DIVAC

Summary Notes

10/16/19

# Why we met:

1. First quarterly Diversity and Inclusion in VA Council (DIVAC) meeting of Fiscal Year 2020.

# What we shared with our stakeholders:

1. Ms. Ryan Pugh, Acting Director, Workforce Analysis, Office of Diversity and Inclusion, presented on the state of the VA workforce in 2019.
2. Chaplain Lowell S. Kronick, MHL, BCC, Associate Director for Policy, presented on diversity and religious liberty in VA facilities with a focus on VA Directive 0022 and Veterans Health Administration (VHA) Directive 1111, both republished in July 2019.
3. Ms. Judy Welch, Director of Worklife and Benefits Service, Office of Human Resources Management (OHRM), presented on compensatory time off for religious observances.
4. Ms. Tracey Therit, Chief Human Capital Officer, Human Resources and Administration/Operations, Security, and Preparedness (ASHRA/OSP), presented on second chance hiring initiative resources and Military Spouse Employment Partnership (MSEP).
5. Ms. Elizabeth Andringa, Project Manager, Office of Healthcare Transformation, VHA, and Mr. Daniel Bucsko, Portfolio Manager, Office of Healthcare Transformation, VHA, shared information on the Veterans Health Administration (VHA) Diversity & Inclusion, Integrated Project Team.

# 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. Ms. Pugh will provide Veteran separation numbers to Ms. Renetta L. Bradford, National Veteran Employment Program Manager, Veteran Employment Services Office.
2. In the future, Ms. Pugh will provide total numbers for each group for every stage of the applicant flow process in lieu of percentages.
3. A DIVAC Barrier Analysis Workgroup will be stood up and led by Ms. Pugh.
4. Ms. Welch will provide to Ms. Therit the links to various exit forms and surveys to be shared with the entire Council. This information was emailed to the DIVAC members on October 24, 2019.
5. Ms. Andringa will report progress at future DIVAC meetings. ODI representatives will serve on IPT.

# What we voted on:

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