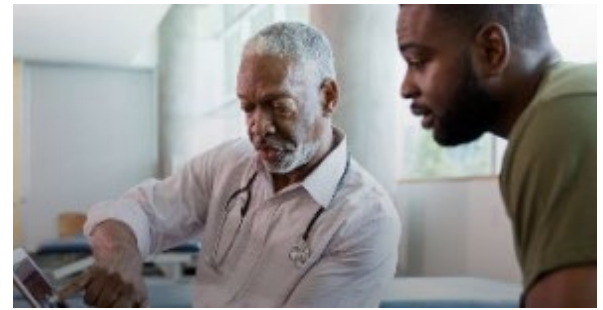


Office of Health Equity

Veterans Health Administration

Department of Veterans Affairs



INCREASING DIVERSITY IN RECRUITMENT AND ADVANCEMENT ACROSS VA TO ACHIEVE EQUITABLE CARE AND OUTCOMES

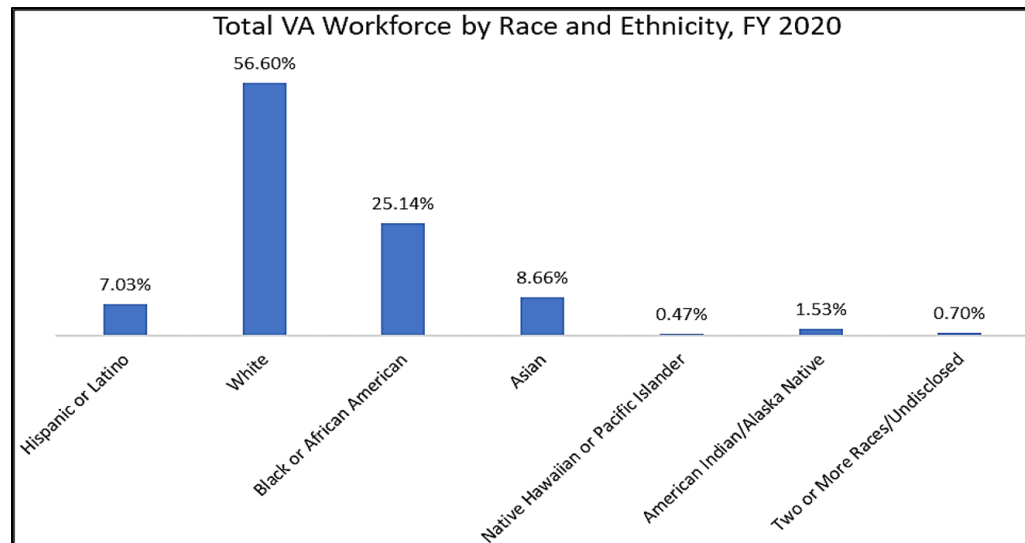
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INTRODUCTION

The [Veterans Health Administration](#) (VHA) serves a Veteran population that is increasingly racially and ethnically diverse. Equitable access to high-quality care for all Veterans is a major tenet of the VA healthcare mission. The VHA [Office of Health Equity](#) (OHE) champions the elimination of health disparities and achieving health equity for all Veterans. OHE recognizes the importance a diverse workforce has in achieving equitable health outcomes for Veterans. An inclusive environment enables Veterans and employees to feel safe, respected, engaged, motivated, and valued for who they are and their contributions toward organizational goals.

DIVERSE WORKFORCE

Diversity fosters innovative solutions by providing a broader range of perspectives and interpretations. The mission of the VA [Office of Resolution Management, Diversity and Inclusion](#) (ORMDI) Diversity and Inclusion (D&I) Program is to grow a diverse workforce and cultivate an inclusive work environment. It also performs VA's Workforce Analysis, which establishes strategies and guidance for achieving diversity based on quantitative and qualitative analysis of the VA workforce, including the racial and ethnic makeup of VA employees. In Fiscal Year (FY) 2020, 57% of VA employees were White. Black or African Americans made up 25% of the VA workforce, and Asian and Hispanic or Latino were the next largest groups represented, making up 7% and 8% of workforce force, respectively.



From [Management Directive 715 FY2020](#); Office of Resolution Management, Diversity and Inclusion Office of Human Resources and Administration.



U.S. Department of Veterans Affairs
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EFFORTS AIMED AT ACHIEVING GREATER VA WORKFORCE DIVERSITY

VA facilities and program offices across VA administrations work to achieve workforce diversity. OHE partners in diversity efforts with program offices across VA including the Office of Resolution Management, Diversity and Inclusion (ORMDI), the Office of Research and Development, and the Center of Innovation to Accelerate Discovery and Practice Transformation (COIN ADAPT) to exhibit our accomplishments to date while also providing information about the ongoing DEI efforts VA is undertaking at different levels of the VA enterprise, to continue building a more diverse, equitable, and inclusive workforce.

PARTNERING WITH MINORITY SERVING INSTITUTIONS/HISTORICALLY BLACK COLLEGES AND UNIVERSITIES AGENCY PLAN

OHE supports fellowships, training, and recruitment of students and graduates from minority serving institutions (MSIs) and Historically Black Colleges and Universities (HBCUs). OHE offers fellowship opportunities on a rolling basis to students and recent graduates as part of its student fellowship program. Recently, Howard University's Master of Public Health Program entered into an agreement with OHE to offer equity-focused student practicums. In 2023, OHE signed an MOU with the VA VISN17 Center of Excellence to support their training program at Prairie View A&M University. OHE actively

participates in the [White House Initiative](#) for HBCUs Federal Interagency Working Group. While OHE fellowships are open to all, OHE will continue to partner with MSIs and HBCUs to market VA as an employer of choice, promote a diverse workforce, and support equitable care at VA.

CENTER OF INNOVATION TO ACCELERATE DISCOVERY AND PRACTICE TRANSFORMATION

The [Center of Innovation to Accelerate Discovery and Practice Transformation](#) (COIN ADAPT) in the Department of Health Services Research and Development at the Durham North Carolina VA launched the Diversity Equity and Inclusion Core (DEI Core) in 2020 to examine the Center's workplace culture and research procedures to better align with more equitable practices.

The DEI Core has worked diligently alongside leadership to remediate issues related to a lack of transparency in career advancement opportunities that more frequently impacts the professional development of minoritized groups. To address this disparity the DEI Core launched a group mentoring program for non-faculty staff to inform them of opportunities of growth and to develop skills that contribute to career advancement. The DEI Core continues to work closely with the Career Advancement and Professional Development Committee at ADAPT to sustain and improve accessible opportunities for all staff at the Center.

For more information about the Office of Health Equity visit this [link](#).

References

[Management Directive 715 FY2020](#); Office of Resolution Management, Diversity, and Inclusion Office of Human Resources and Administration