



As a follow up to the survey, a sample of VETS employees and managers will also be interviewed. CRC will conduct interviews-in person for national office employees and by telephone in the regions-in early January. Interviews are expected to take one hour per interviewee; CRC interviewers will make appointments for these interviews directly with the employees to be interviewed.

In her EEO Policy Statement, distributed in 1998, Secretary Herman stated that DOL, as a model employer, should be committed to the principle that it not only preaches but practices inclusiveness, fairness, and the participation of all employees in all facets of the Department. The success in meeting that goal would be measured by the perceptions of employees and managers. Your participation in the climate survey, and in an interview if you are contacted, will help VETS assess its success and focus its efforts where needed to improve opportunity for all of its employees.

I too have explained my policy regarding diversity and equal opportunity to you in an ASVET Memorandum addressing diversity:

"VETS is fully committed to supporting the Secretary's goal of fostering equal opportunity workplaces throughout the nation. We concur with and support her desire to make DOL a model employer that not only preaches but practices inclusiveness, fairness, and the participation of all employees in all facets of the Department. Diversity and equal employment opportunity are critical elements in both of the above endeavors. VETS' policy will be to take aggressive, appropriate steps to assure that all avenues are explored and implemented that will allow us to achieve full compliance with our targeted recruitment priorities and to assure that all employees have equal employment opportunities."

I expect that all VETS employees will choose to participate in the survey and complete it honestly, enabling the organization address any problems we may have in meeting overall goals. I ask that you take the survey and follow up personal contacts seriously and ask that you candidly address issues of importance to you. I fully expect that VETS will become a better organization based on the results of this effort and assistance from CRC.