



DEPARTMENT OF VETERANS AFFAIRS
Assistant Secretary for Human Resources and Administration
Washington DC 20420

APR - 1 2015

**MEMORANDUM FOR UNDER SECRETARIES, ASSISTANT SECRETARIES, AND
OTHER KEY OFFICIALS**

SUBJECT: 2015 Asian American and Pacific Islander History Month

During the Month of May, the Department of Veterans Affairs (VA) proudly joins the Nation in commemorating Asian American and Pacific Islander (AAPI) Heritage Month. This year's theme, "*Many Cultures, One Voice: Promote Equality and Inclusion*," reflects the numerous and diverse cultures found in the AAPI community united in one accord to promote the tenets of equality and inclusion.

AAPI Month recognizes the vast contributions made by AAPIs to our culture and our Nation. In 1992, Congress passed Public Law 102-450, which permanently designated May of each year as "AAPI Month."

As of September 30, 2014, AAPIs represented 7.56 percent (26,224 employees) of VA's workforce (347,054 employees). VA employs 109,594 Veterans, of which 3.37 percent (3,693) are AAPIs. VA is experiencing less than expected participation of Asian men when compared to the Relevant Civilian Labor Force. In addition, AAPI men and women have less than expected participation at the GS 12-14 and Senior Executive Service/Title 38 equivalent pay grades when compared to the pay grade distribution of the total workforce. VA will continue to develop and implement strategies to improve targeted outreach and career development programs and ensure that all employees, including members of groups with less than expected participation, are encouraged to apply.

All managers and supervisors are encouraged to support attendance at events and activities to recognize the contributions of AAPIs. VA will continue to lead the effort to create a diverse, results-oriented, high-performing workforce that reflects the communities we serve and the diversity of our Nation. By identifying and eliminating barriers to equal opportunity and promoting an inclusive work environment, all our employees can realize their full potential and VA can provide the best possible service to our Nation's heroes—our Veterans.

For additional information, please contact your local Equal Employment Opportunity Manager or Andy Gonzalez, VA's National AAPI Program Manager, (202) 299-4320 or via email at: Andy.Gonzalez@va.gov or visit the AAPI Program at: <http://www.diversity.va.gov/programs/aapi.aspx>.


Gina S. Farrissee