DIVAC

Summary Notes

1/15/2020

# Why we met:

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

# What we shared with our stakeholders:

1. Mr. Daniel R. Sitterly, Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness, discussed how to best serve Veterans through:
   1. PREVENTION (e.g. improve through inclusion, human resources, etc.);
   2. INTERVENTION (e.g., when improving inclusion, human resources, etc. does not occur, find a way to improve through Alternative Dispute Resolution, etc.);
   3. POST-VENTION (e.g., compliance through Equal Employment Opportunity and improving that process as well); and
   4. INVENTION (e.g., to Lean-In in Fiscal Year 2020 and identify issues before appraisal period/90-day onboarding period is completed; this equals to the improvement of employee satisfaction and experience).
2. Mr. Leroy Hill, Equal Employment Opportunity Specialist, Office of Resolution Management, and Ms. Yvonne Rannels, Training and Communications, Office of Diversity and Inclusion (ODI), shared the status of the Secretary's Annual Diversity and Inclusion Excellence and Alternative Dispute Resolution Excellence Awards Programs. A joint awards ceremony is planned for May.
3. Mr. Lester Stephens, Training and Communications, ODI, presented the Secretary’s EEO Policy and Policy Guidance on Religious Exercise and Expression in VA Facilities.
4. Ms. Sehar Minhas, Outreach and Retention Division, ODI, discussed VA’s Federal Women Program, American Indian/Alaska Native Employment Program, and Student Outreach Recruitment Program.
5. Ms. Katherine Gessner, Senior Solutions Specialist, Advanced Management Strategies Group, briefed on Enterprise Training Resources.
6. Ms. Leila Jackson, Senior Strategist, Office of the Chief of Staff, Veterans Health Administration (VHA), presented the Stop Harassment Campaign.
7. Ms. Elizabeth Andringa, Project Manager, Office of Healthcare Transformation, VHA, discussed the progress of the 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. Voting DIVAC members from the Administrations and Staff Offices are to provide nominees for the Screening and Judging Committees for the Secretary’s Diversity and Inclusion Excellence Awards to the [Office of Diversity and Inclusion](mailto:odi@va.gov?subject=Awards%20Committees) by February 14, 2020.
2. Disseminate the “[Impostor Syndrome Test](https://testyourself.psychtests.com/testid/3803)” in preparation for discussion at the next Council meeting.

# What we voted on:

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