# Why we met:

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

# What we shared with our stakeholders:

1. DIVAC Co-Chairs Ms. Gina Grosso, Assistant Secretary for Human Resources and Administration/Operations, Security and Preparedness, and Mr. Harvey Johnson, Deputy Assistant Secretary for the Office of Resolution Management, Diversity and Inclusion (ORMDI), provided opening remarks.
2. The MITRE team presented on a barrier analysis to identify barriers to equal employment for People with Disabilities (PWD) and People with Targeted Disabilities (PWTD) in General Schedule (GS)-11 through Senior Executive Service (SES) (positions) and provide recommendations to eliminate the identified barriers. The presentation focused on the qualitative analysis through survey, interviews and focus groups, policy review, and benchmarking to identify potential barriers to equal employment for PWD and PWTD and recommendations to eliminate the identified barriers to equal employment opportunity for PWD and PWTD in GS-11 through SES positions.
3. Mr. Corey McCahill, Program Analyst, Employee Experience and Organizational Management, Veterans Experience Office, and Ms. Emma Hersh, Technical Lead, presented on the Identity Insights: Phase II Cumulative Report. Phase I and II of the project engaged individuals from 18 identity groups. The Phase II Cumulative Report focused on the following identity groups: Gender Non-Conforming, Generation Z (born between 1997 and 2005), Jewish, Middle Eastern and North African, and White.
4. DAS Johnson and Dr. Jenna Moffit, Program Manager, I\*DEA, presented an overview of the I\*DEA Council. The I\*DEA Council was established in accordance with Executive Order 14091 and is the VA governance body for enterprise-wide coordination, collaborative analysis, and I\*DEA oversight and accountability for internal (employees) and external (Veterans, their families, caregivers, and survivors) stakeholders. The I\*DEA Council’s purview shall include all enterprise and interagency inclusion, diversity, equity, and access strategies and goals to ensure they are consistent with the Secretary’s strategic goals, objectives, and strategies.

# 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. Identity Insights Phase I and II reports are now available on the ORMDI website at <https://www.va.gov/ormdi>.

# What we voted on:

1. Approved summary notes from previous DIVAC.