



(November 25, 2015)

In order to further improve the lines of communication and to respond to the concerns between the National VA Council and you our members, I have established a National VA Council Briefing. This NVAC Briefing will bring you the latest news and developments within DVA and provide you with the current status of issues this Council is currently addressing. I believe that this NVAC Briefing will greatly enhance the way in which we communicate and the way in which we share new information, keeping you better informed.

Alma L. Lee
National VA Council, President

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NewsLink

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Web Highlight:
[Cornell University ILR School 2015 Webcasts](#)

Have you heard about Diversity News? See it [online](#).

[Facts for Features: Veterans Day 2015](#). A compilation of demographic and economic statistics on our Nation's Veterans.

[Presidential Proclamation—Military Family Month, 2015](#). During Military Family Month, we pay tribute to and thank our military families for their service to our country, and we recognize the extraordinary ways in which they give of themselves for us all.

[Presidential Proclamation—National Native American Heritage Month, 2015](#). This month, we recognize the contributions made by Native Americans since long before our founding, and we resolve to continue the work of strengthening government-to-government ties with tribal nations and expanding possibility for all.

[Facts for Features: American Indian and Alaska Native Heritage Month](#). This Facts for Features presents statistics for American Indians and Alaska Natives, as this is one of the six major race categories classified by the U.S. Office of Management and Budget.

[Presidential Proclamation—National Family Week, 2015](#). During National Family Week, we uplift and honor the families that give so much to forge a brighter future for themselves and for America.

[Presidential Proclamation—National Family Caregivers Month, 2015](#). During National Family Caregivers Month, we rededicate ourselves to making sure our selfless caregivers have the support they need to maintain their own well-being and that of those they love.

[EEOC Issues Fiscal Year 2015 Performance Report](#). The U.S. Equal Employment Opportunity Commission achieved record results in its enforcement efforts during fiscal year 2015, which ended Sept. 30, the agency reported in its annual Performance and Accountability Report published.

[EEOC Issues Proposed Rule to Amend Title II of GINA](#). The proposed rule would allow employers who offer wellness programs as part of group health plans to provide limited financial and other inducements (also called incentives) in exchange for an employee's spouse providing information about his or her current or past health status.

[U.S. Public Becoming Less Religious](#). An extensive new survey of more than 35,000 U.S. adults finds that the percentages who say they believe in God, pray daily and regularly go to church or other religious services all have declined modestly in recent years.

[Millennials are Less Religious than Older Americans, but Just as Spiritual](#). By many measures, Millennials are much less likely than their elders to be religious.

[The Disability Employment Puzzle: A Field Experiment on Employer Hiring Behavior](#). This study presents the first field experiment on disability and hiring in the United States, eliminating selection biases while generating evidence in a real-world setting.

[OSC Updates Hatch Act Guidance for Social Media](#). In advance of the upcoming presidential election year, the U.S. Office of Special Counsel has revised its guidance regarding the Hatch Act and federal employee use of social media and email.

[Wives' Earnings Make Gains Relative to Husbands', Census Bureau Reports](#). Between 2000 and 2015, the share of married couples where the wife earned at least \$30,000 more than the husband increased from 6 to 9 percent, according to statistics released by the U.S. Census Bureau.

[Labor Department Signs Alliance Agreement with Families and Work Institute](#). In an effort to promote inclusive workplaces that welcome the skills and talents of workers with disabilities, the U.S. Department of Labor's Office of Disability Employment Policy



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signed an alliance agreement with the Families and Work Institute, a New York-based non-profit that conducts research to inform innovative solutions to the challenges facing today's workplaces, families and communities.

[40% of Millennials OK with Limiting Speech Offensive to Minorities](#). American Millennials are far more likely than older generations to say the government should be able to prevent people from saying offensive statements about minority groups, according to a new analysis of Pew Research Center survey data on free speech and media across the globe.

[Who Is Multiracial? Depends on How You Ask](#). In 2014, as Pew Research Center prepared to conduct the first major study of the views of multiracial Americans—a group that, according to the U.S. Census Bureau, is poised to triple by 2060—we faced a fundamental and unavoidable methodological challenge: how to define and measure the concept “multiracial” in a public opinion survey context.

[The Unique Challenges of Surveying U.S. Latinos](#). This report explores some the unique challenges currently facing survey researchers in reaching Hispanics and offers considerations on how to meet those challenges based on the research literature and our experiences in fielding the Pew Research Center’s National Survey of Latinos.