



# DIVERSITY@WORK

A PUBLICATION OF THE OFFICE OF DIVERSITY MANAGEMENT & EQUAL EMPLOYMENT OPPORTUNITY,  
A PROGRAM OFFICE WITHIN VA'S OFFICE OF HUMAN RESOURCES & ADMINISTRATION

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<<http://www.va.gov/dmeeo/ca/daw.htm>>

JULY/AUGUST 2008

## VA HIRES VETERANS EMPLOYMENT COORDINATORS

*Initiative aims to attract, recruit, and hire veterans into VA*

VA is proud of its record of leading and promoting the hiring of veterans and disabled veterans in the Federal sector. After hovering slightly below 30 percent of VA's total workforce for several years, veterans representation at VA rose slightly above that level in fiscal year 2007 and has since begun to decline.

According to **Mike Dole**, Director of Workforce Analysis and Evaluation in the Office of Diversity Management and Equal Employment Opportunity (06), this decline in veterans' representation within VA is the result of several forces, including the fact that veterans in VA tend to be older than non-veterans (and have greater representation among employees eligible to retire) and veterans tend to leave at a higher rate than non-veterans at nearly every age. Mr. Dole predicts that the representation of veterans will decline further

unless VA significantly strengthens its efforts to recruitment them.

At VA, an even greater obligation exists to assist our most severely injured veterans. For many of these warriors, the desire to actively participate in the workforce when the time is right remains high. VA not only recognizes the value severely injured bring to any workforce, but also the potential challenges they could face obtaining meaningful careers.

One initiative that could help address the decline is VA's Veterans Employment Coordination Service (VECS). VECS was launched to attract, recruit, and hire veterans, particularly severely injured veterans from Operations Iraqi Freedom and Enduring Freedom.

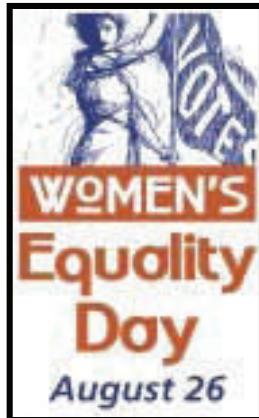
[Continued on page 3.]

## CELEBRATE!

*Women's Equality Day*

VA proudly joins the Nation in celebrating Women's Equality Day each year on August 26. Congress designated this date in 1971 to honor women's continuing efforts toward full equality.

The 19th Amendment granting women the right to vote was certified as part of the U.S. Constitution on August 26, 1920. It was the culmination of a 72-year-long civil rights movement that originated at the world's first women's rights convention held in Seneca Falls, New York, in 1848. Several generations of women's suffrage supporters wrote, lectured, marched, and lobbied to achieve what many Americans considered a radical change to the Constitution. Few early supporters lived to see victory in 1920.



In 1967, Executive Order 11375 added sex to other prohibited forms of discrimination in Federal employment. In response, the U.S. Civil Service Commission established the Federal Women's Program (FWP). From 1972 until the end of 1994, Federal regulations required agencies to designate a FWP manager to advise their equal employment opportunity (EEO) directors on matters affecting the employment and advancement of women. Federal EEO laws and regulations now direct Federal agencies to designate special emphasis program managers (including FWP managers) as may be necessary to carry out required EEO functions.

For information on VA's Federal Women's Program, contact **Wanda Jones**, National Program Manager, at (202) 461-4039 or <[Wanda.Jones@va.gov](mailto:Wanda.Jones@va.gov)>.■

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### BOOKMARKS

- ▶ Business and Professional Women/USA  
[www.bpwusa.com](http://www.bpwusa.com)
- ▶ Catalyst  
[www.catalyst.org](http://www.catalyst.org)
- ▶ Center for American Women and Politics  
[www.cawp.rutgers.edu](http://www.cawp.rutgers.edu)
- ▶ Cornell University Institute for Women and Work  
[www.iir.cornell.edu/extension/iww](http://www.iir.cornell.edu/extension/iww)
- ▶ Mexican American Women's National Association  
[www.hermana.org](http://www.hermana.org)
- ▶ National Association for Female Executives  
[www.nafe.com](http://www.nafe.com)
- ▶ National Organization for Women  
[www.now.org](http://www.now.org)
- ▶ Women in Military Service for America Memorial, Inc  
<http://womensmemorial.org>

Contact information for other diversity-related organizations can be found on the DM&EEO Web site at:  
[www.va.gov/dmeeo/](http://www.va.gov/dmeeo/)

## FIELD NOTES

### News You Can Use

#### VA FAPAC Chapter

VA has obtained provisional status from the Federal Asian Pacific American Council (FAPAC) for a VA FAPAC Chapter! FAPAC was founded in 1985 as a nonprofit, nonpartisan organization representing the civilian and military Asian Pacific American employees in the Federal and District of Columbia governments. The primary purpose of FAPAC is to serve as an interagency association within the Federal and District of Columbia governments, providing a focus for over 30 ethnically distinct groups originating from Asian and Pacific regions, as recognized by the United States Bureau of the Census.

The goals of the VA FAPAC Chapter are to fully implement the 2006 Memorandum of Understanding (MOU) between VA and FAPAC, support the interests of Asian Americans and Pacific Islanders (AAPIs) in all aspects of employment in VA, work with DM&EEO and VA's future Diversity Advisory Council to develop and implement recruitment strategies of AAPIs throughout VA, devise training strategies and events to support VA's AAPI employees advance their careers (e.g., FAPAC's Annual Congressional Seminar and National Leadership Training Conference and other AAPI career development-related events), and to host networking events outside of VA facilities. For more information on FAPAC, visit <[www.fapac.org](http://www.fapac.org)>. To view VA's MOU with FAPAC, visit <[www.va.gov/dmeeo](http://www.va.gov/dmeeo)> and click on the FAPAC link. For more information about the next VA FAPAC Chapter meeting, contact **Yvonne Gabonia**, Secretary for the VA FAPAC Chapter, at (202) 461-4007 or <[Yvonne.Gabonia@va.gov](mailto:Yvonne.Gabonia@va.gov)>.

#### EEO Audits

The U.S. Equal Employment Opportunity Commission, through Management Directive 715, requires Federal agencies to establish and maintain a system of accountability for affirmative programs of Equal Employment Opportunity (EEO) that follow six essential elements of a model EEO program: commitment from Agency leadership, integration of EEO into the Agency's strategic mission, management and program accountability, prevention of unlawful discrimination, efficiency, and responsiveness and legal compliance. VA, through DM&EEO, conducts periodic EEO program on-site audits in order to assess the effectiveness and efficiency of conducting Title VII and Rehabilitation Act programs and to ascertain whether the agency has made a good faith effort to identify and remove barriers to equality of opportunity in the workplace. DM&EEO is in the process of incorporating the Government Accountability Office Program Evaluation Standards to ensure that VA's EEO program audits meet the highest standards for formal training, documentation, management controls, and follow-up. For more information, contact **Wanda Jones** at <[Wanda.Jones@va.gov](mailto:Wanda.Jones@va.gov)> or (202) 461-4039.

#### Welcome!

DM&EEO welcomes newly-appointed intern **Durodgio Peterson**. A recent combat veteran and University of Michigan senior, Mr. Peterson brings a philosophy of "real help for real veterans." This poetic gesture is one of many to add to his tireless commitment towards the goals of bringing diversity into all aspects of the VA. He is working on DM&EEO's American GI Forum conference and the Secretary's diversity excellence awards.■

## WEB SITE SPOTLIGHT

### Managing Millennials

[http://www.bnet.com/2436-13059\\_23-202082.html](http://www.bnet.com/2436-13059_23-202082.html)

**Content:** Confident, forward-thinking, and 80 million strong, Generation Y will reshape the workplace. Here's how to get the best out of the youngest workers.

First, this BNEN Briefing answers the question, "What is a millennial?" Then, "Generation Y by the Numbers" gives hard data about which jobs, perks, and work environments this generation wants most. Top business schools and companies like McDonald's explain how to attract and hire the best and brightest millennials. An MBA program dean provides advice on closing the generation gap. Bosses hailing from the U.S. Army, Deloitte, and Merrill Lynch tell how to overcome common hurdles and harness the talents of your youngest workers. Our Field Guide to the Millennial Generation offers tips on wrangling a few of the more common under-30 personality types. And a video interview with generational expert Lynn Lancaster gives tips on managing the

millennials on your team.

**Must-See Features:** "Recruiting Gen Y: Four Killer Tactics." A recent survey by Robert Half International says that nearly one out of every two business executives is concerned about the upcoming exodus of baby boomers from the workforce. Want to lose a little less sleep? Here's something managers can do now: start recruiting the next big wave of workers, the millennial generation. They're hardworking and enthusiastic, but they won't settle for just any job. Here's how McDonald's, Google, Harvard, and others hook today's best young talent.

**Accessibility:** No information offered.

**Contact Info:** CNET Networks

<<http://www.cnetnetworks.com/editorial/contacts.html?tag=content>>■

## VA HIRES RECORD NUMBER OF WRP INTERNS

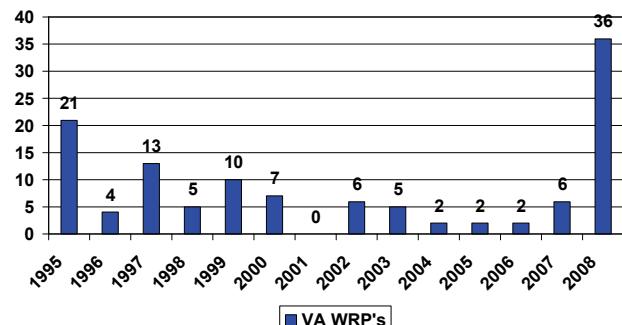
### Department Surpasses Goal

The Workforce Recruitment Program for College Students with Disabilities (WRP) is a Federal intern program administered by the Office of Disability Employment Policy at the U.S. Department of Labor and managed for VA by DM&EEO. The program offers internships to students with severe disabilities, who are appointed as temporary employees for the length of their internships. VA has been a participating agency in the program since it began in 1995. VA hosted 23 interns that year; however, between 1995 and 2007, VA participation in the program steadily declined. Last year, the Department offered WRP internships to six students.

In March 2008, Secretary Peake signed the all-station memorandum that established the Department's goal of employing 20 WRP interns this summer. David Walton, VA's National EEO Manager for People with Disabilities, coordinated the effort to achieve this goal. The Veterans Health Administration (VHA), the Veterans Benefits Administration (VBA), and VA's Office of Information and Technology and Office of Human Resources and Administration each employed WRP interns to help VA exceed its goal. As of June 2008, VA has employed 36 WRP interns, six times more than in 2007. Currently, 394 WRP interns are hired across the Federal government.

Although the big push for WRP employment comes in the summer as part of VA's nontraditional internship program, what most people do not know is that the WRP is a year-round program. The WRP represents a unique opportunity for managers and supervisors to increase the number of disabled employees in VA's workforce, because at the conclusion of a WRP internship, an intern

### VA WRP Participation By Year

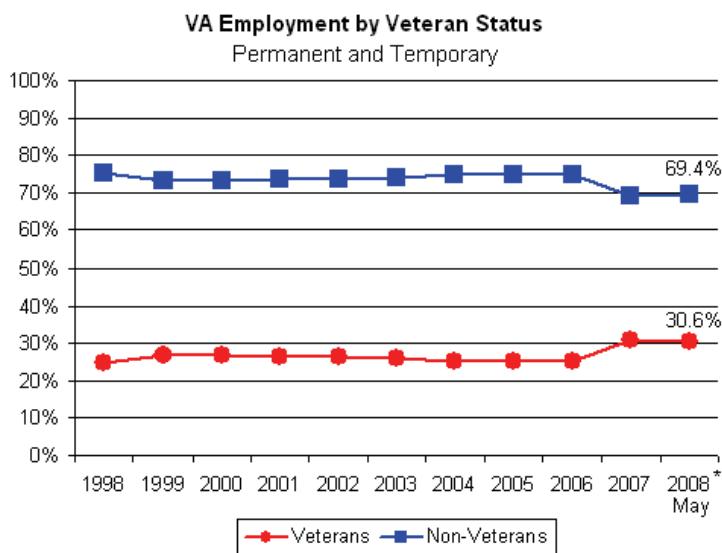


Note: VA's goal for 2008 placements is 20, this slide represents pre-offer commitments

may be converted to permanent status through the Schedule A Special Hiring Authority. The WRP basically offers the opportunity for a 10-week job interview. During internship experience, the intern's supervisor can see how the student works, as well as whether he or she would be a good fit for the organization. The WRP is an integral part of VA's strategy to increase the number of employees with severe disabilities throughout the Department. Managers and supervisors are strongly encouraged to use the program as an ongoing recruitment tool to locate college-educated qualified persons with disabilities. There are still plenty of students, including veterans, available for both the summer and for permanent employment opportunities. For more information on the Workforce Recruitment Program, contact **David Walton** at (202) 461-4002 or <[David.Walton@va.gov](mailto:David.Walton@va.gov)>.■

## VETERANS EMPLOYMENT COORDINATORS

### Attracting Veterans into VA



According to **Dennis May**, Director of VECS, the mission of the service is to (1) attract, recruit, and hire veterans into VA, particularly severely injured veterans returning from Iraq and Afghanistan, (2) help ensure that managers and supervisors are thoroughly aware of special hiring authorities, and (3) open opportunities to veteran employment and ensure that veterans are able to successfully enter VA's workforce.

Under the VECS Severely Injured Veterans Employment Initiative, a network of Regional Veterans Employment Coordinators (RVECs) stand ready to provide personal hands-on assistance, helping to expand opportunities to VA employment. Recently, nine RVECs were hired to support this nation-wide effort. Each RVEC is a veteran and two are recipients of the Purple Heart Award based on their injuries sustained during combat in Iraq. To locate an RVEC near you or to learn more about VECS, visit the VECS Web site: <[www.va.gov/VECS](http://www.va.gov/VECS)>.■

## Diversity@Work

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Visit our Web site,  
<[www.va.gov/dmeeo](http://www.va.gov/dmeeo)>,  
for additional staff  
e-mail addresses.

### OTHER USEFUL LINKS

Under Secretary for Health  
Diversity Advisory Board  
<[www.va.gov/diversity](http://www.va.gov/diversity)>

VA's Office of Human  
Resources & Administration  
<[www.va.gov/ofcadmin/](http://www.va.gov/ofcadmin/)  
portal>

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

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

### GOT NEWS?

We want to hear from you!  
If you'd like to share your  
story ideas, comments, or  
suggestions,  
please e-mail us at  
<[dmeeo@va.gov](mailto:dmeeo@va.gov)>  
with the words  
DIVERSITY@WORK in the  
subject line.

## DM&EEO ON THE INTERNET <[www.va.gov/dmeeo](http://www.va.gov/dmeeo)>



The DM&EEO mission is to increase awareness and acceptance of diversity and to promote a flexible and inclusive work environment throughout the Department of Veterans Affairs. Our vision is of a work environment that fosters respect, fairness, and opportunity for all employees. Here's a sampling of online tools available that can help leverage diversity and build inclusion:

- ▶ Women's Equality Day and other special observance resources.
- ▶ Events, conferences, conventions, and programs.
- ▶ Links to professional and community organizations.

## DM&EEO IN YOUR E-MAIL INBOX

Once a week, DM&EEO 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 us at <[dmeeo@va.gov](mailto:dmeeo@va.gov)> with the words SUBSCRIBE NEWS in the subject line. You can find a current copy of *NewsLink* on the DM&EEO Web site at this address: <[www.va.gov/dmeeo/ca/newslink.htm](http://www.va.gov/dmeeo/ca/newslink.htm)>.

## DM&EEO ON YOUR TV SCREEN (OR PC MONITOR)

*Diversity News* is a monthly video program produced by the VACO Broadcasting Center for DM&EEO. Each program runs for a month, immediately following VA News. A copy of each program will be placed on the DM&EEO Web site (when the files become available) at this address: <[www.va.gov/dmeeo/ca/diversitynews.htm](http://www.va.gov/dmeeo/ca/diversitynews.htm)>.

## FROM THE 2008 DIVERSITY CALENDAR

<[www.va.gov/dmeeo/calendar](http://www.va.gov/dmeeo/calendar)>

### JULY

**National Veteran Small Business Conference and Expo**  
July 7–10; Las Vegas, NV  
<[www.nationalveteransconference.com](http://www.nationalveteransconference.com)>

**League of United Latin American Citizens National Convention and Exposition**  
July 7–12; Washington, DC  
<[www.lulac.org](http://www.lulac.org)>

**Federally Employed Women National Training Program**  
July 14–18; Anaheim, CA  
<[www.few.org](http://www.few.org)>

**National Association of Hispanic Nurses Annual Conference**  
July 15–18; Boston, MA  
<[www.thehispanicnurses.org](http://www.thehispanicnurses.org)>

**American GI Forum of the US National Conference**  
July 23–26; Denver, CO  
<[www.americangiforum.org](http://www.americangiforum.org)>

### AUGUST

**American Veterans National Convention**  
August 2–9; Orlando, FL  
<[www.amvets.org](http://www.amvets.org)>

**National Black Nurses Association Annual Institute and Conference**  
August 4–8; Las Vegas, NV  
<[www.nbna.org](http://www.nbna.org)>

**Disabled American Veterans National Convention**  
August 9–12; Las Vegas, NV  
<[www.dav.org](http://www.dav.org)>

**Blacks in Government Annual National Training Conference**  
August 11–15; New Orleans, LA  
<[www.bignet.org](http://www.bignet.org)>

**Women's Leadership Exchange Summit**  
August 12; Long Beach, CA  
<[www.womensleadershipexchange.com](http://www.womensleadershipexchange.com)>