National Veterans'
Technical Assistance Center

Practical Applications for Diversity, Equity, Inclusion, and Accessibility (DEIA) for Homeless Veterans' Reintegration Program (HVRP)

Community of Practice (CoP)

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National Veterans' Technical Assistance Center (NVTAC) Team

Sarah Chung

Training and Technical Assistance Coach

✉ contact@nvtac.org

Steve Dudasik

Training and Technical Assistance Coach

✉ contact@nvtac.org

Jenn Steigerwald

Training and Technical Assistance Coach

✉ contact@nvtac.org

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

Things to be Aware of

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 work spaces

  ➢ 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?

Thank you!

Email: contact@nvtac.org
Website: nvtac.org