# Why we met:

1. Second quarterly Diversity and Inclusion in VA Council (DIVAC) meeting of Fiscal Year (FY) 2021.

# What we shared with our stakeholders:

1. DIVAC Co-Chair Dr. Paula Molloy, Deputy Assistant Secretary for the Office of Human Resources and Administration/Operations, Security, and Preparedness, shared her pleasure in, upon returning to VA, learning that the work of this Council has continued. She also emphasized that all individuals should be treated with respect and the importance of full participation and inclusion.
2. DIVAC Co-Chair Mr. Harvey Johnson, Deputy Assistant Secretary for the Office of Resolution Management, Diversity and Inclusion (ORMDI), discussed the establishment of the Barrier Analysis Workgroup and the Federal Women’s Program Coalition, the publication of [VA’s Diversity and Inclusion Strategic Plan for FY 2021 [PDF]](https://www.va.gov/ORMDI/docs/StrategicPlan.pdf), and the planning stages of the Diversity and Inclusion Strategic Plan for FY 2022-2025.
3. Ms. Laurie Young, EEO Program Manager, ORMDI, provided an update on the status of the [Alternative Dispute Resolution Excellence Awards Program](https://www.va.gov/ADR/AWARDS_Nominations.asp). Nominations are due Friday, February 26, 2021.
4. Ms. Yvonne Rannels, Training and Communications, ORMDI, provided an update on the status of the [Secretary's Annual Diversity and Inclusion Excellence Awards Program](https://www.va.gov/ORMDI/DiversityInclusion/Diversity_Inclusion_Awards.asp). Nominations are due Friday, February 19, 2021. Ms. Rannels called on the Council to assist in identifying members to serve on the Screening and Judging Committees.
5. Mr. Sameer Siddiqui, Director, Office of Workforce Relations Human Capital Management, National Cemetery Administration (NCA), provided an update on NCA’s EEO action plan.
6. Ms. Lois Scoon, ORMDI's Veterans Benefits Administration (VBA) EEO Liaison Office, provided an update on VBA’s EEO action plan.
7. Ms. Sherron Jernigan, Director, Equal Employment Opportunity/Affirmative Employment Office, Veterans Health Administration (VHA), provided an update on VHA’s EEO action plan.
8. Dr. Kameron Matthews, Chief Medical Officer, VHA, discussed VHA’s Diversity, Equity & Inclusion (DEI) effort.
9. Mr. Harvey Johnson reminded attendees to attend the [VA Central Office virtual Black History Month Program](https://teams.microsoft.com/l/meetup-join/19%3ameeting_Njc3YjE2M2YtMGZjZi00YmM5LTg4MzItZTE4NTAwN2QwNTUw%40thread.v2/0?context=%7b%22Tid%22%3a%22e95f1b23-abaf-45ee-821d-b7ab251ab3bf%22%2c%22Oid%22%3a%222c01b5d5-f981-4296-9db2-ddcd60eb2157%22%7d) on February 10, 2021, at noon featuring guest speaker Colonel Dennis O. May, USAF, Ret. Deputy Director, Center for Minority Veterans.
10. Ms. Deborah McCallum, Office of General Counsel (OGC), will attend DIVAC meetings regularly to offer OGC’s perspective if needed.

# 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. DIVAC members should ensure that their organization responds to VIEWS 04489083 with plans and accomplishments towards VA’s Diversity and Inclusion Strategic Plan for FY 2022-2025.
2. DIVAC members interested in serving on the Screening or Judging Committee for the Secretary’s Diversity and Inclusion Excellence Awards can [email Ms. Rannels](mailto:odi@va.gov?subject=Screening/Judging%20Committee).
3. ORMDI will pull the initiatives from the Administrations’ presentations and ensure these are incorporated into ORMDI’s playbook.
4. ORMDI will follow up with DIVAC members interested in joining the Federal Women’s Program Coalition.

# What we voted on:

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