
DIVERSITY & INCLUSION AT KCVA: AN INTRODUCTION

Dr. Sybil Wyatt, Chief, Diversity & Inclusion



Diversity & Inclusion → IDEA

I → Inclusion

D → Diversity

E → Equity

A → Access

Diversity alone is not enough...An inclusive environment ensures equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, comfortable, engaged, motivated, and valued for who they are and for their contributions toward organizational goals.

--Harvey Johnson, Deputy Assistant Secretary
VA Office of Resolution Management, Diversity and Inclusion

DIVERSITY

Our commitment to **diversity** arises from an appreciation of the wide range of inherent and chosen identities of our veterans and employees, with each person having distinct backgrounds and experiences.

In evidencing this commitment, we welcome all individuals without exclusion based on characteristics of their identity such as:

race, color, national origin, ethnicity, sex, gender identity or expression, affectional or sexual orientation, pregnancy and parenting status, age, disability, presence or absence of religion or faith beliefs, family medical history or inherited genetic traits, marital status, political affiliation, social and cultural perspectives, economic status, veteran or military status, language or characteristics of speech, immigration status, prior criminal history, or any other aspect of a person's identity



INCLUSION

Our commitment to **inclusion** surpasses simply welcoming individuals with diverse identities, backgrounds, and experiences.

Rather, we promote and support an inclusive culture by **balancing a strong desire for our veterans and employees to be their authentic selves** with the need to **ensure an environment where integrity and respect are afforded to every individual**, resulting in an organization where **all persons feel valued and experience a sense of belonging.**

EQUITY

Our commitment to **equity** recognizes that *differences among individuals often necessitate the provision of varied levels of support to address the specific needs* of underserved, underrepresented, marginalized, and historically excluded communities with the goal being to achieve equality in healthcare and employment.



ACCESS

Our commitment to **access** refers to efforts undertaken by the KCVA in ***identifying, analyzing, mitigating, and eliminating systemic barriers*** that deter or prevent individuals belonging to underserved, underrepresented, marginalized, or historically excluded communities from utilizing services or availing themselves of opportunities provided by our organization, ***promoting a just culture for all.***

IDEA AT KCVA: AREAS OF FOCUS

Targeted Outreach

- Recruitment of underrepresented and historically excluded applicants for hire
- Developing and maintaining relationships with underserved veteran populations, leading to increased enrollment for care

Affirmative Action

- Analyzing barriers to recruitment and retention of underrepresented and historically excluded applicants and employees
- Analyzing barriers in enrollment and continuation of care for underserved veterans

Event Coordination

- Assisting KCVA's Special Emphasis Program Managers in planning and holding cultural observances and celebrations
- Recognizing employees for their efforts in advancing inclusion, diversity, equity, and access

IDEA AT KCVA: AREAS OF FOCUS

Training & Education

- Offering opportunities for employees to participate in live and interactive training and educational programming on IDEA, including dimensions of identity, unconscious bias and microaggressions, cultural competency, empathy, bystander intervention, and conflict response and resolution

Strategic Planning

- Developing short- and long-range strategic goals to ensure IDEA is infused into all aspects of the day-to-day functions of the KCVA
- Facility-level policy analysis

Workplace Culture

- Assisting with conflict response and resolution and cooperative problem-solving, one-on-one or with teams
- Obtaining, analyzing, and implementing veteran and employee feedback on all aspects of IDEA



How does **Diversity & Inclusion** at KCVA work to increase employees' feelings of **inclusion**, **value**, and **belonging**?

- One-on-one meetings to discuss the working environment and strategize on options available to address identified concerns
- Conflict coaching to assist in further developing personal skills to aid in responding to challenges presented in the workplace
- Facilitating conversations between coworkers and staff/supervisors as a neutral third party to assist in conflict resolution
- Analysis of team conflict and implementation of strategies to improve team relations
- Team-centered interactive training on conflict response and resolution

For more information, contact:

Dr. Sybil Wyatt

Chief, Diversity & Inclusion

(816) 861-4700 ext 53545

(816) 337-7953

sybil.wyatt@va.gov

