

# Diversity@Work

May 2024

VA



U.S. Department  
of Veterans Affairs

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## Upcoming Events

May 2024

[AANHPI Heritage Month](#)

[Jewish American Heritage Month](#)

[Mental Health Awareness Month](#)

[Older Americans Month](#)

[Public Service Recognition Week/National Nurses Week](#)

May 5–11/May 6–12

[VA/LOC Jewish American Heritage Month and  
Holocaust Remembrance Day Event](#)

May 6; 3 to 4:45 PM

[Federal Interagency Holocaust Remembrance Program](#)

May 8; 11:30 AM to 1 PM

[Military Spouse Appreciation Day](#)

May 10

[Mother's Day](#)

May 12

[Women's Health Week](#)

May 12-18

[Armed Forces Day](#)

May 18

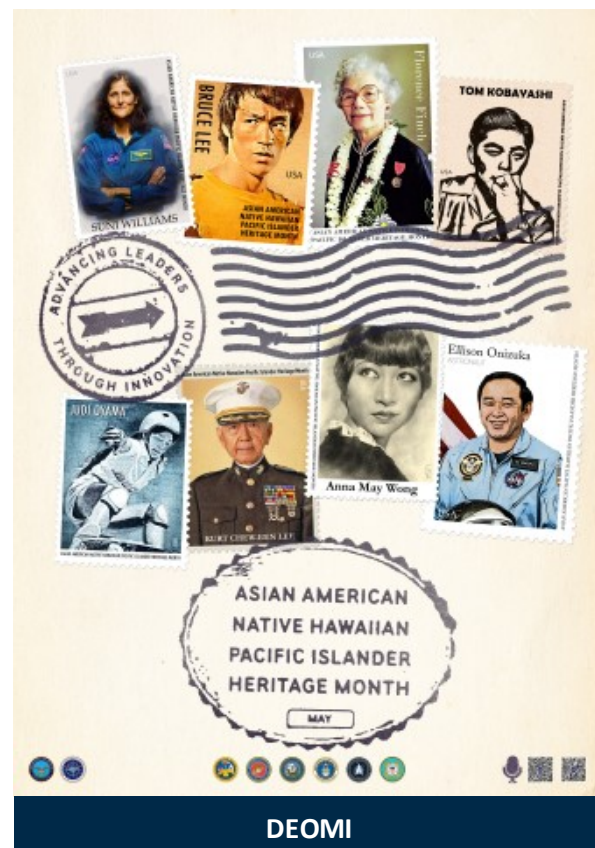
[Memorial Day](#)

May 27

## 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](#).



DEOMI

## Commemorate AANHPI Heritage Month

VA joins the Nation in observing Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month this May. This year's theme is "Advancing Leaders Through Innovation" and "pays homage to the visionaries and trailblazers who have shaped our AANHPI history and continue to influence our collective future. Innovation, resilience, and a pioneering spirit are cornerstones of American leadership. AANHPI leaders have made lasting contributions to our Nation's economic prosperity, technological advancements, and social/political change through their ingenuity and creativity while navigating significant cultural and systemic barriers" ([Federal Asian Pacific American Council](#)).

VA thanks those innovative AANHPI leaders who serve in the United States military and in the VA workforce. As of March 2024, AANHPIs represent 4.81% of the Relevant Civilian Labor Force and 9.76% of VA employees (46,911 employees). This is an increase of over 9,300 employees from fiscal year 2020. AANHPIs make up 4.66% (6,187 employees) of the 127,967 Veterans employed by VA.

For more information on [VA's AANHPI Special Emphasis Program \(SEP\)](#), contact Ms. Tynnetta Lee, VA's Departmental AANHPI SEP Manager, ORMDI.

## Message from the DAS

**Dr. Anne-Marie Duncan, Acting Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion**

During the annual Public Service Recognition Week (PSRW), VA celebrates and honors its public servants for their dedication in fulfilling VA's mission of caring for our Nation's Veterans, their families, caregivers, and survivors. This year, from May 5-11, 2024, VA facilities across the Nation will take part in both in-person and virtual events that salute and enrich our workforce. Employees can look forward to various activities that provide opportunities to connect with fellow colleagues, promote wellness, and have some fun! Scheduled events include:

- Monday, May 6, is **PSRW Kick Off Day**. Employees are encouraged to take some time to visit the PSRW Celebration Hub, familiarize themselves with the week of events, and download available materials.
- Tuesday, May 7, is **Appreciation Day**. Employees are encouraged to show a little extra kindness/appreciation to fellow colleagues and volunteers.
- Wednesday, May 8, is **VA In Motion Day**. Employees can participate in various activities that focus on mental and physical wellness.
- Thursday, May 9, is **VA Service in Action Day**. VA will spotlight important volunteer efforts and outreach events.
- Friday, May 10, is the **Finale**. Employees are invited to join the PSRW Closing Celebration in partnership with VHA's Whole Health Movement Music Break Program.

Visit VA Insider and HeyVA throughout the week for information on how to participate. To learn about the history of PSRW, visit the [Partnership for Public Service website](#).

Thank you for your service and have a great PSRW!



## Commemorate

### Jewish American Heritage Month

VA joins the Nation in observing Jewish American Heritage Month this May. From the **Presidential Proclamation on Jewish American Heritage Month, 2023**:

"For generations, the story of the Jewish people — one of resilience, faith, and hope in the face of adversity, prejudice and persecution — has been woven into the fabric of our Nation's story. It has driven us forward in our ongoing march for justice, equality, and freedom as we recommit to upholding the principles of our Nation's founding and realizing the promise of America for all Americans.

"For centuries, Jewish refugees fleeing oppression and discrimination abroad have sailed to our shores in search of sanctuary. Early on, they fought for religious freedom, helping define one of the bedrock principles upon which America was built. Union soldiers celebrated Passover in the midst of the Civil War. Jewish suffragists fought to expand freedom and justice. And Jewish faith leaders linked arms with giants of the Civil Rights Movement to demand equal rights for all.

"Jewish Americans continue to enrich every part of American life as educators and entrepreneurs, athletes and artists, scientists and entertainers, public officials and activists, labor and community leaders, diplomats and military service members, public health heroes, and more...

"But there is also a dark side to the celebrated history of the Jewish people — a history marked by genocide, pogrom, and persecution — with a through line that continues in the record rise of antisemitism today. We have witnessed violent attacks on synagogues, bricks thrown through windows of Jewish businesses, swastikas defacing cars and cemeteries, Jewish students harassed on college campuses, and Jews wearing religious attire beaten and shot on streets. Antisemitic conspiracy theories are rampant online, and celebrities are spouting antisemitic hate.

"These acts are unconscionable and despicable. They carry with them terrifying echoes of the worst chapters in human history. Not only are they a strike against Jews, but they are also a threat to other minority communities and a stain on the soul of our Nation...It is our obligation to ensure that hate can have no safe harbor in America and to protect the sacred ideals enshrined in our Constitution: religious freedom, equality, dignity, and respect. That is the promise of America."

# HONORING JEWISH AMERICAN VETERANS, REMEMBERING THE HOLOCAUST

*Please join us for a special event commemorating Jewish American Heritage Month and Holocaust Remembrance Day, celebrating the contributions of Jewish Veterans to our Nation, and honoring the six million victims of the Holocaust.*

*Online or On Mobile*

**MONDAY, MAY 6  
3:00 - 4:45 PM EST**



**TUNE INTO THE  
LIVESTREAM EVENT**

[www.youtube.com/watch?  
v=LsvnxwZQHpw](https://www.youtube.com/watch?v=LsvnxwZQHpw)



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Veterans History Project  
LIBRARY OF CONGRESS







FEDERAL INTER-AGENCY **HOLOCAUST** REMEMBRANCE PROGRAM

# STORIES OF COURAGE

Featuring Holocaust Survivors **RUTH COHEN** and **ALLAN HALL**



**Ruth** (right) with mother Bertha and brother Ari.



**Allan** (right) with mother Maria and brother Andy.

JOIN THE **LIVESTREAM** at [www.holocaustremembrance.org](http://www.holocaustremembrance.org).

**MAY 8, 2024 11:30AM - 1:00PM ET**

Moderated by **Ellen Germain**, Special Envoy for  
Holocaust Issues, U.S. Department of State



# VA Signs the 4+1 Commitment

## Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors

Part of **Executive Order 14100**, “Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors”, VA recently signed the 4+1 Commitment – a partnership between government and private employers developed by Blue Star Families, Hiring Our Heroes, and the Department of Defense’s Military Spouse Employment Partnership to hire and support military spouses.

The 4+1 Commitment, championed by Dr. Jill Biden, is an actionable way for employers to improve military spouse employment outcomes. This voluntary commitment asks employers to adopt at least one of the employment policies below (plus consider joining an existing government spouse employment program), which VA supports in the following ways:

- Facilitate job transferability: VA supports the reassignment of military spouses to vacant funded positions for which they are qualified when required to move as part of the Service member’s military service.
- Offer remote or telework: VA offers telework and remote work positions into which military spouses can be appointed.
- Offer flexible working hours: Recognizing the ever-changing demands of military life, VA policy provides military spouses opportunities to request flexible work hours or compressed work schedules.
- Provide paid or permissive Permanent Change of Station (PCS) leave: VA leave-approving officials can approve up to five paid administrative leave days for PCS.

Learn more about VA adopting the 4+1 Commitment and what it means for you!

## Affinity Conferences

### SAIGE National Training Program

The **Society of American Indian Government Employees (SAIGE) 21st National Training Program** will be held at the Northern Quest Resort & Casino in Spokane, Washington, June 3-6, 2024. SAIGE is a non-profit organization representing American Indian and Alaska Native Federal, Tribal, State, and local government employees. 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 should follow appropriate conference attendance approval procedures established for their respective organizations. For more information, contact Ms. Tynnetta Lee, VA’s Departmental American Indian/Alaska Native Program Manager, ORMDI.



### LULAC National Convention and Exposition

The **League of United Latin American Citizens (LULAC) National Convention and Exposition** will be held in Las Vegas, Nevada, June 26-29, 2024. LULAC’s mission is to advance the economic condition, educational attainment, political influence, housing, health, and civil rights of the Hispanic population of the United States. The LULAC Federal Training Institute will provide attendees with workshops, plenary sessions, and other activities that are geared towards enhancing one’s career and leadership development skills, with much emphasis on the Executive Core Qualifications required for entry to the Senior Executive Service. 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 should follow appropriate conference attendance approval procedures established for their respective organizations. For more information, contact Ms. Karen M. Basnight, VA’s Acting Departmental Hispanic Employment Program Manager, ORMDI.



### FEW National Training Program

The **Federally Employed Women 55th National Training Program** will be held at the Hilton Chicago Hotel in Chicago, Illinois, August 4-8, 2024. Early bird registration for members began in February. 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 should follow appropriate conference attendance approval procedures established for their respective organizations. For more information, contact Ms. Tynnetta Lee, VA’s National Federal Women’s Program Manager, ORMDI.



## Training

### Fiscal Year 2024 Management Directive 715: Barrier Analysis Training

The ORMDI Workforce Analysis Team will conduct virtual “Management Directive 715: Barrier Analysis Training” on May 14 and July 30 from 12 p.m. to 3 p.m. (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 a virtual “Overview of the Harassment Prevention Program (HPP)” class on June 5 and July 3 from 9:30 a.m. to 10:30 a.m. and 1:30 to 2:30 p.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 May 15, June 19, and July 17 from 1:00 p.m. to 2:00 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.

### Workplace Civility and Root Causes of Workplace Disputes for Managers and Non-Managers

The Office of the Chief Human Capital Officer (OCHCO) Alternative Dispute Resolution (ADR) program will be offering the virtual version of their “Workplace Civility and Root Causes of Workplace Disputes for Managers and Non-Managers” training. The training will be held on the last Wednesday of each month. Each training will host up to 40 participants. Register in TMS for VA Supervisors/Managers (VA 4559059), 11 a.m. to 12 p.m. (ET), or for VA Employees (VA 4562623), 1 p.m. to 2 p.m. (EST). For more information and guidance pertaining to this training, contact Mr. Leroy Hill, ADR Specialist, OCHCO.

## Other VA Resources

### 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.

### The Audacity to Fail Podcast

On the current episode of the **Audacity to Fail Podcast: misStepping Into Success**, Dr. Shari Dade sits down with Dr. Maurice Endsley. Dr. Endsley is currently serving as the Diversity, Equity, and Inclusion Program Manager for VA Northern California. He also serves in several roles to support the Office of Mental Health and Suicide Prevention, including Co-Chair of the Diversity, Equity, and Inclusion Resources Coordination Committee, as a Justice, Equity, Diversity, and Inclusion consultant. He is also a Diversity, Equity, and Inclusion Steering Committee member. This episode is sure to inspire those who may be answering the call of leadership by crafting innovative needs-based programming or initiatives. Listen in as we embark on the journey of **misStepping Into Success** and celebrate the leaders who plant the seeds of change and nurture them with resilience, determination, and unwavering dedication. The series is also available on the **Talent Management System**.



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