



Diversity, Opportunity, and Inclusion
2023 Annual Report

**2023
Accomplishments**

Plan Goal 1: Access & Success

Recruit and retain a diverse workforce and student body

- Held two completion ceremonies celebrating the success and recognizing the achievements of our diverse workforce training students and employer partners.
- Held a summer health careers camp to expose diverse attendees to opportunities in healthcare careers. Seventeen students from three counties (Charlotte, Halifax, and Mecklenburg) in grades 9-12th attended the camp. Students met with different healthcare professionals within southern Virginia region and gained valuable insight and resources to support their pursuit of a health career.
- Supported student success by providing access to free mental health services to adult workforce training students through the TimelyCare virtual platform (on-demand 24/7 support).

Plan Goal 2: Welcoming & Respectful Culture

Create and sustain an organizational environment that affirms and respects diversity and employs inclusive practices throughout its daily operations.

- Instituted an Open Door Policy for staff that provides multiple access points to address work-related concerns.
- Conducted seven focus groups with diverse students representing different races, genders, points of view, and experiences. Focus group participants included adult degree-seeking and workforce training students, high school workforce training students, and students who attend classes primarily in the day as well as those who attend classes in the evenings. The focus groups were used to gauge student sentiments about campus atmosphere and included actionable outcomes for the agency's strategic plan.



**2023
Accomplishments**

Plan Goal 3: Infrastructure & Training

Create and sustain an organizational infrastructure that effectively supports progress and accountability in achieving diversity, opportunity, and inclusion and engaging all stakeholders in learning the concepts of DOI.

- Ensured each staff EWP includes a development plan and identified opportunities for professional growth & development.
- 100% of staff members participated in at least one professional development opportunity during fiscal year.
- Developed and incorporated agency values in staff EWPs.
- Reviewed and revised all full-time staff EWPs to ensure compliance with DHRM's reduction of educational requirements policy.

Plan Goal 4: Community Engagement

Evaluate and expand community engagement and partnerships to create collective impact with other community organizations.

- Collaborated with Halifax County Public Schools, Halifax County Chamber of Commerce, and business & industry partners to engage K-12 students, parents, and community stakeholders in a community-wide showcase of the educational opportunities available through career & technical education (CTE). More than 300 adults and students registered for the event with approximately 100 instructors, staff, employers, and students supporting the event as volunteer guides and greeters. Leading up to the event, a series of videos promoting CTE opportunities and career pathways showcased a diversity of students and parents.
- Collaborated with educational partners to host a weekend financial aid event to increase awareness of available financial aid resources and to provide assistance with completing the corresponding applications and paperwork. Increasing awareness of and access to financial aid increases educational access and opportunity to underserved populations.



2024 Agency DOI Goals

Plan Goal 1: Access & Success

Recruit and retain a diverse workforce and student body

- By December 2024 use existing data to determine if achievement gaps exist (as determined by 3rd party credential testing for skills certification) for workforce training students from underrepresented and underserved groups.
- By December 2024 assess hands-on workforce training programs to determine if program enrollment and communication contain barriers to entry for individuals with disabilities.

Plan Goal 2: Welcoming & Respectful Culture

Create and sustain an organizational environment that affirms and respects diversity and employs inclusive practices throughout its daily operations.

- Use surveys and focus groups to periodically assess student, staff, partners, and other stakeholders feedback related to campus climate, barriers to academic progress & success, and diversity, opportunity, and inclusion.
- Offer and support educational and celebratory events and activities on campus and in the community that recognize, value, and honor diversity and promote inclusion; provide opportunities for students, staff, and the community to participate in events and activities.

Plan Goal 3: Infrastructure & Training

Create and sustain an organizational infrastructure that effectively supports progress and accountability in achieving diversity, opportunity, and inclusion and engaging all stakeholders in learning the concepts of DOI.

- By July 2024, complete the training-related recommendation from the FORVIS Assessment of Internal Communication and Collaboration that all SVHEC management attend focused training to hone leadership skills to foster communication, respect, professionalism, trust, and teamwork.



2024 Agency DOI Goals

Plan Goal 3: Infrastructure & Training Continued

- By July 2025, complete the teambuilding-related recommendation from the FORVIS Assessment of Internal Communication and Collaboration to offer more teambuilding events so that employees have an opportunity to socialize and build rapport and trust with one another.

Plan Goal 4: Community Engagement

Evaluate and expand community engagement and partnerships to create collective impact with other community organizations.

- By December 2024, use data to identify representation gaps in adult and youth workforce student populations and create a plan to create or expand community partnerships to increase representation among those identified groups.
- Identify, build, and/ or strengthen partnerships with at least three community organizations.