_Final_Equity_Action_Plan.pdf) published in response to EO 13985, Advancing Racial Equity and Support for Underserved Communities Through the Federal Government;
   3. Strategic Objective 2.3 of the [VA FY 2022-2028 Strategic Plan](https://www.va.gov/oei/docs/va-strategic-plan-2022-2028.pdf) which memorializes IDEA;
   4. [VA Handbook 5975.1, Processing Requests for Reasonable Accommodation and Personal Assistance for Employees and Applicants with Disabilities](https://www.va.gov/vapubs/viewPublication.asp?Pub_ID=732&FType=2); and
   5. [VA Handbook 5979, Harassment Prevention Program (HPP) Procedures](https://www.va.gov/vapubs/viewPublication.asp?Pub_ID=1367&FType=2).
3. Mr. Christian Johnson, Chief of Strategic Communications, ORMDI, discussed Public Service Recognition Week to be observed May 1-7, 2022.

4. Ms. Ryan Pugh, Director, Workforce Analysis, ORMDI, provided an update on the VA Hispanic Barrier Analysis. It was suggested that the Special Emphasis Program Managers should work closely with outreach coordinators/specialists. The Veterans Affairs Hispanic Association (VAHA) was also mentioned as a potential resource.

1. Mr. James Anderson shared that he will be on a one-year detail to the White House to focus on Veteran engagement work.
2. Ms. Andrea M. Johnson, Program Manager, MITRE, presented the ORMDI Equity & Access/Barrier Analysis Resolution Plan to assess whether VA programs and policies perpetuate systemic barriers to opportunities for people of color, Veterans and military spouses, caregivers and other underserved communities and to develop a complete employee barrier report with analysis, findings and action plan with recommendations to assist VA in improving the diversity of the SES career field.
3. Ms. Jennifer Moffitt, I-DEA Program Manager, ORMDI, discussed VA’s Agency Diversity, Equity, Inclusion, and Accessibility Strategic Plan.
4. Ms. Erin Patel and Ms. Nancy Harada, Office of Academic Affiliations (OAA), VHA, discussed Geo-mapping VA Facilities & Minority Serving Institutions (MSIs). Chief Human Capital Officer (CHCO) Tracey Therit inquired about considering how to add data from VA Careers to transmit employment opportunities to MSIs around VA facilities, but OAA reports that the tool is only available inside of the VA firewall, making it inaccessible to MSIs.
5. Mr. Terry Allbritton, Director, VHA Office of Diversity, Equity and Inclusion (DE&I), and Mr. Charles Tubbs, VEO, discussed VHA findings from Veteran feedback sessions and Veteran interviews on promoting DE&I through Executive Order 13985.

## What we accomplished:

1. Robust discussions and idea exchanges on how to enhance the available programs and mitigate risk.
2. Networking and alignment across organizations.

## What the action items are:

1. Mr. Kshemendra Paul, Office of Enterprise Integration (OEI), offered to have a follow-up conversation on collaborations to improve employee-related foundational demographic data quality. OEI has much on the Veteran-facing side with partners including the Veteran Experience Office (VEO), Office of Information and Technology (OIT), the Veterans Health Administration (VHA), and others on operational data for Veterans who have chosen VA; and for analytics spanning the entire Veteran population.
2. Ms. Vivian Hutson, Senior Advisor for Pacific Strategy, would also like to connect with Mr. Paul on the Veteran population/characteristics in the Philippines and other overseas locations.
3. CHCO offered to explore through the Office of Personnel Management or in other ways means of identifying MSI contacts to address OAA’s issue of identifying current contacts at MSIs. Mr. Ronald Piaseczny, ORMDI, also proposed that OAA connect with the Veteran Readiness Program which works closely with Veteran student representatives at various schools across the country to identify MSI contacts.

## What we voted on:

1. Approved summary notes as distributed and read from previous DIVAC.