



# DIVERSITY & INCLUSION AT HHS


*“One Department — One Mission — One HHS”*

**FALL/WINTER 2017 ISSUE**

## IN THIS ISSUE

- [Diversity & Inclusion \(D&I\) Snapshot](#) ..... 1
- [Day-to-Day D&I “Lunch & Learn” Series](#) ..... 3
- [Good News to Feel Good About](#)..... 4
- [2017 HHS-FAPAC Forum](#) ..... 4
- [LULAC Federal Training Institute Partnership](#) ..... 6
- [CDC Office of Minority Health and Health Equity \(OMHHE\) Supports Student Programs](#)..... 7
- [2017 HHS National Disability Employment Awareness Month Observance](#) ..... 8
- [HHS Celebrates Veterans Day](#)..... 9
- [Partnering Across Nations and Generations: Supporting Healthy, Sustainable and Thriving Native Communities](#) ..... 10
- [From the Vault: Information, Resources and Research About Disability Issues](#) ..... 11
- [Summary Calendar of Upcoming Events](#) ..... 12

*The HHS/OHR D&I Division thanks all authors, reviewers, and especially you, the reader, for making this Newsletter possible. If you wish to make comments, and/or contribute an article, contact Duilio Correa, HHS D&I Communications Lead, at: [Diversity@hhs.gov](mailto:Diversity@hhs.gov).*

*For more information about the Division, visit us on: [HHS.GOV](http://HHS.GOV) | [MAX.GOV](http://MAX.GOV) | [YOUTUBE](http://YOUTUBE). *

## D&I Snapshot

*Duilio Correa, Communications Lead, D&I Division, HHS*



The U.S. Department of Health and Human Services (HHS), Office of Human Resources (OHR), Diversity & Inclusion (D&I) Division proudly presents the Fall/Winter 2017 Issue of Diversity & Inclusion at HHS — a quarterly newsletter that showcases efforts to promote D&I across HHS. We sincerely hope that you find this publication informative, educational and enjoyable.

## HHS D&I Director Celebrates 40 Years of Service

This year, Bonita V. White, celebrated a monumental achievement: 40 years of service in the Federal Government! Ms. White joined HHS in August 1992, following a 15-year tenure at the Department of the Interior. She was appointed Director of D&I in November 2014, following 21 years as Director of Equal Employment Opportunity Compliance, and after establishing the HHS Employee Resource Group (ERG) program in 2013.

In her capacity as Director of D&I, Bonita is responsible for developing policies, strategies, and metrics designed to improve recruitment, retention, and professional development of women, minorities, and other groups.



Dr. Bonita V. White

A fourth-generation native Washingtonian and fourth generation Federal employee, Bonita is a 1972 three-year honors graduate of Elmhurst College, Elmhurst, Illinois, and holds a Master's Degree in Guidance and Counseling from Trinity University, Washington, D.C., awarded in 1974. In addition, she was the recipient of a full-tuition scholarship from the George Washington University National Law Center, which conferred her Juris Doctor degree in 1978.

## Health Resources Services Administration (HRSA) Spanish-language Facebook Page



The U.S. Department of Health and Human Services (HHS)/Health Resources & Services Administration (HRSA) has developed a new Spanish-language Facebook page that seeks to create awareness about organ donation within the Hispanic/Latino population.

The new Facebook page is an extension of the [Donaciondeorganos.gov website](http://Donaciondeorganos.gov).

## The Impact of Low-Income Neighborhoods on Health

For those living in lower income neighborhoods, the costs of poverty are high. Fewer educational opportunities and higher crime are only a few of the struggles often confronted by residents in low-income neighborhoods. In some cases, even the house they come home to each day may not be safe.

One of the many problems facing low-income earners and minority neighborhoods today is an unequal exposure to dangerous chemicals and substances. For example, those living in poorer neighborhoods are exposed to contaminants at a higher rate than those in more affluent neighborhoods.

Continue reading on the [HHS Office of Minority Health \(OMH\) Blog](#).

## Staff Picks

If you want to know more about diversity and inclusion, following are examples of free online training opportunities available via the [HHS Learning Management System](#).

### Become a Great Listener

(Module: ACM\_07\_A05\_BS\_ENUS, 1)

This requires two essential skills: listening and questioning. In this course, you'll work on sharpening those skills, as well as getting yourself in the right receptive mind-set for communicating.

### A Manager's Guide to Diversity, Inclusion, and Accommodation

(Module: LCHR\_01\_A52\_LC\_ENUS, 2.2)

The course will help managers identify the situations where these laws come into play so that they can respond appropriately to specific requests.

# HHS D&I DIVISION

## PRESENTS

# DAY-TO-DAY D&I

## SPECIAL “LUNCH & LEARN” SERIES

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The Day-to-Day D&I “Lunch & Learn” Series, is an initiative sponsored by the HHS Diversity & Inclusion (D&I) Division to help create a more inclusive environment at HHS. The objectives of this special series are to:

- Provide opportunity for discussion of day-to-day common interests, issues, and/or best practices;
- Increase interactive employee engagement throughout the Department; and
- Enhance HHS’ diversity & inclusion efforts.

The series format consists of presentations by subject matter experts and extended Q&A. We continuously elicit topics for discussion from employees, using a human-centered design approach, in order to help us schedule future sessions.

## PLEASE SAVE THESE DATES

**12:00 P.M. TO 1:00 P.M. • 1-800-857-0127 (PASSCODE: 7682500) • [ADOBE CONNECT](#)**

*Wednesday, January 17, 2017*

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### **ABCS OF ERGs (EMPLOYEE RESOURCE GROUPS)**

**Presenter:** Bonita V. White, Director, D&I Division, and Employee Resource Group (ERG) Program Manager

**Location:** Humphrey H. Building (HHH), Rm. 405-A

*Wednesday, February 21, 2017*

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### **ERG/AFFINITY GROUP SPOTLIGHT: BLACKS IN GOVERNMENT**

**Presenter:** Contress Braxton, National Executive Vice President, Blacks In Government (BIG) and Consumer Safety Officer, FDA

**Location:** HHH Building, Rm. 305-A

*Wednesday, March 21, 2017*

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### **ERG/AFFINITY GROUP SPOTLIGHT: FEDERALLY EMPLOYED WOMEN (FEW)**

**Presenter:** Helen Robinson, Nominations Officer and Special Assistant for Outreach, Mentoring and Retirees Chair and Program Management Specialist, FDA

**Location:** HHH Building, Rm. 405-A

*For further information or to request reasonable accommodation call 202-260-6675 or e-mail: [diversity@hhs.gov](mailto:diversity@hhs.gov).*


*Please be alert to location and remote access updates via HHS News E-Blasts.*

# Good News to Feel Good About

*Len Gerald, Diversity Program Manager, D&I Division, HHS*

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As the Chief Diversity Strategist, a major focus of my job is about “change.” Specifically, taking what may seem like intangible workforce attitudes and turning them into well-focused and passion-driven initiatives, which help to create a workplace environment where employees want to come and work.

There are many changes occurring in our world and our daily lives. With so much change taking place at both local and global levels, it would be great to know that your work-life is the one area in which you can experience change and feel good about it. In many of my previous newsletter articles, I have written about a problem-solving process called “Human Centered Design (HCD),” and how this process can create measureable change in inclusive diversity behavior. [Sidebar: If you would like to know more about using HCD to improve healthcare processes and culture, go to the Healthcare Division of the American Society for Quality’s (ASQ) Human Centered Design – [28 Case Studies related to Healthcare Process Improvement with Culture Changes](#) .

According to the 2017 Federal Employee Viewpoint Survey (FEVS) results, HHS ranked #1 among Very Large Agencies in two significant indices: Employee Engagement and the New IQ (Inclusive Quotient). The New IQ Index measures the 5 Habits of Inclusion: Empowerment, Cooperativeness, Supportiveness, Fairness, and Openness. FEVS Survey results indicate these “intangibles” not only can be measured, but, through active collaboration and listening, can create positive changes in our work environment and culture. Consequently, employees are encouraged to respond and they have increased positive feelings of improved work-life satisfaction, which is really good news!

On Wednesday, December 6, 2017, the Partnership for Public Service announced HHS ranked #2, as Best Places to Work in the Federal Government, among all agencies, regardless of size.

Thank you for taking the FEVS annually and for all that you do each and every moment, both individually and collectively, to make HHS a great place to work.

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## 2017 HHS-FAPAC Forum

*By Vanee Komolprasert, Federal Asian Pacific American Council, FDA*

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On May 15-18, 2017, the Federal Asian Pacific American Council (FAPAC) hosted the 32<sup>nd</sup> National Leadership Training Program (NLTP) at the Hilton Washington DC/Rockville Hotel & Executive Meeting Center in Rockville, MD. The theme for the training program was “**Unite Our Voices by Speaking Together.**”

On the first day of the NLTP, FAPAC and the U.S. Department of Health and Human Services (HHS) co-sponsored the HHS Pre-Conference Agency Forum, at the National Institutes of Health’s (NIH) Main Campus in Bethesda, MD, to celebrate **Asian American and Pacific Islander (AAPI) Heritage Month**. The Forum was well-attended and open to

everyone. Remote access was available to colleagues unable to attend on-site.

Additionally, the Forum brought together senior leaders and staff to openly discuss important Department-wide matters. This year, the Forum focused on new challenges and new opportunities to achieve diversity and inclusion; and common interests and concerns of the AAPI workforce across HHS.

The event was kicked-off by Master of Ceremony, Tyrone C. Banks, Strategist, Asian American and Pacific Islander Portfolio, Office of Equity, Diversity, and Inclusion (EDI), NIH. Dr. Lawrence Tabak,

Principal Deputy Director, NIH, and Dr. Bonita V. White, Director, Diversity & Inclusion (D&I) Division, HHS, made opening and welcoming remarks; and Dr. Vanee Komolprasert, Forum Manager, Center for Food Safety and Applied Nutrition (CFSAN), FDA, talked about the objectives and agenda of the Forum.



From left to right: Dr. Eric Zhou; Mr. Duilio Correa; Dr. Ruiqing Pamboukian; Dr. Vanee Komolprasert; Dr. Bonita V. White; Mr. Tyrone Banks; Dr. George Chang

Throughout the day, the Forum featured a number of presentations, including:

- “State of Asian American and Pacific Islander at HHS,” by Glenn D. Smith, Jr., Data Analytics Lead, Equal Employment Opportunity and Compliance Operations (EEOCO), OS/ASA, HHS.
- “NIH State of the Agency EEO Program Status Report,” by Debra C. Chew, Director, EDI, NIH.
- “New Challenges and New Opportunities in Diversity and Inclusion” panel discussion, moderated by CAPT Samuel Wu, Public Health Advisor and Asian American, Native Hawaiian, and Pacific Islander Health Policy Lead, Office of Minority Health (OMH).
- “Understanding Unconscious Bias Workshop,” by B. Winona Chestnut, Diversity and Inclusion Technical Adviser and Trainer, Office of Civil Rights, Diversity and Inclusion, HRSA.
- “Leadership: The Roadmap to Senior Executive Service” panel discussion.
- “Cross-Cultural Communication and Advice from Experts,” by Dr. Vivian Chen, Deputy Assistant Administrator, Food Safety and Inspection

Services (FSIS), Office of Public Health Science, U.S. Department of Agriculture (USDA) and Samuel Mok, Managing Member at Condor International Advisors, LLC.

- “AAPI ERGs Engagement/Leading Practices Roundtable” led by Dr. Bonita V. White, and facilitated by CAPT Liza Lindenberg, Staff Clinician, Molecular Imaging Program, National Cancer Institute, NIH.

Closing Remarks were made by Dr. George Chang, Forum Coordinator, Center for Drug Evaluation and Research (CDER), FDA. The Forum was recorded and can be viewed in its entirety [ON DEMAND](#).

#### D&I DID YOU KNOW?

In 2016, there were about 92,000 employees in HHS. From 2010 to 2016, the percentage of AAPI employees in HHS has steadily increased from 9.0% to 11%. The majority of AAPI employees work at FDA and NIH, accounting for about 18% of total employees in both HHS components.

*Source: State of Asian American and Pacific Islander at HHS, presented by Glenn D. Smith, Jr., HHS*

Thanks to the members of the organizing committee for making this Forum such a great success:

- **HHS:** Dr. Bonita V. White, CAPT Samuel Wu, Mr. Duilio Correa
- **FDA:** Dr. George Chang, Dr. Dipti Kalra, Dr. Vanee Komolprasert, Dr. Ruiqing Pamboukian, Dr. Hanah Pham
- **HRSA:** Ms. Mary L. Tom
- **NIH:** Mr. Tyrone C. Banks, Dr. Liza Lindenberg, Dr. Huaying (Joy) Zhao, Dr. Eric Zhou

For more information, visit the [FAPAC website](#).



# HHS Partners with LULAC to Host the Federal Training Institute Partnership (FITP)

Duilio Correa, Communications Lead, D&I Division, HHS



In celebration of **National Hispanic Heritage Month**, the U.S. Department of Health and Human Services (HHS) partnered with the League of United Latin American Citizens (LULAC) to host the 2017 Federal Training Institute Partnership (FITP) – a multi-day training event open to all Federal employees, aimed at developing a diverse pool of leaders for the future.

On September 20-21, the FITP Senior Executives Service (SES) and Leadership Development Training workshops took place at the Natcher Building of the National Institutes of Health (NIH) Main Campus. These sessions centered on the five Executive Core Qualifications (ECQs) required for leadership positions and entry into the SES. Participants had the opportunity to learn from renowned instructors and benefited tremendously from an array of presentations that will undoubtedly have a significant impact in their careers.

Additionally, SES Roundtables and Speed Mentoring sessions were hosted in Room 800 of the Hubert H. Humphrey Building. Employees at the GS-9 - GS 15 (or equivalent) grade levels, interested in moving into leadership or SES positions, had the opportunity to interact with senior managers and executives and gain insight into leadership competencies, performance expectations, and career paths.

## D&I DID YOU KNOW?

Each year, in the United States, we **observe National Hispanic Heritage Month**, from September 15 through October 15, in recognition of Hispanic/Latino contributions, culture, traditions, and history in our great nation. This tradition started in 1968 as Hispanic Heritage Week, under President Johnson. Thirty years later, the commemorative week was expanded by President Reagan to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988, upon the approval of Public Law 100-402.

September 15 was chosen as the starting point of Hispanic Heritage Month due to its significance. It is the anniversary of the independence of Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. Moreover, on September 16 and September 18, Mexico and Chile celebrate their independence days, respectively. Further, Columbus Day or Día de la Raza, which celebrates the long and important presence of Hispanics in North America, also falls within this 30 day period.

**Source:** [www.holocaustremembrance.org/About.shtml](http://www.holocaustremembrance.org/About.shtml)

LULAC has archived all [PowerPoint Presentations](#) in .pdf format. These include:

- Understanding, Harnessing, and Leveraging the Power of Diversity and Inclusion
- Moving Ahead in Federal Government
- Executive Core Qualifications Building
- Coaching vs. Mentoring
- 2017 FITP Resolving Conflict in Today's Climate
- Networking Your Way to Success

Founded in 1929, LULAC is the oldest and most widely respected Hispanic civil rights organization in the U.S. LULAC advances the economic condition, educational attainment, political influence, housing, health and civil rights of Hispanic Americans through community-based programs operating at more than 1,000 LULAC councils nationwide. Visit the [LULAC website](#) for more information.

# CDC Office of Minority Health and Health Equity (OMHHE) Supports Student Programs

OMHHE Staff, CDC



The Office of Minority Health and Health Equity (OMHHE) supports internship opportunities for qualified undergraduate and graduate students to gain meaningful experiences in public health settings. Whether you are looking for a summer internship or a year-long fellowship, the following programs provide valuable exposure to a wide range of public health opportunities.

## CDC Undergraduate Public Health Scholars (CUPS) Program

The **CDC Undergraduate Public Health Scholars (CUPS)** program consists of six internship opportunities creating a public health workplace experience to increase student interest in minority health.

Both CUPS students and fellows with the Dr. James A. Ferguson Emerging Infectious Diseases Fellowship Program start their summer experience with a visit to CDC's Atlanta campus for a three-day orientation. The event includes a series of group discussions, information exchanges, and innovative learning opportunities that introduce students to CDC's priorities, current public health initiatives, and emerging public health issues at the federal level. CUPS participants spend the summer working on assigned projects that range from the study of social determinants of health, such as sociocultural factors related to HIV prevention among gay and bisexual men in the United States, to public health reporting focused on data and analysis.

See the [Intern and Fellowships page](#) for more information on the CUPS Program, including links to apply, and for information on other Student Opportunities.

## Millennial Health Leaders Summit

The **Millennial Health Leaders Summit** brings together a cadre of medical, public health, and public policy graduate students, nominated by their universities for their outstanding achievements and promise as future leaders in addressing health disparities across the nation.

The Summit is a two-day intensive training for graduate and medical students on vital health equity topics. Through plenaries, workshops and case studies students explore key components of health equity practice with experts in the field as they prepare for future careers as health equity leaders.

The goal is to equip the next generation of leaders with the tools they need to take on the task of eliminating health disparities, thus achieving health equity in the United States in the 21st century. This Summit is a wonderful opportunity for graduate, public health and medical students to network with fellow students and current health equity leaders. Visit the [Summit's page](#) for more information on the program.

## Other CDC Sponsored Student Opportunities

The CDC sponsors a number of student programs, such as: Collegiate Leaders in Environmental Health (CLEH), American Society for Microbiology (ASM) / CDC Program in Infectious Disease and Public Health Microbiology, Director of Health Promotion and Education (DHPE) Internship Program and Applied Public Health Informatics Fellowship (APHIF). For additional details, visit the [Students Programs site](#).

# 2017 HHS National Disability Employment Awareness Month Observance

*Duilio Correa, Communications Lead, D&I Division, HHS*

In observance of **National Disability Employment Awareness Month**, the HHS Diversity & Inclusion (D&I) Division featured a distinguished panel of experts who discussed their efforts to develop policies that address disability employment issues and enhance the representation of persons with disabilities in the Federal workforce.



*From left to right: Dr. Bonita V. White, Dr. Kristi Hill; Melissa Ortiz; Michael Murray*

The event took place on Thursday, October 19, 2017, from 1:00 p.m. to 3:00 p.m., in the Small Auditorium of the Hubert H. Humphrey Building. In addition to being live-streamed via HHS.gov to reach a national audience, a recording is available via YouTube.com for ON-DEMAND viewing. Public and private disability-related organizations were also showcased via Exhibit Tables in the East Wing of the HHH Building.

## D&I DID YOU KNOW?

The effort to educate the public about the issues related to disability and employment began in 1945, when Congress enacted Public Law 176, declaring the first week of October each year as National Employ the Physically Handicapped Week.

In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities.

Some 25 years later, Congress expanded the week to a month and changed the name to **National Disability Employment Awareness Month**.

Source: <https://www.loc.gov/disabilityawareness/about/>

Featured panelists of this very well-attended Event included:

- Commissioner Melissa Ortiz, Administration on Disabilities, Administration for Community Living (ACL);
- Dr. Kristi Hill, Acting Director, National Institute on Disability, Independent Living and Rehabilitation Research, ACL; and,
- Michael Murray, Special Assistant to the Director, Office of Personnel Management (OPM).



*Michael Murray*

During the Observance, the guest panelists shared information about their career paths, achievements, and life experiences. The audience was also able to actively participate and ask questions. Overall, it was a tremendous success, and we are looking forward to the opportunity to collaborate with all of our participants again.

The 2017 HHS National Disability Employment Awareness Month Observance is available in its entirety ON-DEMAND on the [HHS D&I YouTube Channel](#). For more information, e-mail [Diversity@hhs.gov](mailto:Diversity@hhs.gov).



# HHS Celebrates Veterans Day

*Duilio Correa, Communications Lead, D&I Division, HHS*

On Thursday, November 9, 2017, in the Small Auditorium of the Hubert H. Humphrey Building, the HHS Diversity & Inclusion (D&I) Division presented “Thank You for Your Service” – a **Veterans Day Observance** to honor current and transitioning service members as well as all veterans by recognizing their service to our country. This event was webcast and the recording is now available ON DEMAND on the [HHS D&I YouTube Channel](#).

The keynote speaker for the Observance was John A. Bardis, Assistant Secretary for Administration, HHS, who was introduced by Christine M. Major, Deputy Assistant Secretary for Human Resources, HHS. Mr. Bardis spoke about his proud family lineage of veterans and heroic tales of his father and grandfather, both who served in World Wars I and II.



*John A. Bardis*

The event also included the video “Honoring Our Soldiers”, and the panel discussion “What Being A Veteran Means To Me,” featuring:

- Charlene Clark, Centers for Medicare and Medicaid Services (CMS),
- Stephanie Weaver, Substance Abuse and Mental Health Services Administration (SAMHSA),
- Dr. Andrew Westrum, Health Resources Services Administration (HRSA).

Further, there was a special presentation by Lisa A. Taylor, Liaison Specialist, Veterans History Project, Library of Congress, and Exhibit Tables were located in the East Wing of the Humphrey Building.




*From left to right: Charlene Clark; Stephanie Weaver; Dr. Andrew Westrum*

## D&I DID YOU KNOW?

Every year, on November 11<sup>th</sup>, Americans celebrate **Veterans Day** to honor the brave men and women who are serving, or who served, in our Nation’s Armed Forces. Originally called Armistice Day, it commemorated the truce between the Allies and Germany in World War I, which went into effect on the eleventh hour of the eleventh day of the eleventh month in 1918.

The first Armistice Day was observed on November 11, 1919. Public gatherings and parades were held, and all businesses were suspended for two minutes to commemorate the occasion. In 1954, following a campaign to honor all veterans, the name was changed to Veterans Day. In 1968, Congress moved Veterans Day to the fourth Monday of October; in 1974, however, President Gerald Ford returned the observance to November 11.

Source: [History.com](#) 

The HHS D&I Division expresses its sincere appreciation to ALL who have served in the United States Armed Forces and as a part of the HHS workforce. To view the HHS Veterans Honor Roll, visit the [Division’s Max.gov site](#) . Thank you for your service, dedication and commitment to your country and this Agency.

# Partnering Across Nations and Generations: Supporting Healthy, Sustainable and Thriving Native Communities

*Duilio Correa, Communications Lead, D&I Division, HHS*

On Tuesday, November 21<sup>st</sup>, the HHS Office of Intergovernmental and External Affairs - Tribal Affairs, in collaboration with the HHS Diversity & Inclusion Division, presented the 2017 HHS **Native American and Alaska Native Heritage Month Observance**. The theme for this year was “Partnering Across Nations and Generations: Supporting Healthy, Sustainable and Thriving Native Communities.”



*Eric D. Hargan, Acting Secretary of Health and Human Services*

Almost 100 guests gathered at the Great Hall of the Hubert H. Humphrey Building, and over 400 more joined virtually, to celebrate the cultural richness and tremendous contributions of Native Americans and Alaska Natives.

Rick Haverkate, National HIV/AIDS & HepC Program Coordinator, Indian Health Service (IHS), served as Master of Ceremonies, and renowned speakers addressed the audience throughout the event, including Eric D. Hargan, Acting Secretary of Health and Human Services; Jane Norton, Director, Office of Intergovernmental and External Affairs, HHS; Michael Weahkee, Acting Director, IHS; and Lance Robertson, Assistant Secretary for Aging, Administration for Community Living (ACL).

There were also exhibitors throughout the Great Hall, and a traditional cultural performance mesmerized the audience and closed this memorable Observance.



*Traditional cultural performance*

## D&I DID YOU KNOW?

**American Indian and Alaska Native Heritage Month** started as an effort at the turn of the 20th century to gain a day of recognition for the significant contributions of the “First Americans.” Dr. Arthur C. Parker — proponent of American Indian Day and Director of the Museum of Arts and Science in Rochester, N.Y. — persuaded the Boy Scouts of America to set aside a day for the “First Americans,” which they did for three years.

On September 28, 1925, Rev. Sherman Coolidge, Director of the Congress of the American Indian Association issued a proclamation, which declared the second Saturday of each May as American Indian Day, and contained the first formal appeal for recognition of Indians as citizens. The first American Indian Day in a state was declared on the second Saturday in May 1916 by the governor of New York. Finally, in 1990 President George H. W. Bush approved a joint resolution designating November 1990 “National American Indian Heritage Month.”

Source: [nativeamericanheritagemonth.gov](http://nativeamericanheritagemonth.gov) 

The 2017 HHS Native American and Alaska Native Heritage Month Observance is available in its entirety ON-DEMAND on the [HHS D&I YouTube Channel](#).

# From the Vault: Information, Resources and Research About Disability Issues

By Marilyn James, Recruiter, Talent Acquisition Division (TAD), HHS

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*From the Vault features articles from previous issues of Diversity & Inclusion at HHS Newsletter. The following article appeared in the Summer 2014 Issue of Diversity & Inclusion at HHS.*

## **CAP: Reducing Barriers for Workers with Disabilities**

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In order to eliminate employment barriers for people with disabilities, in 1990, the U.S. Department of Defense (DoD) established the Computer/Electronic Accommodations Program (CAP). Since its inception, CAP's mission is to provide assistive technology and accommodations to ensure people with disabilities have equal access to information and opportunities throughout the federal government.

Presently, CAP has expanded beyond the DoD to partner with HHS and other federal agencies, making it the largest provider of reasonable accommodations in the world. The program's vision is to increase employment of people with disabilities by ensuring that they have access to accommodations. CAP does this by paying for and providing a wide variety of assistive technology for people with hearing, visual, dexterity, cognitive, and communication disabilities.

While CAP mainly focuses on purchasing assistive technology for employees with disabilities, it also supports federal employees throughout the employment lifecycle, including coming to work, staying at work, and returning to work, to help ensure the federal government is the model employer of people with disabilities.

Frequently requested accommodation solutions include videophones, personal amplification devices, screen magnification software, screen readers, cueing/memory aids, literacy software, alternative keyboards, pointing devices, and speech recognition software. The process for customers to identify and request accommodations from CAP is simple;

customers that already know what accommodations they need can request them through the online request form available at [www.cap.mil](http://www.cap.mil).

For customers who need assistance in identifying solutions, there are a number of options available. The CAP Technology Evaluation Center (CAPTEC), at the Pentagon, contains several computer workstations equipped with a wide variety of assistive technology designed to accommodate people with disabilities. CAPTEC also conducts in-person, phone, and video teleconferencing needs assessments. Once solutions have been identified, requests can then be completed through the same online request form.

CAP also offers a number of online tools, including assistive technology videos and a series of online training modules to help federal employers understand how simple and beneficial hiring employees with disabilities can be.

The partnership between CAP and HHS establishes an integrated approach to removing barriers with assistive technology while promoting diverse abilities. For additional information on CAP and their online tools, contact Marilyn James by e-mail at [Marilyn.James@hhs.gov](mailto:Marilyn.James@hhs.gov) or at (240) 242-5716.

## **Additional Resources**

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Journal Article: Bruyere, S. M., Erickson, W. E., & Van Looy, S. (2005). Information Technology and the Workplace: Implications for Persons with Disabilities. *Disability Studies Quarterly*, The Society for Disability Studies, Vol 25, No 2. Web link.

Virtual Online Training: HHS University Learning Management System (LMS). Course Title and ID: HHS Section 508 Training—Phase I; 00009629.

# UPCOMING EVENTS

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## SOUTHWEST INTERAGENCY AFRICAN AMERICAN HISTORY MONTH OBSERVANCE

### **“1001 Black Inventions” by Pin Points Theater**

#### **Cohen Building – Auditorium**

Wednesday, February 28, 1:00 p.m. – 1:00 p.m., EST

## DAY-TO-DAY D&I: “LUNCH & LEARN” Series, 12:00 p.m. – 1:00 p.m., EST

**HHH Bldg. – Rm 405-A - via Teleconference: 1-800-857-0127 – PC 7682500**

*(Additional logistical information will be available via HHS NEWS)*

- **Wednesday, January 17, 2018:** ABCs of ERGs (Employee Resource Groups)  
**Presenter:** Bonita V. White, Director, D&I Division, and ERG Program Manager
- **Wednesday, February 21, 2018:** ERG/Affinity Group Spotlight: Blacks in Government  
**Presenter:** Contress Braxton, National Executive Vice President, Blacks In Government (BIG) and Consumer Safety Officer, FDA
- **Wednesday, March 21, 2018:** ERG/Affinity Group Spotlight: Federal Employed Women  
**Presenter:** Helen Robinson, Nominations Officer and Special Assistant for Outreach, Mentoring and Retirees Chair and Program Management Specialist, FDA

## HHS ERG Engagement/Leading Practices Roundtables, 1:00 p.m. – 3:00 p.m., EST

*(Remote Access Info to Follow)*

**Thursday, February 8, 2018:** African American ERGs Roundtable HHH Building, Room 325-A

**Thursday, March 8, 2018:** Women's ERGs Roundtable HHH Building, Room 325-A



[HHS.GOV](http://HHS.GOV) | [MAX.GOV](http://MAX.GOV) | [YOUTUBE](https://www.youtube.com) 