

Diversity, Opportunity, and Inclusion 2023 Annual Report Template

AGENCY Office of the State Inspector General

YEAR 2024

2023 ACCOMPLISHMENTS	<p>Plan Goal 1: Access & Success</p> <ul style="list-style-type: none"> • Open positions posted on jobs.Virginia, Indeed, and LinkedIn. • Agency has a career development plan and two forms of exit surveys are sent (agency & DHRM). <p>Plan Goal 2: Welcoming & Respectful Culture</p> <ul style="list-style-type: none"> • Agency completed an Employee Survey by Energage and the Executive Team reviewed feedback and shared with staff. • Agency has a Special Occasion Squad committee that is committed to employee engagement. <p>Plan Goal 3: State Agency DOI Infrastructure & Training</p> <ul style="list-style-type: none"> • Agency conducts ethics training annually. • Agency encourages professional development/training opportunities. • Agency employee did a presentation during a quarterly staff meeting on Neurodivergence Communication. 	<p style="text-align: right;">Instructions</p> <p><i>Identify 2023 accomplishments in support of goals & objectives which provide opportunities that support the COVA DOI plan. This report will be submitted to the Governor.</i></p>
2024 AGENCY DOI GOALS	<p>Agency goal 1 - Develop an electronic internal agency communication feedback method for anonymous suggestions.</p> <p>Agency goal 2 - Agency will list current job openings on OSIG website with a brief description of position.</p> <p>Agency goal 3 - Offer and support celebratory events and activities within the agency recognize, value, and honor diversity and promote inclusion; provide opportunities for staff to participate in events and activities.</p>	<p style="text-align: right;">Instructions</p> <p><i>Align agency specific goals and objectives with COVA DOI Plan goals and objectives. These goals will be the foundation for the 2024 agency report to the Governor.</i></p>

