

How the Department of Veterans Affairs is Advancing Diversity, Equity, and Inclusion

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The Department of Veterans Affairs (VA) plays a critical role in providing comprehensive healthcare, benefits, and support to millions of veterans across the United States. Diversity, equity, and inclusion are essential components of any organization striving to create a supportive and welcoming environment for its employees and clients. Within the Department of Veterans Affairs (VA), these principles are especially critical given the diverse demographics of both its workforce and the veteran population it serves.

Executive Order 14035 was signed by President Biden in June of 2021 ([2021-14127.pdf \(govinfo.gov\)](#)), which is a federal government-wide initiative to advance the federal workforce by drawing from the diverse nation we serve while being a model employer and promoting equality for all Americans.

In support of this Executive Order, the VA has made significant strides in advancing diversity, equity, and inclusion (DEI) initiatives by implementing several initiatives and programs within its workforce and service delivery. Some include:

» **Diversity Recruitment and Hiring:** The VA has developed targeted recruitment strategies to attract a diverse pool of applicants for employment opportunities within the organization. This includes outreach to minority-serving institutions, participation in job fairs focused on diverse candidates, and partnerships with community organizations.

» **Diversity Training and Education:** The VA provides training and education on diversity, equity, and inclusion topics to its employees at all levels. These programs aim to raise awareness of implicit biases, p

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to improve outreach and engagement with minority veterans, including those from historically underserved communities. This includes efforts to increase awareness of available benefits and services, as well as targeted outreach

About the Author

Jenna is the Regional Director for the Western Region in the Office of Construction & Facilities Management (CFM) for the Department of Veterans Affairs (VA). She joined the VA as a Resident Engineer on the Denver