

**Diversity, Opportunity and Inclusion
2023 Annual Report**



Plan Goal 1: Access & Success - Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.

- 18% of DHR's compositionally diverse workforce self-identifies as a minority, veteran or disabled.
- 17% of DHR's workforce utilized the state-supported 8 weeks of parental leave during calendar year 2023.
- Hired a new Community Outreach Coordinator and a Tribal Outreach Coordinator focused on reaching diverse communities and promoting our programs and available grants.
- Hired 2 Tribal outreach interns in 2023.

Plan Goal 2: Welcoming & Respectful Culture - Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization and its customers.

- Internal Culture Goals:
 - Promote respect of all individuals and provide clear expectations for collegial interactions and compliance with the Civility in the Workplace Policy.
 - Hosted 8 DHR agency-wide DOI-focused events and training with wide attendance from DHR and community members.
- External Culture Goals:
 - Collaborated with other members and partners of the VA250 Commission to plan the celebrations of our nation's Semiquincentennial in 2026.
 - Over 81% of new highway markers approved in 2023 were on diversity topics.
 - Updated the African American Cemeteries and Graves Fund application and grant manual to improve access, ease of use and understanding.
 - Actively enhanced VCRIS entries for easement properties to reflect a broader awareness of each property's diverse history.
 - Updated the DHR website to make it more user-friendly and to improve the interactive experience.
 - Recorded 3 easements totaling more than 108 acres that protect properties with conservation values addressing diverse and underrepresented communities (Haskins and Perrault Tracts were associated with troop movement of the U.S. Colored Troops; Drexell-Morrell (associated with ca. 1900 education of African American girls).
 - Promoted the National Trust for Historic Preservation's African American Cultural Heritage Action Fund to applicable easement property (St. John's AME, Norfolk) and provided technical assistance and a DHR letter of support for these properties.
 - Hosted three outreach and educational tours of the Cactus Hill archaeological site in Sussex County for the local community. Cactus Hill is an archaeological site of

international significance containing evidence of Virginia's earliest Native American inhabitants dating back nearly 17,000 years ago.

Plan Goal 3: State Agency DOI Infrastructure & Training - Maintain a plan and infrastructure that continues to provide individualized skills training and career development for state employees. Agencies report annually on DOI goals and accomplishments.

- The Deputy Director serves as the Chair of the DOI Committee to ensure that our DOI initiatives are promoted through all levels of the agency.
- Regular communication with staff regarding DOI training via emails and presentations during our bi-annual all-staff meetings.
- DOI Committee members attended the YMCA Symposium on diversity practices.
- Human Resources Manager works in lockstep with the correct counterparts at DHRM for all personnel-related matters.
- Multiple ways to encourage employees to engage with diverse topics of thought and understanding through agency-wide emails, all-staff retreat updates, lunch and learns, professional development training and agency-sponsored community events.



**Diversity, Opportunity and Inclusion
2024 Goals**



Agency Goal 1: Access & Success - Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.

- Take a hybrid approach to the hiring process using a combination of virtual and in-person interview formats to reach people from a vast range of experiences and diverse backgrounds representing a wider pool of candidates from all walks of life, gender, sexual preference, age, physical and cognitive ability, and similar human measures.
- Recognizing there is a large number of underrepresented individuals and communities in the professions encompassed in DHR responsibilities, DHR will continue to directly reach out to HBCUs and Native American tribes to seek interest in paid internship opportunities. This allows us to fill the applicant pipeline with diverse talent by going where diversity flourishes.
- Increase the number of internships by 50% in 2024.
- Retain DHR's compositionally diverse workforce.
- Utilize different job boards outside of jobs.virginia.gov to reach diverse communities.

Agency Goal 2: Welcoming & Respectful Culture - Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization and its customers.

- Internal:
 - Maintain a foundation for supporting and embracing a culture that respects diversity.
 - Conduct an agency-wide survey to gauge agency culture and employ necessary changes in response to the findings. We conducted a similar survey three years ago and are repeating the survey to gauge our agency's culture.
 - Employ inclusive practices throughout the agency's daily operation.
 - Require on every employee's EWP that they attend and actively participate in at least one DOI committee-sponsored programming effort.
 - Host agency-wide sponsored events every quarter, including but not limited to lunch & learns highlighting how our different divisions are furthering our DOI goals, tours of different historical sites, and attending exhibits hosted by community partners and museums.
- External:
 - Redesign VCRIS to enhance public facing user experience.
 - Increase the number of VCRIS-documented properties associated with underrepresented groups by:
 - Broadening awareness of agency networks for public reporting about historic properties.
 - Expanding public understanding of VCRIS as a management tool for supporting historic preservation.

- Enhancing VCRIS entries for easement properties to reflect a broader awareness of each property's history.
- Enhancing VCRIS entries focused on underserved and underrepresented communities as well as poorly documented funerary resource types.
- Continuing to flag and enhance VCRIS records needing cultural affiliation data.

Agency Goal 3: State Agency DOI Infrastructure & Training - Maintain a plan and infrastructure that continues to provide individualized skills training and career development for state employees. Agencies report annually on DOI goals and accomplishments.

- The Deputy Director will continue to serve as the Chair of the DOI Committee to ensure that our DOI initiatives are promoted through all levels of agency.
- The Human Resources Manager will continue to work in lockstep with the correct counterparts at DHRM for all personnel-related matters.
- Continue to encourage employees to engage with diverse topics of thought and understanding through multiple resources such as: agency-wide emails, all-staff retreat updates, lunch and learns, professional development training and agency-sponsored community events.
- Create succession plans for key leadership positions where retirement is anticipated in the next few years. This will allow for potential career growth for internal staff and promote diversity within management areas of focus.

Agency Goal 4: Engage and collaborate with Virginia's Diverse Communities (*This is a DHR-specific initiative*)

- Continue to collaborate and engage with other members and partners of the VA250 Commission to plan the celebrations of our nation's Semiquincentennial in 2026.
- Increase engagement with diverse communities through agency programming efforts focused on underrepresented groups.
 - Host at least one annual education event focused on investigation of broader history of an easement property.
 - Shine a spotlight on several BIPOC sites that are part of the historic Kingsmill Plantation through the IMLS Save America's Treasures grant. This is a multi-year grant which improves the curation, conservation and preservation of artifacts from these BIPOC sites.
 - Partner with diverse communities to attain grant funding to promote conservation and related fields and to encourage students to consider the field of conservation as career path. This will help build out the talent pipeline and encourage future generations to pursue the conservation field.
 - Identify and engage with community-based organizations and property owners that may benefit from state and federally supported preservation incentives such as grants and historic tax credits.
 - Increase the number of properties associated with underrepresented groups that are nominated and listed in the Virginia Landmark Register and increase the number of installed Green Book plaques on state highway markers.
 - Conduct educational workshops and presentations on the tax credit program and other programs from VDHR around the Commonwealth with a particular focus on the City of Petersburg, the City of Newport News, and the Southwest region of the Commonwealth.
 - Provide targeted cemetery workshops and technical support to underserved communities.
- Work with tribal communities to conduct inventory of agency collections associated with sites that are or may be subject to the Native American Graves Protection and Repatriation Act (NAGPRA).

- Better communicate how agency services benefit Virginia's diverse communities.
- Disburse grant funding aimed to benefit the conservation and historic preservation in different areas of the Commonwealth.
 - Develop, launch and disburse funds associated with Semiquincentennial Capital Grant program designed to support capital improvements at significant historic sites in Virginia in anticipation of the country's Semiquincentennial.
 - Develop, launch and disburse funds associated with the NPS Paul Bruhn grant which particularly focuses on Southwest Virginia and the Appalachian area of the Commonwealth.
 - Disburse funding and assistance from the African American Cemeteries & Graves Fund.
 - Disburse funding from the NPS Underrepresented Communities Grant Program.
 - Disburse funding from the NPS Maritime Heritage Subgrant Program.

