# Why we met:

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

# What we shared with our stakeholders:

1. DIVAC Co-Chair Mr. Daniel R. Sitterly, Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness, discussed Executive Order 13950 and the subsequent Office of Management and Budget and Office of Personnel Management memoranda on the topic of employee training. Mr. Sitterly emphasized the diversity of talent required in the VA workforce to take care of our Nation’s Veterans.
2. DIVAC Co-Chair Mr. Harvey Johnson, Deputy Assistant Secretary for the Office of Resolution Management, Diversity and Inclusion (ORMDI), discussed the Veterans Health Administration’s White Ribbon Campaign and Harassment Prevention Program.
3. Ms. Ryan Pugh, Director, Workforce Analysis, ORMDI, presented the State of Veterans Affairs. Ms. Pugh reported that VA has become more diverse over the last three years but Hispanic males and females, White males, and two or more race males continue to experience less than expected representation although White males continue to experience higher than expected representation in VA leadership positions. Ms. Pugh discussed the Barrier Analysis Workgroup being formed to analyze various sources of information to identify triggers and explore potential connection to policies, procedures, or practices. The goal of the Workgroup will be to complete one barrier analysis per year beginning with Hispanic males and females. VA employees interested in participating may contact Ms. Pugh.
4. Dr. Andreé Sutton, Chief of Reasonable Accommodation (RA) Services, ORMDI, discussed the change in CAP. Effective October 1, 2020, CAP is a procurement resource funded only to provide assistive technology (AT) to Department of Defense employees, and active duty Service members. VA remains responsible for providing effective accommodations for our employees that do not pose undue hardships. CAP will gladly conduct assessments, provide information, referrals and assist Non-DoD agencies in determining the appropriate AT and AT devices to purchase by their agency. Ms. Nancy Hamilton, Office of Information and Technology (OI&T) National RA Consultant, announced that training would be forth coming regarding the OI&T process in response to CAP’s change in services and referenced publication VA Directive 6008 available on the [Reasonable Accommodations & Personal Assistance Services SharePoint site](https://dvagov.sharepoint.com/sites/vhareasonable-accommodation-services). Dr. Sutton discussed RA issues associated with COVID-19 and the expanded scope of services provided by her office in response. She also provided an update to the common RA pitfalls associated with failure to follow the RA process. Finally, she recognized the nation-wide RA Consultants for each of the administrations (Mr. Kenneth Law, Veterans Health Administration [VHA]; Mr. Christopher Wunsch, Veterans Benefits Administration; Ms. Catherine Walker, National Cemetery Administration; and Ms. Hamilton and Mr. Scott Barrett, OI&T).
5. Ms. Debbie McCallum, Office of General Counsel, discussed religious accommodation issues that have arisen due to personal protective equipment and the pandemic.
6. Ms. Elizabeth Andringa, Project Manager, Office of Healthcare Transformation, VHA, discussed the VHA Diversity & Inclusion, Integrated Project Team. The new Diversity & Inclusion Committee under the VHA Organizational Health Council will oversee the implementation of the 33 recommendations the Team developed over the last year.

# 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. Provide names for the Barrier Analysis Workgroup to Ms. Ryan Pugh.

# What we voted on:

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