

Upcoming Events

November 2023

[National American Indian Heritage Month](#)
[National Family Caregivers Month](#)
[National Veterans And Military Families Month](#)

Veterans Day
[National Veterans Day Ceremony](#)
Arlington National Cemetery; November 11

[Transgender Day of Remembrance](#)
November 20

Thanksgiving
November 23

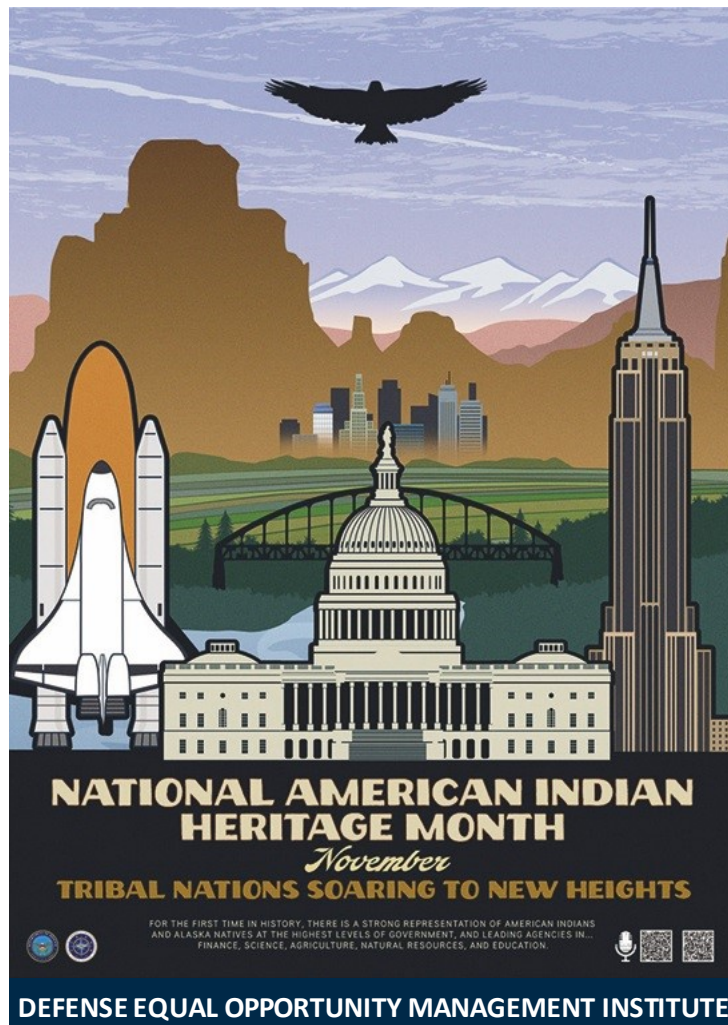
ORMDI

Steps Toward Conflict Resolution

You can contact ORMDI toll-free at 1-888-566-3982 (TDD/TTY, dial 711 before providing this number) and speak with a specialist regarding equal employment opportunity (EEO) complaint processing 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 [ORMDI Harassment Prevention Program](#).

For Alternative Dispute Resolution (ADR) services, email the Office of the Chief Human Capital Officer [ADR team](#).



Commemorate National American Indian Heritage Month

VA joins the Nation in commemorating National American Indian Heritage Month this November. The observance recognizes American Indians and Alaska Natives (AI/AN) for their immeasurable contributions to the United States.

The 2023 theme as chosen by the Society of American Indian Government Employees ([SAIGE](#)) is: “Tribal Nations Soaring to New Heights.” According to the [Defense Equal Opportunity Management Institute](#), “There are over nine million AI/ANs living in the United States today. With over 574 federally recognized tribes, there are hundreds of different cultures that are as unique as the people they represent...For more than 100 years, generations of Mohawk ironworkers shaped the skylines of North American cities. These men built prominent landmarks, including the Empire State Building, the Chrysler Building, the George Washington Bridge, and the World Trade Center...Fittingly, Mohawk ironworkers then helped build the new Freedom Tower, now known as One World Trade Center. American Indians and Alaska Natives have built a legacy of professionalism and selfless service that inspires future generations.”

VA managers and supervisors are encouraged to support events and activities that recognize AI/ANs and their many contributions to our Nation. For more information, visit [VA’s American Indian & Alaska Native Program webpage](#).



DAS Johnson

Message from the DAS

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

I am excited to announce that VA will kick off the I*DEA (Inclusion, Diversity, Equity, Access) Interagency Speaker Series on November 15, 2023, at 10 am (EST). This hybrid event will be held both in-person (VA Central Office, G.V. Sonny Montgomery room 230) and virtually via Webex.

VA Deputy Secretary Tanya J. Bradsher will provide opening remarks and the keynote speaker will be Veteran Robert D. Cabana, a former NASA astronaut currently serving as the agency's associate administrator, its third highest-ranking executive and highest-ranking civil servant. Before taking his current position, Mr. Cabana was director of NASA's John F. Kennedy Space Center in Florida. He will speak on his experiences that have informed his commitment to I*DEA, as an enabler of workforce and mission accomplishment, and, most importantly, he will speak to us about the Overview Effect—the primary principle that shapes NASA's workplace ethos.

The Overview Effect describes the shift in perspective experienced by NASA astronauts who return from outer space with a renewed understanding of Planet Earth. From the vantage point of space, the astronauts have a clear view of our beautiful, fragile planet floating alone in the vast universe. They cannot see manmade borders or boundaries. There are no obvious countries or dividing lines. So, the astronauts all return with a new understanding of the inter-connectedness of all human beings. The Overview Effect challenges us all to renew our focus on our commonalities, mutual interests and need for unity in order to enable our collective health, survival and sustainability as a species. In other words, NASA astronauts journey into space and experienced the goals and ideals behind the I*DEA Movement.

I hope that you are excited to learn more about the Overview Effect and can join us for this inaugural event launched by the I*DEA Task Force. This Task Force was established by Secretary McDonough following President Biden's issuance of a series of executive orders placing emphasis on the federal government's commitment to inclusion, diversity, equity and access for all. One of the Task Force's initiatives was establishment of the I*DEA Interagency Speaker Series, *Shifting the Needle on Cultural Health*. The goal of the series is to shift VA's cultural health in collaboration with federal partners in the I*DEA arena. It is also an opportunity for VA to maximize learning by understanding what peer agencies gained by implementing policies, practices and culture directed in Executive Orders 13985, 14035 and other subsequent executive actions.

I look forward to the I*DEA Interagency Speaker Series and to our interagency partnerships.

Eleventh Annual Secretary's D&I Excellence Awards

Congratulations to the Winners!

ORMDI is proud to announce the winners of the Eleventh Annual Secretary's Diversity and Inclusion (D&I) Excellence Awards! The D&I Excellence Awards recognize employees and teams who have demonstrated significant efforts in growing a diverse, high-performing workforce; cultivating an inclusive work environment and creating an engaged organization; and facilitating outstanding, responsive public service.



This year, the Secretary's D&I Excellence Award is awarded in four categories. The awardees are:

- **Crystal Warning**, Chief Strategy and Planning Officer, William S. Middleton Memorial Veterans Hospital; Madison, Wisconsin; Veterans Health Administration (VHA) (Category: Manager/Supervisor)
- **Tiffani Wilson**, Management Analyst, Seattle Regional Office; Seattle, Washington; Veterans Benefits Administration (Category: Nonsupervisory Employee)
- **Dr. Maurice Endsley Jr.**, Psychologist, VA Northern California Health Care System; Sacramento, California; VHA (Category: Equal Employment Opportunity/Diversity & Inclusion Practitioner)
- **The John D. Dingell VA Medical Center Diversity, Equity and Inclusion Committee (Zenya Berry, Demetrice Ferguson, Fred L. Harris III, Joy Inniss-Johnson, Edgar Molina, Wendy Myers-Cromwell and Eleanor Shaw)**; Detroit, Michigan; VHA (Category: Team)

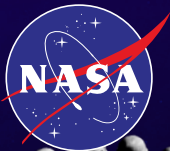
A video highlighting the accomplishments of the awardees will be shared on the [D&I Excellence Awards webpage](#) in the coming weeks. Congratulations to all of the award winners for their outstanding achievements in support of D&I!



I^{DEA}

INTERAGENCY
SPEAKER SERIES

NO BOUNDARIES



Guest Speaker

ROBERT D. CABANA

FORMER ASTRONAUT & U.S. VETERAN
NASA ASSOCIATE ADMINISTRATOR

While exploring the secrets of the universe, NASA has experienced something most of us can only imagine: True perspective.

Join us to learn how diversity, equity, inclusion, and access enables mission success at the #1 Place to Work in Federal Government.

In-Person & Online

NOVEMBER 15, 2023

10:00 AM EST

VA CENTRAL OFFICE

SONNY MONTGOMERY CONFERENCE ROOM



Seats are Limited!

REGISTER TO ATTEND

bit.ly/3rPjx8K

VA WORKFORCE DIVERSITY: FY 2023

THE RELEVANT CIVILIAN LABOR FORCE (RCLF)* HAS BEEN UPDATED!

RCLF	Hispanic		White		Black		Asian		NHPI		AIAN		TOMR	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
RCLF (2010)	8.80%	6.08%	32.93%	33.19%	5.39%	6.68%	2.49%	2.67%	0.08%	0.07%	0.50%	0.51%	0.29%	0.30%
RCLF (2018)	6.79% ↓	6.57% ↑	33.50% ↑	32.50% ↓	5.87% ↑	7.20% ↑	2.22% ↓	2.43% ↓	0.08% =	0.08% ↑	0.31% ↓	0.33% ↓	1.04% ↑	1.09% ↑

* The RCLF data is from the Census Bureau 2018 All Community Survey and consists of U.S. citizens 16 years and older, excluding those in the Armed Forces, who are employed in or are unemployed and seeking employment in VA-specific occupations. NHPI = Native Hawaiian or Other Pacific Islander; AIAN = American Indian or Alaska Native; TOMR = Two or More Races.

THE EFFECTS OF A NEW BENCHMARK (2018 RCLF)

1. Groups With Less Than Favorable Representation in VA:

- Hispanic males and females
- White males
- TOMR males and females

+

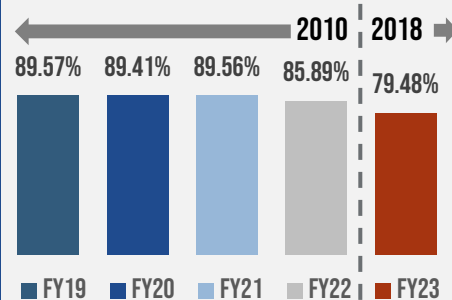
2. Groups With Increasing Representation in 2018 RCLF:

- Hispanic females (up 8.06%)
- White males (up 1.73%)
- TOMR males and females (up 261.02%)
- And others

=

3. Lower Diversity Index¹

DIVERSITY INDEX (RCLF)



	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	Hispanic		White		Black		Asian		NHPI		AIAN		TOMR	
RCLF (2018)	6.79%	6.57%	33.50%	32.50%	5.87%	7.20%	2.22%	2.43%	0.08%	0.08%	0.31%	0.33%	1.04%	1.09%
FY 2022	3.02%	4.07%	21.77%	34.51%	8.25%	16.80%	3.35%	5.78%	0.19%	0.31%	0.56%	0.99%	0.15%	0.25%
FY 2023	3.04% ↑	4.34% ↑	20.99% ↓	34.52% ↑	7.94% ↓	17.48% ↑	3.31% ↓	5.88% ↑	0.20% ↑	0.32% ↑	0.55% ↓	1.00% ↑	0.16% ↑	0.26% ↑

Veterans Serving Veterans²

VETERANS MAKE UP 26.92% OF THE VA WORKFORCE; DOWN 1.31 PERCENTAGE POINTS FROM LAST YEAR (28.23%)

People with Disabilities

	FY 2022	FY 2023
12% PWD Goal³		
GS-11 though SES	9.51%	9.82% ↑
GS-1 through GS-10	14.93%	14.50% ↓
2% PWTG Goal³		
GS-11 though SES	1.54%	1.73% ↑
GS-1 through GS-10	3.32%	3.32% =
12% PWD hiring goal⁴	8.89%	10.16% ↑
2% PWTG hiring goal⁴	2.03%	2.27% ↑

FROM THE All Employee Survey⁵

Respondents	FY 2022	FY 2023
Lesbian	0.86%	0.88% ↑
Gay	1.06%	1.06% =
Bisexual	1.53%	1.59% ↑
Queer	0.36%	0.41% ↑
Asexual	0.39%	0.36% ↓
Transgender	0.77%	0.77% =

¹ The Diversity Index measures the convergence of VA's aggregate workforce representation by race, ethnicity, and gender to the Relevant Civilian Labor Force (RCLF). It represents the mean ratio of VA's incumbent workforce to the corresponding groups in the RCLF. ² Veteran status based on Veterans Preference; includes Manila residents. ³ Includes permanent full-time workforce only; grade cluster data are based on salary. ⁴ The Equal Employment Opportunity Commission has established a Federal hiring goal for People With Disabilities (PWD) of 12% and People with Targeted Disabilities (PWTG) of 2%. ⁵ Data provided by the VA National Center for Organization Development.

Commemorate

Transgender Day of Remembrance and Transgender Awareness Month

VA joins the Nation in observing of [Transgender Day of Remembrance \(TDOR\)](#) on November 20. This annual observance honors the memory of the transgender people whose lives were lost in acts of anti-transgender violence. Over the years, this observance expanded to “Transgender Awareness Week” and then later evolved into “Transgender Awareness Month” which is now commemorated each year in November as a time to recognize and uplift the voices and experiences of the transgender and gender non-conforming (GNC) community through education and action.

The best way to show support of transgender or GNC Veterans and co-workers is through validation and education. VA employees can begin by respecting an individual’s name and pronouns. In meetings and trainings, share your pronouns and invite others to do the same. You can also share your pronouns on your business cards and in your signature block. In support, VA has implemented the best practice of including personal pronouns in employees’ email profiles. To date, over 28,500 VA employees have updated their profiles to reflect their preferred pronouns and that number is steadily increasing. VA employees can visit the yourIT Service Portal and complete the personal pronouns request form to add their personal pronouns.

Another example of showing support is to call out “Veteran Smith” instead of “Mr.” or “Ms.” Visit [Patient Care Services](#) for VA LGBTQ+ Policies relating to Veterans, including VHA Directive 1341: Providing Health Care for Transgender and Intersex Veterans, or to locate your facility’s [LGBTQ+ Veteran Care Coordinator](#) for questions pertaining to transgender or GNC Veterans. Visit the [ORMDI LGBTQ+ Program webpage](#) for VA policies and resources for employees, including VA Handbook 5975.4, Transgender Employee Transition Guidance. For questions pertaining to transgender or GNC employees, contact your facility’s LGBTQ+ Special Emphasis Program Manager or EEO Manager.

National Family Caregivers Month

Every November, the United States celebrates National Family Caregivers Month (NFCM) and honors those who serve as family caregivers. The [Caregiver Support Program](#) (CSP) is excited to join the celebration by honoring caregivers who are at the core of our mission – caregivers of Veterans. CSP proudly supports a diverse group of Veterans’ caregivers– from spouses, to parents, to children and friends. No matter your relationship to the Veteran for whom you provide care, YOU are the reason our nation’s Veterans receive critical care with love, compassion, and honor. As caregivers, you serve as the strongest advocates and fiercest champions of Veterans. Thank you for who you are and all you do. As a small token of appreciation, CSP is launching a month-long celebration, filled with special engagements, community events, activities, and more. Participating is easy, and many events are virtual. Simply [contact the CSP team at your local VA facility](#) to join in on the fun. Again, thank you for providing critical care to our Veterans, day in and day out. Thank you for being you. Happy National Family Caregivers Month!

External Affinity Events

Fiscal Year 2024 Memo Now Available Online

The Assistant Secretary for Human Resources and Administration/Operations, Security and Preparedness signed the **External Affinity Events Approved for Department of Veterans Affairs-Wide Participation for Fiscal Year 2024**. These events include national meetings convened by external private or public nonprofit organizations, representing diverse segments of the population, and are designed to promote equal employment opportunity and provide career development, education and employment outreach services. VA strongly supports leveraging partnerships with affinity groups for professional development and recruitment outreach purposes in support of our common goal of promoting inclusion, diversity, equity and access (I*DEA) throughout the Federal Government. For more information, reach out to the VA point of contact listed for the specific event. Thank you in advance for your support of these events as we collectively work to advance I-DEA in VA.

NATIVE AMERICAN VETERANS

VIRTUAL OUTREACH
SYMPOSIUM

CELEBRATING NATIVE AMERICAN HERITAGE

EMPOWERING VETERANS
TO ACCESS BENEFITS

WEDNESDAY, NOV. 15, 2023
1-3 P.M. (ET)

LINK TO JOIN:

[HTTPS://VETERANSAFFAIRS.WEBEX.COM/
VETERANSAFFAIRS/J.PHP?MTID=MFB-
62116063B29C96167BE2351F1AED1E](https://veteransaffairs.webex.com/veteransaffairs/j.php?mtid=mfb-62116063b29c96167be2351f1aed1e)

PHONE: +1 404-397-1596
USA TOLL NUMBER

ACCESS CODE: 276 396 94454



VA | U.S. Department
of Veterans Affairs



 **Veterans
Crisis Line**
DIAL 988 then **PRESS 1**

RESPECT. EMPOWERMENT. PRIDE. SERVICE.

VETERANS DAY

**VIRTUAL OUTREACH
SYMPOSIUM**

THURSDAY, NOV. 9, 2023 | 1-3 P.M. (ET)

A unique opportunity to learn about VA benefits and services.

LINK TO JOIN: <https://veteransaffairs.webex.com/veteransaffairs/j.php?MTID=mf0ba5f7d7e4e87e1333129dada4b3e0b>

PHONE: +1-404-397-1596 USA Toll Number

ACCESS CODE: 276 181 99241

VA



U.S. Department
of Veterans Affairs



**Veterans
Crisis Line**
DIAL 988 then PRESS 1



VDay Symposium

Training

FY 2024 Management Directive 715: Barrier Analysis Training

The ORMDI Workforce Analysis Team will conduct virtual Management Directive 715: Barrier Analysis Training on the following dates:

- January 18, 2024, from 12pm to 3pm EST
- April 18, 2024, from 12pm to 3pm EST
- July 30, 2024, from 12pm to 3pm EST

The purpose of the training is to educate participants on how to conduct a barrier analysis by following four steps: identify triggers, investigate potential barriers, create and implement an action plan and conduct follow-up. This training is not only intended for EEO Program Managers responsible for conducting barrier analysis but also Human Resources Personnel, Diversity Specialists, Special Emphasis Program Managers and management. To participate, **register for course item number 3844925 in the Talent Management System (TMS)**. Space is limited.

ORMDI Harassment Prevention Training

ORMDI will host virtual "Overview of the Harassment Prevention Program (HPP)" classes on December 6 and January 3 from 9:30 a.m. to 10:30 a.m. EST. All employees and supervisors are welcome. To participate, **register for course item number 4563938 in TMS**, and choose a date and time to register. ORMDI will also host "Overview of VA Handbook 5979 - Harassment Prevention Program Procedures" on November 15 and December 20 from 12:00 p.m. to 1:00 p.m. EST. Executives, managers and supervisors are encouraged to attend. To participate, **register for course item number 4627175 in TMS**, and choose a date and time to register.

Other VA Resources

The Audacity to Fail Podcast

On this episode of [Audacity to Fail Podcast: misStepping Into Success](#), Dr. Shari Dade is joined by Dr. Maureen Marks! Dr. Marks began her VA career in 1992 as a psychology intern at the Cincinnati VA Medical Center and was hired on as a permanent staff member in March 1996. Dr. Marks has served as Executive Director of the Veterans Health Administration (VHA) National Center for Organization Development (NCOD) since January 2020. NCOD's mission is to support leaders in creating highly engaged work environments, and it provides services across all of VA. She has been with NCOD since 2010 in various roles including Director of Organizational Health and Deputy Director. She served as Acting VHA Chief of Staff from May 2022 through June 2023. In this episode, Dr. Marks shares wisdom and insight into ways stretch assignments can take leaders out of their comfort zones, challenging them to reach beyond their current capabilities and acquire new skills. Whether you're a seasoned executive looking for your next big challenge or an emerging leader eager to climb to the next step on the career ladder you're in for a treat because this episode will explore the powerful role that stretch assignments play in the growth and development of leaders. The series is also available on the [Talent Management System](#).

C20: Take Your 20 for Veteran Health

C20 is a 20-minute live, interactive webinar hosted by Dr. "Chai" Chad Kessler, VA's National Director for Emergency Medicine. It brings together the VA community through discussions about clinical and health care issues facing Veterans and topics related to VA employee wellness, growth and retention. Join C20 every Tuesday and Thursday at 12 p.m. EST (recast Tuesdays and Thursdays at 4:30 p.m. EST). [Past C20 episodes](#) are available online.



Office of Resolution Management, Diversity and Inclusion
U.S. Department of Veterans Affairs
810 Vermont Avenue, NW (08) | Washington, DC 20420

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