

**Department of
Veterans Affairs**

Memorandum

Date:

From: Yvonne Gabonia

Subj: Proposal for the November/December 2004 Issue of *Diversity@Work*

To: Deputy Assistant Secretary for Diversity Management and
Equal Employment Opportunity (06)

Proposed articles for the November/December 2004 Issue of the
Diversity@Work newsletter:

1. **Q&A**

This article may focus on either General John W. “Jack” Nicholson, Under Secretary for Memorial Affairs, or Tim S. McClain (as Acting Assistant Secretary or as General Counsel). I plan to contact both individuals to elicit responses from them concerning diversity issues. For example, I would like to receive a response specifically from General Nicholson regarding how a more diverse VA workforce – one that reflects the diverse face of America and the American veteran – can help VA and NCA better perform their missions.

2. **Celebrate:** National American Indian Heritage Month

This article will spotlight American Indian Heritage Month celebrated in November (with current statistics on American Indian veterans) and may briefly recap the recent opening of the National Museum of the American Indian.

3. **Field Notes:** News You Can Use

New Department of Veterans Affairs Historically Black Colleges and Universities (HBCU) Alumni Registry launched on the VA intranet at <http://vaww.fp.webdev.va.gov/dmeeo/hbcu/#>.

Beginning October 1, 2004, under the new G.I. Bill benefit increase, full-time students with G.I. Bill benefits can receive up to \$1,000 per month to cover the cost of their education.

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MD-715 data tables A through J are now available on the DM&EEO Web site in both Microsoft Word and Adobe Acrobat formats.

NAFEO and HACU Internship Programs to begin in spring of 2005.

Outcome and purpose of the 2004 National Veterans Creative Arts Festival (NVCAF) held in Salt Lake City, Utah, from October 9-16.

4. **Web site Spotlight:** The Center for Minority Veterans (CMV)

The Center for Minority Veterans (CMV) recently launched their new Web site, as reported by David Chung. I plan to feature this new Web site, <http://www1.va.gov/centerforminorityveterans/>, and to list some of the useful tools that it offers such as "Headliners" (recently news releases) and "Calendar Watch" (upcoming events for minority veterans).

5. **Special Emphasis:** Secretary's EEO Award Recipients

This article will focus on the accomplishments of the recipients of the Secretary's EEO Awards. I will develop a way to tell each of their stories (or will possibly only feature a few, depending on space constraints) as a way of exemplifying VA's EEO practices.

6. **Inside Story:** Double-hulled Canoeing as Form of Rehabilitation for Disabled Veterans

This article will discuss the Nation-Wide Rehabilitation Network for Adaptive Canoeing Initiative and how, like many sports, double-hull (outrigger) canoeing can serve as a form of therapy for people with disabilities. This piece will focus on DM&EEO's recent informational presentation on the benefits of outrigger canoeing as a form of mental and physical rehabilitation and as a demonstration sport for disabled veterans and the outcome reached with the U.S. Canoe Association (USCA).

6. **2004 Diversity Calendar**

The calendar in this issue will include National American Indian Heritage Month, Veterans Day, AISES 26th Annual National Conference, NMCI's Fall 2004 Conference, Perspectives of Employment of Persons with Disabilities Conference, and *CAREERS & the disABLED Magazine's* Career Expo for People with Disabilities. The *Looking Ahead to 2005* column will include the dates of Dr. Martin Luther King, Jr.'s Birthday, Religious Freedom Day, Black History Month, and Chinese New Year while also providing Web site addresses.

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8. **Bookmarks**

This column will provide Web site addresses of recently-discovered organizations that Carolyn Wong has already approved and are now available on the DM&EEO Web site. These organizations include the Society of American Indian Government Employees (SAIGE) and the North American Iroquois Veterans Association (NAIVA), Congressional Black Caucus Foundation, Inc. (CBCF), and the National Technical Association (NTA).

I will keep you posted on the progress of these articles, including the status of my research.

Yvonne Gabonia