



Department of Veterans Affairs

Diversity@Work

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

Volume 14, Issue 7
April 2015

Message from the DAS

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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>.

I am excited to announce the establishment of the Diversity and Inclusion in Government (DIG) Council! The Council will comprise representatives from each of the Chief Human Capital Officers Act of 2002 Executive Departments and agencies, and will serve as an advisory body to the Office of Personnel Management (OPM), the Office of Management and Budget, and the Equal Employment Opportunity Commission. As the leader of the two executive-level interagency workgroups that developed the proposal and framework for this body, I will proudly serve as VA's representative on the Council. It is designed to bring agencies across the Federal government together to focus on government-wide policies and practices related to recruiting, hiring, promoting, retaining, and developing a diverse and inclusive workforce.

ODI first collaborated with OPM to create the New Inclusion Quotient (New IQ) —a new metric to gauge workplace inclusion and the associated tools to improve organization inclusion and employee engagement.

Continued on page 3.

FEDERAL INTER-AGENCY HOLOCAUST REMEMBRANCE PROGRAM

THE WORLD AGAINST GENOCIDE

APRIL 30, 2015
11:00AM-1:00PM
LINCOLN THEATRE

1215 U STREET NW, WASHINGTON, DC - U STREET/CARDROSS METRO

SCOTT THUMAN
DIRECTOR OF
OPERATIONS

DR. MIRIAM K. KASZENOFF
DIRECTOR

DR. H. MARTIN DEBANIAN
DIRECTOR

MARGIT MEISSNER
DIRECTOR

Commemorate

Days of Remembrance

The Federal Inter-Agency Committee will hold its 22nd Annual Holocaust Remembrance Program on Thursday, April 30, 2015, at the Lincoln Theatre located at 1215 U Street NW in Washington, D.C. from 11:00 am to 1:00 pm. Sponsored by 30 Federal agencies including the Department of Veterans Affairs, this program is designed to provide the experience through the voice of eyewitnesses. The Holocaust survivors, rescuers, liberators, resisters, witnesses, or relatives of these individuals remind us of what can happen if prejudice, hate, and intolerance against any individual or group of people are not challenged by each one of us. **Continued on the next page.**

Commemorate

Days of Remembrance (Continued from the Previous Page)

Guest speakers will include Dr. Miriam Klein Kassenoff who fled Nazi Europe in 1941 with her family when she was a small child; Margit Meissner who fled Austria in 1938 due to a rise in anti-Semitism and the alliance between Austria and Nazi Germany; and Dr. Martin Deranian, author of “President Calvin Coolidge and the Armenian Orphan Rug” and whose grandmother was a survivor of the Armenian Genocide—which occurred 100 years ago. The program will be highlighted with Emmy Award-Winning Senior Political WJLA-TV/ABC7 News Anchor Scott Thuman and a musical rendition by Soprano Amy K. Kwon.

The first Federal Inter-Agency Holocaust Remembrance Program was held in 1994 to commemorate the Days of Remembrance, an annual, national civic commemoration of the Holocaust. The purpose of the annual program—authorized through Public Law 96-388, which Congress passed on October 7, 1980, as part of honoring the Days of Remembrance—is to educate Federal employees, students, and the general public about the Holocaust.

VA employees are encouraged to obtain supervisory approval to attend this free and public event. Visit <http://holocaustremembrance.org> for more information.

National Sexual Assault Awareness and Prevention Month

VA joins the Nation in observing National Sexual Assault Awareness and Prevention Month this April. From the 2014 Presidential Proclamation (<https://www.whitehouse.gov/the-press-office/2014/03/31/presidential-proclamation-national-sexual-assault-awareness-and-preventi>): Every April, our Nation comes together to renew our stand against a crime that affronts our basic decency and humanity. Sexual assault threatens every community in America, and we all have a role to play in protecting those we love most—our mothers and fathers, our husbands and wives, our daughters and sons. During National Sexual Assault Awareness and Prevention Month, we recommit to ending the outrage of sexual assault, giving survivors the support they need to heal, and building a culture that never tolerates sexual violence.

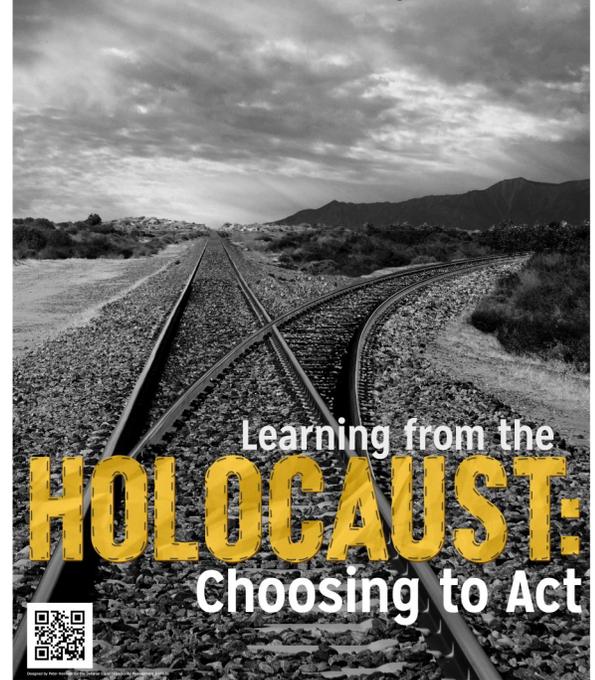
Thanks to dedicated activists and courageous survivors, we have made strides in reducing stigma, opened new shelters across our country, and given countless Americans a new sense of hope...We have come a long way, but sexual violence remains an all-too-common tragedy. Today, an estimated one in five women is sexually assaulted in college...Together, we will continue to strengthen the criminal justice system, develop trauma-informed services, reach out to survivors, and focus aggressively on prevention.

Sexual assault is more than just a crime against individuals. When a young boy or girl withdraws because they are questioning their self-worth after an assault, that deprives us of their full potential. When a parent struggles to hold a job in the wake of a traumatic attack, the whole family suffers. And when a student drops out of school or a service member leaves the military because they were sexually assaulted, that is a loss for our entire Nation.

This month, let us recognize that we all have a stake in preventing sexual assault, and we all have the power to make a difference. Together, let us stand for dignity and respect, strengthen the fabric of our communities, and build a safer, more just world. **Continued on the next page.**

Days of Remembrance

April 12-19, 2015



*Defense Equal Opportunity Management
Institute Special Observance Poster*

DAS Message

Continued from Page 1

The Guidance on Implementing the Federal Customer Service Awards Program is now available online at <https://www.whitehouse.gov/sites/default/files/omb/memoranda/2015/m-15-09.pdf>. This program recognizes individuals and teams who go above and beyond to ensure the Federal Government is providing exceptional customer service to Americans each day. Also now available is the Federal Employee Viewpoint Survey (FEVS) online tool, which provides data on VA employee feedback from FEVS and provides a web forum for agencies to share promising practices. Visit <https://www.dataexplorer.com/DefaultFEVS.aspx?mode=fv> for more information.



Georgia Coffey

Finally, VA joins the Nation this April in commemorating numerous observances including National Minority Health Month and National Sexual Assault Awareness and Prevention Month. VA does not tolerate violence or harassment in the workplace and any VA employee who is subject to this behavior should report the matter to his or her supervisor or another appropriate official immediately. Additionally, VA does not tolerate discrimination based on sex including gender identity, transgender status, sexual orientation, and pregnancy, among other categories. This applies to all terms and conditions of employment, including recruitment, hiring, promotions, transfers, reassignments, training, career development, benefits, and separation. April 14 marks National Equal Pay Day when we recognize gender pay inequity. Today women still make only 77 cents to every dollar earned by men. The Week of Remembrance (Holocaust Remembrance Week) is April 12–18, Holocaust Remembrance Day is April 15–16, and the Federal Inter-Agency Holocaust Remembrance Program will be held on April 30. Read more about each of these observances beginning on page 1. ~*Georgia Coffey, VA Deputy Assistant Secretary for Diversity and Inclusion*

Commemorate

National Equal Pay Day

VA joins the Nation in observing Equal Pay Day on April 14. From the 2014 Presidential Proclamation (<https://www.whitehouse.gov/the-press-office/2014/04/07/presidential-proclamation-national-equal-pay-day-2014>): Throughout our Nation's history, brave women have torn down barriers so their daughters might one day enjoy the same rights, same chances, and same freedoms as their sons. Despite tremendous progress, too many women are entering the workforce to find their mothers' and grandmothers' victories undermined by the unrealized promise of equal pay for equal work. On National Equal Pay Day, we mark how far into the new year women would have to work to earn the same as men did in the previous year, and we recommit to making equal pay a reality.

Women make up nearly half of our Nation's workforce and are primary breadwinners in 4 in 10 American households with children under age 18. Yet from boardrooms to classrooms to factory floors, their talent and hard work are not reflected on the payroll. Today, women still make only 77 cents to every man's dollar, and the pay gap is even wider for women of color. Over her lifetime, the average American woman can expect to lose hundreds of thousands of dollars to the earnings gap, a significant blow to both women and their families. In an increasingly competitive global marketplace, we must use all of America's talent to its fullest potential—because when women succeed, America succeeds...The time has passed for us to recognize that what determines success should not be our gender, but rather our talent, our drive, and the strength of our contributions. So, today, let us breathe new life into our founding ideals. Let us march toward a day when, in the land of liberty and opportunity, there are no limits on our daughters' dreams and no glass ceilings on the value of their work.



DOL SUPPORTS VETERANS

Prepare | Provide | Protect | Promote

The Department of Labor's Veteran Employment and Training Service (VETS) focuses on four key areas to support our nation's veterans: (1) preparing veterans for meaningful careers; (2) providing them with employment resources and expertise; (3) protecting their employment rights; and, (4) promoting the employment of veterans and related training opportunities to employers across the country.

1 PREPARING VETERANS FOR MEANINGFUL CAREERS:

Transition Assistance Program

The interagency program which includes Department of Labor's three-day employment workshop equips thousands of service members with tools needed to successfully pursue post-military goals.

Apprenticeships

Registered Apprenticeships allow veterans to learn a trade and use their GI Bill benefits to receive a tax-free monthly stipend. Learn more at www.dol.gov/apprenticeship.

2 PROVIDING EMPLOYMENT RESOURCES AND EXPERTISE:

American Job Centers (AJCs)

Veterans and other covered persons receive priority of service for all employment and training programs funded directly, in whole or in part, by the Department at nearly 2,500 AJCs across the country. Veterans work one-on-one with specialists to improve their resumes, learn tips on networking and interviewing, connect with training, and find a job. Find the center closest to you by visiting servicelocator.org.

Gold Card

The Gold Card provides unemployed post-9/11 era veterans with intensive and follow-up services at any of the nearly 2,500 American Job Centers nationwide – like job readiness assessment and referral to job banks and opportunity – to succeed in today's job market.

Women Veterans

The Women Veteran Program continuously monitors the overlapping considerations of working veterans and working women to ensure that DOL's employment resources are meeting the needs of women veterans.

Labor Market Statistics

The Department's annual employment report on veterans increases our understanding of the characteristics of veterans in our workforce, showing us what's working and where we can do better. We use this data to make sure our training programs and employment services are tailored to the needs of veterans.



Support for homeless veterans

The Department's Homeless Veteran Reintegration Program grants connect homeless veterans with training to help them succeed in civilian careers. In 2014, \$36,710,368 was awarded to 156 organizations nationwide to help more than 16,000 veterans. The grants fund a range of supportive services, including job placement, career counseling, life skills and personal financial mentoring, as well as help in finding housing.

3 PROTECTING EMPLOYMENT RIGHTS:

Protection of civilian job rights and benefits for veterans

The Uniformed Services Employment and Reemployment Rights Act (USERRA) protects civilian job rights and benefits for veterans and all members of the armed forces, to include members of the National Guard and Reserve. USERRA requires that returning service members must be promptly reemployed in the same position that they would have attained had they not been absent for military service, with the same seniority, status and pay, as well as other rights and benefits determined by seniority.

Discrimination protection/affirmative action for protected veterans

The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) prohibits employment discrimination against veterans by covered Federal contractors and subcontractors, requires contractors and their subcontractors to take affirmative action to employ these veterans, and requires businesses with federal contracts of \$100,000 or more to establish annual hiring benchmarks for protected veterans, thus increasing veterans' employment opportunities.

Military Family Leave

The Military Family Leave provision of the Family and Medical Leave Act (FMLA) provides protections specific to the needs of military families.

Accommodations for disabled veterans

The Department's Job Accommodation Network (JAN) is a source of free, expert, and confidential guidance on workplace accommodations and disability employment issues for employers, and job seekers including veterans.

4 PROMOTING VETERAN EMPLOYMENT:

Employer outreach

Employers know that hiring veterans is not only the right thing to do, it's good for business. At nearly 2,500 American Job Centers, specialists connect employers with veterans in the local community who have the skills the employer needs.

The Veterans Employment Center (VEC)

The VEC (www.ebenefits.va.gov/jobs) is the federal government's online tool for connecting transitioning service members, veterans and their families to meaningful career opportunities in the public and private sectors. The VEC assists participants with translating military skills into plain language and building a profile that can be shared – in real time – with employers who have made a public commitment to hire veterans.

Hiring fairs

We're providing veterans across the U.S. with opportunities to connect with employers who pledge to hire veterans. Hiring fairs are regularly organized throughout the country. Visit the www.uschamberfoundation.org/hiring-our-heroes to find upcoming fairs near you.

For more information, visit dol.gov/VETS

Training

Barrier Analysis

Barrier elimination is essential for VA to become a model employer. To achieve this status, VA must create a barrier-free environment where all applicants and employees have the opportunity to compete and work to their fullest potential.

The Barrier Analysis training course covers all aspects of the barrier analysis process under Management Directive 715 to include analysis and interpretation of workforce statistics, trigger identification, barrier analysis investigation, preparing action plans, and following up on the action plan. This training, in its entirety, will allow the participants to work through the majority of the process using VA specific workforce statistics.

The training will be held Thursday, April 23, 2015, from 1 to 4 pm. To register, visit https://www.tms.va.gov/learning/user/deeplink_redirect.jsp?linkId=ITEM_DETAILS&componentID=3844925&componentTypeID=VA&revisionDate=136810680000. For more information, contact Ryan Pugh at Ryan.Pugh2@va.gov or (202) 461-4155.

Section 508

Let the VA Section 508 Program Office help you with your ICARE mission of access for everyone.

As the people who procure, create, edit, publish, or manage Electronic and Information Technology (E&IT) products and systems for VA, you are required to make sure that your E&IT meets Section 508 standards.

VA's Section 508 Program Office offers a variety of training available to anyone with a VA email address. The courses can also be found on TMS.

The VA Office of Information Technology Section 508 Program Office hosts a monthly call-in hour, "Ask the 508 Office." Feel free to openly ask any questions you may have regarding Section 508, the Self-Certification process, or accessible technology within VA.

For more information, email Section508@va.gov.

Federal Asian Pacific American Council



The Federal Asian Pacific American Council (FAPAC) 30th National Leadership Training Program (NLTP) will be held May 4–8, 2015, at the Rockville Hilton in Maryland. The theme for this year's program is "Many Cultures, One Voice: Promote Equality and Inclusion." The FAPAC NLTP qualifies as training in accordance with 5 U.S.C. Chapter 41 and is open to all Federal employees.

The FAPAC NLTP will deliver workshops on strategic leadership, science and technology, communications, language and cultures, supervisory essentials, and equal employment opportunity and diversity. Additionally, the program will have a Veterans forum.

ODI is planning a no-cost VA Forum for May 4, from 8 am to noon, designed to provide VA employees and Veterans with information on professional development, VA's Asian American and Pacific Islander (AAPI) workforce demographics, leadership, and ODI workforce initiatives. Employees in the local commuting area are encouraged to attend the VA Forum, with supervisory approval. Attendees must follow appropriate conference attendance approval procedures established for their respective organizations. Funding associated with attending the VA Forum and/or NLTP must be authorized by each employee's organization.

To register for the VA Forum, visit https://www.tms.va.gov/learning/user/deeplink_redirect.jsp?linkId=SCHEDULED_OFFERING_DETAILS&scheduleID=2682790. Employees who plan to attend the VA Forum and/or the FAPAC NLTP must also pre-register through the VA Attendance and Cost Estimation system.

For the intranet link address, or more information, contact Andy Gonzalez, VA's National AAPI Employment Program Manager, ODI, at Andy.Gonzalez@va.gov or (202) 299-4320. Additional conference information including registration costs, course descriptions, and schedules is available online at <http://www.fapac.org>.

Continued on the next page.

Training

Federally Employed Women



Federally Employed Women (FEW) is a private membership organization working as an advocacy group to improve the status of women employed by the Federal Government and by the District of Columbia government. FEW works to end sex and gender discrimination, encourage diversity for inclusion and equity in the workplace, and for the advancement and professional growth of women in Federal service. Each year, FEW's direction is based on recommendations made by members at the Annual Membership Meeting held during the National Training Program (NTP) and adopted by the Board of Directors at the first meeting following the NTP.

The 46th Annual FEW NTP will be held in New Orleans, Louisiana, from July 13–16, 2015, at the Hilton New Orleans Riverside. The FEW NTP qualifies as training in accordance with 5 U.S.C. Chapter 41 and 5 CFR 410.404 and all sessions are mapped to OPM's Senior Executive Service Executive Core Qualifications (Leading Change, Leading People, Results Driven, Business Acumen, and Building Coalitions).

The program will also have a Veterans forum and ODI is planning a no-cost VA Forum designed to provide VA employees and Veterans with information on professional development, VA's Federal Women's Program, workforce demographics, leadership, and ODI workforce initiatives. Employees in the local commuting area are encouraged to attend the VA Forum, with supervisory approval. Attendees must follow appropriate conference attendance approval procedures established for their respective organizations. Funding associated with attending the VA Forum and/or the FEW NTP must be authorized by each employee's organization. Employees who plan to attend the VA Forum and/or the FEW NTP must also pre-register through VA Attendance and Cost Estimation System.

For the intranet link address or more information, contact Mercedes N. Kirkland-Doyle, VA's National Women's Employment Program Manager, ODI, at Mercedes.Kirkland-Doyle@va.gov or (202) 461-4205. Additional conference information including registration costs, course descriptions, and schedules is available online at <https://www.few.org/registration>.

Society of American Indian Government Employees

The Society of American Indian Government Employees (SAIGE) is a national 501(c)(3) non-profit organization representing American Indian and Alaska Native (AI/AN) Federal, Tribal, State, and local government employees. SAIGE will hold its 12th Annual National Training Program (NTP) on June 15–18, 2015, at the Treasure Island Resort and Casino in Welch, Minnesota. The SAIGE NTP qualifies as training in accordance with 5 U.S.C. Chapter 41 and is open to all Federal employees.

The SAIGE NTP offers workshops for professional and personal development where attendees will learn about current issues, opportunities, and challenges facing AI/AN individuals. SAIGE will host a youth program to encourage college students to consider careers in Federal government. On June 18, there will be a no-cost Veterans' Track program designed to help Veterans navigate the Federal benefits and employment systems.

ODI will host a VA Forum on June 15, from 9 am to noon, designed to provide VA employees with information on professional development, VA's AI/AN workforce demographics, and ODI workforce initiatives. Employees in the local commuting area are encouraged to attend the VA Forum, with supervisory approval. Attendees must follow appropriate conference attendance approval procedures established for their respective organizations. Register for the VA Forum through VA's Talent Management System at https://www.tms.va.gov/learning/user/deeplink_redirect.jsp?linkId=SCHEDULED_OFFERING_DETAILS&scheduleID=2687405. Funding associated with attending the VA Forum and/or the SAIGE NTP must be authorized by each employee's organization. Employees who plan to attend the VA Forum and/or the SAIGE NTP must also pre-register through VA Attendance and Cost Estimation System.

For the intranet link address or more information, contact Ms. Aurelia Waters, Diversity Specialist, ODI, at Aurelia.Waters@va.gov or (202) 461-4124. Additional conference information including registration costs, course descriptions, and schedules is available at <http://www.saige.org>.



Training

Section 508 Twitter Chat

The U.S. Equal Employment Opportunity Commission (EEOC) will hold a live Twitter chat on Thursday, April 2, from 1:00 to 2:00 pm (EDT). This is an opportunity for stakeholders to discuss how technology impacts federal workers with disabilities.

Federal employees and members of the public are encouraged to participate by submitting questions and comments using the hashtag #5084FEDs. The EEOC invites queries and comments regarding the common technological issues people with disabilities experience in the federal workforce, as it relates to Section 508 compliance (<http://www.section508.gov/Section-508-Of-The-Rehabilitation-Act>).

EEOC Commissioner Chai Feldblum will use her personal Twitter handle @chaifeldblum to participate and representatives from the U.S. Department of Labor (DOL) and the Office of Personnel Management (OPM) will also join the conversation. EEOC will conduct the chat using the Office of Federal Operations (OFO) official Twitter handle @EEOC_OFO.

Carlton Hadden, director of EEOC's Office of Federal Operations, said, "Our Twitter chat will gather feedback from all stakeholders on 508 compliance in the federal sector. While we certainly want information about best practices, we also need information on any barriers to fostering greater accessibility."

EEOC Chair Jenny Yang released a video invitation available at <http://www.eeoc.gov/eeoc/events/508chat.cfm>.

Members of the news media should direct questions to the EEOC's Office of Communications via email: newsroom@eeoc.gov or by phone at (202) 663-4191 or TTY (202) 663-4494.

The EEOC enforces federal laws prohibiting employment discrimination. Further information about the EEOC is available at <http://www.eeoc.gov>.

FEDS & FEDQ

The Federal Employees with Disabilities (FEDs) and FEDQ—a National employee resource group for Lesbian, Gay, Bisexual, and Transgender (LGBT) individuals—will hold its New Perspectives National Training Program (NTP) April 27–30, 2015, at the Hilton Garden Inn in Washington, DC. The NTP is designed to offer professional networking and mission critical diversity training provided by experts in the Federal Government in the areas of equal employment opportunity (EEO), disability, and issues facing the LGBT community. The NTP will offer training courses on the following topics: EEO Case Law Update, Executive Core Qualifications, Workforce Diversity and Inclusion, Creating an Inclusive Environment for LGBT Employees, Schedule A Hiring Authority, Understanding Workplace Harassment, LGBTs and Prohibited Personnel Practices, LGBT SEPM Training, Workforce Recruitment Program, and more.

ODI will host a VA Forum on April 30, 2015, from 8:30 am to 12:30 pm designed to provide VA employees with information in the areas of disability employment, VA's LGBT program, VA workforce demographics, and cultural competence. The tentative agenda for the forum also includes a session on Shattering Attitudinal Barriers in the Workplace and a presentation on MyCareer@VA. Employees in the local commuting area are encouraged to attend the VA Forum, with supervisory approval. Attendees must follow appropriate conference attendance approval procedures established for their respective organizations. All funding associated with attending the VA Forum and/or the NTP must be authorized by each employee's organization. Register for the VA Forum through VA's Talent Management System (TMS) at <https://www.tms.va.gov> and search for FEDQ & FEDS 3rd National Training Program. In addition to registering on TMS, VA employees must pre-register through the Attendance and Cost Estimation System.

For the intranet link address or more information, contact Mr. Sterling Akins, VA's National LGBT Program Manager, ODI, at Sterling.Akins@va.gov or (202) 461-4145. Additional conference information including registration costs and agenda information is available at <http://www.fedq.org/events.html>.



VALU
VA LEARNING UNIVERSITY

MyCareer@VA

MyCareer@VA

How to Identify What Drives You

"The whole secret of a successful life," said Henry Ford, "is to find out what is one's destiny to do, and then do it."

His statement seems simple enough, especially because most of us know Henry Ford's legacy. He was the person who transformed the automobile and the movement of people.

But before Henry Ford was the inventor of the Model T, he was an engineer at heart. At his core, he found motivation in watching machines and systems, and he preferred learning by trial and error. This curiosity drove him to build an assembly line and create an organization that offers opportunities for others to find what motivates them each day in their careers.

Similarly, knowing what motivates you can lead you to do your job better and drive you to contribute even more to ODI's mission of fostering a diverse workforce and an inclusive work environment that ensures equal opportunity.

Here are four ways to find out what drives you and use it to improve in your career:

1. Recognize.

People who use their strengths are six times more likely to be engaged at work.¹ Knowing your strengths can serve as a big motivator in your job. For example, if you stay motivated by a little healthy competition, consider setting goals against your past performances. These benchmarks can drive you to consistently excel in your service to Veterans.

You can better understand your strengths in a number of ways. Take a personal assessment like StrengthsFinder, which will help you identify what you do best.¹ Learn how your strengths fit in to certain jobs by taking the Finding the Right Job Fit training course (<http://go.usa.gov/33mew>). See how closely your strengths and interests line up with positions at VA using the My Career Fit Tool (<http://go.usa.gov/33mth>). Ask friends and family for input on activities you enjoy or do well.

2. Remind.

Teams that use their strengths on a daily basis increase their productivity by 12.5%.² Take time daily to remind yourself of your strong points. By focusing on your strengths—rather than using energy trying to excel on your weak points—you become better at what motivates you. As a result, you may improve your performance, contribute more to your team, and provide even better service.

3. Reframe.

It's true that when you're in a job that is compatible with your unique characteristics, you will have higher job satisfaction³ and be more committed to your work.⁴ But what about those times when you find yourself in a rotation or project that is stressful or difficult? Reframing your work in terms of your strengths can improve your feelings towards these challenges.⁵

For example, if you value connecting with others, finding opportunities to share your work with others around you may give you more purpose in your work. **Continued on the next page.**

MyCareer@VA

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4. Refine.

Discovering your sources of motivation is an ongoing journey. Look for regular opportunities to grow in your strengths. Talk with your supervisor about using your individual development plan (IDP) (<http://go.usa.gov/33mJA>) to set a course for assessing and improving on your strong points. Consider finding a mentor (<http://go.usa.gov/33mSw>), who can encourage you to reflect on your strengths, assess job fit, and continually improve.

Are you interested in learning more about developing your strengths? Check out the article “Go from Good to Great at VA” (<http://go.usa.gov/33yqk>). Or, use the My Career Fit Tool (<http://go.usa.gov/33mth>) to assess your work interests and find out about other jobs at VA that could be a good fit for you. And as always, stay up to date with career advice and articles like this one by signing up for the MyCareer@VA Monthly Update (<http://go.usa.gov/33yxw>).

Source(s):

¹Rath, Tom. 2007. Strengthsfinder 2.0. New York: Gallup Press.

²Sorenson, Susan. 2014. “How Employees' Strengths Make Your Company Stronger.” Gallup Business Journal. February 20. Accessed February 10, 2015. <http://www.gallup.com/businessjournal/167462/employees-strengths-company-stronger.aspx>

³Suddarth, Barbara H. and David M. Reile, eds. 2012. Facilitating Career Development Student Manual, 3rd edition. National Career Development Association.

⁴Cable, D. M., & DeRue, D. S. 2002. The Convergent and Discriminant Validity of Subjective Fit Perceptions. Journal of Applied Psychology, 87, 875-884.

⁵Gallup Strengths Center. 2015. Accessed February 11, 2015. <http://www.gallupstrengthscenter.com/Home/en-US/About>

Field Note

Prioritization Tool Demonstration Webinar



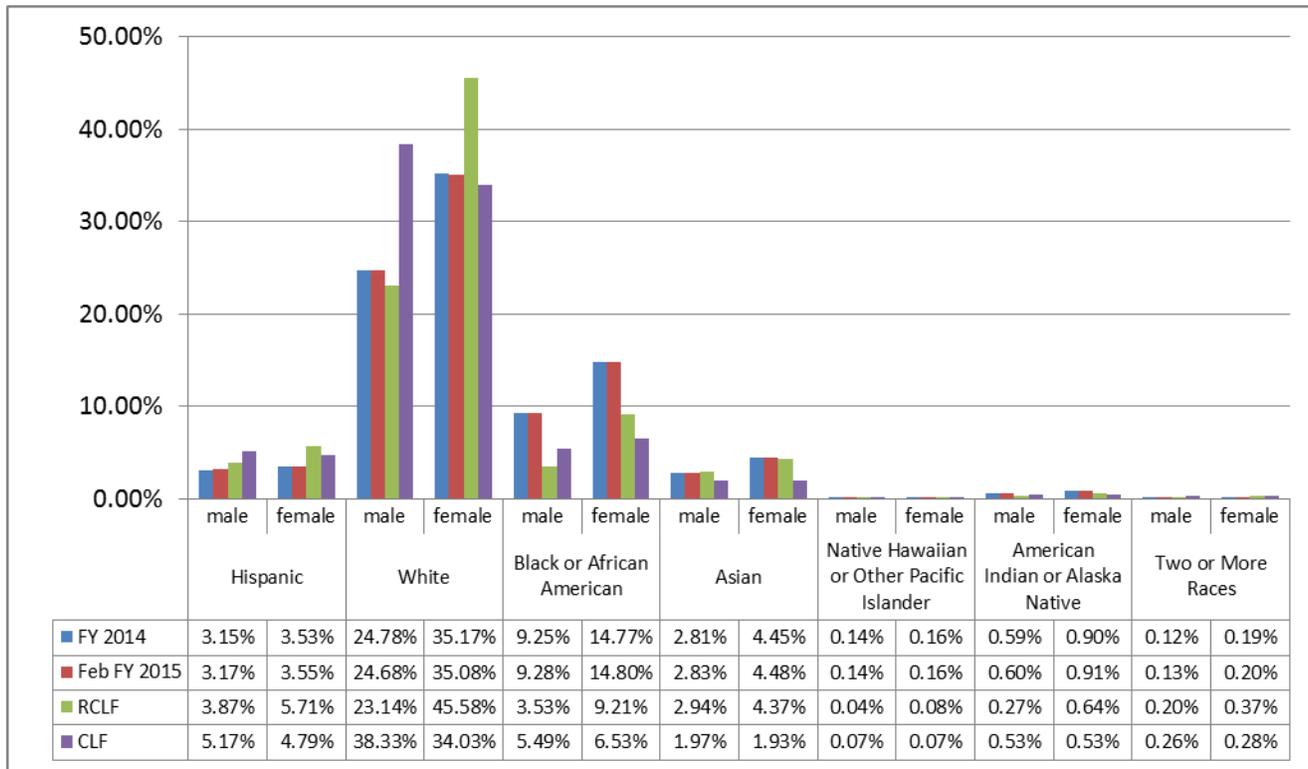
Linking Workforce Planning with Business

Do you need help determining which projects, issues, or solutions to pursue based on meaningful decision-making criteria? Are you on the search for a transparent stakeholder tool that will record all the inputs and outputs of the process for referencing at a later point, and avoid reinventing the wheel? If so, this webinar is crafted for you to learn about a user-friendly prioritization tool accessible to all VA employees at no charge. The main objective is to provide an overview of how the tool functions as a step-by-step process and to demonstrate a relatable and replicable application example. The corporate Workforce Planning (WFP) team designed this tool to be flexible for planning and evaluation purposes with an array of pre-populated criteria and operational definition options. During this session, the audience will also receive consulting on the complimentary user guide and recommendations and decision-making job aid accessible via the Workforce Planner Practitioner's Toolkit. The webinar will be presented on Tuesday, April 7, 2015, from 1 to 2 pm (EST) via MS Link by Nicole Caruso, WFP Service, Office of Human Resources Management, Human Resources and Administration. For questions or to request an accommodation such as closed captioning, webinar transcript, or early copy of materials (please do so more than 48 hours prior to the event), contact Ms. Caruso at Nicole.Caruso@va.gov or (202) 603-4400.

VA Demographics Report

Demographics Report for the Department of Veterans Affairs, February 2015

VA's workforce diversity remains relatively steady through the end of the February 2015. Although the VA workforce increased by 4,778 employees since the beginning of the new fiscal year, the changes in representation for all groups in VA's permanent and temporary workforce are negligible.



Comparing the demographic characteristics of VA's workforce against the Relevant Civilian Labor Force (RCLF)*, the representation of White women, Hispanic men and women, and Asian men are lower than expected.

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)** or RCLF. Since September 2014, the RCLF-based diversity index increased 0.68 percent and the CLF-based diversity index increased 0.57 percent.

	Sep. 2014	Feb. 2015	Change
Using RCLF	87.63%	88.31%	0.68%
Using CLF	86.66%	87.23%	0.57%



Individuals with Targeted Disabilities

The proportion of individuals with targeted disabilities in VA's workforce increased by 0.05 percentage points since the beginning of the fiscal year. VA continues to exceed the Secretary's 2 percent onboard goal.

The hiring of individuals with targeted disabilities also increased since the start of the fiscal year. Among all hires, individuals with targeted disabilities represent 3.67 percent, which is above the Secretary's 3 percent hiring goal. Let's keep up the good work, VA! For more information, contact ODI's Workforce Analysis Team at odi@va.gov.

*Relevant Civilian Labor Force (RCLF) reflects all U.S. Citizens 16 years of age or over, excluding those in Armed Forces, who are employed in or actively seeking employment in VA specific occupations. This is based on the 2010 Census and does include Puerto Rico. The RCLF seen here is based on the end of FY14.

**Civilian Labor Force (CLF) consists of all U.S. Citizens 16 years of age or over, excluding those in Armed Forces, who are employed or seeking employment. The CLF contains all occupations and is an accurate comparative basis for Federal Government-wide comparison, the largest employer in the U.S. with all occupations represented. This is based on the 2010 Census which is shown to be a higher benchmark compared with the 2000 Census. The CLF does not include Puerto Rico.

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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! 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>
1-888-566-3982

VA Whistleblower Rights and Protections
<http://www.diversity.va.gov/whistleblower.aspx>

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:

- ▶ Holocaust Remembrance Day 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

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 15-minute bi-monthly video co-produced by ODI and the VA Central Office Broadcast Center for you. *Diversity News* is available on the VA Knowledge Network, Content Distribution Network, channel 2. Programs are also available online at <http://www.diversity.va.gov/products/dn.aspx>.

April 2015 Calendar

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

National Sexual Assault Awareness and Prevention Month
National Minority Health Month
National Child Abuse Prevention Month
National Cancer Control Month

Week of Remembrance (Holocaust Remembrance Week)
April 12-18

National Equal Pay Day
April 14

Holocaust Remembrance Day
April 15-16

Take our Daughters and Sons to Work
April 23

FEDQ & FEDS National Training Program
April 27-29; Washington, DC
<http://www.fedq.org>

Federal Inter-Agency Holocaust Remembrance Program
April 30; Washington, DC
<http://holocaustremembrance.org>

Be sure to review the list of external affinity conferences approved for VA-wide participation for fiscal year 2015 now available online at <http://www.diversity.va.gov/programs>.

The Office of the Assistant Secretary for Human Resources and Administration will announce via all station memorandums each affinity conference with conference registration information.



Integrity
Commitment
Advocacy
Respect
Excellence