

Plan Goal 1: Access & Success

Objective 1

- Utilize job boards outside of the jobs.virginia.gov website to reach out to a more diverse population.
- Always utilize a diverse hiring committee (gender, race, level of position).

Objective 2

- During employee onboarding we discuss the Culture of the CCA which includes inclusive workplace practices.
- Worked with Managers and staff on creating training plans for individuals, teams and the authority.
- During onboarding ensure employees all have what they need to perform the duties of their job.
- All leadership have an open-door policy to discuss any and all feedback from employees. Since hiring HR we are working to create an exit survey and other ways to receive employee feedback. Hold regular check-in conversations with employees to ensure they feel seen and heard.

Plan Goal 2: Welcoming & Respectful Culture

Objective 1

- Encourage collaboration and communication amongst staff and other partner agencies.
- Promote a culture of respect, positivity, transparency.
- Set clear goals and expectations.
- Acknowledge employee for good work.

Objective 2

- Promptly address inappropriate workplace behavior if it occurs.
- Promptly address concerns and complaints through a standard process that is consistently followed if it occurs.

Plan Goal 3: State Agency DOI Infrastructure & Training

Objective 1

- Establish authority values – Strategic Planning committee.
- Creating Professional Development courses for all staff on a quarterly basis
- Promote a positive work environment that fosters honesty, communication, respect.
- Promote growth, diversity of thought.
- Promote and sponsor events that honor diversity and independent thinking

Objective 2

- Hired in new HR Administrator
- Assigned Agency contact for DOI – HR Director
- Work on metrics, reporting and to create continuous improvement methods.
- Set up a review schedule of policies and procedures to ensure they are efficient and effective for the authority's mission and goals.

2024 Agency DOI Goals

Plan Goal 1: Create a Diversity Opportunity and Inclusion Advisory Group for CCA

Plan Goal 2: Promote diversity, inclusion and belonging in the workplace through collaboration, training and public service.

Plan Goal 3: Recruit, Retain and Develop