

VPS WEEKLY NEWSLETTER



NONPROFIT SECTOR IN FOCUS

Workforce Inclusion for TGNCNB Communities

the NY State Department of Labor awarded \$960,000 to expand workforce development programs for transgender, gender non-conforming, and non-binary (TGNCNB) New Yorkers. Funded through the Lorena Borjas Wellness and Equity Fund, this initiative tackles employment barriers through job readiness, legal and health career training, and support services.

It responds directly to NYSDOL's 2023 report, which highlighted high unemployment and discrimination faced by TGNCNB individuals across the state.

Business Impact Corner

Investing in workforce diversity drives innovation, increases retention, and enhances brand reputation. By aligning with this state-led initiative, employers have the opportunity to proactively close equity gaps, tap into resilient and underutilized talent pools, and future-proof their hiring practices against exclusionary norms.

Creating space for TGNCNB professionals isn't just the right thing—it's a smart talent strategy.

Industry in a Snap: LEADERSHIP ACTION STEP

HR leaders can take immediate steps by reviewing hiring practices for inclusivity, partnering with TGNCNB-led organizations for talent sourcing, and creating development programs that directly support gender-diverse candidates.

ADA AT 35: REASONABLY ACCOMMODATE WORKERS WITH MENTAL ILLNESS

As the ADA turns 35, mental health stigma continues to limit inclusion in the workplace. Employees often fear disclosing conditions like anxiety or depression, preventing them from receiving accommodation. Many organizations still lack clear protocols for handling reasonable accommodation requests, particularly for mental health. [Continue from Page 2...](#)



RISK & REGULATORY BRIEF

ADA AT 35: REASONABLY ACCOMMODATE WORKERS WITH MENTAL ILLNESS

Legal experts and disability advocates emphasize that timely, well-managed accommodations improve workplace equity and employee performance. The ADA's intent requires that organizations move beyond compliance checklists and develop truly inclusive practices that empower all employees to thrive.

Quick HR Insight: Streamline mental health accommodation processes, reduce disclosure stigma, and build inclusive policies that foster psychological safety.

VPS Solutions Drive Results: VPS can help nonprofits implement grant-compliant HR frameworks, train leadership on risk response, and audit public communications to align with federal expectations. Our team works to safeguard your funding streams while strengthening board and donor confidence.



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(469) 630-8588 | vpshr@veauxpro.com

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