Diversity@Work

August 2020

VA | U.S. Department of Veterans Affairs

WWW.DIVERSITY.VA.GOV

Upcoming Events

August 2020

International Day of the World's Indigenous Peoples
9 August

Women's Equality Day
VA Virtual Event (12:10 pm)
August 26

Excellence Awards

D&I and ADR Awards Video Now Online

The Eighth Annual Secretary's Diversity and Inclusion Excellence and Alternative Dispute Resolution Excellence Awards Video is now available online!

ORMDI

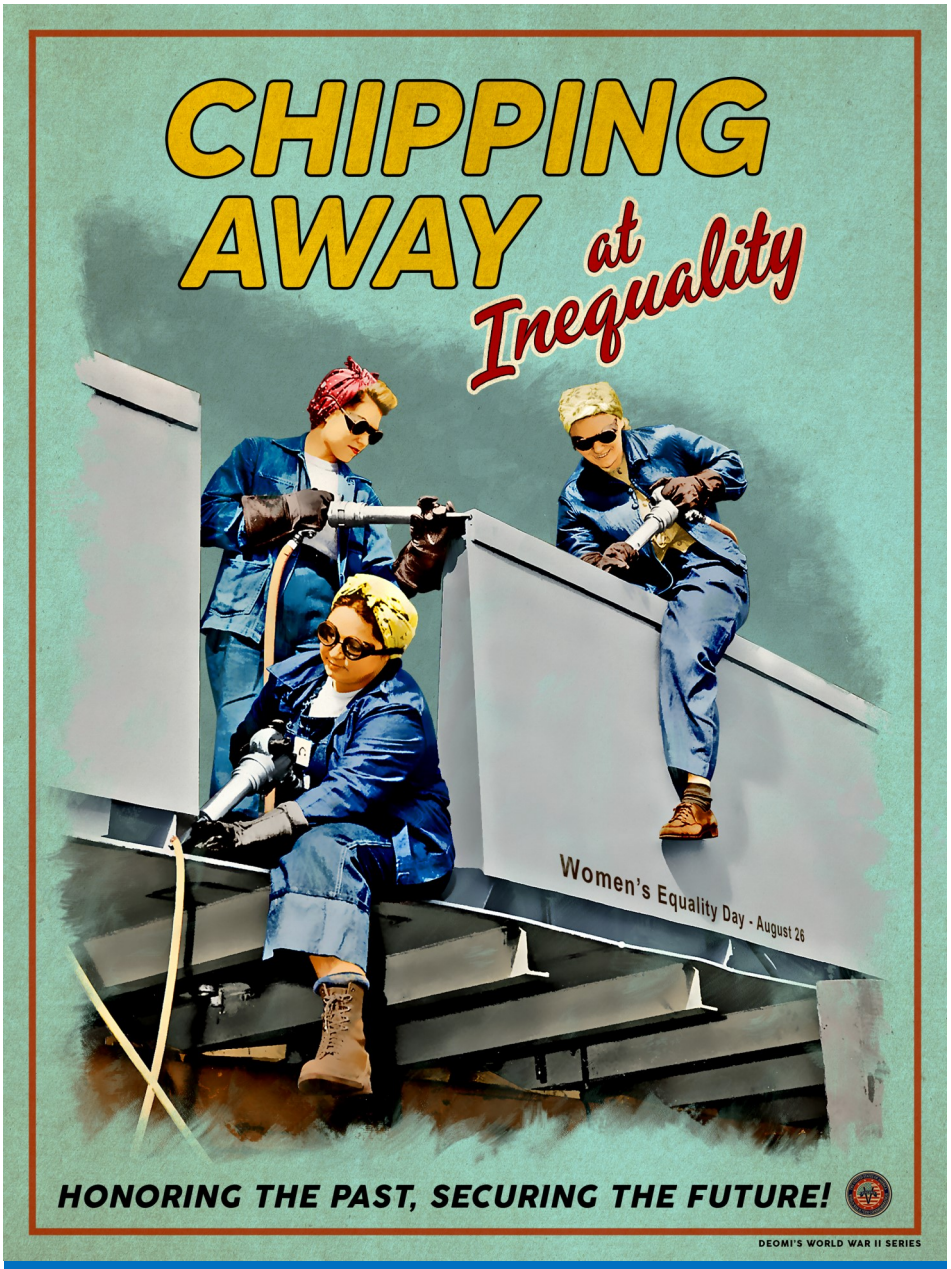
Steps Toward Conflict Resolution

You can contact the Office of Resolution Management, Diversity and Inclusion (ORMDI) toll-free at 1-888-566-3982 (TTY/TDD at 1-888-626-9008), from 8 a.m. to 4:30 p.m. in all time zones, and speak with a specialist regarding Equal Employment Opportunity Complaint Processing, Alternative Dispute Resolution, and the Harassment Prevention Program. To file a discrimination or harassment complaint, you must contact ORMDI within 45 calendar days of the date of the alleged discriminatory incident.

Annual EEO Policy

Available Online

The Secretary's EEO, Diversity and Inclusion, No FEAR, and Whistleblower Rights and Protection Policy Statement is available online.



DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE

Commemorate

Women's Equality Day

On August 26, 2020, VA joins the Nation in commemorating the centennial of the adoption of the 19th Amendment to the U.S. Constitution, securing women's right to vote. The Women's Equality Day theme is "Celebrating Women's Right to Vote."

VA managers and supervisors are encouraged to support events and activities that recognize women and their many contributions to American society. Continued on page 5.

We are partners in your health care.

"I am a mother, a soccer player, an avid traveler, and a VHA Psychiatrist. I hope you'll see *all* the things I am and respect me, like I respect you and all Veterans."

Workplace Violence Prevention Program (WVPP)
VHA is a place for healing.
Everyone's Safety is Everyone's Responsibility.

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Training

2020 LULAC FTIP Development Month

The 91st League of United Latin American Citizens (LULAC) National Convention has been postponed until 2021 and all activities that would have taken place during the LULAC National Convention under the Federal Training Institute (FTI) are also cancelled.

LULAC understands that the current situation has caused many Federal agencies to suspend training and other leadership development programs. However, more than ever, LULAC believes that leadership of the Federal government and the rest of the workforce must represent the population it serves.

In an effort to show their continued support and assist in addressing these issues, LULAC is partnering with the National Council of Hispanic Employment Program Managers (NCHEPM) and several Federal agencies to ensure the continued development of Federal employees by conducting training virtually. The 2020 Virtual Federal Training Institute Partnership (FTIP) Month of Development will be held August 18 through September 29, 2020. The FTIP is free of charge to all Federal employees regardless of grade and position as it is the FTIP's goal to develop a diverse pool of leaders for the future. Employees who wish to attend the FTIP must register. Employees are responsible for securing authorization to attend from their respective managers before registering. For more information, visit the **LULAC website**.

2020 Virtual National Historically Black Colleges and Universities Week and Conference

The White House Initiative on Historically Black Colleges and Universities (HBCUs), Executive Office of the President, and the Department of Education are hosting the **2020 Virtual National HBCU Week and Conference**, the Nation's premiere gathering of students, stakeholders, supporters, and stewards of America's HBCUs, on September 20-26.

The National HBCU Week and Conference is being held virtually this year due to the uncertainties of the COVID-19 pandemic. The Initiative is committed to continuing to leverage this platform to provide meaningful experiences for attendees and will partner with Federal and non-Federal allies to develop a calendar of online offerings—exploring webinars, conference calls, and other supplementary means—to engage, inform, and deliver valuable information to the HBCU community.

VA will also participate in a federal agency exhibit experience. For more information, contact **Ms. Tynnetta Lee**, VA's National African American Employment Program Manager, ORMDI, and VA's HBCU Representative.

Gay and Lesbian Medical Association (GLMA) Annual Conference on Lesbian, Gay, Bisexual, and Transgender Health

The Gay and Lesbian Medical Association (GLMA) has decided to move the 2020 GLMA Annual Conference on LGBTQ Health to a virtual platform September 23-26, 2020. The conference theme is "Developing LGBTQ Health Leadership: Strategies to Strengthen Ability and Influence in LGBTQ Healthcare, Health Education, and Health Policy" and will focus on strategies to strengthen the ability and influence of leaders to improve outcomes in LGBTQ healthcare, health education, and policy making at every opportunity.

The GLMA Annual Conference on LGBTQ Health - the premier scientific conference on LGBTQ health - features innovative healthcare breakthroughs and interventions, as well as the latest research from LGBTQ health experts from across the country. The conference is open to healthcare providers of all disciplines, researchers, academics, health administrators, policy experts, advocates, and all LGBTQ health supporters.

Plenary Sessions for the 2020 Annual Conference Include:

- The Role of the Healthcare Professional in Combating Structural Racism
- International Year of the Nurse and Midwife: Celebrating LGBTQ Nursing Activism and Leadership
- The Supreme Court, Sex Discrimination and LGBTQ Health
- Improving Behavioral Health for LGBTQ Communities

VA employees who plan to attend are responsible for obtaining supervisory approvals. Please note that centralized funding is not available for attendance. Funding for both registration and/or travel must come from the employee's benefitting program office. Following supervisory and budget approval, attendees who plan to participate must also register on the **GLMA Conference website**.

For more information, contact **Mr. Sterling Akins**, VA's National LGBT Program Manager, ORMDI.

RIGHTFULLY HERS

The fight to win women the right to vote in the United States was not easily or quickly won.

To win women access to the polls, a diverse group of suffragists—individuals who supported giving voting rights to women—fought for more than 70 years using many different strategies:

- Some focused on amending the U.S. Constitution while others worked to change state election laws.
- Suffragists lobbied privately in their parlors and publicly in the halls of Congress.
- They wrote articles, circulated petitions, gave speeches, organized marches, and were sometimes imprisoned for their protests.

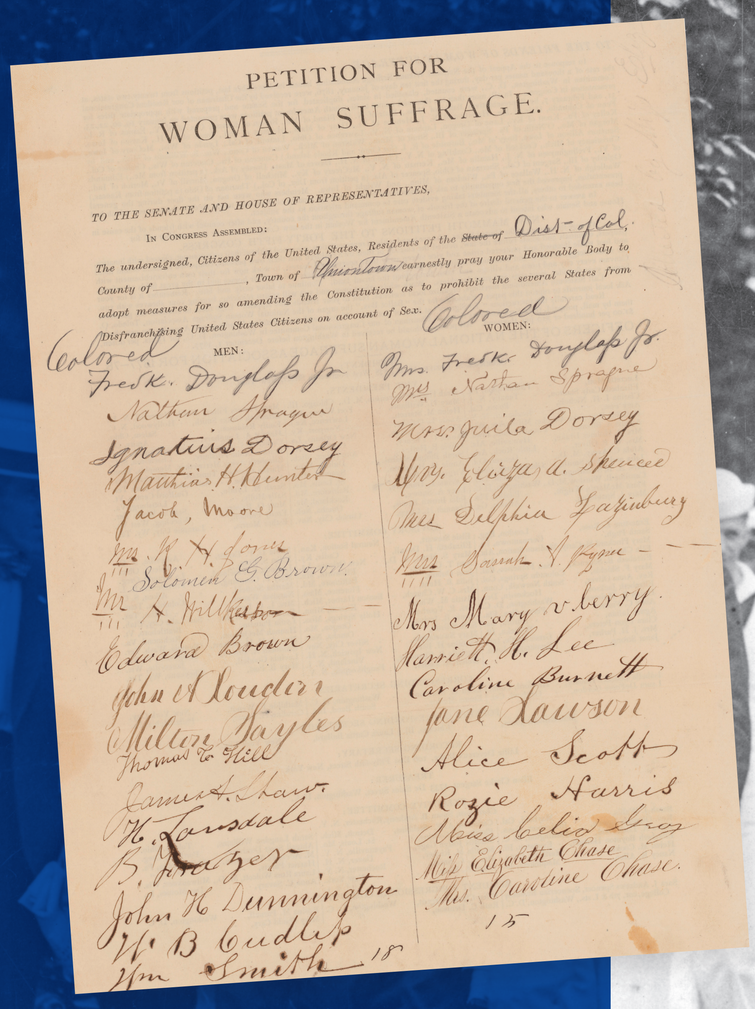
Over time these tactics won support for woman suffrage that led to the ratification of the 19th Amendment to the U.S. Constitution in 1920.

Harriet Stanton Blatch speaking on Wall Street, 1910
Courtesy of the Library of Congress

African American Women's League group, Newport, Rhode Island, ca. 1911
Courtesy of the Library of Congress

A Struggle within the Struggle

African Americans played an important and active role in the woman suffrage movement. Because of their race, however, black women were not always welcome at white-led suffrage meetings and demonstrations. African American women formed their own clubs to pursue reform issues, including woman suffrage.



PETITION FOR
WOMAN SUFFRAGE.

TO THE SENATE AND HOUSE OF REPRESENTATIVES,

IN CONGRESS ASSEMBLED:

The undersigned, Citizens of the United States, Residents of the ~~State of~~ Dist. of Col., County of _____, Town of Washington earnestly pray your Honorable Body to adopt measures for so amending the Constitution as to prohibit the several States from Disfranchising United States Citizens on account of Sex.

MEN: Colored Fredk. Douglass Jr. Nathan Sprague Ignatius Dorsey Matthias H. Hunter Jacob Moore Wm. H. Lewis Solomon G. Brown Wm. A. Hilliard Edward Brown John A. Louden Milton Sayles Thomas C. Hill James H. Shaw H. Lansdale B. Frazier John H. Dunnington W. B. Cudlip Wm. Smith 18

WOMEN: Colored Mrs. Fredk. Douglass Jr. Mrs. Nathan Sprague Mrs. Julia Dorsey Mrs. Eliza A. Spencer Mrs. Delphia Spalding Mrs. Sarah A. Payne Mrs. Mary V. Berry Harriet H. Lee Caroline Burnett Jane Lawson Alice Scott Rozie Harris Miss Lelia Long Mrs. Elizabeth Chase Mrs. Caroline Chase 15

Petition for woman suffrage signed by siblings Rosetta Douglass Sprague and Frederick Douglass, Jr., 1877
National Archives, Records of the U.S. House of Representatives

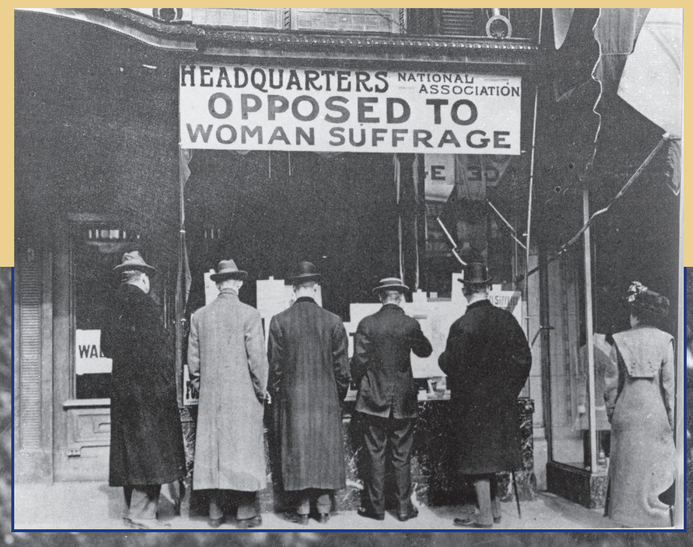
"GOVERNMENT OF THE PEOPLE, FOR THE PEOPLE AND BY THE PEOPLE IS BUT PARTIALLY REALIZED SO LONG AS

WOMAN HAS NO VOTE."

— Adella Hunt Logan, 1905

MANY RESISTED OPENING POLLS TO WOMEN. WHY?

Some men and women argued, among other reasons, that women's involvement in politics would change her role in the family and take power away from men. Others believed the decision of who votes belonged to the states. Like suffragists, anti-suffragists formed organizations to resist a federal woman suffrage amendment. Formed in 1911, the National Association Opposed to Woman Suffrage had branches in 25 states by 1916.



National Association Opposed to Woman Suffrage headquarters, 1919
National Archives, Records of the U.S. Information Agency

Sixteen members of the National Woman's Party picketing in front of the White House, Washington, D.C., which led to their arrest, July 14, 1917
National Archives, Records of the War Department

NATIONAL ARCHIVES

RIGHTFULLY HERS

Commemorate

Continued from Page 1

VA Central Office will host a virtual event on Wednesday, August 26, 2020, from 12:10 to 1:40 pm celebrating the 100th anniversary of the ratification of the 19th Amendment that granted women's right to vote. The celebration will feature guest speaker Tracey Therit, Chief Human Capital Officer, and a panel with several guest speakers who will address topics such as career advancement and success, mentorship, work-life balance, the future of women in the workplace, and other issues pertinent to women.

The ratification of the 19th Amendment represented the result of 72 years of campaigning by a massive civil rights movement for women and demonstrated a significant achievement in the history of the struggle for equity and women's rights. Prior to this movement, even respected thinkers such as Rousseau and Kant believed that women's inferior status in society was completely logical and reasonable; women were "beautiful" and "not fit for serious employment." The world has witnessed great women proving these views wrong.

A significant event during the women's suffrage movement was when Alice Paul, inspired by the British Suffrage Movement, organized a march in Washington D.C. on March 3, 1913. During the march, women protestors were met with hostility and violence by men, leading to numerous congressional hearings and public outcry. Seven years later, women in the United States would be granted the right to vote. Despite the passing of the 19th Amendment, and even after 1920, some minority women did not gain voting rights until the Voting Rights Act of 1965.

In 1971, Congress passed legislation to officially recognize August 26 of each year as Women's Equality Day. This observance allows VA to pause and commemorate the accomplishments of some historic women. From activists Claudette Colvin, Tarana Burke, Jeannette Rankin, and Mary McLeod Bethune fighting for equality to scientists such as Peggy Whitson; Dr. Millie Hughes-Fulford, PhD; Dr. Ann McKee, MD; and Dr. Mae Jemison, PhD, the last century has shown what women achieve when given the opportunity.

The **Association of American Medical Colleges (AAMC) data from 2019** shows that, for the first time, women comprise the majority of enrolled U.S. medical students. Also, **2019 data from McKinsey** shows that women are increasingly reaching leadership roles in the past five years, although work still must be done where women are still underrepresented at every level.

Women across the globe are continuously advocating for a more equitable society with equal opportunities to education and employment, fighting suppression and violence towards women and against the discrimination and stereotyping. On Women's Equality Day, we honor those courageous, relentless, and dedicated women who marched, advocated, and organized for the right to cast a vote—that precious right has reinvigorated generations of women and galvanized them to stand up, speak out, and let their voices be heard across this great Nation. As we celebrate the centennial of this achievement and pay tribute to the trailblazers and suffragists, we must continue to look to them for inspiration as we continue to advance equity for everyone.

For more information about women's suffrage, visit the **National Endowment of the Humanities**.

For additional Women's Equality Day materials, visit the **National Archives: Women's Suffrage Posters & Displays**.

For more information on VA's Federal Women's Program, visit **VA's FWP web page** or contact **Ms. Sehar Minhas**, VA's National Federal Women's Program Manager.