Practical Applications for Diversity, Equity, Inclusion, and Accessibility (DEIA) for Homeless Veterans’ Reintegration Program (HVRP) Community of Practice (CoP)
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Liberated Space Agreement
Overview of October CoP
Microaggressions

- Microaggressions are subtle but detrimental actions directed at targeted groups.
- May be verbal, behavioral, or environmental.
- Microaggressions are based on a simple, demeaning idea: “Because you are X, you probably are/are not or like/do not like Y.”
Hiring Bias

- Hiring bias is a skepticism, opinion, or feeling about a person when trying to decide if they are a good fit for a job.
- Those opinions and feelings could be based on such things as the person’s name, appearance, accent, abilities, gender identity, culture, or living situation.
Practical Applications

- Culture shift where everyone is welcome and comfortable
  - Free space to speak with respect
- Encouraged to sit in our discomfort
- Equitable access to services
- DEIA training for all staff
- Hiring staff with lived experience
- Data dive with a plan for change
- Embedding DEIA language in the mission statement
- Lead and manage with DEIA ideals
Strategies

- Proactive recruitment strategies for staff
- Microaggressions and feedback loop
- Safe spaces
- Reviewing current processes to ensure they are unbiased and nondiscriminatory
Examples of Practical Applications
Proactive Recruitment

- Outreach to community colleges, urban leagues, Historically Black Colleges, and Universities (HBCU), etc.
- Taking a step beyond outreach
  - Ensuring safety and mutual respect so everyone can thrive
  - Challenging the traditional workplace culture
- Community resources that work with people of diverse backgrounds, orientations, and cultures
- Nondiscriminatory interview process
- Having more than just English in marketing materials
What are some proactive recruitment techniques you have used?
Microaggressions

- Creating a culture where people can identify microaggressions and can be reported, addressed, and discussed
  - Formal improvement plans from leadership for staff when microaggressions occur
  - Ongoing staff training with follow-up
How have you observed microaggressions, and how do you ensure they are addressed?
Save Work Environments

- Visual examples of inclusive workspaces
  - Rainbow flag, images of multiracial couples in waiting rooms, etc.
- Support group for the veteran’s needs and intersections on topics such as substance use, mental health, loss, Lesbian, Gay, Bisexual, Transgender, and Questioning, plus others not listed+, (LGBTQ+), being a parent, etc.
- Creating opportunities to receive and implement input from people with lived expertise such as creating a council or focus group.
  - Ensure compensation is given for people doing DEIA work in your organization
How have you set up safe spaces, and what do they include?
Creating Intentional and Lasting Partnerships

➢ To ensure that providers who are in your network represent and reflect the populations you serve
➢ Inviting other inclusive agencies to present to your staff
➢ Bring partner agencies to the table for activities or events
How have you created intentional and lasting partnerships?
Questions?
Thank you!

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