Diversity@Work
http://www.diversity.va.gov
Department of Veterans Affairs
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Message from the DAS

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Bookmark:
Diversity Calendar
http://www.diversity.va.gov/calendar

Have a dispute?
VA's Alternative Dispute Resolution program can help:
http://www.va.gov/adr.

Have an EEO complaint?
Contact the Office of Resolution Management at (888) 737-3361 within 45 calendar days of the alleged incident:
http://www.va.gov/ORM/EEOcomplaint.asp.

July 2nd marks the 50th Anniversary of the enactment of the Civil Rights Act of 1964. This momentous legislation prohibits discrimination on the basis of race, color, religion, national origin and sex, and serves as the foundation of our work in the Office of Diversity and Inclusion (ODI). To commemorate the history of and the achievements under this landmark bill, Veterans Affairs (VA) Acting Secretary Sloan D. Gibson signed a letter showcasing the VA's civil rights accomplishments, and demonstrating our on-going commitment to equity and diversity in service to our Nations Veterans. This letter will appear in the 50th Anniversary commemorative book and is available for your view on the next page.

This July, VA joins the Nation in observing another anniversary: the Anniversary of the Americans with Disabilities Act on July 26. The ADA is a landmark laws that ensures equal access to individuals with disabilities. VA continues to exceed the Secretary's goals for IWTDs. During the month of May, individuals with targeted disabilities (IWTD) grew to 2.07 percent of the total VA workforce. IWTDs were 3.64 percent of total VA hires, exceeding VA's three percent hiring goal and two percent onboard goal for the eighth consecutive month of fiscal year 2014! Keep up the good work, VA! To this end, I want to remind VA employees that ODI manages a Reasonable Accommodation Centralized Fund that offers reimbursement for the cost of approved reasonable accommodation services or products to VA employees or applicants. Centralized Funding is still available to support your organization's reasonable accommodation needs. To access this funding, read more about this program on **page 3**. **Continued on page 3.**

President Barack Obama signs Executive Order increasing federal employment of individuals with disabilities, during an event commemorating the 20th anniversary of the Americans with Disabilities Act on the South Lawn of the White House. July 26, 2010. (Official White House Photo by Chuck Kennedy)

Commemorate

Anniversary of the Americans with Disabilities Act

VA joins the Nation in observing the anniversary of the Americans with Disabilities Act on July 26. From the 2013 Presidential Proclamation (**http://www.whitehouse.gov/the-press-office/2013/07/25/proclamation-anniversary-americans-disabilities-act-2013**):

More than two centuries ago, our forebears began an unending journey to form a more perfect Union. Twenty-three years ago, we took a historic step down that path with the Americans with Disabilities Act (ADA)—a landmark law that seeks to extend the promise of equal opportunity enshrined in our founding documents. It promises equal access, from the classroom to the workplace to the transportation required to get there. **Continued on page 5.**

THE SECRETARY OF VETERANS AFFAIRS
WASHINGTON

June 13, 2014

The Department of Veterans Affairs (VA) proudly joins the Nation in commemorating the 50th Anniversary of the Civil Rights Act of 1964. This momentous piece of legislation codified America's commitment to equal rights and social justice in American society.

Throughout history, our leaders recognized that Veterans have represented every aspect of this Nation's great diversity. Several examples of this were as early as 1842 when pensions were authorized for specific Native American warriors who aided our Nation during the War of 1812. African Americans were authorized to enlist into the Federal armed forces for the first time in 1862, and later received Federal benefits for their service. Women nurses aiding Federal forces during the Civil War were authorized pensions in 1892 and were later authorized to be buried in national cemeteries. And decades later, the WWII Filipino Veterans Equity Compensation Fund and one-time payments were authorized for eligible Filipino Veterans who served in World War II.

Accordingly, we know it is critical that VA's workforce reflects the diversity of the Veterans we serve. VA employed its first African American medical doctor in 1921 and appointed its first African American director of a medical facility in 1923. Since that time, VA has worked diligently to ensure all Veterans receive equitable services regardless of race, color, national origin, religion, or gender.

In 2008, the VA Office of Diversity and Inclusion was created and VA issued its first VA strategic plan focused on diversity and inclusion. In its plan, VA articulates its goals to build a diverse workforce, an inclusive workplace, and provide outstanding, culturally competent service to our Nation's Veterans. We are proud of the advances VA has made in serving and employing individuals with disabilities. VA also recognizes that the lesbian, gay, bisexual, and transgender (LGBT) community is an integral part of our human diversity, and we support our LGBT Veterans and workforce through employee protections, customized patient care, and continuing education.

These initiatives are a testament to VA's commitment to civil rights, equity, and diversity in the workplace and beyond. We are proud of our progress, but recognize there is more work to do. VA will continue to promote fairness, diversity, and inclusion in its services and workforce. We thank all of our partners and stakeholders in the public, private, and academic sectors in our common goal of supporting our Nation's Veterans, as we celebrate and commemorate the 50th Anniversary of the Civil Rights Act.

Sincerely,

Sloan D. Gibson
Acting Secretary

DAS Message

Continued from Page 1

Georgia Coffey

The Acting Secretary also recently signed the 2014 Equal Employment Opportunity (EEO), Diversity and Inclusion, No FEAR, and Whistleblower Protection Policy Statement. This document summarizes VA's EEO and diversity-related workplace policies and protections. It is particularly important that each of us fully understand our rights and responsibilities in the area of EEO, No FEAR, Whistleblowing, and other workplace protections. Please read more under the Policy Alerts section on **page 8** and share this information with your colleagues and employees. This Policy Statement is also available online at **http://www.diversity.va.gov/policy/statement.aspx**.

Finally, Ramadan comes to a close at the end of this month. Freedom of religious expression is a foundational precept of our Nation and it is VA policy to reasonably accommodate those employees who observe religious holidays. Read more about VA's religious accommodation policy in the June 2014 issue of *Diversity@Work*. Thank you, as always, for your essential commitment to equity, diversity and inclusion in VA. ~*Georgia Coffey, VA Deputy Assistant Secretary for Diversity and Inclusion*

Reasonable Accommodation

VA Centralized Fund Available for Employees and Applicants with Disabilities

ODI announces the continued availability of the Reasonable Accommodation Centralized Fund. The centralized fund offers reimbursement for the cost of approved reasonable accommodation services or products to employees or applicants with disabilities. VA has a Memorandum of Understanding with the Department of Defense's Computer/Electronic Accommodations Program (CAP) whereby CAP provides VA employees and applicants for employment cost-free accommodation products. Examples of items that CAP provides are: special keyboards, software, sit-stand desks, monitors, and other assistive technology. This list for the most current Blanket Purchase Agreement items that CAP provides is located at **http://www.cap.mil/Documents/BPA_Product_List_12_05_2013_-_Products_Category.pdf**. CAP should continue to be the main source for electronic related accommodations. The Local Reasonable Accommodation Coordinator (LRAC) and Alternate LRACs are the only VA employees authorized to request items from CAP. Please note the VA centralized fund is used for any reasonable accommodation that CAP does not provide.

ODI administers the centralized fund, a Human Capital Investment Plan initiative, to assist VA administrations and staff offices with meeting their obligation to hire, develop, promote, and retain individuals with disabilities in accordance with the Rehabilitation Act of 1973. During fiscal year (FY) 2013, ODI processed 1,100 requests totaling $419,000. The most common requested reimbursements through the centralized fund are: ergonomic assessment costs, ergonomic chairs, interpreters, and reader service. The cost associated for an individual with a disability to attend training is also a reimbursable expense. These are just examples of the types of reimbursements that have been made; howe[redacted]onable accommodation items is non-exhaustive. This fund may be used fo[redacted]o a reasonable accommodation for employees.

ODI highly encourages reimbursement requests to be submitted the same month they are invoiced and paid. Requests for reimbursement may be made up until August 15, 2014. If you intend to make a purchase that will not be delivered until after this date, please contact VA's National Reasonable Accommodation Coordinator (contact information is below) to make arrangements to ensure reimbursement can be received during FY 2014. In addition to offering the centralized fund, ODI will be introducing a number of training outlets on the VA reasonable accommodation procedures (VA Handbook 5975.1) and the CAP procedures and initiatives. We hope that you find this fund to be an added benefit to assist employees and applicants with disabilities with their success in the workplace! See the FY2014 memorandum and instructions for detailed information at **http://www.diversity.va.gov/programs/pwd.aspx#fund**. For questions or additional information, contact Melissa Gibson, VA's National Reasonable Accommodation Coordinator, at **Melissa.Gibson@va.gov**.

Training

VSSC HR Reporting & Workforce Analysis Tools Training

VA uses the VHA Support Service Center (VSSC) to store human resources (HR) data for all of VA in an easy to use reporting format. This interactive training on the VSSC HR Reporting Tools is designed to alert a wide range of managers and HR, equal employment opportunity (EEO) and diversity specialists to VSSC's HR query applications. All managers have a duty to ensure there is equal opportunity in the workplace with regard to hiring, promotions, and other terms and conditions of employment. This training provides guidance on how to properly use the applications to conduct various workforce analyses, identify triggers, and define and distinguish between Relevant Civilian Labor Force vs. Civilian Labor Force. A virtual training class will be offered on Wednesday, July 16, 2014, from 11 am to 12:30 pm (EST). The session will be conducted via Microsoft Lync. Register at **https://www.tms.va.gov/learning/user/deeplink_redirect.jsp?linkId=ITEM_DETAILS&componentID=3823179&componentTypeID=VA&revisionDate=1352313600000**. Sign into TMS, click on "register now", and register for the class you want. Spaces are available on first-come, first-served basis. Contact Ryan Pugh at (202) 461-4155 or **Ryan.Pugh2@va.gov** for more information.

Diversity News: Online Training

The July/August 2014 edition features David Williams, Director of Workforce Analysis in the Office of Diversity and Inclusion, with a report on the end of fiscal year 2013 workforce data in VA focusing on workforce representation and promotion rates by race, ethnicity, and gender. To view current and past episodes, visit **http://www.diversity.va.gov/products/dn.aspx**.

CAP YouTube Channel

CAP has its own YouTube channel where you can access a series of assistive technology demonstration videos. The videos provide information about the different types of accommodations available and how these solutions help people with disabilities. Subscribe to the channel to keep up to date on the latest videos: **http://www.youtube.com/user/TheDoDCAP**.

Barrier Analysis Training

Barrier elimination is an important step in VA becoming a model employer. To achieve this status, VA has to create a barrier-free environment where all applicants and employees have the opportunity to compete and work to their fullest potential. This training course covers all aspects of the barrier analysis process under EEOC Management Directive 715 (MD-715) to include: analysis and interpretation of workforce statistics, trigger identification, barrier analysis investigation, action plan preparation, and action plan follow up. Each VA facility has to identify barriers and create action plans on eliminating those identified barriers. This training is intended for employees who work with the MD-715 report and for all managers. A virtual class will be offered on Thursday, August 21, 2014, from 1:00 to 4:00 p.m. (EST). The session will be conducted via Microsoft Lync. Register at **https://www.tms.va.gov/learning/user/deeplink_redirect.jsp?linkId=ITEM_DETAILS&componentID=3844925&componentTypeID=VA&revisionDate=1368106800000**. Sign into TMS, click on "register now", and register for the class you want. Spaces are available on first-come, first-served basis. If you have any questions, concerns, or require specific training for your facility, contact Ryan Pugh at (202) 461-4155 or **Ryan.Pugh2@va.gov** or Nanese Loza at (202) 461-4049 or **Nanese.Loza@va.gov**.

Section 508 Training

Section 508 is a federal law that requires that all Electronic and Information Technology (EIT) procured, developed, used or maintained by the federal government be accessible to and usable by people with disabilities. If you'd like to learn more about Section 508 and how it applies to you (it does!), the Section 508 Program Office provides an extensive training curriculum [redacted]. We offer classes on what Section 508 is, creating accessible documents, testing EIT for Section 508 conformance, using assistive technology, scripting legacy applications to make them accessible, and creating accessible web and software applications. We offer live classes that are instructor-led (offered remotely via Microsoft Lync), and we have self-paced tutorials that you can take anytime. All training is free, and available to anyone (employee or contractor) with a VA e-mail address and access to the VA intranet. All classes are available for self-enrollment through TMS. If you have any questions, or if you'd like to request a reasonable accommodation, please contact **section508@va.gov** or (202) 461-0508.

Commemorate

Continued from Page 1

It promises fairness, and the chance to live a full and independent life. It affords Americans with disabilities the protections they need to claim a future worthy of their talents.

Today, we celebrate the ADA's lasting legacy as a pillar of civil rights. We also recognize that while the law continues to move America forward, our march to equality is not yet complete. Even now, barriers still keep too many people with disabilities from fully participating in our society and our workforce. Our country suffers when our citizens are denied the chance to strengthen our economy, support their families, and fully participate in our American life...students with disabilities need an education system that works for them. We must ensure lessons are inclusive, assessments are fair, and technology is accessible. We must rededicate ourselves to building supportive classrooms and putting an end to bullying that all too often targets young people with disabilities.

MyCareer@VA

How to Adapt to Different Styles of Communication

Everyone's been there. You're in an important meeting, trying to make an important point, and you can tell the message isn't getting across. What's going on? It could be that you and your colleagues or supervisor have different styles of communicating. Throughout your career, you'll frequently interact with people whose communication styles are different from yours. Learning how to manage these differences is essential to your career—so essential, in fact, that communication and interpersonal effectiveness are both part of VA's All Employee Competency Model (**http://go.usa.gov/8Gvx**).

So, how do you communicate effectively with someone who communicates differently than you do? Do these two things and you are well on your way…

First, Identify Your Communication Style

Your first move to better communication is learning about your o[redacted]ur own communication style, the better-positioned you will be to adapt to the styles of others.

According to research on social styles by David Merrill and Roger Reid[1], your communication style is a combination of where you fall on two dimensions: Responsiveness and Assertiveness. To find out where you are on these dimensions, ask yourself these two questions:

- **Assertiveness**: When you interact with others, do you tend to Ask or Tell them to do an activity?
- **Responsiveness**: When you interact with others, do you tend to Display your feelings and emotions, or do you tend to keep your feelings and emotions inside?

Using your answers to these two questions, find your communication style in the chart on the next page. **Continued on the next page.**

Communication Styles

ASSERTIVENESS			
		Ask	**Tell**
RESPSONSIVENESS	**Emotions Inside**	**ANALYTIC** **Common Behavior:** ☐ Likes facts, logic, and consistency ☐ Seeks organization ☐ Appears detached, independent ☐ Cooperative if they have control over their work ☐ Cautious in showing warmth or forming friendships ☐ Slow to react, but deliberate and disciplined ☐ Sticks to decisions **Possible Strengths:** ☐ Objective, analytical, careful, collected, good listener **Possible Challenges:** ☐ Moves slowly, risk-averse, critical	**DRIVER** **Common Behavior:** ☐ Focused on action and results ☐ Swift to react ☐ Seeks control; forceful when facing an obstacle ☐ Rarely shares personal feelings ☐ Independent, competitive, takes risks ☐ Makes decisions using facts ☐ Focused on the here and now **Possible Strengths:** ☐ Decisive, thick-skinned, confident, forceful, goal-oriented **Possible Challenges:** ☐ Impatient, harsh, callous, doesn't share credit
	Emotions Displayed	**AMIABLE** **Common Behavior:** ☐ Values friendliness and cooperation ☐ Unhurried reaction ☐ Achieves objectives using understanding and mutual respect, not force ☐ Acceptance is important, power is not ☐ Social; builds strong relationships ☐ Risk-averse ☐ Tends to reject conflict **Possible Strengths:** ☐ Supportive, considerate, loyal, goes the extra mile **Possible Challenges:** ☐ Slow to act, dependent, passive	**EXPRESSIVE** **Common Behavior:** ☐ Reacts quickly ☐ Warm, approachable ☐ Competitive; seeks personal recognition ☐ Makes decisions based on intuition, not facts ☐ Creative dreamers; not detail-[redacted] ☐ [redacted] frequently ☐ Focused on the future **Possible Strengths:** ☐ Move quickly, humorous, stimulating, persuasive, friendly **Possible Challenges:** ☐ Thin-skinned, attention-seeking, perceived as impulsive

Continued on the next page.

MyCareer@VA

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For example, if you tend to Tell and Display, then you prefer to use an Expressive style. As you look at the chart, remember that you may use all of these styles at different times—your style is simply the way you prefer to interact with others. Also, keep in mind that no single style is better than any other. You may prefer a certain style because of your own values or because it feels familiar to you, but each style has positives and negatives.

As you read about your style, be sure to pay attention to its possible strengths and challenges, since these could contribute to miscommunication between you and someone with a different style.

Next, Learn How to Work With Other Styles

While it would be nice if everyone had the same communication style as you, you can communicate more effectively with all types of communicators by making a few simple tweaks to your own style. Think of these behavioral changes as temporary adjustments—you are not changing who you are, just how you approach others.

So how do you do this? Think about someone with whom you have a hard time communicating. For example, can you think of a time you tried to explain an idea to a coworker and felt like you were hitting a brick wall? Now, with that person in mind, take these four steps from Merrill and Reid:

- **Step 1: Understand the impression you make**. You've already identified your style. Now think about how others are likely to perceive you. How can your communication style create stress for others?
- **Step 2: Take control of your behavior**. Look at the possible strengths and challenges of your style. Which ones describe you and which ones could be contributing to miscommunication between you and your coworker? Think of ways to expand or maximize your strengths and play down your weaknesses.
- **Step 3: Identify other styles**. Observe your coworker's behavior and how he or she responds to your style. Follow the same process you used to find your own style to identify and understand your coworker's style. Does he or she tend to ask or tell others to do something? Does he or she display emotions or keep them hidden?
- **Step 4: Adapt**. Notice the similarities between your styles. Are there places where you have common ground? For example, if you are a Driver working with an Expressive, you both prefer to make decisions quickly. Make sure to work these similarities into your interactions with your coworker. Next, think about the differences between your styles. Are there any behaviors you can change to better accommodate the preferences of your coworker? For example, if you are an Amiable working with an Analytical, you might try providing more data when you present your ideas.

As you use these steps, remember not to take other people's communication styles personally. Like yours, their style is simply a product of their responsiveness and assertiveness, not necessarily a reflection of their thoughts and feelings. Lastly, to communicate effectively takes practice and patience, so remember to practice in different situations with different styles, and make note of what works and what doesn't.

If you liked this article, check out MyCareer@VA's tips on effective communication with potential employers (**http://go.usa.gov/8GVR**). You may also like the TMS (**http://www.tms.va.gov**) training "Managing Your Career: You and Your Boss" on how to build a strong relationship with your supervisor. And as always, visit MyCareer@VA (**http://go.usa.gov/8Gyz**) and the VA Learning University (**http://www.valu.va.gov**) for more training and career development information.

References:

[1] Merrill, David W. and Roger H. Reid. Personal Styles and Effective Performance, 1981. Florida: CRC Press LLC.

Policy Alerts

The Secretary's Equal Employment Opportunity, Diversity and Inclusion, No FEAR, and Whistleblower Protection Policy Statement

VA is strongly and unequivocally committed to equal employment opportunity, diversity and inclusion, and the protection of employee rights in the workplace.

As we face challenges in our work environment, it is more important than ever that each of us recommits ourselves to these principles and redoubles our efforts to cultivate a safe, fair, and inclusive culture at VA. Our collective ability to deliver the best services and care to our Nation's Veterans is inextricably linked to sustaining an organizational culture that protects and empowers the voices of all employees and leverages the diverse talent of all of our human resources. This includes creating a climate that embraces constructive dissent, welcomes critical feedback, and ensures compliance with legal requirements.

An essential component to this is the clear demonstration of VA's Core Values: Integrity, Commitment, Advocacy, Respect, and Excellence. These enduring values create the foundation for an environment that fosters diversity and inclusion. We must be vigilant in ensuring that our words and behaviors congruently promote a culture that facilitates employee engagement and hears all voices. The full 2014 document summarizing VA's EEO, diversity and inclusion, and No FEAR-related workplace policies is online at **http://www.diversity.va.gov/policy/statement.aspx**.

Whistleblower Protection

Leaders are responsible for establishing a workplace atmosphere in which employees are comfortable highlighting and sharing their successes—as well as identifying areas in which we can improve. Whether that means notifying managers and supervisors of isolated gaps or bringing attention to larger, systemic issues that impede excellence, it is important that all employees are encouraged to report deficiencies in care or services we provide to Veterans. Relatively simple issues that front-line staff may be aware of can grow into significantly larger problems if left unresolved. In the most serious cases, these problems can lead to and encourage improper and unethical actions.

We all have a responsibility for enforcing appropriate workplace behavior. Protecting employees from reprisal is a moral obligation of VA leaders, a statutory obligation, and a priority for this Department. We will take prompt action to hold accountable those engaged in conduct identified as reprisal for whistleblowing, and that action includes appropriate disciplinary action.

You have several avenues of redress if you are confronted with whistleblower reprisal. These avenues include reporting whistleblower reprisal to a VA management official, to VA's Office of Inspector General (1-800-488-8244 or **http://www.va.gov/oig**), to the Office of Special Counsel (**http://www.osc.gov**), to the Merit Systems Protection Board (**http://www.mspb.gov**), and to Congress. You may also find helpful the Department of Labor's Whistleblower Protection Programs (**http://www.whistleblowers.gov**).

VA Child Care Subsidy Program

VA Handbook 5009, Part I, has been revised and the attached policy change will be incorporated into the electronic version of the handbook. Significant changes include:

a. Clarifies the age limitation for covered children;
b. Adds procedures for the Child Care Records Management System;
c. Adds clarifying instructions on the extension of Child Care Subsidy Program benefits to same-sex domestic partners;
d. Increases the total family income threshold and modifies income criteria; and
e. The exclusion of part-time employees from participating in the program.

OEDCA Office of Employment Discrimination Complaint Adjudication

Compliance Corner

Sexual Harassment, Off Duty Conduct, and Schedule Changes

The complainant, a Health Technician, alleged that over a two month period a male co-worker sexually harassed her. The harassment included following the complainant when she went to lunch, asking her out for dates, waiting for her at a bus stop in the morning and following her to a bus stop in the afternoon, and using slurs in reference to her gender. The co-worker's harassment culminated when he physically blocked the complainant's exit from the workplace, and upon her return, proceeded to her office.

An administrative judge found that while the complainant may have welcomed the co-worker's attention initially, at some point, she found his attention unwelcome. VA argued that any actions taken by the co-worker at the complainant's bus stop could not be considered workplace harassment because the stalking did not occur on the VA campus. The judge found otherwise citing to Equal Employment Opportunity Commission (EEOC) case law that provides, in certain circumstances, that incidents that take place off or near the workplace can be considered part of an overall sexual harassment claim.

The judge wrote, "Here, the off-duty conduct (stalking as she walked to and from work) influenced the complainant's working conditions. This holds true in this case especially since complainant was walking from work to the bus station or to work from the bus station. Fear of walking home from work or to work could reasonably interfere with the workplace environment."

When a harasser is a co-worker, VA may avoid liability by showing that it took prompt, appropriate, and effective remedial action as soon as it became aware of the harassment. According to the EEOC, the first thing a management official should do when she receives a complaint or otherwise learns of alleged sexual harassment is to promptly and thoroughly investigate the allegation. If the allegation is substantiated, the VA manager should then take immediate and appropriate corrective action by "by doing whatever is necessary to end the harassment, make the victim whole by restoring lost employment benefits or opportunities, and preventing the misconduct from recurring". Discipline against the co-worker may also be necessary ranging from reprimand to discharge depending on the severity of the conduct. Finally, the VA manager should make follow-up inquiries to ensure the harassment has not resumed and the employee has not been retaliated against.

In this case, the administrative judge found that the VA was liable for the co-worker's harassment. First, while an investigation of the complainant's allegations was conducted it was faulty because no attempt was made to speak to the complainant. Second, while VA officials told the harasser to stay away from the complainant (which was proper), the officials also restricted the complainant to one area of her workplace in an attempt to make her feel more secure. This was improper because the victim of harassment should not be the individual to change his or her work station. In a 2007 case, also involving the VA, the EEOC had this to say about schedule changes "the agency's remedy of changing the complainant's schedule forced the innocent victim of sexual harassment to bear the burden of his supervisor's illegal action and was not appropriate corrective action". *~Maxanne R. Witkin, Director, VA's Office of Employment Discrimination Complaint Adjudication*

For more information about OEDCA, visit **http://www.oedca.va.gov**.

Diversity Council

Next Meeting July 16

The next VA Diversity Council (VADC) quarterly meeting is schedule for Wednesday, July 16, 2014, from 1:00 to 3:00 pm in VA Central Office room 830 and via teleconference. Visit **http://www.diversity.va.gov/council** for more information.

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**.

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Visit our Web site **http://www.diversity.va.gov** for staff e-mail addresses.

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**.

OTHER USEFUL LINKS

MyCareer@VA
http://www.mycareeratva.va.gov

HR&A
http://www.va.gov/employee

Office of Human Resources Management
http://www.va.gov/ohrm

Office of Resolution Management
http://www.va.gov/orm

Resolution Support Center
http://www.va.gov/ORM/RSC.asp

VHA Diversity and Inclusion Community of Practice
David.Rabb@va.gov

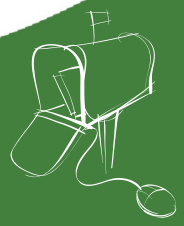
VA on Facebook
http://www.facebook.com/veteransaffairs

VA on YouTube
https://www.youtube.com/user/DeptVetAffairs

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:

- 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

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 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 video co-produced by ODI and the VA Central Office Broadcast Center for you. *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**.

July 2014 Calendar

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

Ramadan
June 28– July 27

Independence Day
July 4

League of United Latin American Citizens (LULAC) Annual National Conference
July 8–12; New York, NY
http://lulac.org/convention

Anniversary of the Americans with Disabilities Act
July 26

National Korean War Veterans Armistice Day
July 27

Blacks in Government National Training Institute
July 28–31; Las Vegas, NV
http://www.bignet.org