DIVAC

Summary Notes

October 17, 2018

# Why did we meet:

1. First quarterly DIVAC meeting of FY19.

# What did we share with our stakeholders:

1. Three-year trend analysis on VA workforce, VA Complaints, and Employment Trends.
2. New work products in the form of toolkits for enterprise wide distribution.
   1. Reasonable Accommodation – RA
   2. Harassment Prevention Program – HPP
   3. Centralized Alternate Dispute Resolution – CADR
   4. Selective Placement Program – SPP (coming soon)
3. Updates on relevant topics.
   1. Federal Interagency Reentry Council – FIRC
   2. Rehabilitation Act Section 504 - Establishing a Program Manager to be filled with a FTE; Section 504 Accessibility coordinators; Establish an advisory committee – looking to have affinity organizations to be a part of it. Additional guidance on how the policy will be implemented and accommodated is forthcoming.
   3. Reprisal Per Se - relatively new – discourages employees from engaging in the complaint process/EEO process. Prevention tools – HPP training, civility training, promoting inclusion, push ADR, civil treatment training is new – prevention is the key.

# What did we accomplish:

1. Relevant and engaging discussion on:
   1. How can we improve the retention of Veterans and non-Veterans that are PWD and PWTD as the analysis shows a disproportionate percentage of separations? Development of an action plan to increase hiring and retention. Have we conducted a barrier analysis in this area? Develop a method to standardize a way to hire PWD and PTWD.
   2. How to track separation for PWD and PWTD, consider developing a yearly survey to analyze the perception of PWD/PWTD as it relates to their needs and why they are departing VA.
   3. Why are our veterans being separated disproportionately during the probationary period as brought up by the Disabled VA Action Programs – DVAAP director. However, trend analysis presented does not support disproportionate separations of veterans. We need to ensure that we do not fail to care for PWD/PWTD and disabled Veterans.
   4. Exit Survey - VHA is working on an exit survey – Bob Waltmeyer – POC.
   5. Circulating news pertaining to the federal government and the VA and its struggle with comparative salaries as it relates to hiring millennials.
   6. EEOC says we should use the upward mobility benchmark that shows progression to the GS-15. We need to show upward mobility to GS15 since 65-70% of the SES pool are internal hires.
   7. Trends appear to be the same – what are we doing about it? Thought DIVAC was about impacting change.
   8. Conflict management Day should be extended similarly to PSRW to a week and or a month for 2019.

# What are the action items:

1. Chair discussed the focus is on force multiplying to ensure we coordinate with schools and affinity groups so that we can maximize outreach events and attract students with our SWAG/display to improve hiring.
2. Next DIVAC discussions will center around:
   1. improving our trends.
   2. Upward mobility
   3. Blind auditions – conducting to reduce barriers.
3. Chair called out to the administrations for listing and information on existing programs that we can collaborate on to be sent via emails to [odi@va.gov](mailto:odi@va.gov).

# What did we vote on:

1. N/A