



Upcoming Events

April 2022

Limb Loss Awareness Month

[Minority Health Month](#)

[Sexual Assault Awareness and Prevention Month](#)

World Autism Awareness Day

April 2

Ramadan

April 2-May 2

[Pan American Week/Day](#)

April 10-16/April 14

[DIVAC Quarterly Meeting](#)

April 20; 1-3 pm

National Day of Silence

April 23

Days of Remembrance/Holocaust Remembrance Day

April 24-May 1/April 28

[Federal Inter-Agency Holocaust Remembrance Program](#)

April 28; 11:30 am-1 pm

ORMDI

Steps Toward Conflict Resolution

You can contact ORMDI toll-free at 1-888-566-3982 (TDD/TTY, dial 711 and before providing this number) and speak with a specialist regarding equal employment opportunity (EEO) complaint processing, Alternative Dispute Resolution, or harassment prevention. You must initiate contact with an EEO counselor within 45 days of the date of the alleged act of discrimination by calling 1-888-566-3982 or visiting your local ORMDI Field Office. The harassment prevention procedures do not affect rights under the EEO complaint process. Harassment should be reported immediately to a manager or supervisor, Harassment Prevention Coordinator, or the Harassment Prevention Program.



Federal Inter-Agency Holocaust Remembrance Program

Commemorate 29th Annual Federal Inter-Agency Holocaust Remembrance Program

Join VA for the 29th Annual Federal Inter-Agency Holocaust Remembrance Program, "Courage Facing Evil," to be held virtually on

Holocaust Remembrance Day, Yom HaShoah, Thursday, April 28, 2022, from 11:30 a.m. to 1 p.m. (ET). From the [United States Holocaust Memorial Museum](#): Holocaust Remembrance Day marks the anniversary of the Warsaw Ghetto Uprising, the largest uprising by Jews during World War II and the first significant urban revolt against German occupation in Europe. The uprising began after German troops and police entered the ghetto to deport its surviving inhabitants. Jewish insurgents inside the ghetto resisted these efforts. In the United States, Days of Remembrance runs from the Sunday before Yom HaShoah through the following Sunday.

This year's Federal Inter-Agency Holocaust Remembrance Program will feature two Holocaust Survivors, Rachel Goldfarb and Susan Warsinger, both of whom have served as long-term volunteers at the United States Holocaust Memorial Museum.

Rachel (Rae) Mutterperl Goldfarb was born in Dokszyce, Poland, in 1930. She and her family were forced to live in a ghetto before escaping and going into hiding with Gentiles. After her brother was denounced and killed, Rae and her mother joined a group of partisan fighters with whom they remained until liberation in 1944.

In November 1938, the Nazis destroyed Jewish homes, businesses, and synagogues in an event known as Kristallnacht—the "Night of Broken Glass." Susan Warsinger was an eyewitness to that terrifying event.

The program will be moderated by Edna Friedberg, Historian at the United States Holocaust Memorial Museum.

To watch the virtual event, visit the [Federal Inter-Agency Holocaust Remembrance Program website](#). For more information, contact Mr. Ronald Piaseczny, Office of Resolution Management, Diversity and Inclusion, VA's representative coordinating the Federal Inter-Agency Holocaust Remembrance Program.



DAS Johnson

Message from the DAS

Harvey Johnson, Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion

The nomination period for the Tenth Annual Secretary's Alternative Dispute Resolution (ADR) Excellence Awards will soon open. The Secretary's ADR Excellence Awards recognize exemplary contributions by VA managers/supervisors, employees, and teams in the area of ADR. This year, there are seven awards categories: ADR Effort by an Employee who is not officially affiliated with the ADR Program; ADR Effort by a Manager who is not officially affiliated with the ADR Program; ADR Effort by a VA Certified Neutral who is not an ORMDI employee; ADR Effort by an Office of General Counsel employee; ADR Effort by a Senior Executive; ADR Effort by a Workplace ADR Program (Team) within a facility; and ADR Effort by a Labor Union, Council, Local, or Individual. Nominations must be received by April 29, 2022. For more information, visit the [ADR website](#) or email Mr. William Ocker.

Commemorate

Deaf History Month

VA joins the Nation in commemorating Deaf History Month recognizing individuals who are deaf or hard of hearing from March 13 to April 15. The dates of this observance mark three milestones in deaf history:

- March 13, 1988: Gallaudet University, a private university that is designed to offer all its programs and courses for students who are deaf and hard of hearing, names its first deaf president, Dr. I. King Jordan.
- April 8, 1864: President Abraham Lincoln signs the charter for Gallaudet University to establish the first school for advanced education of people who are deaf and hard of hearing.
- April 15, 1817: The American School for the Deaf, the first public school for people who are deaf, opens in Connecticut ([Social Security Administration](#)).

The Americans with Disabilities Act (ADA) covers rights for people with disabilities in various areas, including employment. There are several resources available to accommodate deaf or hard of hearing employees. Three popular accommodations are Sign Language Interpretation, Closed Captioning and use of Computer Access Realtime Translation (CART) Services. CART is a process of converting speech into text through a third party (CART writer). A trained CART writer or stenographer uses a keyboard or stenographic machine to transcribe spoken speech into written text, which is then transmitted onto a computer monitor or video screen for viewing.

Deciding which resource is the most effective accommodation for the employee will depend on the functional limitations of the employee. The interactive process which should occur between the reasonable accommodation coordinator, the employee and the manager when determining the most effective accommodation for the deaf or hard of hearing employee. One of the key resources available to assist supervisors and managers in determining the effective accommodation for a deaf or hard of hearing employee is the [Job Accommodation Network](#).

For information on Reasonable Accommodation (RA) and Personal Assistance Services (PAS) for VA employees and applicants with disabilities, visit the [Office of Resolution Management, Diversity and Inclusion RA/PAS website](#).

Sexual Assault Awareness and Prevention Month

Sexual Assault Awareness Month, or SAAM, is observed every April to raise awareness about sexual violence and educate communities about preventing sexual harassment and assault. During SAAM, VA redoubles its year-round efforts to increase public awareness of military sexual trauma (MST), MST's impact on survivors, and VA's free MST-related services and support. For MST survivors, it can be tremendously healing and validating to hear that someone else acknowledges the trauma that they experienced, recognizes the effects this trauma can have, and believes in their ability to heal. To emphasize VA's support and confidence in survivors' strength, resilience, and ability to heal, SAAM 2022 will reprise last year's successful theme: "We believe you, and we believe in you." For more information or to explore VA's services for MST survivors, visit the [VA Mental Health Military Sexual Trauma website](#).

A NATIONAL DISCUSSION ON SEXUAL ASSAULT & SEXUAL HARASSMENT AT AMERICA'S COLLEGES, UNIVERSITIES AND SERVICE ACADEMIES



Virtual: April 6, 2022 • 1045 – 1140 ET

JOIN US FOR A SESSION ON TACKLING CYBER HARASSMENT

Students across a diverse range of academic institutions will discuss the challenges of preventing and responding to cyber harassment, and share tangible tools for addressing and mitigating these harmful behaviors.



Panelist

**MIDN 1/C
Blaise
De Oliveira,**
U.S. Naval
Academy



Panelist

**Ms. Anna
Moran**
University of
Connecticut



Panelist

**Ms. Julia
Cilleruelo
Fernandez del
Moral,**
Indiana University/
Purdue University
Indianapolis



Panelist

**C2C Jennifer T.
Bahna,**
U.S. Air Force
Academy



Moderator

**Dr. Dana
Kabat-Farr,**
Dalhousie
University

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<https://www.secnav.navy.mil/sapro/Pages/DiscussionLanding.aspx>

Achieving Culture Change through Healthy Climate

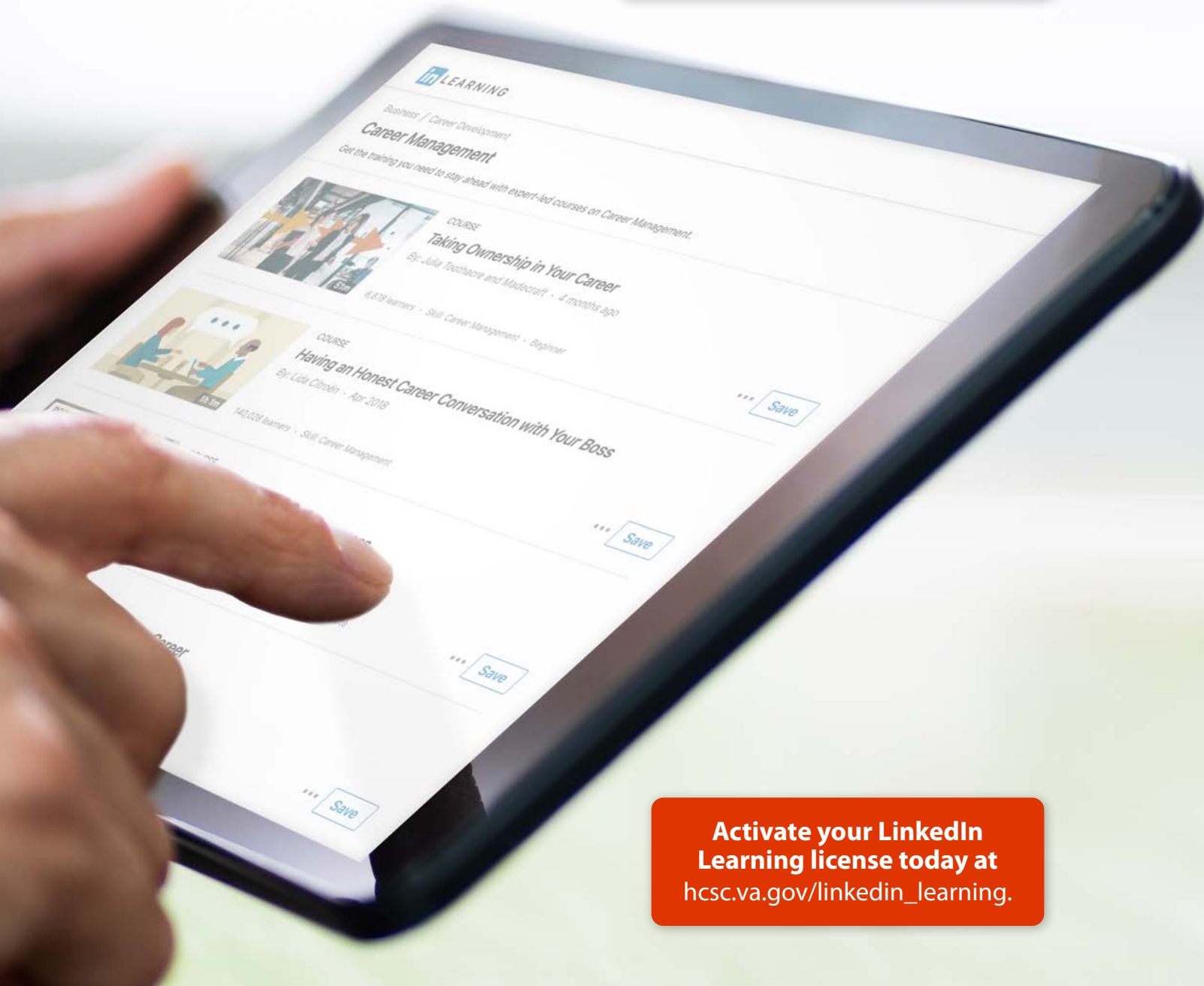


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Sexual Assault, Sexual Harassment and Suicide
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Commemorate

Black History Month

The following excerpts are taken from the *VA Insider* article, *His story rolls on*, published at the end Black History Month this past February featuring Army Veteran Jesse Owens:

VA respiratory therapist Tonya Dillon knew her uncle was a singer in the 1950s, but he wasn't one to brag about it.

Army Veteran Jesse Owens was a quiet man – except when he sang. That's when his big baritone voice filled a room.

At age 19, Owens catapulted to national fame in a radio talent contest.

In 1950, Owens became a popular star on bandleader Horace Heidt's "Original Youth Opportunity Program," a traveling talent show that aired Sunday nights on CBS radio.

Week after week, Owens won the top prize on the program, competing against a rotating cast of other young performers. The winner was determined by an "electric applause meter" that gauged the audience's enthusiasm for each act.

By March 19, 1950, he had won 12 weeks in a row and amassed \$2,500 in winnings (nearly \$30,000 today).

Heidt signed Owens to a management contract and took him in April to Europe as the orchestra entertained U.S. troops at 16 bases in programs that were broadcast back home. He was the first Black entertainer to join the show.

The Army drafted Owens when he was on tour with Heidt. He was 20 when he reported for duty in June 1951.

After leaving the service, Owens moved to New York and enrolled at Juilliard School of Music in 1953.

The momentum was lost. He dropped out soon afterward.

Owens gave up on a singing career and landed a job as a clerk at the U.S. Post Office.

He worked there for 30 years, retiring in the mid-1990s. He went back to Ohio to look after his aging mother.

Dillon says her uncle was so humble he didn't own any of his recordings. A doctor found a copy of "Shadrach, Meshach and Abednego" for \$70 on eBay and gave it to Dillon as a present.

A cancer survivor, Owens learned last year the illness had returned. His health began to decline in October, but he remained in good spirits.

"One day out of the blue last December, he started singing 'Old Man River,'" she said.

At the time, she didn't know the significance of the song to her uncle.

Owens died January 21 at age 91.

This month, Dillon received a phone call from the funeral home. Gary McLaughlin from the Horace Heidt Foundation was trying to reach her.

McLaughlin works with Horace Heidt Jr., who had been archiving video from his father's 1950s shows. He saw Owens perform and wondered whatever happened to him.

That's when they found the obituary Dillon wrote and sent her an online link to a 1951 show.

The young Owens belts out "Old Man River" with Heidt's orchestra, stretching out his arms at the song's stirring finale. Afterward, he nods politely as the Southern audience applauds him to victory.

Now Dillon can listen to her uncle whenever she wants.

Training

Federal Asian Pacific American Council National Leadership Training Program

The [Federal Asian Pacific American Council \(FAPAC\) 37th National Leadership Training Program \(NLTP\)](#) will be held virtually May 10-12, 2022. The NLTP attracts hundreds of attendees across the Federal, State and DC governments and the Uniformed Services annually. Participants learn from the experiences of senior government officials and subject matter experts through workshops on career advancement, leadership, effective communications, diversity, and inclusion. The NLTP also offers free programs and a career exhibition to connect students and Military Veterans with potential employers and broaden their professional networks. The NLTP aligns with the Office of Personnel Management requirements as an appropriate training for Federal workforce in accordance with 5 U.S.C. Chapter 41 and 5 CFR 410.404.

Costs associated with attending must be authorized by each employee's organization. No centralized funding is available to pay for registration. Employees who plan to attend the FAPAC NLTP should follow appropriate conference attendance approval procedures established for their respective organizations. For additional information, contact Ms. Yvonne Rannels, VA's Departmental Asian American, Native Hawaiian, and Pacific Islander Special Emphasis Program Manager, Office of Resolution Management, Diversity and Inclusion.

The [NLTP Veterans Program](#) will be held virtually on May 11, 2022, from noon to 3:30 p.m. Veterans, active duty personnel, and their families are invited to attend this free event to learn about opportunities and resources for Veterans in the civilian workforce. Meet government partners from the U.S. Department of Agriculture, Department of Defense, Department of Energy, Federal Bureau of Investigation, Department of Homeland Security, Intelligence Community, National Aeronautics and Space Administration, National Park Service, National Security Administration, State Department, Department of Transportation, Veterans Affairs, and more!

Federal Asian Pacific American Council 2022 Career Development Mentoring Program

Federal Asian Pacific American Council (FAPAC) is proud to host the [10th Career Development Mentoring Program \(CDP\)](#) in support of Executive Order 13583 on establishing a coordinated government-wide initiative to promote diversity and inclusion in the federal workforce.

The CDP is a six-month mentoring opportunity open to all federal, military and the District of Columbia employees with permanent career status at all levels. CDP mentors and mentees must be able to participate in all program components including: orientation, mutually scheduled one-on-one mentoring sessions, professional development workshops, a mid-term progress review, leadership projects, and graduation.

Mentors must be GS-14 or higher with 5+ years of federal supervisory experience and 8+ years in federal service. Mentees must be a GS-12 or lower for CDP Level One or GS-13 or higher (up to GS-15) for CDP Level Two and have permanent career status with the federal or DC governments. The [2022 CDP application](#) for both mentors and mentees is available on FAPAC's website. Applications must be received by 5:00 pm (ET) on Friday, April 8, 2022.

The Audacity to Fail Podcast

The [Audacity to Fail Podcast: misStepping Into Success](#) focuses on discovering leadership wisdom through experiences with failures and missteps. The podcast features conversations and stories from VA leaders as they share how failure activates a growth mindset, is an important part of learning and provides motivation for improvement. On the March episode, Dr. Shari Dade sits down with Dr. Kristina Seymour, a Clinical psychologist at the Columbia VA Health Care System. Dr. Seymour also serves on the Trauma Recovery Team as a Rotation Supervisor. In this episode they discuss moments of redirection and reroutes throughout her career and the risk of failure during these times. The episode examines the importance of deciding to look inward to determine if growth is worth the risk of failure. The series is also available on the [Talent Management System](#).



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810 Vermont Avenue, NW (08) | Washington, DC 20420