



Message from the DAS

Welcome to the October 2012 issue of our *monthly Diversity@Work* newsletter and to a new fiscal year!

Inside:

VACO Notes | [Page 2](#)
Training | [Page 2](#)
Pathways | [Page 5](#)
Diversity Council | [Page 6](#)
VA Demographics | [Page 8](#)
Calendar | [Page 9](#)

Bookmarks:

Disabled American Veterans
<http://www.dav.org>
Jewish War Veterans of the United States of America
<http://www.jvw.org>
National Association of Black Veterans
<http://www.nabvets.com>
Vietnamese American Armed Forces Association
<http://www.vaafa.org>
Women Marines Association
<http://www.womenmarines.org>

Do you have an EEO complaint?
Contact Office of Resolution
Management at (888) 737-3361
within 45 days of alleged incident.

As we mentioned in our last newsletter issue, National Hispanic Heritage Month runs September 15 through October 15. Historically, Hispanic representation has been less than expected in the Federal workforce as well as the VA workforce. To remedy this, the Office of Diversity and Inclusion (ODI) developed a draft Hispanic Employment Outreach and Retention Plan for Fiscal Years 2013–2016.

One of the recently implemented strategies reflected toward this end was ODI's participation in the National Image Annual National Training Conference in Los Angeles on September 10 through 14. ODI partnered with the Veterans Employment Services Office and the Center for Minority Veterans to conduct outreach, motivational and employment-related workshops for conference participants. As a result of our participation, ODI launched several new strategic partnerships, including one with the Greater Los Angeles Healthcare System to promote Hispanic outreach and networking.

On the topic of barriers to employment, the month of October is National Disability Employment Awareness Month (learn more about that important observance below). [Continued on the next page.](#)



National Disability Employment
Awareness Month

A Strong Workforce is an Inclusive Workforce:
What can YOU Do?
October

Commemorate

National Disability Employment Awareness Month

The Department of Veterans Affairs (VA) commemorates National Disability Employment Awareness Month (NDEAM) during the month of October. This year's theme is "A Strong Workforce is an Inclusive Workforce: What Can YOU Do?"

Every October, since 1945, we have recognized the need to heighten public awareness of the skills and talents of individuals with disabilities. The initial Public Law 176 has special meaning for Veterans Affairs, because it was passed at the end of World War II, when disabled Veterans returning from battle were trying to find jobs. The struggle continues to this day. Veterans with disabilities have a high unemployment rate, as do people with severe disabilities.

VA is proud of our progress in employing people with targeted disabilities (blindness, deafness, partial paralysis, complete paralysis, missing extremities, epilepsy, dwarfism, psychological disabilities, and severe intellectual disabilities). [Continued on page 4.](#)

Message from the DAS

[Continued from the previous page.](#)

On September 19, I had the honor of speaking at the Federal Symposium - Promising Employment Practices for People with Disabilities. The symposium, co-sponsored by the Department of Labor and the Office of Personnel Management (OPM), invited VA's ODI to share its leading practices in the area of disability employment that have led to a marked increase in the representation of people with targeted disabilities from 1.47 percent in September 2009 to 1.83 percent in August of 2012. I want to thank all VA managers and supervisors for their contribution to this progress and invite you to commit to redoubling our efforts to exceed the Department's hiring goal of two percent for people with targeted disabilities.

Georgia Coffey



Finally, ODI was proud to present its Diversity and Inclusion Indices at the Fall Summit of the Chief Human Capital Officers Council on September 20. OPM invited David Williams, ODI's Director of Workforce Analysis, and me to introduce these Indices to the Federal human capital management community for their review in advance of government-wide implementation. These new metrics serve as a catalyst for action to promote diversity and inclusion in the Federal workforce. Once again, VA is being recognized as a leader in the Federal diversity and inclusion community. As always, thank you all for your continued commitment to diversity and inclusion in VA! ~Georgia Coffey, VA Deputy Assistant Secretary for Diversity and Inclusion

VACO Notes

Welcome!

ODI welcomes Fannie Boyd who joins as Staff Assistant on ODI's Administration Management Team. She has over 30 years of Federal government service and experience in administration and management support with the Army and VA. Ms. Boyd is a retired Army Reservist with 23 years of service to our country and one overseas war tour of duty. She says she loves to serve our Nation's Veterans. Welcome, Ms. Boyd!

Holocaust Remembrance Program

The first meeting of the 2013 Federal Inter-Agency Holocaust Remembrance Program Planning Committee will be held on Wednesday, October 10, 2012, at the Environmental Protection Agency's offices from 10 am to noon. If you are interested in serving as a VA representative to the program, contact Robert Turtill, VA Office of Public Affairs, at Robert.Turtill@va.gov or (202) 461-7555.

Training

Out & Equal 2012

Out & Equal will hold its Annual Workplace Summit from October 29–November 1, 2012, at the Baltimore Convention Center in Baltimore, Maryland. The summit will bring together human resources professionals, diversity practitioners, employee resource group leaders, and

others to discuss the issues that the lesbian, gay, bisexual, and transgender (LGBT) employees face in the workplace and to formulate strategies that will demonstrate a commitment to workplace equality. The summit includes a one-day Federal Leadership Seminar on Monday, October 29. The goals of the seminar are to: bring together agencies to share best practices; provide training on how to implement best practices; create an opportunity to learn from government contractors; and incorporate global perspectives and lessons learned into current programs. The one-day seminar is open to all Federal employees. The Federal Leadership Seminar meets the definition of training in 5 U.S.C. chapter 41. Supervisory approval should be attained to attend this seminar. Additional information about the one-day seminar, including contact information and costs, can be obtained from the 2012 Out & Equal Web site at <http://outandequal.org/summit-2012>. For additional information, contact Taylor Njagu, National LGBT Program Manager, ODI, at (202) 461-4034 or Taylor.Njagu@va.gov.

Cultural Competence Training Now Available

Session #404, "Cultural Competence and Caring for the Rural Veteran" is now available on-demand through the VHA MyVeHU virtual campus (<http://www.myvehucampus.com>). Dr. John Fuller, Chief Diversity Educator, ODI, in collaboration with the Rural Health Professions Institute and faculty from East Tennessee State University, designed the curriculum to provide an overview of rural related, patient-centered philosophy, team care and to demonstrate the importance of increasing cultural competence in health care delivery. For more information, contact Dr. Fuller at (202) 461-4002 or John.Fuller2@va.gov. [Continued on the next page.](#)

Training

IALPAE, Inc. Conference

The International Association of Latino Public Administration Executives, Inc. (IALPAE, Inc.) will hold its 2nd Annual Executive Leadership and Diversity Training Conference December 3–5, 2012, in Arlington, Virginia. The theme for this conference is "Leading the President's Commitment to Diversity & Inclusion: Demonstrating Excellence, Equity, Integrity, and Transparency in Public Service." The IALPAE, Inc. Executive Leadership and Diversity Training Conference qualifies as training in compliance with 5 U.S.C. Chapter 41. This conference is open to all Federal employees and will provide training and workshops in areas such as Diversity and Inclusion, Ethics in the Workplace, and Engaging in Leadership Competencies to Promote Diversity and Inclusion in the Federal Workplace. Information about the conference, including the agenda and registration form, can be found online at <http://www.ialpae.org>. For more information, contact Arlene Gonzalez, EEO Specialist, ODI, at (202) 461-4041 or Arlene.Gonzalez2@va.gov.

Section 508 Training Webinar Offerings

The Section 508 Program Office currently has two webinars: General Section 508 and Programming with Section 508 in Mind. The webinars have their own TMS number for self-certification. Details for self-certification will be given at the end of the webinars. General Section 508 should be a prerequisite before taking Programming with Section 508 in Mind.

The General Section 508 webinar provides an overview of the law and its application to Electronic Information Technology (EIT) including the technical, functional, and documentation/support standards surrounding conformance to Section 508. VA employees attending the training session will learn more about VA's Section 508 Program Office and how it works to ensure that Electronic Information Technology products developed, procured, maintained, or used by the VA are Section 508 conformant. If you develop any of the following, supervise, procure, develop or administer policy relating to the following you should attend:

- Develop web pages
- Develop web-based applications
- Develop software
- Produce documents
- Develop or procure hardware
- Develop training materials
- Produce videos or other multimedia products
- Supervise activities above
- Develop or administer policy involving or relating to the above
- Have responsibility for the integration or maintenance of

- any of these items
- Are responsible for the procurement of any of these items
- Are involved in the contracting for the procurement of any of these items.

The Programming with Section 508 in Mind webinar will allow you to gain more insight into coding for accessibility from a programming perspective. Learn more about the W3C specification for Accessible Rich Internet Applications (ARIA). This informative session will prepare you to:

- Define common accessibility issues;
- Define accessibility issues with dynamic content;
- Include the new W3C ARIA specification in developing accessible dynamic content; and
- Identify tools available to validate your Web sites and applications.

Training is captioned. Visit the training calendar at <http://go.va.gov/fr7f> to select a course and date. For additional information, or questions, email VAITWD@va.gov or Vicki Leon at Vicki.Leon@va.gov.

Diversity News: An Online Training Resource

The September/October 2012 edition of *Diversity News* features Christy Compton, VA's National Disability Employment Program Manager. *Diversity News* is available both on the internal VA Knowledge Network and externally on ODI's Web site. To view current and past episodes, visit <http://www.diversity.va.gov/products/dn.aspx>.



1HR Connect! Broadcast Now Available

The 1HR Connect video broadcast and power point are a blended-learning strategy to meet diverse learning needs! Now available on the Office of Human Resources Management intranet Web site are three 1HR Connect videos from the June 5, 2012, broadcast:

- Veterans Hiring
- Schedule A
- Student Hiring

Videos from the September 26, 2012, broadcast will also soon be available:

- HRIS eOPF and PAID Updates
- HR Line of Business
- G.E.A.R.

For more information, email the 1HR Connect team at vahrconnect@va.gov.

Commemorate

[Continued from page 1.](#)

At the end of Fiscal Year (FY) 2009, the onboard ratio for employees with targeted disabilities was 1.47 percent. For FY 2010, it was 1.55 percent; in FY 2011 it was 1.65 percent, and by August 2012, the on board ratio for this group was 1.83 percent. VA's on board goal for employees with targeted disabilities is 2 percent. The U.S. Equal Employment Opportunity Commission's goal for on board employees by 2016 is 5 percent.

Historically, when explaining low employment numbers in the public and the private sector, researchers have cited attitudinal barriers. People have low expectations for this group, or simply feel uncomfortable. Studies have shown that when a person has a peer with a severe disability who is a dependable co-worker, this reduces attitudinal barriers. The co-worker with a disability becomes a valued asset and not a person to be avoided or misunderstood. This is the atmosphere that every office, service, and facility should strive toward.

Individuals with disabilities are from every race, national origin group and gender. Therefore, increasing the employment numbers for this group is a goal we all can embrace. The best way for every VA office and facility to commemorate NDEAM is to recruit and hire a qualified individual with a targeted disability to a position with promotion potential. These applicants can be hired non-competitively for Title 5 and Title 38 positions. The law requiring us to hire people with disabilities is the Rehabilitation Act of 1973, as amended.

Offices and facilities that do not have vacancies can ensure that current qualified employees with targeted disabilities receive promotion opportunities. This is required by law. The statutory language of Section 501 of the Rehabilitation Act of 1973, as amended, mandates that Federal agencies submit to EEOC for approval an annually updated "affirmative action program plan for the hiring, placement, and advancement of individuals with disabilities." Last month's article stressed the need to find advancement opportunities for this group.

All VA employees are invited to update their disability status at <https://secure.vssc.med.va.gov/SF256>. This information will be kept private; it will not be shared with supervisors or other officials at your office/facility. The aggregate data is used to determine whether VA is in compliance with the Rehabilitation Act, and hiring people with disabilities, including those with targeted disabilities. It is also used to determine the size of the Centralized Fund used to reimburse the cost of accommodations for employees with disabilities (another requirement of the Rehabilitation Act).

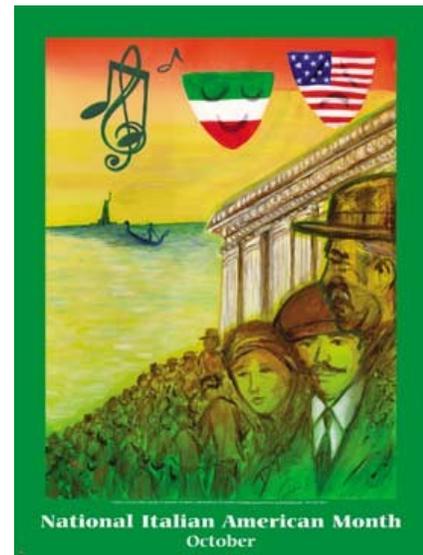
Information on VA's Disability Program initiatives can be found on the VA's disability Web page at <http://www.diversity.va.gov/programs/pwd.aspx>. We all have an important part in fostering a more inclusive VA, one where every person is recognized for his or her abilities every day of every month. Commemorate Disability Employment Awareness Month—hire a qualified person with a targeted disability!

Italian American Heritage and Culture Month

VA also joins the Nation in commemorating Italian American Heritage and Culture Month during October. In the five centuries since Christopher Columbus, a son of Genoa, Italy, first set sail across the Atlantic Ocean, countless individuals have followed the course he charted to seek a new life in America. Since that time, generations of Italian Americans have helped shape our society and steer the course of our history. During Italian American Heritage and Culture Month, we recognize the rich heritage of Americans of Italian descent and acknowledge their immeasurable contributions to our Nation.

Bound by enduring values of faith and family, Italian Americans have flourished in all areas of our public and economic life while preserving their proud Italian traditions. Upon arrival in the United States, the Italian American community faced racial, social, and religious discrimination. Yet, Italian Americans have persevered with hope and hard work to reach for the American dream and helped build our great country. As proud service members, they have also defended the liberty and integrity of the United States since the Revolutionary War.

Today, the legacy of these intrepid immigrants is found in the millions of American men, women, and children of Italian descent who strengthen and enrich our country. [Continued on page 6.](#)

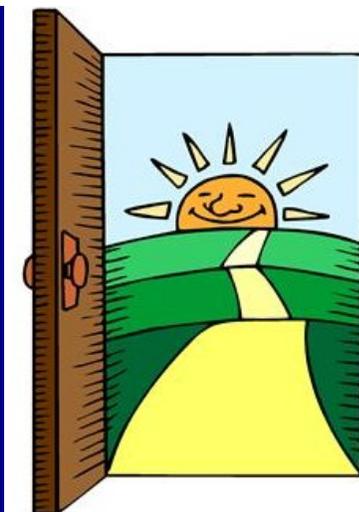


Clearing the Path

New Pathways Programs Provide Students and Recent Graduates with Federal Internship and Employment Opportunities

VA employees regularly see new faces in the workplace during the summer months. Now there are new "pathways" in place to attract student interns and recent graduates to developmental opportunities throughout the year that may lead to permanent positions.

In general, the Federal Government experiences challenges when competing with other sectors to recruit and hire students and recent graduates. To address these difficulties, Executive Order 13562 on Recruiting and Hiring Students and Recent Graduates established the framework for the new "Pathways Programs."



The Pathways Programs provide practical tools for VA and other departments/agencies to attract, employ, and develop students and recent graduates who often possess less on-the-job experience, but bring diverse backgrounds and unique skills to the Federal sector. The intent of these Programs is also to provide students and recent graduates with clear paths to Federal internship and employment opportunities. It is important to note that the Pathways Programs may only serve as a supplement to, and not a substitute for, the competitive hiring process.

Pathways Programs consist of three Title 5 excepted service programs tailored to recruit, hire, develop, and retain students and recent graduates. The three components of the Pathways Programs are the Internship Program, the Recent Graduates Program, and the Presidential Management Fellows (PMF) Program.

Internship Program

The Internship Program is for current students and individuals enrolled in a qualifying educational program. It replaces the existing Student Career Experience Program (SCEP) and Student Temporary Employment Program (STEP). The Internship Program provides students learning in a variety of educational institutions with paid opportunities to work in departments/agencies and explore Federal careers while still in school.

Recent Graduates Program

This new program targets individuals who have graduated recently from qualifying educational institutions or programs. To be eligible, applicants must apply within two years of degree or certificate completion, except for Veterans (as defined in 5 U.S.C. 2108) who have a period of intervening military service that extends their eligibility (up to a maximum of 6 years). Successful applicants will receive a position that provides entry-level developmental experience. NOTE: VA facilities may not use the Recent Graduates Program until a Pathways Memorandum of Understanding (MOU) is in effect between VA and the Office of Personnel Management (OPM).

PMF Program

For more than three decades, the PMF Program has been the Federal Government's premier leadership development program for advanced degree candidates. E.O. 13562 expands the eligibility window for applicants, making it more "student friendly" by aligning it with academic calendars and allowing those who have received a qualifying advanced degree within the preceding two years to apply directly. The Pathways PMF Program has eliminated the requirement that the educational institution must nominate PMF applicants.

Effective Date

OPM issued the final rule for the Pathways Programs on May 11, 2012 (77 FR 28194), with an effective date of July 10, 2012. There is a 180-day transition period which provides facilities ample time to convert current STEP, SCEP and PMF Program employees into the corresponding Pathways Programs under the provisions of their existing appointments.

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Clearing the Path

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VA facilities may hire into the Internship and PMF Programs during the transition period since OPM has waived the requirement that VA and other departments/agencies enter into a Pathways MOU for those two Programs through January 6, 2013. However, VA must have a VA-OPM Pathways Programs MOU in place before the Department begins any hiring into the Recent Graduates Program. VA's Office of Human Resources Management (OHRM) coordinates the submission of the MOU to OPM for the entire Department. VA must renew this MOU every two years.

Guidance

VA's Recruitment and Placement Policy Service recently augmented and then disseminated OPM's Pathways Transition and Implementation Guidance to assist with the shift to the new Pathways Programs. This guide is a supplement to the final Pathways Programs regulations. The guidance provides instructions on how to:

- address pending STEP, SCEP, and PMF recruitment actions and/or job offers;
- transition current STEP, SCEP, and PMF employees into Pathways Programs; and
- implement the Internship and PMF Programs, as well as the new Recent Graduates Program, within the parameters of the Pathways Programs regulations.

The VA-wide Human Resources (HR) community received this guidance as an attachment to an OHRM Bulletin via email on September 10, 2012. VA HR leadership professionals (i.e., HR Officer, Assistant HR Officer, and/or senior Title 5 Staffing-area HR Specialist) may send locally researched questions pertaining to the Pathways Programs to

VAPathwaysProgramsQuestions@va.gov. Individuals must not contact OPM directly with questions, or encourage applicants/employees to do so.

Diversity Council Activity

DISP Reporting Template Now Available

The VA Diversity Council (VADC) members have been asked to report on their organization's accomplishments towards VA's Diversity and Inclusion Strategic Plan (DISP) on a quarterly basis. Their first report on FY 2012 accomplishments will be presented at the VADC meeting in October 2012. To obtain a copy of the template for reporting and for more information about submission deadlines, contact Brenda Martin, ODI, at Brenda.Martin@va.gov. For more information on the VADC, including meeting agendas and minutes, the roster, and a copy of the charter, visit <http://www.diversity.va.gov/council>.

Commemorate

[Continued from page 4.](#)

Italian Americans operate thriving businesses, teach our children, serve at all levels of government, and succeed in myriad occupations. Drawing on the courage and principles of their forebears, they lead in every facet of American life, dedicating their knowledge and skills to the growth of our country.

The Great Seal of the United States declares "out of many, one." As we forge new futures as a unified people, we must commemorate the unique and vibrant cultures that have written the American story. Many determined individuals have sought our shores as a beacon of hope and opportunity, and their spirit of limitless possibility and example of resolve continues to inspire and guide our Nation. As we honor the long history and vast contributions of Italian Americans, let us recommit to extending the promise of America that they embraced to future generations. (Portions of this article taken from <http://www.whitehouse.gov/the-press-office/2010/10/14/presidential-proclamation-italian-american-heritage-and-culture-month>.) [Continued on the next page.](#)

Commemorate

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German-American Day

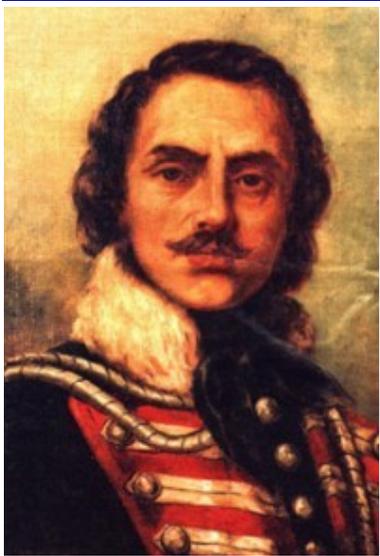
The Nation commemorates German American Day on October 6. The American story has been written by those who have come to our shores in search of freedom, opportunity, and the chance at a better life. The German men and women who braved numerous perils to cross the Atlantic long ago left a legacy of millions of Americans of German ancestry who have been an integral part of our national life. On German-American Day, we pay tribute to the role this community has played in shaping America and contributing to our progress and prosperity.



On October 6, 1683, 13 courageous German families arrived in Pennsylvania to start a new life. They began a chapter in the American narrative that has influenced our country in all walks of life, and their resolve lives on in the men, women, and families of German descent who enhance civic engagement, steer our industries, and fortify our Nation's character. With their dedication and determination, the United States has been a leader in ingenuity and entrepreneurship, and has delivered a message of hope and opportunity that resonates around the world. Today, German Americans innovate and excel as leaders in all sectors of our society.

Today, nearly one quarter of all Americans trace their ancestry to Germany, and many familiar American traditions—from Christmas trees to kindergarten—have German origins. German descendants have fundamentally and positively shaped the course of American history. From the wheels of labor and the fields of sport, to the halls of power and throughout our society, generations of German Americans have helped make America what it is today. (Taken from <http://www.whitehouse.gov/the-press-office/2010/10/06/presidential-proclamation-german-american-day> and <http://www.whitehouse.gov/the-press-office/2011/10/06/presidential-proclamation-german-american-day-2011>.)

General Pulaski Memorial Day



On October 11, America pays tribute to Brigadier General Casimir Pulaski, a proud Polish patriot who embraced our country's highest ideals. He fought for freedom on two continents, earned the title, "Father of the American Cavalry," and guided his unit through some of the toughest tests of the Revolutionary War, ultimately laying down his life for our nascent country. On General Pulaski Memorial Day, we honor his memory and recognize the many contributions Polish Americans have made to America's culture and history.

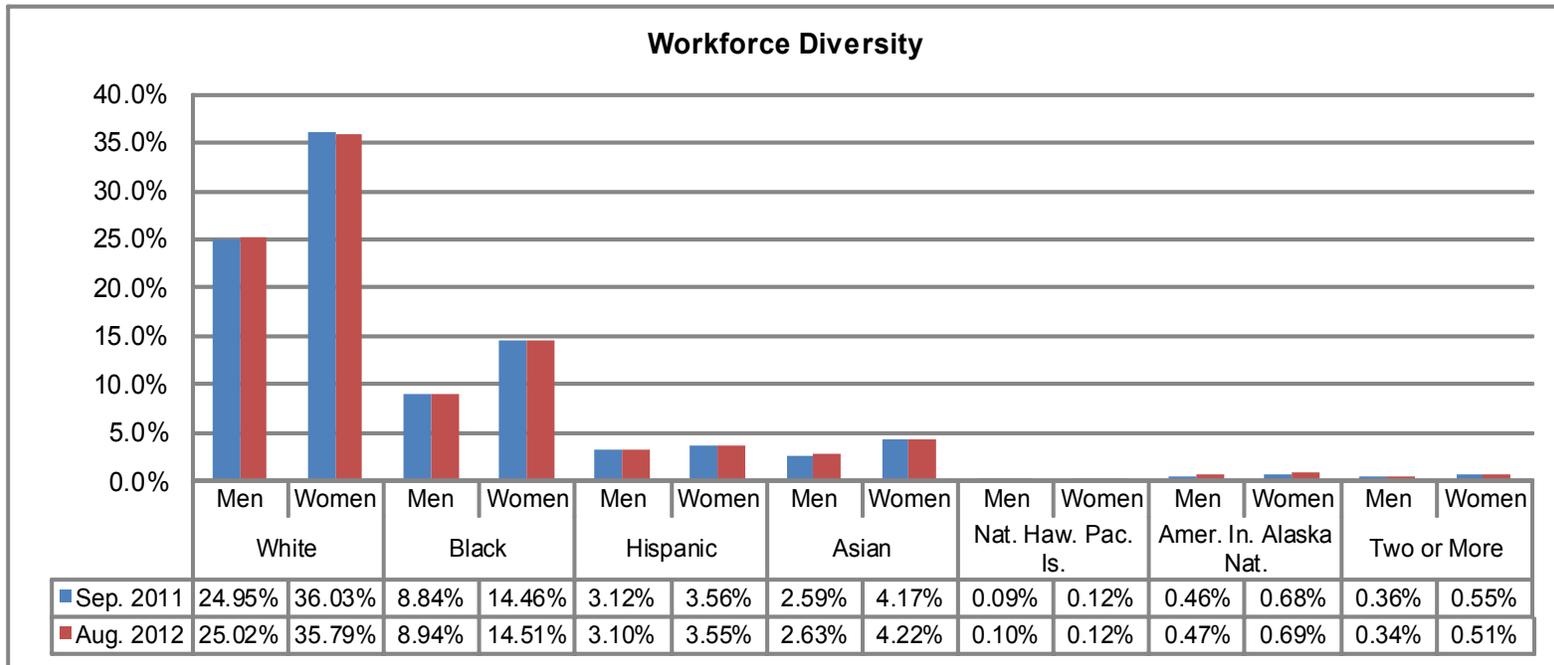
As a young soldier, General Pulaski rose to defend his homeland against foreign occupation. He fought valiantly for Poland's sovereignty but was eventually forced into exile, and it was in Paris that he met Benjamin Franklin. Franklin told him of America's aspirations, and Pulaski journeyed across the Atlantic to join our struggle for freedom, equality, and justice. Arriving in America in 1777, he served beside General George Washington, who appreciated his military experience. He later formed an independent corps of cavalry known as the Pulaski Legion, which battled bravely from the New Jersey coast to the siege of Savannah, where he was mortally wounded. He died from his wounds on October 11, 1779.

General Pulaski's legacy survives in a long line of proud Polish Americans, who have arrived on our shores seeking freedom and opportunity and have served in our Armed Forces to defend our Nation. Polish Americans have carried with them values and traditions that have shaped our society, and their immeasurable contributions have strengthened our country. This proud community has been integral to our success as a Nation, and will play a prominent leadership role in the years ahead. (Portions of this article taken from <http://www.whitehouse.gov/the-press-office/2010/10/08/presidential-proclamation-general-pulaski-memorial-day> and <http://www.whitehouse.gov/the-press-office/2011/10/11/presidential-proclamation-general-pulaski-memorial-day-2011>.)

VA Demographics Report

Demographic Report for the Department of Veterans Affairs, August 2012

VA's workforce diversity remains relatively steady through August 2012. Representation for all groups in VA's permanent and temporary workforce increased since the start of the fiscal year except for White women, Hispanic men and women, and Two or More Races men and women. Black men saw the largest increase of 0.10 percent. The representation of White women decreased nearly one-quarter of one percent since the start of the fiscal year. Further, representation of Hispanic men and women decreased slightly during this time period, 0.02 and 0.01 respectively.



Comparing the demographic characteristics of VA's workforce against Relevant Civilian Labor Force (RCLF)*, the representation of White women and Hispanic women are lower than expected. White women representation is currently at 75 percent of RCLF while Hispanic women are at 82 percent of RCLF.

Diversity Index

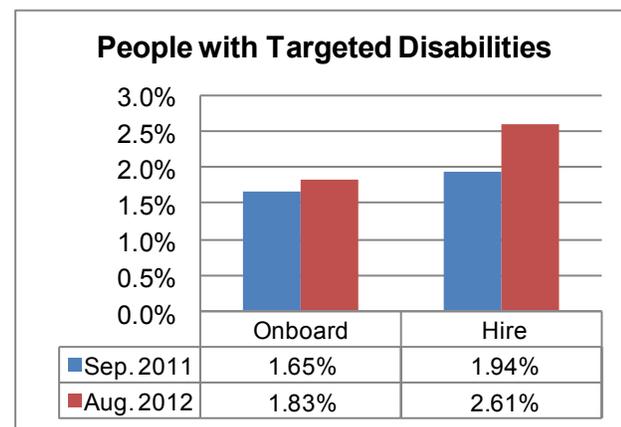
The Diversity Index is a single measure of workforce diversity that measures the convergence of VA's aggregate workforce distribution by race, ethnicity, and gender to the Civilian Labor Force (CLF)**. Since September 2011, there has been a 0.43 percentage point decrease in the RCLF-based diversity index and a 0.15 percentage point increase in the CLF-based diversity index.

	Sep. 2011	Aug. 2012	Change
Using RCLF	96.75%	96.32%	-0.43%
Using CLF	85.51%	85.66%	0.15%

People with Targeted Disabilities

The proportion of people with targeted disabilities in VA's workforce has increased by 11 percent since the beginning of the fiscal year.

The hiring of people with targeted disabilities also increased since the start of the fiscal year. Among all hires, people with targeted disabilities represents 2.61 percent, a 0.61 percentage point higher than the Secretary's 2 percent hiring goal.



Contact ODI's Workforce Analysis Team at odi@va.gov.

*Relevant Civilian Labor Force (RCLF) reflects all the people in America 16 years of age or over, employed in or actively seeking work in VA specific occupations.
 **Civilian Labor Force (CLF) is defined as people in America 16 years of age or over, except those in the armed forces, who are employed, or, are unemployed and seeking work. It is derived from census data collected on the demographics of citizens in each job type.

Diversity@Work is published by the U.S. Department of Veterans Affairs' (VA's) Office of Diversity and Inclusion (ODI), a program office within the Office of Human Resources and Administration (HR&A).

To subscribe or unsubscribe, e-mail odi@va.gov.

CONTACT US

Mail:
810 Vermont Avenue
NW (06)
Washington, DC 20420

Phone:
(202) 461-4131

Fax:
(202) 501-2145

E-mail the Editor:
odi@va.gov

Visit our Web site
[http://www.
diversity.va.gov](http://www.diversity.va.gov)
for staff e-mail
addresses.

OTHER USEFUL LINKS

HR&A
[http://www.va.gov/
ofcadmin](http://www.va.gov/ofcadmin)

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

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

Veterans Health
Administration's Diversity
and Inclusion Community
of Practice
[Michael.Youngblood@
va.gov](mailto:Michael.Youngblood@va.gov)

GOT NEWS?

We want to hear from you!
If you'd like to share your
story ideas, comments, or
suggestions, e-mail us at
odi@va.gov.

D&I Online

The mission of the Department of Veterans Affairs' diversity and inclusion program is to develop and implement a comprehensive, integrated, and strategic focus on diversity and inclusion as key components of the Department's human resources strategies. Here's a sampling of online tools available at <http://www.diversity.va.gov> that can help leverage diversity and build inclusion:

- ▶ National Disability Employment Awareness Month and other observance resources.
- ▶ Training resources, guides, and reports.
- ▶ Links to professional and community organizations.
- ▶ Best practices for diversity management.



D&I 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 odi@va.gov with the words SUBSCRIBE NEWSLINK in the subject line. Find a sample of *NewsLink* at <http://www.diversity.va.gov/products/newslink.aspx>.

D&I on Your TV or PC

Diversity News is a monthly video program produced by the VA Central Office Broadcast Center for ODI. *Diversity News* follows VA News on the VA Knowledge Network, Content Distribution Network, channel 2. Programs are also available at <http://www.diversity.va.gov/products/dn.aspx>.

Calendar

<http://www.diversity.va.gov/calendar>

October

National Disability Employment
Awareness Month
National Work and Family Month
National Italian-American Heritage
Month

German-American Day
October 6

Mental Illness Awareness Week
October 7-13

General Pulaski Memorial Day
October 11

2012 Women of Color STEM
Conference
October 11-13; Dallas, TX
<http://www.womenofcolor.net>

Hispanic Association of Colleges and
Universities 26th Annual Conference
October 20-22; Washington, DC
<http://www.hacu.net>

Society for Human Resource Management's
Diversity & Inclusion Conference &
Exposition
October 22-24; Chicago, IL
<http://www.shrm.org>

2012 Out & Equal Summit
October 29-November 1; Baltimore, MD
<http://outandequal.org/summit-2012>

November

National Native American Heritage Month

Veterans Day
November 11