

Your Resource



AN INCLUSIVE WORKPLACE

Organizational inclusion is the means to actualize the potential of workforce diversity. Through inclusion, organizations like VA create the facilitating conditions in the work environment that enable the competitive advantages of diversity to flourish. It is not enough to simply recruit a diverse workforce, but we must also retain and leverage that diverse workforce to advance the mission.

To do this, we look internally at the organizational culture and the institutional processes that impact employees' ability to fully participate and contribute to the goals of the organization. This requires examining systemic barriers to inclusion in all aspects of the organizations: cultural norms, business practices, communications, leadership development, training and education, performance management, management accountability, strategic recruitment, and work life.

OUR OUTREACH AND RETENTION TEAM:

1. Builds community relationships and trust as well as competency in EEO professionals.
2. Conducts EEO program assessments and provides technical assistance.
3. Creates a diverse pipeline for recruitment and career advancement opportunities in order to support agency succession planning and leadership development.



ODI is not authorized to handle employment discrimination complaints. Please contact the Office of Resolution Management with such inquiries:

1-888-737-3361 www.va.gov/orm



Department of Veterans Affairs

WE'RE ONLINE!

www.diversity.hr.va.gov

ODI maintains an extensive Web site with various resources, including:

- Laws and regulations
- Policies and directives such as VA's EEO Policy
- VA's Strategic Plan for Diversity and Inclusion
- Software for EEOC Management Directive 715
- Reports and resources
- Nontraditional internship information
- Diversity@Work newsletter
- Diversity calendar
- Diversity News video
- Diversity organizations
- EEO guidance from our National Managers
- Diversity, EEO, and conflict management training

For more information, contact:

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Office of Diversity and Inclusion (06)
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INCLUSION
valuing differences
REMOVING BARRIERS
Globalism
EMPOWERMENT
Diversity
PERSPECTIVES
multicultural
EQUITY

About Us



OUR MISSION

The mission of the Office of Diversity

and Inclusion (ODI) is to foster a diverse workforce and inclusive work environment that ensures equal opportunity through national policy development, workforce analysis, outreach, retention, and education to best serve our Nation's Veterans.

We define diversity in its broadest context to include all that makes us unique: race, color, gender, sexual orientation, religion, national origin, age, disability, culture, educational background, socioeconomic status, intellectual perspective, organizational level, and so much more. The term "diversity and inclusion" reflects the emerging need to complement diversity practices which focused largely on recruitment outreach, with internal retention strategies to sustain, develop, and leverage the diversity in all human resources. The concept of inclusion galvanized the field of diversity management by stressing inclusion of all employees, not just legally-protected classes. Through inclusion, organizations create the facilitating conditions in the work environment that enable the competitive advantages of diversity to flourish.

OUR VISION

It is the vision of ODI that the Department of Veterans Affairs (VA) is a leader in creating and sustaining a high-performing workforce by leveraging diversity and empowering all employees to achieve superior results in service to our Veterans.

Diversity

EQUITY

Inclusion

OUR GOALS

- Create a diverse, high-performing workforce that reflects the communities we serve by identifying and eliminating barriers to equal opportunity.
- Facilitate outstanding customer service and stakeholder relations by promoting cultural competency, accountability, education, and communication.
- Cultivate an inclusive workplace that enables full participation through strategic outreach and retention.

OUTSTANDING CUSTOMER SERVICE

As a public service agency, diversity and inclusion must be the cornerstones of our human capital management strategy. Working collaboratively with you—the highly-dedicated employees, managers, and stakeholders of VA—we will seize the challenges and opportunities to create and sustain a diverse and inclusive workforce that best serves our Nation's most precious assets—our Veterans.

OUR TRAINING AND COMMUNICATIONS TEAM:

1. Develops agency policies that ensure commitment to and accountability for maintaining a diverse workforce and inclusive workplace.
2. Educates employees and managers on EEO, diversity, and inclusion matters to promote competency in maintaining a fair, high-performance, and healthy work environment.
3. Promotes effective communication with employees and stakeholders on diversity and inclusion issues to heighten awareness and share best practices.

Our Team

A DIVERSE WORKFORCE

VA is the second-largest of the 15 Cabinet departments, with over 280,000 employees in its ranks all working to fulfill President Abraham Lincoln's promise: *"To care for him who shall have borne the battle, and for his widow, and his orphan."* As a major health care and benefits provider, VA must maintain a diverse workforce that is reflective of the communities it serves and treat its employees with fairness and dignity.

ODI defines diversity in its broadest context to include all that makes us unique: race, color, gender, sexual orientation, religion, national origin, age, disability, culture, educational background, socioeconomic status, intellectual perspective, organizational level, and more. Only then are we able to realize the full performance potential and competitive advantages of a diverse workforce. This is more than a legal or moral imperative, it is the business case for diversity that we in ODI champion. We are proud to lead the effort in VA to operationalize this concept so that we can provide superior service to our Veterans and all Americans.

WORKFORCE ANALYSIS TEAM:

1. Identifies underrepresentation in the VA workforce in accordance with equal employment opportunity (EEO) laws, regulations, and management directives.
2. Analyzes underrepresentation and identifies barriers to EEO.
3. Maintains a state-of-the-art U.S. Equal Employment Opportunity Commission (EEOC)-compliant standardized workforce analysis system to efficiently support the agency's workforce data management needs.