



DEPARTMENT OF VETERANS AFFAIRS  
ASSISTANT SECRETARY FOR HUMAN RESOURCES AND ADMINISTRATION  
WASHINGTON DC 20420

MAY 23 2012

**MEMORANDUM FOR UNDER SECRETARIES, ASSISTANT SECRETARIES,  
OTHER KEY OFFICIALS AND FIELD FACILITY DIRECTORS**

**SUBJECT:** League of United Latin American Citizens 83<sup>rd</sup> Annual National Conference and Exposition and Department of Veterans Affairs 2<sup>nd</sup> Annual Hispanic Employment Program Summit

The League of United Latin American Citizens (LULAC) is holding its 83<sup>rd</sup> Annual National Training Conference and Exposition from June 26 – 30, 2012, at Disney's Coronado Springs Resort, Orlando, Florida. LULAC is a nonprofit corporation founded in 1929 with the mission of advancing the economic condition, educational attainment, political influence, housing, health and civil rights of the Hispanic population of the United States.

In partnership with the Office of Personnel Management (OPM) and the Graduate School, LULAC will offer workshops in areas such as leadership, SES Executive Core Qualifications, Pathways Intern Program, ethics and many others. The VA Center for Minority Veterans (CMV) will also be conducting workshops at this conference that provide attendees information on Veterans' benefits, compensation, healthcare and VA for Vets. The CMV workshops are free of charge. More detailed information about the LULAC conference may be found at <http://lulac.org/>.

In conjunction with this conference, the Department of Veterans Affairs (VA) Office of Diversity and Inclusion (ODI) is hosting VA's 2nd Annual Hispanic Employment Program (HEP) Summit on June 25, 2012. The HEP Summit supports Executive Order 13583 and Executive Order 13171. These Orders mandate "...that the Federal Government must challenge itself to enhance its ability to recruit, hire, promote and retain a more diverse workforce," and that federal agencies shall "...establish and maintain a program for the recruitment and career development of Hispanics." To this end, ODI will be providing technical assistance to attendees in the areas of human resources, resolution management, strategic planning, leadership and diversity. Training in MD715 barrier analysis will also be provided.

In its Tenth Annual Report on Hispanic Employment in the Federal Government issued September 2011, OPM reported that ... *"Although the total permanent Federal employment for Hispanics increased from 146,714 at the end of fiscal year (FY) 2009 to 153,740 at the end of FY 2010, the percentage of Hispanics in the permanent Federal workforce remained constant at 8.0 percent. Nationwide, Hispanics make up 14.8 percent of the civilian labor force."* Since Hispanics continue to be underrepresented in VA, it is highly recommended that HEP Managers throughout VA attend this conference.

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The VA HEP Summit will be held on Monday, June 25, 2012, from 8 a.m. to 4 p.m. Although the VA Summit is free, registration is required. Supervisory approval must be obtained in order to attend the VA Summit. To register for the VA Summit, please access the TMS link:

[https://www.tms.va.gov/plateau/user/deeplink\\_redirect.jsp?linkId=SCHEDULED\\_OFFERING\\_DETAILS&scheduleID=1864413](https://www.tms.va.gov/plateau/user/deeplink_redirect.jsp?linkId=SCHEDULED_OFFERING_DETAILS&scheduleID=1864413). This link will take you directly to the VA TMS log in; once you log in, you'll be taken directly to the scheduled offering for registration.

For additional information about the LULAC National Training Conference and/or the VA HEP Summit, please contact Ms. Arlene Gonzalez, National Hispanic Employment Program Manager, Office of Diversity and Inclusion, at [Arlene.gonzalez2@va.gov](mailto:Arlene.gonzalez2@va.gov).



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