



I*DEA



ABOUT RESOURCES UPDATES HAPPENINGS GET INVOLVED

VA HAS A BRILLIANT I*DEA!

*VA is embarking on a cultural transformation of inclusion, diversity, equity, and accessibility. We are excited to share updated processes and procedures to celebrate and embed I*DEA across the Department.*



*"When I think of I*DEA, I marvel at the individual who thoughtfully rearranged the order and started with Inclusion. When every Veteran VA serves and every employee and volunteer that provides that service feels included, VA is its best self. Diversity, Equity and Access are equally important, but inclusion is the key enabler for a diverse, equitable, and accessible experience for both Veterans and the workforce. I challenge you to think about how you can bring more inclusion in your work life and your personal life."*

—Gina Grosso
(She/Her/Hers)
Assistant Secretary, HRA/OSP



Victor LaGroon
(He/Him/His)

Chief Diversity Officer
Department of Veterans Affairs

MEET VA'S CHIEF DIVERSITY OFFICER

"It's an honor to be a part of this important work at VA. The motto that I carry into my daily work is:

What you do today is preparing you for tomorrow, if you are paying attention.

"I look forward to sharing more about my commitment to building strong teams that come together around our common mission: to improve the experience of VA employees and our Veteran customers."

CALENDAR

JAN 12 DAS on C20
JAN 16 Dr. MLK, Jr. Day
JAN 18 DAS MLK Speech
FEB Black History Month
FEB 20 President's Day
MAR Women's History Month
MAR 31 Transgender Day of Visibility



I*DEA IN ACTION

Thor Ringler
(He/Him/His)

VA Writer-Editor
My Life, My Story
National Program Manager



"When I interviewed this VA employee, I learned that she was a Veteran who uses the VA for her own healthcare. While in the Air Force her job was to maintain and inspect the gear for the pilots, and part of that work was packing their parachutes. She had some negative experiences, specifically related to being a female service member. When it came time to write her poem, I chose the parachute as the central image. The dedication and effort that she had put into saving the lives of others, was the same dedication and effort she would later use to save herself."

Read Thor's poem *Parachutes* on Showcasing I*DEA.

[READ MORE](#)

HOW CAN YOU SUPPORT I*DEA?

*Through I*DEA, every person can make a difference at VA.*

Here are some ways you can support I*DEA:

- * Learn more about what VA is doing to further Inclusion, Diversity, Equity, and Access through the Quarterly Update (this distribution)
- * Check out Showcasing I*DEA where colleagues are encouraged to share artistic contributions and personal stories that exemplify I*DEA at VA
- * Engage with local groups or resources in your community that allow you to learn from individuals from different backgrounds and provide opportunities to expand your cultural humility

IMAGINE EVERYONE WHO WALKS INTO VA SEES THEMSELVES

*ORMDI Deputy Assistant Secretary Harvey Johnson is excited to be a part of the I*DEA launch! Check out his story on Showcasing I*DEA.*

[READ MORE](#)

I*DEA



STAY CONNECTED

Sign up for I*DEA Quarterly to stay in the know about all things inclusion, diversity, equity, and access at VA.

[SIGN UP](#)

INCLUSION * DIVERSITY * EQUITY * ACCESS