

Find Belonging with a VA Career

VA'S DIVERSITY, EQUITY, AND INCLUSION APPROACH

At VA, we know all Veterans are unique. The people we serve every day show us that health care is not one-size-fits-all. Caring for the most diverse group of Veterans in history means reaffirming our commitment to hiring staff that reflects that diversity.

"I'm in a position to really make a difference in my patients' lives. Especially my Black patients, because they might have never seen a doctor that looks like them before," said Dr. Preston Igwe, who once learned that he was the first Black physician that a Black Veteran patient had seen in his 50 years coming to VA for medical care.

VA is committed to hiring a culturally competent workforce, with an eye towards inclusion, equity, and access. We hire staff that reflect the diversity of our Veterans and ensure that our employees feel supported.

"One of the reasons why I'm working to protect LGBTQ+ Veterans and staff is because I'm part of that community. I have a responsibility on my shoulders to work for my community," said Jorge Santiago, a Whole Health coach at the San Juan VA Medical Center.

Embracing diversity in our patients—and those who join our team—ensures that we are successful in fulfilling our mission to serve those who have served. VA's DE&I work includes:

VA Center for Minority Veterans (CMV): CMV advocates for minority Veterans to ensure they receive equitable access to VA benefits and health care services. CMV advises the Secretary of Veterans Affairs, conducts regional and local outreach, and sponsors research to address the unique needs of minority Veterans.

Enhanced Training and Awareness: VA expanded its training programs to promote a culture of conscious inclusion. This includes reasonable accommodation training and other initiatives aimed at fostering a supportive work environment for all employees.

Strategic Planning for Diversity and Inclusion: The VA Office of Resolution Management, Diversity, and Inclusion (ORMDI) developed a strategic plan to embed diversity, equity, and inclusion into the organization's core values. This plan includes detailed strategies for improving workforce diversity, advancing inclusive practices, and ensuring equitable treatment of all employees and Veterans.

Work at VA

Bring your unique experiences to VA and ensure that more of our Veterans feel welcome. Learn more about [working at VA](#).



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