

# Diversity and Inclusion Modernization in VHA

## VHA is committed to:

- Expanding and realigning the D&I office to report directly to the Acting Deputy Undersecretary for Health
- Creating local diversity councils and D&I town halls to encourage crucial conversations with staff
- Expanding recruitment and hiring efforts at minority serving institutions
- Establishing internships to attract and retain diverse candidates
- Providing diversity awards and incentives
- Improving diversity throughout the human resources selection process
- Expanding support systems for entry-level and mid-level employees to build skills including mentorship programs, career-ladders and pathways for advancement
- Expanding D&I training opportunities for all staff
- Increasing awareness, availability and employment of diversity data
- Measuring employee satisfaction related to D&I

