

Diversity, Opportunity, and Inclusion 2023 Report
Agency: Radford University
Year: 2023

2023 Accomplishments

Goal 1—Access and Success:

Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.

Objective 1: *Continue to improve hiring processes and increase access to potential applicants from diverse populations.*

- Successfully utilized the Higher Education Recruitment Consortium (HERC) platform to expand job postings, resulting in increased visibility and outreach to diverse candidates.
- Conducted targeted training sessions led by the Employee Relations Manager to educate hiring managers on best practices for inclusive recruitment and unconscious bias mitigation.
- The Talent Development Manager was hired and is to spearhead training and development procedures for an integrated Workforce Model to build more effective recruitment, hiring, onboarding and retention processes.

Objective 2: *Continue to retain and promote a diverse workforce.*

- Integrated inclusion training sessions into new hire orientation programs, emphasizing the university's commitment to Equal Employment Opportunity (EEO) and Affirmative Action (AA) practices.
- Fostered collaboration between the Employee Relations Manager and the Office of Institutional Equity (OIE), resulting in the enhancement of workplace safety, respect, and diversity awareness.
- Launching leadership development programs that will be facilitated by the Talent Development Manager, garnering positive feedback and enhancing morale and engagement among employees.

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.

Objective 1: *Persist in creating and maintaining a climate that is supportive and respectful and that values and integrates differing perspectives and experiences.*

- Provides reasonable accommodation for employees with disabilities for them to be successful.

- Raised awareness of resources related to the Americans with Disabilities Act (ADA) through various channels, including orientation sessions and the Human Resources website.
- Incorporated presentations by the Employee Relations Manager into new hire orientation sessions, effectively promoting diversity celebration and inclusion.
- Facilitated successful events sponsored by the Center for Innovative Teaching and Learning (CITL), fostering collaboration, diversity appreciation, and innovation among employees.
- Training initiative promoted by the Office of Institutional Equity (OIE), safeguarding diversity, equity, and inclusion within the university community.

Objective 2: *Continue to provide an environment where conflicts, concerns, and complaints are aired and addressed expeditiously.*

- Required training sessions covering the Workplace Civility policy.
- Consistent application of standard complaint procedures facilitated by Human Resources through Employee Relations.
- The Employee Relations Manager serves as a mediator and Mediation Coordinator at the University for resolving conflicts.
- The Talent Development Manager offers training sessions on dealing with difficult people and behavioral strategies.

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.

Objective 1: *Continue to amplify opportunities to advance the goals outlined in this framework.*

- The Talent Development Manager is tasked with implementing the Integral Workforce Development Model that will result in improved recruitment, hiring, onboarding, and retention processes with a focus on inclusivity.
- Enhanced the onboarding process by involving the Employee Relations Manager to provide comprehensive information and promoting inclusive practices and resources.
- Offering a diverse range of training initiatives facilitated by the Talent Development Manager, leading to skill enhancement and improved performance among employees.

Objective 2: *Continue to create structures and processes of accountability to increase organizational effectiveness with the Department of Human Resource Management.*

- Engaging the University Diversity Equity and Action Committee who are University leaders and stakeholders in identifying successes and areas for improvement to drive organizational effectiveness.

Objective 3: *Continue to provide training and educational workshops available to all employees.*

- Expanding the range of training offered to employees, covering diverse topics such as skills development, leadership training, and career advancement opportunities.
- The Talent Development Manager will develop comprehensive talent management training initiatives, leadership, and workforce planning, in collaboration with internal and external partners.
- Ensuring accessibility of training programs to all employees by offering various facilitation modes, accommodating diverse learning needs and preferences.
- Increasing the frequency and availability of training opportunities to cater to the evolving needs of employees across the organization.

Conclusion

These accomplishments represent significant strides made towards advancing the COVA DOI Plan in 2023, fostering diversity, inclusion, and professional development within Radford University.

2024 Agency DOI Goals

Radford University is dedicated to cultivating a supportive and thriving work environment within the campus community. This report provides an overview of our strategies towards achieving DOI-focused goals aimed at enhancing recruitment, training, and leadership development processes.

Agency Goal 1 - Build Effective Recruitment, Hiring, Onboarding, and Retention Processes

Objectives:

- Continue to effectively utilize the Higher Education Recruitment Consortium (HERC) platform to expand job postings, ensuring ongoing enhanced visibility and outreach to diverse candidates.
- Continue to conduct targeted training sessions led by the Employee Relations Manager to educate hiring managers on best practices for inclusive recruitment and unconscious bias mitigation.
- The Training and Development Manager will continue to spearhead training and development procedures for implementing an integrated Workforce Model to build effective recruitment, hiring, onboarding and retention processes.
- Reduce voluntary turnover rate by 2% over 2 years.
- Increase employee satisfaction with new hire orientation to 90% overall.
- Implementation of compensation structure with career laddering for at least 2 job functions or families.

Agency Goal 2 - Offer Training Programs to Enhance Skills and Improve Performance

Objectives.

- The Talent Development Manager will continue offering training leading to skill enhancement and improved performance.
- Increase enrollment, completion, and utilization of training programs by 5% annually over baseline.

Agency Goal 3 - Create Leadership Development Opportunities**Objectives:**

- The Talent Development Manager will continue to develop comprehensive training initiatives for leadership development and workforce planning in collaboration with internal and external partners.
- Increase enrollment, completion, and utilization of leadership training programs by 5% annually over baseline.

Conclusion

The HR Department remains committed to facilitating the professional growth and development of employees through directed initiatives and collaborative efforts. By fostering a culture of continuous learning and leadership development, we aim to create a workforce equipped to drive innovation and excellence within DOI.