# Why we met:

1. First quarterly Diversity and Inclusion in VA Council (DIVAC) meeting of Fiscal Year (FY) 2023.

# 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 Mr. Jeffrey Mayo, Principal Deputy Assistant Secretary for Human Resources and Administration/Operations, Operations, Security and Preparedness, provided opening remarks.
2. Ms. Ryan Pugh, Director, Workforce Analysis, ORMDI, presented VA demographics information. VA continues to experience less than favorable representation for the same historical groups: Hispanic men and women, and White and Two or More Races men. VA is now experiencing less than favorable representation for a new group: two or more races women. Applicant flow data reveals there is more work to be done with regards to conducting outreach to groups experiencing less than favorable representation.
3. Ms. Soni Meckem, Presidential Innovation Fellow, ORMDI, presented on the VA Women's I-DEA sub-Group (VA-WIsG) Promotion Process Bias and Barriers Workstream.
4. Ms. Jolisa Dudley, Director, Customer Experience Strategy, ORMDI, presented on the VA-WIsG Career Paths/Coaching Best Practices Workstream. DAS Johnson emphasized that funding should not be an issue regarding proposed initiatives in this area.
5. Ms. Dudley presented on Phase II of the Identity Insights Project. Interviews will be conducted online on a rolling basis between September 2022 and May 2023.
6. Dr. Jenna Moffitt, Program Manager, I-DEA and Harassment & Assault Prevention, ORMDI, provided an overview of the I-DEA Stand Down. Each Administration/Staff Office will be required to conduct eight hours of training in this area. Regarding resources available for smaller Staff Offices, Dr. Moffitt encouraged individuals to reach out to her for assistance or for information on the I-DEA sub-council meetings.
7. Ms. Angela Sinisterra-Woods, McKinsey & Company, presented on VA Women in the Workplace.

# What we accomplished:

1. Robust discussions and idea exchanges on how to enhance the available programs and mitigate risk including the topic of Veteran employment and applicant feedback.
2. Networking and alignment across organizations.
3. The link to download I-DEA resources, including virtual backgrounds, was shared with DIVAC members.

# What the action items are:

1. DIVAC members are asked to consider how they can promote an upcoming survey on the topic of seasons in women’s careers and associated personas. Contact Ms. Meckem for more information.
2. DIVAC members are asked to consider volunteering for one of the VA-WIsG deep-dive groups. Contact Ms. Meckem for more information.
3. Ms. Tracey Therit, Chief Human Capital Officer, HRA/OSP, requests that Ms. Dudley follow-up with VA’s new Chief Learning Officer, who can assist with next steps regarding the establishment of a career development program.
4. DIVAC members are encouraged to participate in Phase II of the Identity Insights Project. Contact Ms. Dudley for more information.

# What we voted on:

1. Approved summary notes from previous DIVAC.