



DIVERSITY@WORK

A PUBLICATION OF VA'S OFFICE OF DIVERSITY AND INCLUSION



VOLUME 9, ISSUE 3

<http://www.diversity.hr.va.gov/ca/daw.htm>

MAR/APR 2010

COFFEY'S KEYNOTES

Message from the DAS of ODI

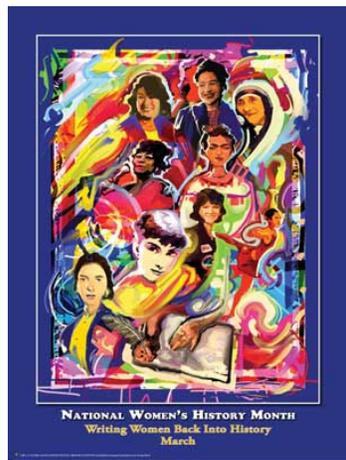
March is National Women's History Month when we pause to recognize women's achievements and contributions to our planet and our communities. The theme for this year's celebration is: "Writing Women Back into History." History is indeed replete with examples of courageous women who have shaped and altered our lives. Women like Harriet Tubman who risked life and limb to liberate slaves through passage in the Underground Railroad; Susan B. Anthony who fought to change unjust laws to provide women their inalienable right to vote; Eleanor Roosevelt who challenged social mores by fighting for human rights; and Rosa Parks who changed the social conscious of a nation by the simple but courageous act of refusing to give up her seat on the bus. All these women had one thing in common: they stepped out of their comfort zone for the greater good. I challenge all women to follow in their footsteps outside your comfort zone to reach greater heights, for yourselves, and for all of us.

ODI has been very busy producing a number of first-time reports and products. We recently submitted a vastly improved MD 715 EEO Plan and Report to EEOC which is available on our website. We are also excited to produce our first VA Diversity and Inclusion Annual Report which presents VA's accomplishments in this very important area. This Report was a VA-wide effort and is a testament to the commitment this Department places on workforce diversity. Look for that report shortly on the ODI Annual Reports Web page mentioned above. [\[Cont. on page 5.\]](#)

CELEBRATE!

Women's History Month

VA proudly joins the Nation this March in celebrating National Women's History Month. This year's theme is "Writing Women Back into History." 2010 also marks the 30th anniversary of the National Women's History Project (NWHP). The NWHP coordinates observances of National Women's History Month throughout the country. The NWHP originated this widely recognized celebration and sets the annual theme, produces educational materials, and chooses particular women to honor nationally for their work.



Women's role in military extends over 4,000 years, throughout a vast number of cultures and nations, from ancient warriors to the current conflicts in Iraq and Afghanistan. Despite their various roles in the armies of past societies, women in the U.S. military—particularly in combat—has been

controversial and it is only recently that women have been given a more prominent role in the contemporary armed forces.

The history of women's service in American military forces dates back to the Revolutionary and Civil War when women soldiers enlisted using male pseudonyms. The first American woman soldier recorded was Deborah Sampson of Massachusetts who enlisted as a Continental Army soldier under the name of "Robert Shurtliff." She served for three years in the Revolutionary War and was wounded twice. At the end of

the hostilities, when her secret was discovered, General George Washington gave her an honorable discharge. She later lectured on her experiences and became a champion of women's rights.

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BOOKMARKS

- ▶ [9to5, National Association of Working Women](#)
<www.9to5.org>
- ▶ [Corporate Voices for Working Families](#)
<www.cvworkingfamilies.org>
- ▶ [Diversity Best Practices](#)
<www.diversitybestpractices.org>
- ▶ [Federally Employed Women](#)
<www.few.org>
- ▶ [Mexican American Women's National Association](#)
<www.hermana.org>
- ▶ [National Council of Women's Organizations](#)
<www.womensorganizations.org>
- ▶ [Parents and Friends of Lesbians and Gays](#)
<www.pflag.org>
- ▶ [Women's Bureau](#)
<www.dol.gov/wb>

Contact information for other diversity-related organizations can be found on the NEW ODI Web site at:
<www.diversity.hr.va.gov/org>

FIELD NOTES

News You Can Use

Management Directive 715

The U.S. Equal Employment Opportunity Commission's (EEOC's) MD-715 requires agencies to take appropriate steps to ensure that all employment decisions are free from discrimination. It also sets forth the standards by which EEOC will review the sufficiency of agency Title VII and Rehabilitation Act programs, which include periodic agency self-assessments and the removal of barriers to equal employment opportunities.

VA's EEO Program report for fiscal year (FY) 2009 and FY 2010 EEO Program Plan are now available at <www.diversity.hr.va.gov/annualreport/715/09Report.pdf>. For more information on MD-715, visit <www.diversity.hr.va.gov/workforce/md715.htm>.

ODI's Workforce Analysis team has compiled a list of resources aimed at assisting EEO professionals in preparing their future reports. In addition, ODI also pioneered a software application to automate the reporting process. For more information on ODI's MD-715 software, visit <www.diversity.hr.va.gov/workforce/md715software.htm> or contact Scot Evans at <Scot.Evans@va.gov>.

National Internship Program Guide

VA's 2010 National Internship Program Guide, which describes several national nonprofit internship programs that enable your organization to address immediate staffing needs as well as workforce planning and diversity goals, is now available at <www.diversity.hr.va.gov/spi/internships.htm>.

The majority of these internship programs provide college students with an experiential employment opportunity for a 10-week summer session or a 15-week spring or fall session. For more information, contact Durodgio Peterson at <Durodgio.Peterson@va.gov>.

Diversity News: Suspending Judgment

In the February 2010 broadcast of Diversity News, Tinisha Agramonte, Director of Outreach and Retention, ODI, explores the concepts and definitions of culture and cultural competency; discusses the benefits of a culturally competent organization; helps us to identify our own personal biases and judgments; discusses strategies to suspend judgment; and aids us in developing our ability to effectively communicate across cultural lines. To view current and past episodes, visit <www.diversity.hr.va.gov/ca/diversitynews.htm>. For more information about cultural competency, contact Tinisha Agramonte at <Tinisha.Agramonte@va.gov>.

Hispanic Employment Plan

ODI has drafted a Strategic Hispanic Employment Plan, which outlines specific human capital practices VA will use to attract a diverse workforce including Hispanics. Members from the Outreach and Retention team will

employ various meetings and forums to present the plan to key stakeholders, including Human Resources Officers, Equal Employment Opportunity Managers, Special Emphasis Program Managers, supervisors and managers to: 1) communicate information contained in the Plan, 2) underscore the cross-cutting functions between ODI and key stakeholders that can make the plan a success, 3) solicit feedback and input from the professionals on the front lines so we can incorporate best practices and sound information into the Plan, and 4) discuss future deployment of the Plan and how field offices can use it as a model to craft their organizations' targeted outreach plans. For more information, contact Tinisha Agramonte at <Tinisha.Agramonte@va.gov>.

Farewells

ODI congratulates Wanda J. Jones, EEO Manager and LVA graduate, on her retirement! Ms. Jones began her VA career in 1974 as a temporary "700 Hour" clerk at the Buffalo Regional Office. In 1985, she transferred to the VA medical center in Washington, DC, where she worked in the director's office. In 1987, Ms. Jones transferred to VA headquarters to work in the Central Office Personnel Service. She also served in the Office of Congressional Affairs. Ms. Jones joined ODI in February 1998 as an EEO specialist and eventually served as the team leader for VA's EEO audit program. As the team leader, she was responsible for ensuring VA's compliance with EEOC's MD-715. In addition, Ms. Jones served as the national program manager for the Black special emphasis and Federal women's programs, focusing on advancement and career opportunities for Blacks and women in the Department. Ms. Jones was also a member of the Secretary's task force on the employment and advancement of women in VA. Towards the end of her VA career, she served as the Acting Director for ODI's Outreach and Retention team. She will be missed and her contributions to VA will not be forgotten! For questions regarding Ms. Jones' programs, contact Tinisha Agramonte at <Tinisha.Agramonte@va.gov>.

ODI also wishes Mike Dole, Director of Workforce Analysis, a fond farewell. He has accepted a position with the Department of Homeland Security. Mr. Dole was responsible for the analysis of diversity and equal opportunity issues in the workforce, the production of the MD-715 EEO Report and the Federal EEO Recruitment Program Reports, the formulation of ODI policies and directives, and the evaluation of VA diversity programs in VA Central Office and EEO audits in the field. He developed a data system to provide easy access to workforce data, providing VA users with immediate summary data reports presented in a format to facilitate diversity analysis, and with statistical precision to meet the standards of relevant court decisions. He also automated the required tables and plans for MD-715. For more information on Workforce Analysis issues, contact Scot Evans, ODI, at <Scot.Evans@va.gov>. ■

CELEBRATE!

Continued from Page 1

The total number of Veterans in the U.S. has been decreasing, but the number of women Veterans has been increasing as women have increasingly joined the military ranks and were deployed to war zones over the past few years. According to the most recent Census data, there are an estimated 1.8 million women Veterans, comprising about 7 percent of the total Veteran population. Naturally, questions have surfaced concerning what the impact would be on women, their families, and communities when they returned home. Would the workplace support these new Veterans? Would their unique skills be recognized as transferable? Are there dedicated services for them?

Recent studies have found that women Veterans receive less support upon returning from service and generally have a difficult transition period. Coupled with the issues of pay equity, work life balance, and gender discrimination, it is apparent that returning military women need assistance as they transition and return to their careers, lives, and families and become active women Veterans in their community.

VA currently serves approximately 164,000 women Veterans, compared to almost 3 million male Veterans. VA is sensitive to this ratio and there are several programs specifically designed to meet the needs of women Veterans. In recent years, VA has tried to be more in tune to issues of privacy, clothing, services and equipment that women Veterans need. Women Veterans are eligible for the same VA benefits as male Veterans. As a result of Public Law 102-585, the VA has established Women Veterans Comprehensive Health Centers to develop new and enhanced programs focusing on the unique health-care needs of women Veterans.

Women employed by VA in permanent and temporary positions remained steady during Fiscal Year (FY) 2008 and 2009 at 59.9 percent. Women in VA's leadership pipeline grew to 52.9 percent in FY 2009 from 51.9 percent in FY 2008. A similar growth took hold in the SES ranks where women grew to 33.8 percent during FY 2009 from 32.8 percent in FY 2008. The number of women Veterans employed by VA grew to 7.21 percent in FY 2009 from 7.08 percent in FY 2008. A similar growth occurred among disabled women Veterans employed by VA: 1.84 percent in 2008 to 2.07 percent in FY 2009. Disabled women Veterans employed by VA also increased steadily over the past 10 years, from 0.96 percent in FY 1999 to 2.07 in FY 2009.

Managers and supervisors are encouraged to plan observance activities this month—and throughout the year—to honor these women for delivering vital health care, benefits, and memorial services to our Nation's Veterans and their families. To learn more about VA's National Women's Program, contact Jose Marrero, Outreach and Recruitment Program Specialist, ODI, at Jose.Marrero@va.gov. ■

IRISH-AMERICAN HERITAGE MONTH

March Offers Time for Honoring Journey, Contributions of Irish-Americans

VA proudly joins the Nation in celebrating Irish-American Heritage Month, which was established by Congress in 1995 and recognizes the many accolades and achievements of Irish-Americans in service to the Nation.

Even before America's birth, the sons and daughters of Erin departed their homes in search of liberty and a more hopeful future. As these early pioneers left familiar lands, they carried with them the rich traditions of home. This March we honor their journey and their lasting contributions to the history and culture of the U.S.

Following the colonial migrations, the United States enjoyed the greatest influx of Irish during the 1840s as Ireland suffered the Great Famine. Hungry but hopeful, poor but perseverant, Irish-Americans seized the opportunity to work hard, enjoy success, and pursue the American Dream. Many took on the difficult work of constructing America's infrastructure. Others assumed positions of leadership. Among those leaders were signers of the Declaration of Independence and Presidents of the United States. Still others enjoyed great success and influence in the arts and literature. From social activists to business leaders, athletes to clergy, and first responders to soldiers, distinguished Irish-Americans have made indelible contributions to our national identity.

Today, tens of millions of Irish-Americans can look back with pride on the legacy of their forebears. Irish-Americans are integral to the rich fabric of the United States, and we are grateful for their service and contributions.

In defense of our Nation, many of our bravest Veterans share Irish ancestry including Audie Murphy, the most decorated soldier of World War II with 28 medals, Private First Class Alford McLaughlin of the Korean Conflict, and Second Lieutenant John J. McCinty, III of the Vietnam Conflict. Both Private McLaughlin and Lieutenant McCinty were awarded the Medal of Honor. *Parts of this article taken from the 2009 Presidential Proclamation on Irish-American Heritage Month.* ■



NEW E.O. FOR HBCUS

Plan Announced to Revive Recession-Hit Black Colleges

Historically Black Colleges and Universities (HBCUs) are being hit hard by the economic recession. These niche schools, unlike heavily-endowed larger institutions, rely a great deal on tuition and fees to pay their operating expenses. HBCUs traditionally cater to low-to-middle income families who, in the current economic environment, are finding it difficult to keep pace with tuition increases.

Most HBCUs began in the late 19th and early 20th centuries as a way for Blacks who were barred from mainstream colleges to have access to higher education. At their peak, HBCUs educated 80 percent of Black college students; however, today HBCUs make up about 14 percent of the total college enrollments of all Black college students and constitute only three percent of the 4,000 institutions of higher education in the United States. In a recent survey of 791 American public and private colleges cited by the Associated Press, only 3 HBCU campuses were large enough to be listed in the top 300.



Dr. John Silvanus Wilson, Jr.

This is the environment that Dr. John Silvanus Wilson, Jr. inherits as the recently-appointed executive director of the White House Initiative on Historically Black Colleges and Universities. Wilson, who was appointed in July 2009 by President Obama, sees himself as continuing the upward track of the President's mandate for change.

Dr. Wilson is a graduate of Morehouse College and was formerly an assistant professor at George Washington University. He hopes to reinvigorate the White House Initiative. At a recent meeting of Black special emphasis program managers from across the government, Dr. Wilson stated that a new executive order for the initiative is in the works and he expects to have a signing ceremony with the President this year.

Dr. Wilson views the new executive order as the first step on a long path to strengthening the nation's HBCUs. He is already pursuing a strategy together with U.S. Secretary of Education Arne Duncan to increase Federal funding for HBCUs and to help these vital institutions increase their endowments. Stay tuned. For more information on VA's African American Program or internship programs for HBCU students, contact Durodgio Peterson at <Durodgio.Peterson@va.gov>. Sections of this article taken from <www.collegenews.com> and <<http://diverseeducation.com>>.■

POLICY ALERTS

Subject: Social Worker Education Requirement

The required education to be appointed as a Social Worker, GS-185 in VA is a master's degree in social work from a program approved by the Council on Social Work Education (CSWE), including but not limited to the Masters in Social Work (MSW) degree. This revision allows consideration and/or appointment of applicants with master's degrees in Social Work from programs accredited by the CSWE, regardless of the title of the degree. The policy revision will be updated on the OHRM Web site: <<http://vaww.va.gov/ohrm>>.

Subject: Referring VEOA Eligibles on a Certificate under Merit Promotion Procedures

VA Handbook 5005, Part III, Chapter 3, paragraph 11, Referral and Selection, has been revised to stipulate the method for identifying and referring VEOA eligibles on a certificate under merit promotion procedures. The policy revision will be updated on the OHRM Web site.

Subject: Delegated Examining

Revisions to Handbook 5005, dated February 23, 2010, have been added to establish procedures related to delegated examining, including application of category rating, application of the "rule of three", construction of certificates of eligibles, and the application of Veterans preference. The pages in this issuance replace the corresponding page numbers in Part I of VA Handbook 5005 and add a new appendix to Part I. These changes will be incorporated into the electronic version of VA Handbook 5005 that is maintained on the OHRM Web site.■

COFFEY'S KEYNOTES

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Additionally, ODI's Outreach and Retention team is about to issue a new best practices guide on implementing an EEO-compliant recruitment and selection process and a plan which addresses Hispanic employment outreach. Look for those soon.

For those who haven't heard, VA recently placed in the 2010 America's Best Places for Latinos to Work by Latinos for Hire! VA was recognized for our support of the Latino community. To view the complete lists, go to: <www.latinosforhire.com/bestemployers2010.htm>. This is on the heels of VA being named as the best Federal agency to work for for people with disabilities by readers of *CAREERS & the disABLED Magazine*. Congratulations, VA! Let's keep up the good work!

Finally, on a personal note, I'd like to take this opportunity to congratulate VA's national program manager, Wanda J. Jones, on her recent retirement. Wanda has been a wonderful contributor to the mission of ODI. You can read more about Ms. Jones' career and contributions in the Field Notes section of our newsletter. Also, our congratulations and farewell to Mike Dole, Director of ODI's Workforce Analysis team. Mike has been a leader in workforce analysis government-wide and a valued member of ODI. Mike will now be lending his talents to the Department of Homeland Security. ~*Georgia Coffey*■

BLACK HISTORY MONTH

VACO Celebrates African American Heritage

VA Central Office commemorated African American's heritage through music and dance on Thursday, February 18, 2010 in the G.V. "Sonny" Montgomery Veterans Conference Center. Special presentations were given by Coyaba Dance Theatre and Oasis Island Sounds steel band. There was also a portrayal of Madam C.J. Walker, an American business and hair care entrepreneur, tycoon, and philanthropist by Zorina Pritchett. John Gingrich, Chief of Staff (pictured below), joined in on the festivities. Send us photos from your VA facility's special emphasis program events: <odi@va.gov>.■



WHAT DO YOU THINK?

In a previous issue of *Diversity@Work*, we asked for your response to the question: Is it realistic and appropriate to honor all religious holidays on Federal calendars? Josephine Schuda from Public Affairs wrote to us: "I do not believe religious observances should bring administrative leave or any leave but annual, if the employee needs time away from work to participate. It would clearly give preference to people of religion and borders on blurring the line between church and state." Thanks to Ms. Schuda for her response.

Note: It is the policy of VA to permit, when practicable, absence from work for those employees who desire to observe religious holidays. Absence of employees on religious holidays will be charged to annual leave, if they have annual leave to their credit (i.e., compensatory time for travel, compensatory time, credit hours), otherwise to LWOP. Employees may elect to work compensatory overtime for the purpose of taking time off without charge to leave when their personal religious beliefs require that they abstain from work during certain periods of the workday or workweek, thereby avoiding an annual leave or leave without pay charge. For more information, see VA Directive and Handbook 5011 and 5 CFR 550.1002. Employers are required under Title VII of the Civil Rights Act of 1964 to provide reasonable accommodation for the religious practices and beliefs of employees.

What do you think? Any specific diversity or inclusion issues on your mind? E-mail us at <odi@va.gov> with your thoughts!■

DEAF HISTORY MONTH

DHHIG Offers Guidance on Advancement for the Deaf or Hard of Hearing

VA proudly joins the Nation in recognizing Deaf History Month from March 13 to April 15, a celebration which marks the anniversary of the Deaf President Now movement in 1988 on the campus of Gallaudet University in Washington, DC, when students demanded that a deaf president lead the world's only university for deaf or hard of hearing persons.

On March 13, 1988, I. King Jordan was named President of Gallaudet, the institution's eighth—and first deaf—president. Other important milestones in Deaf history that are remembered during this month are the founding of Gallaudet University on April 8, when President Lincoln signed the school's charter in 1864 to establish a college for the deaf.

One of the best resources for deaf employees seeking advancement is Deaf and Hard of Hearing in Government (DHHIG). DHHIG is an advocacy group founded in 1997 as a national non-profit organization whose purpose is two-fold: it serves as an employee support group for Federal employees who are either deaf or hard of hearing and it serves as a resource organization for the nationwide Federal Government dedicated to the advancement of the deaf and hard of hearing in the Federal sector. DHHIG, <www.dhhig.org>, offers the following guidance for those deaf or hard of hearing employees seeking advancement opportunities.

1. Create a resume or update the one you have. Most of VA now requires on-line applications and do not accept the "Application for Federal Employment" which is the Office of Personnel Management's (OPM) Optional Form (OF) 612; however, you can use the OF 612 to remind yourself of the essential items that should be included in your resume: <www.opm.gov/forms/pdf_fill/of612.pdf>.
2. Look online for job openings. OPM's USAJOBS Web site offers a way to search electronically for jobs anywhere in the country: <www.usajobs.opm.gov>.
3. Follow the instructions to apply for the job announcement that matches your qualifications, geographic area, and pay requirements. Some job announcements will require you to use OPM's electronic process and some will use a different system. It is best to type your answers in a Microsoft Word program so that you can use spell check and grammar check before pasting the answers into the electronic application form. If unsure of your writing skills, ask someone to help with this step of the process.
4. Contact the Selective Placement Program Coordinator (SPPC) of the agency that has the job opening, let him/her know that you are applying for a position there, and give the SPPC the job announcement number. If you have a severe hearing loss, let the SPPC know that you are a person with a targeted disability. (Note: If you are hard of hearing, but deaf without your hearing aids, you are a person with a targeted disability. Other targeted disabilities are listed on the ODI Web site at <www.diversity.hr.va.gov/glossary.htm#t>.)
5. Be aware that the Equal Employment Opportunity Commission (EEOC) has instructed all Federal agencies to set a goal for hiring people with targeted disabilities. Some agencies take this seriously, and some ignore this requirement. All agencies must report their number of employees with targeted disabilities at the end of each year. If you are applying at an agency that wants to improve their number of employees with targeted disabilities, you will have a better chance of getting a job there, as long as you are **qualified for the job**. Remind them of EEOC's emphasis on improving the number of employees with targeted disabilities.
6. The SPPC's job is to help the agency increase the number of employees with targeted disabilities. Some SPPCs are better at this duty than others. A good SPPC will request a copy of your application or resume and inform the hiring official that you have applied and that you have a targeted disability. The SPPC will then remind the hiring official that the agency is trying to increase the number of employees with targeted disabilities. In some agencies, this will be an advantage and can help you get selected for the position. For a directory that lists the Selective Placement Program Coordinators, visit: <http://apps.opm.gov/sppc_directory>.
7. Make sure that your cover letter or email is grammatically correct. Ask someone else to review it before you send it. Anyone can make a mistake or a typo, but it creates a bad first impression on the SPPC and the hiring official. Too many applicants are careless with the cover letter or email and make mistakes that cause the SPPC and the hiring official to decide that person should not be hired. This is more important than many people realize.
8. While you are looking for a new job, you should be contacting anyone you know in other agencies and other offices, to let them know that you are looking, and what kind of job you want. This is called "networking." The more people who know that you are looking for a new job, the more likely it is that someone will tell you about a new job opening.
9. Applying for a new job can be very time consuming if you do it properly. But the rewards make the whole process worth the time and effort. Ask questions, find someone to help you (a mentor), and consider this a "second job" until you get the position you want. Be polite and respectful of other people's time, and they may be willing to give you suggestions.

For more information on Deaf History Month or VA's Disability Employment Program, contact David Walton, VA's National Disability Employment Program Manager, at <David.Walton@va.gov>.■

COMPLIANCE CORNER

Spotlight on OEDCA: Age Discrimination

The Office of Employment Discrimination Complaint Adjudication (OEDCA) regularly issues decisions interpreting the Age Discrimination in Employment Act of 1967 (ADEA). The ADEA prohibits employment discrimination against people over 40. ADEA claims can arise in the employment selection and promotion processes. The ADEA requires management to articulate a legitimate, nondiscriminatory reason for its actions. In order to prevail in his discrimination claim under the ADEA, the complainant must show, by a preponderance of the evidence, that management's stated reasons for taking an action is a pretext for discrimination based on his or her age. Pretext can be established by evidence showing that a discriminatory reason more likely than not motivated management, that management's articulated reasons are unworthy of belief, that management had a policy or practice disfavoring the individual's protected class, that management had discriminated against the individual in the past, or that management had traditionally reacted improperly to legitimate civil rights activities.

The following case went to a hearing where an Equal Employment Opportunity Commission (EEOC) Administrative Judge (AJ) found age discrimination by the VA when Mr. J was not promoted to a supervisory position. OEDCA accepted the AJ's finding of discrimination.

Mr. J was a GS-12 Loan Specialist (Team Leader) at a VA Regional Loan Center. He began his employment with the VA in 2000 in the facility's loan production section. In 2002, he became a team leader and was responsible for coordinating team member activities, answering team member questions, communicating orders, reviewing leave requests, and ensuring quality customer service. There was a period of time when Mr. J and the other team leader, Mr. V, did not have a supervisor and the two team leaders rotated the responsibility of the section head and were in charge of day-to-day operations.

In June 2003, the VA began an intern program where it hired recent college graduates for entry level positions at the GS-5 and GS-7 levels. The majority of the interns hired were in their 20s. Mr. J's supervisor testified that interns were fast-tracked and promoted quickly. One of the interns hired was Mr. W. As part of his two-year training program, Mr. W completed a four-month rotation in the loan production section. In May 2006, he was assigned to the section permanently under the direction of team leader Mr. V.

In March 2008, the VA posted a vacancy for a GS-13 Supervisory Loan Specialist in the loan production section. Mr. J submitted an application and was subsequently interviewed, but not selected for the position. The selectee was Mr. W.

The EEOC AJ found discrimination based on age when Mr. J was not selected. The AJ concluded that Mr. J's qualifications were plainly superior to those of Mr. W in terms of years of experience, background as a team leader and acting supervisor, positive employee feedback on his performance as a team leader and acting supervisor, and his years of private sector experience. In contrast, the AJ found Mr. W lacked private sector and leadership experience, and had received negative employee feedback on his supervisory performance.

The AJ further found that management witnesses lacked credibility when they claimed that Mr. J was not promoted because of his difficulty in accomplishing work goals and meeting deadlines and that employees reporting to him had complaints about his performance. Finally, the AJ found a history of discrimination against older employees at the facility as evidenced by a pattern of promoting, advancing, and providing greater opportunities to excel for younger employees in the internship program at the expense of older, more experienced employees. For example, a witness for Mr. J testified that younger employees received special projects without any request for other volunteers.

The AJ ordered that Mr. J be appointed to the GS-13 Supervisory Loan Specialist position and be awarded back pay.

BOTTOM LINE: This is a case where on close examination management's reasons for not promoting Mr. J were not believable given the evidence in the record and testimony at the hearing. Since management's reasons were not credible, the EEOC AJ concluded, as a matter of law, that the real reason the VA did not promote Mr. J was because of his age. ~Maxanne Witkin, Director, OEDCA■

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Visit our **Web site**,
<www.diversity.hr.va.gov>
for additional staff
e-mail addresses.

OTHER USEFUL LINKS

Under Secretary for Health
Diversity Advisory Board
<www.va.gov/diversity>

VA's Office of Human
Resources & Administration
<www.va.gov/ofcadmin>

VA's Office of Resolution
Management
<www.va.gov/orm>

VA's Office of Human
Resources Management
<www.va.gov/ohrm>

GOT NEWS?

We want to hear from you!
If you'd like to share your
story ideas, comments, or
suggestions,
please e-mail us at
<odi@va.gov>
with the words
DIVERSITY@WORK in the
subject line.

ODI ON THE INTERNET <www.diversity.hr.va.gov>



The mission of the Office of Diversity and Inclusion (ODI) is to foster a diverse workforce and an inclusive work environment that ensures equal opportunity—through national policy development, workforce analysis, outreach, retention, and education—to best serve our Nation's Veterans. Here's a sampling of online tools available that can help leverage diversity and build inclusion:

- ▶ Women's History Month, Deaf History Month, and other special observance resources.
- ▶ Training resources, guides, and reports.
- ▶ Links to professional and community organizations.
- ▶ Best practices for diversity management.

ODI IN YOUR E-MAIL INBOX

Once a week, ODI sends out *NewsLink*, an e-mail message with annotated links to current news items and other information related to leveraging diversity and building inclusion. For a FREE subscription to this weekly electronic news service, e-mail us at <odi@va.gov> with the words SUBSCRIBE NEWSLINK in the subject line. You can find a sample of *NewsLink* on the ODI Web site at this address:
<www.diversity.hr.va.gov/ca/newslink.htm>.

ODI ON YOUR TV SCREEN (OR PC MONITOR)

Diversity News is a monthly video program produced by the VACO Broadcasting Center for ODI. Each program runs for a month, immediately following *VA News* on VAKN channel 2. A copy of each program is also placed on the ODI Web site at this address:
<www.diversity.hr.va.gov/ca/diversitynews.htm>.

FROM THE 2010 DIVERSITY CALENDAR

<www.diversity.hr.va.gov/calendar>

MARCH

National Women's History Month
Irish-American Heritage Month

NCLR Capital Awards
March 2; Washington, DC
<www.nclr.org>

2010 DeafNation Expo
March 6; Phoenix, AZ
April 10; Omaha, NE
April 17; Birmingham, AL
April 24; Dallas/Fort Worth, TX
<www.deafnation.com>

International Women's Day
March 8

Deaf History Month
March 13–April 15

CAREERS & the disABLED Magazine's Career Expo
for People with Disabilities
March 26; Washington, DC
<www.eop.com>

APRIL

National Image Conference and Exposition
April 5–9; San Diego, CA
<www.nationalimageinc.org>

League of United Latin American Citizens
National Women's Conference
April 9–10; San Juan, PR
<www.lulac.org>

Holocaust Remembrance Day
April 11

Pacific Rim Conference
April 12–13; Waikiki, HI
<www.pacrim.hawaii.edu>

HACU Annual National Capitol Forum
on Hispanic Higher Education
April 18–20; Washington, DC
<www.hacu.net>

African American Federal Executive Association
Training Workshop
April 19–21; Williamsburg, VA
<www.aafea.org>

Take Our Daughters and Sons to Work
April 22

Gathering of Nations Powwow
April 22–24; Albuquerque, NM
<www.gatheringofnations.com>

The Summit on Leading Diversity
April 26–28; Atlanta, GA
<www.linkageinc.com>

Multiple Perspectives on Access, Inclusion,
and Disability Conference
April 27–28; Columbus, OH
<<http://ada.osu.edu>>