Commemorate
Asian American Pacific Islander Heritage Month

VA joins the Nation in observing Asian American and Pacific Islander (AAPI) Heritage Month this May. This is a time to acknowledge the achievements and contributions to the American story by Asian Americans, Pacific Islanders, and Native Hawaiians. We commemorate the cultural traditions, ancestry, native languages, and unique experiences represented among more than 56 ethnic groups (speaking over 100 languages) from Asia and the Pacific Islands who live in the United States. Continued on page 4.
Thank You for Your Service!
Celebrate Public Service Recognition Week with VA

VA will participate in Public Service Recognition Week (PSRW) May 5 to 11. PSRW is an annual celebration held the first full week of May to honor the country’s federal, state, county, and local government employees for their contributions to public service.

VA will celebrate PSRW by acknowledging all employees in the organization for their dedication to serving Veterans and their families. VA recognizes its greatest strength lies in its workforce—the men and women of VA exemplifying the Core Values of Integrity, Commitment, Advocacy, Respect and Excellence (I CARE). The Department appreciates the high-performing, dedicated employees who work hard every day to deliver excellent customer service to improve the Veteran experience.

During the week-long celebration, VA leaders plan to meet and greet employees, distribute I CARE certificates, do a little physical activity, eat a bit of cake and show our Civil Servant Pride! PSRW events will be held at VA facilities around the country, as well as national PSRW events in Washington, DC. The Veterans Canteen Service (VCS) will sponsor a VA Wide PSRW Cake Cutting Ceremony on Thursday, May 9.

For details regarding PSRW activities and events, contact your regional VA public affairs offices, who will have information on national events as well as VA-sponsored activities. Additional information on the history and national celebration of PSRW is available at the Public Service Recognition Week website: https://psrw.ourpublicservice.org.

Training
Diversity and Inclusion Learning—Discover Forces Driving Our Choices

The Office of Diversity and Inclusion (ODI) is collaborating with Office of Information and Technology (OI&T) Information Technology Workforce Development (ITWD) to design, develop, and deliver diversity and inclusion (D&I) live broadcasts as well as on-demand learning content for OI&T and all VA employees. The on-demand products enable VA employees to access D&I learning content at their convenience on VA’s Talent Management System (TMS) at https://auth-hcm03.ns2cloud.com/SecureAuth35. Currently the following topics are available on TMS:

VA 3866746 - Cultural Competence and Your Career at VA (1.0 Hrs)
VA 4221993 - Enhancing Workforce Diversity and Workplace Inclusion (On Demand) (1.0 Hrs)
VA 4221996 - Applying Cultural Competence in a Multicultural VA (On Demand) (0.5 Hrs)
VA 4221998 - Introduction to Combatting Incivility in the Workplace (On Demand) (0.75 Hrs)
VA 4222000 - Implicit Bias in VA (On Demand) (1.0 Hrs)
VA 4408198 - Managing Requests for Reasonable Accommodations in VA (On Demand) (1.5 Hrs)
VA 4448047 - Managing Generational Differences in VA (On Demand) (1.0 Hrs)
VA 4448055 - Managing Gender Differences in VA (On Demand) (1.0 Hrs)

For more information, contact the ODI Training Team at ODItraining@va.gov.

FAPAC NLTP

The Federal Asian Pacific American Council (FAPAC) National Leadership Training Program (NLTP) will be held in Huntsville, Alabama, May 13-16, 2019, at the Von Braun Center (North Hall), 700 Monroe St SW. The NLTP is a transformative experience for attendees. During this training, Asian American and Pacific Islander (AAPI) leaders across government will address barriers that stifle AAPI progress and equip attendees with solutions that elevate the AAPI community.

Costs associated with attending must be authorized by each employee’s organization. No centralized funding is available to pay for registration or travel. Employees who plan to attend the FAPAC NLTP should follow appropriate conference attendance approval procedures established for their respective organizations.

For additional information, contact Ms. Tynnetta Lee, VA’s National AAPI Employment Program Manager, Office of Diversity and Inclusion, at Tynnetta.Lee@va.gov. Additional conference information including registration costs, course descriptions, and schedules is available online at https://fapac.org.
VA APPLAUDS ITS EMPLOYEES

VA Recognizes Its Workforce Is Its Most Valuable Asset

During Public Service Recognition Week, VA celebrates and honors its public servants for their contributions to the Department. Dedicated and outstanding employees across the country make a difference every day by fulfilling VA’s mission of caring for our nation’s Veterans and their families.

EMPLOYEES GOING ABOVE AND BEYOND

DEDICATED TO THE AGENCY’S MISSION

THANK YOU!
Federal Agency Employment Strategies: A Framework for Disability Inclusion
Practices for Recruiting, Hiring, Advancing, and Retaining Individuals with Disabilities


Policy Reminders
Service Animals on VA Property

Veterans Health Administration (VHA) Directive 1188 establishes policy regarding any person who wishes to access VHA property accompanied by an animal: https://www.boise.va.gov/docs/Service_Animal_Policy.pdf.

Religious Accommodation During the Month of Ramadan

Ramadan is May 5 through June 4, 2019. Federal managers who supervise Muslim employees may receive requests for religious accommodations and should be aware of the Title VII requirement to grant accommodation requests unless doing so would cause an undue hardship. To learn more about the legal requirement to provide religious accommodation, visit https://www.eeoc.gov/eeoc/newsroom/wysk/workplace_religious_accommodation.cfm and https://www.diversity.va.gov/policy/religion.aspx.

Commemorate

Continued from Page 1

The month of May was chosen to coincide with two important milestones in Asian/Pacific American history: the arrival in the United States of the first Japanese immigrants (May 7, 1843) and contributions of Chinese workers to the building of the transcontinental railroad, completed May 10, 1869.

According to the U.S. Census Bureau, the estimated number of U.S. residents who are Asian, either alone or in combination with one or more additional races, was 21.4 million and the estimated number of residents who are Native Hawaiian or other Pacific Islander, either alone or in combination with one or more additional races, was 1.5 million in 2016. Military Veterans reporting as Asian, either alone or in combination with one or more additional races, was 2.5 percent in 2016 (https://www.census.gov/newsroom/facts-for-features/2018/asian-american.html).

AAPIs are the fastest growing racial group in the United States. The AAPI population is expected to more than double to more than 51 million by 2060. Recognizing this tremendous growth and the unique needs within AAPI communities, President Donald Trump issued Executive Order 13811 to reestablish the President’s Advisory Commission on AAPIs. The Commission works in close collaboration with the White House Initiative on AAPIs to advise the President on issues facing the AAPI community. This Initiative looks to improve the quality of life for AAPIs across the Nation through increased access to, and participation in, federal programs in which they may be underserved (https://sites.ed.gov/aapi).

For more information on VA’s National AAPI Employment Program, contact Ms. Tynnetta Lee, VA’s National AAPI Employment Program Manager, Office of Diversity and Inclusion, at Tynnetta.Lee@va.gov or visit VA’s AAPI Employment Program Web page at https://www.diversity.va.gov/programs/aapi.aspx.