

A Few Upcoming Events

[May 2020](#)

Ramadan

April 23–May 23

Asian American Pacific Islander Heritage Month

Jewish American Heritage Month

National Military Appreciation Month

Mental Health Awareness Month

Older Americans Month

Better Hearing and Speech Month

Public Service Recognition Week

May 3–9

National Nurses Week

May 6–12

Military Spouse Appreciation Day

May 8

Women's Health Week

May 10-16

Armed Forces Day

May 16

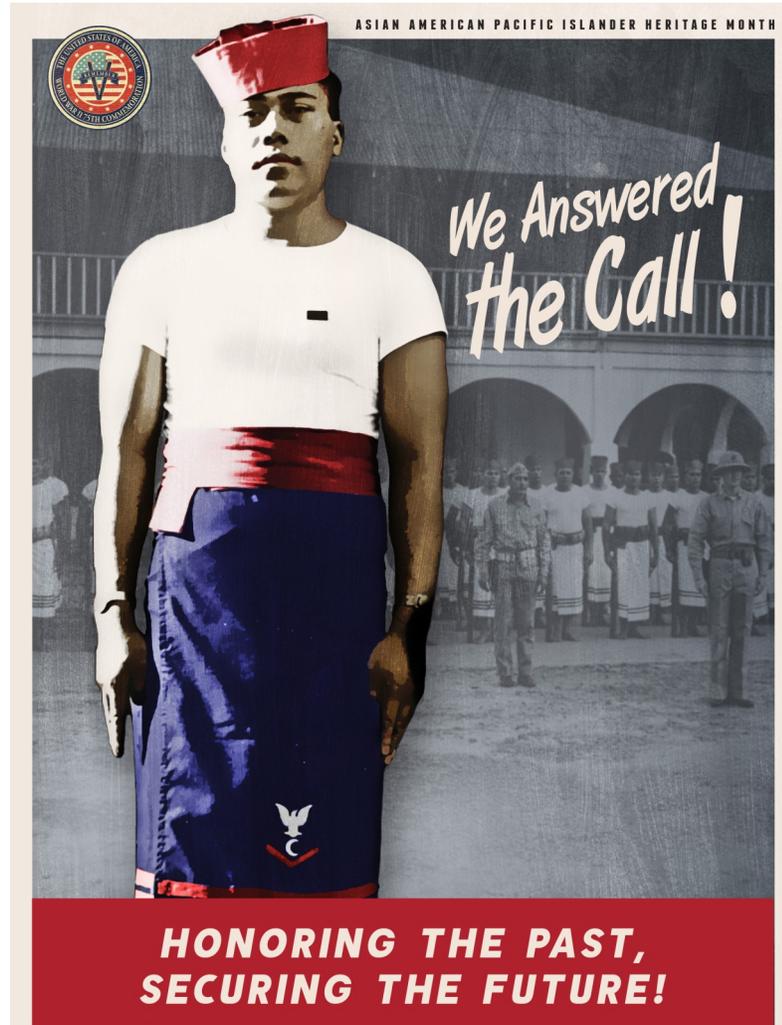
Memorial Day

May 25

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.



DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE

Commemorate

Asian American and Pacific Islander Heritage Month

VA joins the Nation in commemorating Asian American and Pacific Islander (AAPI) Heritage Month this May.

“During this time, we celebrate the remarkable accomplishments of Americans of Asian and Pacific Islander heritage that have enriched our great country and helped define our history. These Americans bolster our economy as entrepreneurs, business owners, and employees who initiate and expand opportunities for their families, communities, and country. Their languages, art, cuisine, and other cultural elements have enriched the American experience, and many have fearlessly answered the call of duty to defend our freedom as members of our Armed Forces” ([Department of Energy, Office of Economic Impact and Diversity](#)). [Continued on page 5.](#)

Child Care Subsidy Program Update

COVID-19 Child Care Subsidy Program Temporary Total Family Income Limit Increase

In light of the rapidly evolving situation concerning the Coronavirus (COVID-19), the VA Child Care Subsidy Program (CCSP) is temporarily increasing the annual total family income (TFI) limit to participate in the program from \$89,999 to \$144,000. Per the VA Handbook 5009/13, Part 1, paragraph 4ff, the TFI is defined as, “The combined annual family income of both child’s parents/guardians (couple, or domestic partner) listed on their Internal Revenue Service (IRS) tax forms as Adjusted Gross Income.” TFI also includes the combined family income in the household of unmarried parents living in the same household. The TFI will be based on the most recent IRS tax filing.

This temporary increase to the annual TFI will increase the number of employees eligible to participate in the program and will increase the monetary reimbursement required from participating Administrations and Staff Offices to cover the cost of participating employee’s child care. The following COVID-19 CCSP parameters will apply:

- Employees with annual TFI above \$89,999 to the increased maximum of \$144,000 will receive 25% of total eligible child care costs for eligible children up to the monthly maximum of \$416.66;
- The CCSP COVID-19 letter is required to be signed by the employee’s supervisor and must accompany the application; and
- The CCSP COVID-19 temporary expansion is effective the date of this memorandum and will continue until 30 days after the COVID-19 pandemic is officially lifted.

For a copy of the CCSP COVID-19 letter or for questions regarding CCSP, email the [VA CCSP Service](#). For more information on CCSP, visit the [VA CCSP Office website](#).

Thank You for Your Service

Celebrate Public Service Recognition Week with VA

[Public Service Recognition Week \(PSRW\)](#) is an annual celebration held the first full week of May to honor the country’s federal, state, county, and local government employees for their contributions to public service. Please join VA in commemorating PSRW May 3-9, 2020, as we celebrate our most valued asset...YOU! View the [PSRW 2020 Welcome Video](#) featuring Office of Resolution Management, Diversity and Inclusion (ORMDI) Deputy Assistant Secretary Harvey Johnson.

In the midst of this global pandemic, many members of the VA family are serving “on the front lines” to ensure we continue to carry out VA’s mission. The [PSRW 2020 I Am a Public Servant Tribute Video](#) recognizes the wonderful men and women of VA who admirably serve our Nation’s heroes.

While VA will follow White House, Center for Disease Control, and VA Senior Leadership guidance concerning COVID-19 and practice “social distancing,” the Department is excited to announce a schedule of virtual activities and events including the PSRW 2020 photo challenge! Employee photos will be showcased daily on *VA Insider* throughout the week:

Monday (May 4): Sunlit Inspiration—Show us your home office or workspace and tell us why it inspires you (e.g. view from your window, color scheme, décor, etc.).

Tuesday (May 5): ICARE—Show us you care with a photo of yourself with an ICARE certificate or performing work that embodies ICARE principles. VA employees are encouraged to [download ICARE certificates](#) and recognize individuals who embody ICARE principles by presenting them to staff or awarding them to peers electronically.

Wednesday (May 6): Celebrate What’s Right in the World—Share a picture of something that gives you hope, makes you feel proud, and inspires you to do the work you do every day.

Thursday (May 7): Everyone Needs a Helper—Share a photo of your work buddy. Furry friends welcome!

Friday (May 8): #1 Fan Show Your Team Spirit!—Share a photo sporting your favorite team memorabilia.

VA employees are encouraged to [email photographs today](#), along with an [image release waiver \[PDF\]](#), for any of the categories above, but please do not include images with personally identifiable information (PII).

VA looks forward to recognizing you and thanks you for all you do!



PUBLIC SERVICE RECOGNITION WEEK

MAY 3-9, 2020

VA APPLAUDS ITS EMPLOYEES

MAY3

MAY4

MAY5

MAY6

MAY7

MAY8

MAY9

VA Recognizes Its Workforce Is Its Most Valuable Asset

During Public Service Recognition Week, VA celebrates and honors its public servants for their contributions to the Department. Dedicated and outstanding employees across the country make a difference every day by fulfilling VA's mission of caring for our nation's Veterans and their families.

**VA THANKS EVERY ONE OF ITS VALUED
EMPLOYEES FOR ALL THEY DO ON
BEHALF OF OUR NATION'S VETERANS.**



VA



U.S. Department
of Veterans Affairs





Department of Veterans Affairs

Office of Resolution Management, Diversity & Inclusion

The Workforce Analytics Team presents

workforcedatarequest@va.gov

VA Demographics – FY 2019

www.diversity.va.gov/

BY THE NUMBERS



Onboard: 404,638

Men

159,221 (39%)

Women

245,294 (61%)

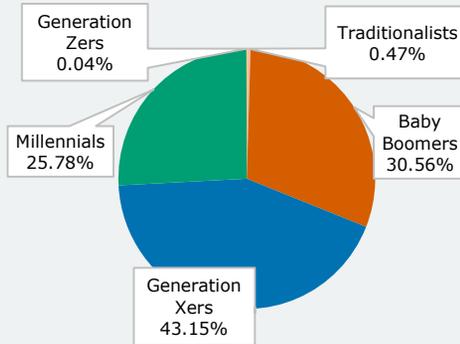


14%

Employees with Disabilities

10,582 have Targeted Disabilities

GENERATIONS



DIVERSITY INDEX

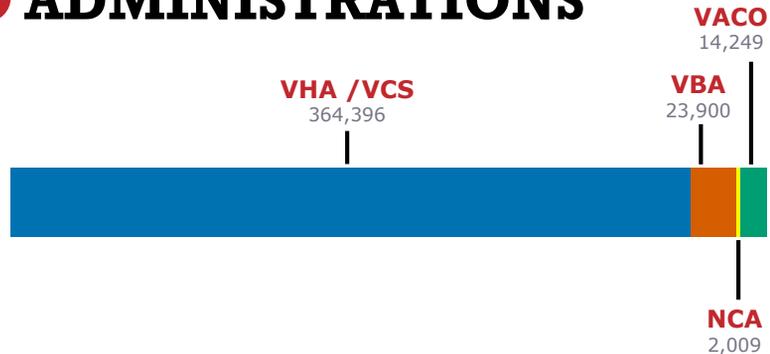
89.57%
(RCLF)

RCLF = Relevant Civilian Labor Force

VETERANS

- Veterans**
130,251
- Non-Disabled Veteran**
74,303
- Disabled Veteran**
55,948

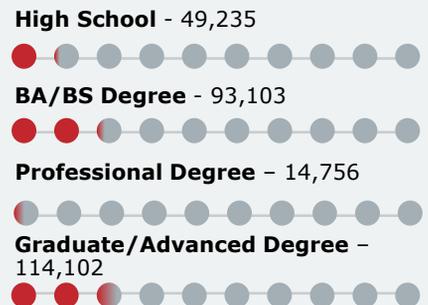
ADMINISTRATIONS



TOP MISSION CRITICAL OCCUPATIONS



EDUCATION



LEADERSHIP



Policy Alerts

Human Resources Flexibilities and Authorities for the 2019 Novel Coronavirus

The U.S. Office of Personnel Management reminds agencies that a wide range of [human resources flexibilities and authorities \[PDF\]](#) are available to assist employees and agencies in dealing with the 2019 Novel Coronavirus (2019-nCoV) or other quarantinable communicable diseases.

EEO, Diversity and Inclusion, No FEAR, and Whistleblower Rights and Protection Policy Statement

The [Equal Employment Opportunity, Diversity and Inclusion, No FEAR, and Whistleblower Rights and Protection Policy Statement](#) summarizes VA's EEO, Diversity and Inclusion, Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR), and Whistleblower Rights and Protection policies.

Age Discrimination in Employment Act

The [Age Discrimination in Employment Act](#) forbids age discrimination against people who are age 40 or older. The law prohibits discrimination in any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, benefits, and any other term or condition of employment. An employment policy or practice that applies to everyone, regardless of age, can be illegal if it has a negative impact on applicants or employees age 40 or older and is not based on a reasonable factor other than age ([U.S. Equal Employment Opportunity Commission](#)).

Commemorate

[Continued from Page 1](#)

This year's [Defense Equal Opportunity Management Institute \(DEOMI\) AAPI Heritage Month poster campaign \[PDF\]](#) commemorates the 75th Anniversary of World War II and features Officers Cook Third Class Forsia, the first Samoan to be decorated in World War II after being wounded when a Japanese submarine shelled Samoa on January 11, 1942. Forsia is wearing the dress blue uniform of the Samoan Naval Fita-Fita Guard.

The [White House Initiative on Asian Americans and Pacific Islanders \(WHIAAPI\)](#) works to broaden AAPI access to economic resources and opportunities and thus empower AAPIs to improve the quality of their lives, raise the standard of living of their families and communities, and more fully participate in our economy. According to WHIAAPI, the AAPI population, "is the most rapidly growing ethnic group in the country and is expected to increase to over 40 million individuals by 2060. AAPIs have helped build a strong and vibrant America. Generations of AAPI individuals, families, and communities are composed of diverse and varied ethnicities, languages, and cultures, and include residents of United States Pacific Island territories and freely associated states. They play an important economic role, having started businesses and generated jobs that pay billions of dollars in wages and taxes, including founding some of our Nation's most successful and innovative enterprises. AAPIs have made important contributions to science and technology, culture and the arts, and the professions, such as business, law, medicine, education, politics, and economics. Their shared accomplishments and legacies are inspirational, significant, and celebrated part of the American experience."

"While we celebrate the many contributions of the AAPI communities to our Nation, we also recognize that AAPI communities and enterprises encounter challenges accessing economic resources and opportunities. Many of the more than 1.9 million AAPI-owned enterprises are small sole-proprietorships that need assistance to access available resources such as business development counseling, small-business loans, and government procurement opportunities. Today's AAPI workforce is the largest it has been in American history, and we will continue striving toward furthering AAPI advancement in employment and workforce development as well as increasing AAPI participation and representation in the upper levels of leadership in the public and private sectors."

For more information on VA's National AAPI Employment Program, contact [Ms. Tynnetta Lee](#), VA's National AAPI Employment Program Manager, Office of Diversity and Inclusion, or visit [VA's AAPI Employment Program Web page](#).



Office of Human Resources & Administration/Operations, Security, and Preparedness
Office of Resolution Management | Diversity and Inclusion
Alternative Dispute Resolution | Resolution Support Center | Harassment Prevention Program
Office of Accountability and Whistleblower Protection | VHA Diversity & Inclusion Community of Practice
VA on Facebook | VA on YouTube | VA Jobs | VA Pulse Reasonable Accommodation Community of Practice

U.S. Department of Veterans Affairs | Office of Diversity & Inclusion
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