



DIVERSITY & INCLUSION AT HHS


“One Department — One Mission — One HHS”

FALL/WINTER 2015 ISSUE

The U.S. Department of Health and Human Services (HHS), Office of Human Resources (OHR), Diversity & Inclusion (D&I) Division proudly presents the 2015 Fall/Winter Issue of Diversity & Inclusion at HHS — a quarterly newsletter that showcases efforts to promote D&I across HHS.

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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, e-mail [Duilio Correa](mailto:Duilio.Correa@hhs.gov), Newsletter Editor-in-Chief. For more information about the Division, visit us on: HHS.GOV | MAX.GOV | YOUTUBE. 

D&I SNAPSHOT

Len Gerald, Diversity Manager, HHS/OHR D&I Division



As I continue with my goal this year of “bringing home” excerpts from conferences, seminars, and workshops, I wish to share two very informative presentations that have helped strengthen my thinking around strategic goals: “HHS State Of The Agency”, by Wilfredo Sauri, Director, HHS/OHR Data Analytics and Reporting Division; and “The Future of HR: Thinking Acting Strategically”, facilitated by J. Lenora Bresler, SPHR, ASC, JD, Leadership Consultant Speaker, during the Society for Human Resource Management (SHRM) 2015 Annual Conference & Exposition.

While both presentations at a glance cover different topics, they share three very important common points on the importance of data and strategic information. First of all, both analytics and data are critical to organizational mission, vision, and strategic planning. Secondly, the

common saying that “What’s tracked is what’s important” is a reality within organizations both in the federal and private sectors. Finally, what this means for me, for you, and for diversity, and inclusion programs, is that data and strategy are partners. Hence, being strategic means, “we” need to know the data and understand the analytics portion.

Here are 3 questions to help you think about how to utilize data analytics strategically:

- What metrics are being tracked by the CEO/CFO?
- What is being reported on to senior leadership?
- What is middle management being evaluated on?

Are you ready to make more strategic use of the HHS data, or do you need help understanding the data? The great news is that the HHS/OHR Data Analytics and Reporting Division can help you with both. If you missed the “HHS State of The Agency” presentation during the first HHS/OHR D&I Division DAY-to-DAY Lunch and Learn series, simply contact the Division via e-mail: diversity@hhs.gov or via telephone on 202-690-6674.

2015 Report to Congress on Minority Health

As called for under Section 10334 of the Affordable Care Act, the Biennial Report to Congress on Minority Health Activities summarizes the programs, policies and initiatives of agencies across the U.S. Department of Health and Human Services (HHS) that address minority health and health disparities.

Under the leadership of HHS Secretary Sylvia M. Burwell, the Department is implementing the HHS Action Plan to Reduce Racial and Ethnic Health Disparities through the HHS Office of Minority Health (OMH). The Action Plan is the most comprehensive federal commitment on health disparities and charges all HHS operating and staff divisions to heighten the impact of HHS policies and programs to reduce health disparities.


The [2015 Report to Congress on Minority Health](#) highlights HHS agencies and their programs dedicated to minority health and health disparities in fiscal years 2013 and 2014.

The National Institutes of Health’s (NIH) Chief Officer for Scientific Workforce Diversity


Dr. Hannah Valentine is NIH’s first Chief Officer for Scientific Workforce Diversity. In this role, she leads a centralized agency focus on biomedical research workforce diversity, which aligns with four key strategic goals:

- Expanding inquiry into the science of diversity;
- Weaving diversity inclusion into policy and practice;
- Sustaining career trajectories; and
- Promoting the value of diversity in research excellence.

Additionally, efforts span those on the NIH campus (intramural programs) and those at NIH-funded institutions across the country (extramural). A signature extramural program is the Diversity Program Consortium — a nationwide consortium for enhancing research training and mentoring.

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


Centers for Disease Control and Prevention's (CDC) Health Equity Matters Newsletter

[Health Equity Matters](#)  is a quarterly electronic newsletter in which the CDC’s Office of Minority Health and Health Equity (OMHHE) shares news, perspectives on minority health initiatives, policy development, and progress in the science and practice of health equity.

Further, the newsletter is intended to promote awareness of minority health and health equity work at CDC and in the broader public health community, support the achievement of our goal to eliminate health disparities, and foster ongoing

communication and collaboration with our partners and the public.

D&I Virtual Exchange - Staff Picks

Learn more about the [Communicating Across Cultures](#) course. 

The Diversity Code: Unlock the Secrets to Making Differences Work in the Real World (ISBN: 9780814416327).

Emotional Intelligence for Managing Results in a Diverse World: The Hard Truth About Soft Skills in the Workplace (ISBN: 9780891062554).

Stay Tuned!

Stay tuned for the 2016 Winter Issue of the Diversity and Inclusion at HHS newsletter, covering D&I related initiatives and events, such as Observances for Veteran’s Day and National American Indian and Alaska Native Heritage Month.

HRSA’S HISPANIC EMPLOYEE RESOURCE GROUP

Miryam Gerdine, Bureau of Health Workforce, HRSA



Background

The Health Resources and Services Administration (HRSA) Hispanic Employee Resource Group (ERG) contributes to the HRSA mission by working in collaboration with HRSA’s Office of Equal Opportunity Civil Rights and Diversity Management (OEOCRDM), Bureaus, and Offices to increase the representation of Hispanics in the Agency in the key mission critical occupations and senior positions.

Additionally, the ERG promotes diversity and inclusion, supports staff of innovative ideas to refine and enhance current policies and practices, builds relationships with Hispanic organizations to draw a highly qualified pool of applicants, and informs employees of training opportunities for career development.

The resource group is an added initiative to the agency to demonstrate its commitment to the advancement of Hispanics in the workforce. Committee members meet on a monthly basis to

contribute ideas and utilize their skills and abilities to develop and expand the mission of the group.

Accomplishments

The following were key accomplishments in which the HRSA Hispanic ERG was instrumental during FY15. The ERG continued to identify key Hispanic organizations to partner with and build a pipeline for recruitment. Currently, a total of 50 Hispanic organizations have been identified. These organizations are incorporated in our Hispanic ListServ that is used to forward HRSA's job announcements, and information about upcoming training, events and opportunities.

On Thursday, September 25, 2015, HRSA observed Hispanic Heritage Month via a successful and well-attended webcast. The annual celebration was to recognize and celebrate the contributions of Hispanic Americans and bring attention to the country's Hispanic demographics that is changing the face of America.

Ms. Ana Gonzales, Research Associate from the Hispanic Pew Research Center, informed HRSA's audience about the rapid growth of the Hispanic community, which is 17% of the US population and is projected to rise to 29% by 2060. The conversation was educational, insightful, and engaging to the viewers. The webcast also included personal stories from HRSA staff of what it meant to them to be a Hispanic American.

Moreover, the HRSA Hispanic ERG assisted OEOCRDM in identifying highly qualified candidates in the Hispanic community to fill several key senior positions, and the ERG was quick to identify several key Hispanics to encourage them to apply. A Hispanic male was hired as HRSA's Deputy Associate Administrator, increasing the SES Hispanic representation from 7% to 13%. Last, in FY15 Hispanics improved their participation in the mid-level development programs. Six members of the Hispanic ERG applied to the mid-level program

and one was selected.

In FY 2016, the Hispanic ERG will create three subgroups committees that will address outreach/recruitment, career development and mentoring and under new leadership will develop a robust Hispanic Strategic Plan.

Authority

The HRSA Hispanic ERG operates under the Hispanic Employment Program promoted through Executive Order 11478; Executive Order 13171, U.S. Equal Employment Opportunity Commission Management Directive 715, and other statues and regulations that govern HRSA's equal opportunity and it sponsored by HRSA's Office of Equal Opportunity, Civil Rights and Diversity Management.

Points of Contact

For further information about the HRSA Hispanic ERG, contact by phone or e-mail:

Anthony Archeval, Director, OEOCRDM, 301-443-5636, aarcheval@hrsa.gov

Jackie Calix, Hispanic Program Manager, 301-443-0331, jcalix@hrsa.gov

B. Winona Chestnut, Diversity Program Manager, 301-443-5107, wchestnut2@hrsa.gov

HHS/OHR D&I DIVISION

PRESENTS

DAY-TO-DAY D&I

SPECIAL “LUNCH & LEARN” SERIES

HHH BUILDING

1-800-857-0127 (PASSCODE: 76825)

12 NOON – 1:00 P.M.

The HHS/OHR D&I Division is pleased to announce the launch of the Day-to-Day D&I “Lunch & Learn” Series, which began Tuesday, October 20, 2015, 12:00 noon – 1:00 p.m., in the Hubert H. Humphrey (HHH) Building.

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, participants’ roundtable and extended Q&A. After the Day-to-Day D&I series kick-off, we will elicit topics for discussion from employees, using a human-centered design approach, in order to help us schedule future sessions.

UPCOMING DAY-TO-DAY D&I “LUNCH & LEARN” WORKSHOPS:

Wednesday, January 20, 2016, Rm. 405A

5 GENERATIONS IN THE WORKPLACE

*Cynthia Richardson-Crooks, Director,
EEO Compliance & Operations Division, HHS*

Wednesday, February 17, 2016, Rm. 405A

MENTORING A DIVERSE WORKFORCE

*Anthony Archeval, Director,
Office of Equal Opportunity, Civil Rights and Diversity Management, HRSA*

Wednesday, March 16, 2016, Rm. 405A

SCHEDULE A APPOINTMENTS

Marilyn James, Selective Placement Coordinator, Talent and Acquisition Division, HHS/OHR

Should you wish to RSVP, request reasonable accommodation, provide feedback or have questions/recommendations for the Diversity & Inclusion Division, feel free to contact us via e-mail: diversity@hhs.gov or via telephone on 202-690-6674.

2015 WOMEN'S EQUALITY DAY

Sonya Keeve, Diversity Specialist, HHS/OHR D&I Division



Photo (L-R): Jennifer Bishop-Crawford, Dr. Hannah Valantine, Dr. Jonca Bull, Sharon Wong, and Dr. Nancy Lee

The HHS/OHR D&I Division, in collaboration with the HHS Office of Women's Health (OWH) celebrated Women's Equality Day on August 26, 2015, from 10:00 a.m. to 11:30 a.m., in the Small Auditorium of the Hubert H. Humphrey Building. The Observance commemorated the 1920 passage of the 19th Amendment to the Constitution, granting women the right to vote. This was the culmination of a massive, peaceful civil rights movement by women that had its formal beginnings in 1848 at the world's first women's rights convention, in Seneca Falls, New York.



Photo: Dr. Hannah Valantine


Dr. Hannah Valantine, Chief Officer for Scientific Workforce Diversity, National Institutes of Health (NIH), served as the Observance's Keynote Speaker, and addressed the meaning of Women's Equality Day and the status of women in the biomedical workforce.

Additionally, a panel of experts covering topics such as equal pay, employment, rights and women's health was also featured.



Photo: Sharon Wong

Distinguished guests included: Jennifer Bishop-Crawford, Director, Division of Strategic Communications, HHS Office of Women's Health (OWH), Dr. Jonca Bull, Director, Office of Minority Health, FDA; Dr. Nancy Lee, Director, HHS OWH, and Sharon Wong, Acting Director, Office Diversity and Inclusion, OPM.

The audience was also able to ask questions and comment on the progress that has been made, and the many challenges still ahead. The Observance was live-streamed for the benefit of those who were not able to attend in person, and it is available On-Demand on the [USGOVHHS YouTube Channel](#). 

2015 FEDERAL TRAINING INSTITUTE PARTNERSHIP

League of United Latin American Citizens (LULAC),



The League of United Latin American Citizens (LULAC), in collaboration with the U.S. Department of Health and Human Services (HHS), and the U.S. Department of Education (ED), hosted the Third Annual Federal Training Institute Partnership (FTIP). This multi-day training took place on Tuesday, Sept. 22, through Thursday, Sept. 24, 2015, at the NIH Natcher Conference Center in Bethesda, MD. The event was free of charge to all federal employees, regardless of grade and position.




The FTIP was created in May 2013 by LULAC and a cadre of Federal employees who served or were currently serving in Federal leadership positions. The FTIP was born out of an ongoing need to train Federal employees during a period of budgetary constraints and to ensure diversity in the federal workforce of our Nation.

The FTIP had two components:

- The Senior Executive and Leadership Development Training focused on the Executive Core Qualifications and other developmental workshops.
- The Senior Executive Service (SES) Roundtable Discussion & Speed Mentoring sessions provided GS-14 and GS-15 (or equivalent) employees interested in moving into the SES ranks an opportunity for a more direct, give-and-take interaction with experienced managers in leadership positions.



The FTIP provided an intensive and structured career-development program for government employees. It also offered plenary sessions, workshops and executive coaching sessions. Hence, it was designed to enable government employees at all levels to enhance their skills and develop Executive Core Qualifications skills required for leadership positions and entry into the SES.

For more information about LULAC, including FTIP materials and presentations, upcoming events, and related initiatives and resources, visit the League's [web portal](#). 

NEW AMERICANS INITIATIVE

Laura Irizarry, Special Assistant, Administration for Children and Families (ACF)

Our country has long been a beacon of hope and opportunity for people from around the world. In the past decade, the United States has welcomed, on average, approximately 1 million lawful permanent residents and more than 700,000 newly naturalized citizens each year.

Today, 41.3 million foreign-born residents live in the U.S. and are contributing to the vitality of our country and their communities. This includes over 3 million refugees who have resettled here since 1975 from countries that span the globe. These immigrants and refugees are adding much to our country's social and cultural fabric, and are also critical to our country's continued economic prosperity.

Call to Action

On November 21, 2014, President Obama established the White House Task Force on New Americans — a government-wide effort tasked with better integrating immigrants and refugees into American communities in three key areas: civically, economically, and linguistically. The Task Force identified goals and recommended actions, which showcase the critical role that all of us across human services can play: Strengthening Communities by Welcoming All Residents — a federal strategic action plan on immigrant and refugee integration.

ACF and New Americans

ACF's Strategic Plan fully supports efforts to advance immigrant and refugee integration—

Supporting underserved and underrepresented populations—e.g., foreign-born, newly arriving populations such as refugees, asylees and other immigrants, including those with limited English proficiency (LEP) — is a shared

responsibility that is cross-cutting, involves linkages and partnerships across ACF offices, and informs all of ACF's work.

ACF has a wide range of programs and services that support both receiving communities as well as new Americans and their families.

Resources

ACF is working with federal, regional, state, and trusted local partners to help integrate new Americans into communities throughout the United States. Below, please find some key ACF programs and resources targeting refugees and other new Americans:

Office of Refugee Resettlement (ORR) — serves as a bridge to help with the initial transition of refugees and other resettlement-eligible populations through targeted funding and programs. ORR provides time-limited resettlement benefits and services for newly arriving refugees as well as the following populations: Asylees; Cuban-Haitian Entrants; Certified (foreign) Victims of Human Trafficking; Certain Amerasians from Vietnam; and Special Immigrant Visa (SIV) holders from Iraq and Afghanistan.

Multicultural Principles for Head Start Programs Serving Children Ages Birth to Five — ACF's early learning programs are most effective when their systems and services support the cultural diversity of enrolled families. ACF provides guidance to staff to make sure they can demonstrate their respect for and respond to the different cultures in their community and among their co-workers.

Note: This text was reprinted with permission from the ACF. For more information about the New Americans Initiative contact [Laura Irizarry](#).

2015 HISPANIC HERITAGE MONTH

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




Photo (L-R): Dr. Guillermo Avilés-Mendoza, Gloria Sanchez-Contreras, Dr. Bonita V. White, Dr. Ester Shapiro, Dr. Larissa Avilés-Santa, Duilio Correa, Jeannette Contreras, Dr. Luis Padilla, and Myriam Gerdine

The HHS/OHR D&I Division, in collaboration with the HHS Hispanic Employee Organization (HEO), observed Hispanic Heritage Month with a special presentation titled: “Hispanic Americans: Energizing Our Nation’s Health Care Delivery”. This presentation took place on Wednesday, October 7, 2015, from 2:00 p.m. to 4:00 p.m. (EST), in the Small Auditorium of the Hubert H. Humphrey Building. The Event was also steamed live on HHS.gov to reach out to HHS colleagues and the general public, from coast to coast.


Opening remarks were provided Dr. Mary K. Wakefield, HHS Acting Deputy Secretary, who emphasized the progress and contribution that the Hispanic community has made to shape our Nation. For instance, the number of Hispanic-owned small businesses, which are generating hundreds of millions of jobs in economic activity, has increased at more than twice the national rate. At the same time, Dr. Wakefield also talked about the health-related challenges that Hispanics face, such as presenting the highest number of uninsured individuals from any ethnic/racial group. Nevertheless, thanks to reforms by the Affordable Care Act (ACA), and collaborative work with local

organizations substantial progress has been made. Further, the audience heard presentations from a panel of experts in biomedical research, disease prevention, human services and the healthcare workforce, including Larissa Avilés-Santa, MD, MPH, National Heart, Lung and Blood Institute (NHLBI), NIH; Luis Padilla, MD, FAAFP, Deputy Associate Administrator for Health Workforce, Health Resources and Services Administration (HRSA); Nadine Gracia, MD, MSCE, Deputy Assistant Secretary for Minority Health, HHS; Blanca Enriquez, PhD, Director, Office of Head Start, ACF; and Liliana Rañón, Associate Director, Asian American/Pacific Islander & Latino Affairs, HHS.

The purpose of this program was to bring together HHS senior leadership and experts to discuss the current state of Hispanic healthcare in the U.S., and highlight challenges and opportunities for improving the delivery of health care and human services in the Hispanic community. The program is currently available, in its entirety, on the [USGOVHHS YouTube Channel](#). 

2015 HHS DIVERSITY DAY

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

The U.S. Department of Health and Human Services (HHS), Office of Human Resources (OHR), Diversity & Inclusion (D&I) Division hosted the Second Annual HHS Diversity Day at the Hubert H. Humphrey Building, on October 29, 2015, 9:00 a.m. to 3:30 p.m. This Event was well attended on-site and virtually and is available ON DEMAND via the [NIH Webcasting and Podcasting E-library](#). 

Presentations included:

- **HHS State of the Agency.** Presenter: Wilfredo Sauri, Director, Data Analytics and Reporting (DAR), OHR, HHS.



Photo: Bruce J. Stewart

- **The Leadership Click: How to Engage, Motivate, and Improve any Team or Organization; The 5 Abilities Leaders Can Develop to Effectively Build, Engage and Lead Diverse Employee Teams and Organizations.** Presenter: Bruce J. Stewart, Deputy Director, Training, Compliance & Strategic Initiatives, Office of Diversity & Inclusion (ODI), U.S. Office of Personnel Management (OPM).
- **Diversity & Inclusion Coalition for Empowerment (DICE) - A Model for Grass Roots Employee Engagement.** Presenters: Kristin Merony, Natural Resource Specialist, and Tasha Lo Porto, National Environmental Policy Specialist, Forest Service, U.S. Department of Agriculture (USDA).



Photo: Kristin Merony and Tasha Lo Porto

- **The Recruitment, Hiring and Retention of People with Disabilities.** Presenter: Akinyemi Banjo, Policy Advisor, Office of Disability Employment, U.S. Department of Labor (DOL).



Photo: Akinyemi Banjo

- **5 Generations in the Workplace.** Presenter: Cynthia Richardson-Crooks, Director, Equal Employment Opportunity Compliance and Operations (EEOC), HHS



Photo: Dr. Cynthia Richardson-Crooks

There were also Exhibitors in the East Wing of the Small Auditorium representing diverse groups and

interests who were available for networking and information exchange.

The 2015 HHS Diversity Day celebrated the richness of diversity and inclusion across the Department, and showcased the tremendous progress that has been made to make the Department “One HHS”.

This Event was a success not only due to the high levels of preparation involved, but also because everyone in attendance was fully engaged.

FAPAC-NIH COMMUNICATING FOR SUCCESS WORKSHOP

Vanee Komolprasert, Federal Asian Pacific American Council, FDA

On September 25, 2015, the Federal Asian Pacific American Council (FAPAC) held a one-day training workshop on “Communicating for Success”, at the Natcher Conference Center, National Institutes of Health (NIH) Main Campus. The workshop was initiated through a Memorandum of Understanding (MOU) between NIH and FAPAC.



Photo: Paul Edward White

The MOU provides a cooperative framework for the parties to develop programs that help Asian American and Pacific Islander (AAPI) community to attain educational excellence and career development opportunities, according to the President’s Executive Order 13515 - increasing participating of AAPI in federal program, and Executive order 13583 - establishing a coordinated government-wide initiative to promote diversity and inclusion in the federal workforce.

The workshop featured a keynote address on "Communicating for Success" by Debra C. Chew, Esq., Director, Office of Diversity, Equity & Inclusion, NIH; and presentations, including:



- **“Breaking the Stereotype of Asian Americans – Achieving Excellence in a Variety of Professions**, by Jer Donald (Don) Get, Executive Director, US Transportation Command’s Joint Enabling Capabilities Command (JECC)
- **"Building Rapport: How to Communicate & Impress Someone in the Big Leagues"**, by Sandra Vu Le, Esq., Immigration Attorney, a cultural integration specialist and a cable TV host.
- **"Public Speaking & Professional Presentation, and Public Career: Communicate Effectively – Climb to the Top"**, by Paul Edward White, Chief Ambassador for Washington DC’s Toastmaster District 27.
- **"Storytelling Skills for Effective Networking & Interviews"**, by Claire Tse, Master Organization Development Consultant.

- "Effective Communication through Accent Reduction & Modification™: How to improve your ability to communicate effectively across cultural and linguistic barriers", by Dottie Li, Founder and Managing Director, TransPacific Communications.

The one-day training workshop was open to FAPAC members, NIH and HHS employees, and any other interested individuals. It was successfully organized by a team led by Elizabeth El-Nattar, Chief Operating Officer at TRI-COR Industries, Dr. George Chang, Senior Pharmacologist, Food and Drug Administration (FDA), and Tyrone C. Banks, Strategist, Asian American and Pacific Islander Portfolio, NIH.

The workshop was well-received by more than 400 participants who attended in-person, and via remote access through video cast.



Photo: Claire Tse

FAPAC is a non-profit, non-partisan organization representing the interests of over 163,000 Asian Pacific American Federal and DC Government employees. FAPAC's mission is to promote equal employment opportunity and cultural diversity within the Federal and DC Governments through education and recognition of outstanding performance. Please visit the [FAPAC website](#) for more information.

D&I DID YOU KNOW?*

- There were 80,985 employees in the HHS workforce in FY 2015.
- The FY 2015 HHS Workforce was 60% Female and 40% Male.
- Whites comprised 54.97% of HHS' workforce compared to 72.30% of the National Civilian Labor Force (NCLF).
- Hispanics comprised 3.08% of HHS' workforce compared to 9.96% of the NCLF.
- Black-African Americans comprised 18.49% of the HHS workforce compared to 12.02% of the NCLF.
- Asian Americans comprised 10.61% of HHS' workforce compared to 3.90% of the NCLF.
- Native American and Alaska Natives comprised 13.23% of HHS' workforce compared to 0.108% of the NCLF.
- Veterans comprised 7.34% of HHS' workforce.
- Persons with Disabilities comprised 7.96% of the FY 2015 HHS workforce, and 1.16% of HHS employees had targeted disabilities.

*Source: HHS Workforce At-A-Glance – Extracted from Management Directive 715 Reports and Business Intelligence and Information Systems Prepared by HHS/OHR/HR Solutions/Data Analytics and Reporting (DAR) Division. For information, contact Wilfredo Sauri at: Wilfredo.Sauri@hhs.gov.