



COMMONWEALTH OF VIRGINIA

Colonel Gary T. Settle
Superintendent

(804) 674-2000

DEPARTMENT OF STATE POLICE

7700 Midlothian Turnpike
North Chesterfield, VA 23235

Lt. Colonel Kirk S. Marlowe
Deputy Superintendent

July 1, 2024

TO: The Honorable Glenn Youngkin, Governor of Virginia
The Honorable Members of the Virginia General Assembly

FROM: Colonel Gary T. Settle, Superintendent

SUBJECT: VSP's Diversity, Opportunity, and Inclusion 2024 Annual Report

I am submitting herewith the annual report on the Virginia State Police's (VSP) goals and achievements pursuant to Virginia Code section 2.2-602(B). Please note that the impact of VSP's plan is difficult to measure at this early stage of implementation.

GTS/NEG

Attachment

Diversity, Opportunity, and Inclusion 2023 Annual Report Template

Virginia State Police

2023

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">2023 ACCOMPLISHMENTS</p>	<p>Plan Goal 1: Access & Success</p> <ul style="list-style-type: none"> • Participated in several job fairs and classroom discussions/presentations about potential career opportunities available with Virginia State Police at Historically Black Colleges and Universities (HBCUs) across the state. • Established the Trooper Referral Incentive Program (TRIP) which provides a financial incentive for successful sworn referrals and encourages diverse recruitment. <p>Plan Goal 2: Welcoming & Respectful Culture</p> <ul style="list-style-type: none"> • Implemented a Wellness Program overseen by a Wellness Coordinator which provides support to all employees of the Agency. • The Agency has a Professional Standards Division where complaints can be filed and investigated if necessary. <p>Plan Goal 3: State Agency DOI Infrastructure & Training</p> <ul style="list-style-type: none"> • Designated a Deputy Director position to serve as the Agency's Diversity, Opportunity, and Inclusion Officer. • Established the Superintendent's Engagement Workgroup that will be responsible for communicating D&I values to staff and concerns to the Agency's executive leadership; identifying opportunities for outreach and inclusion; and recommending and promoting policies and initiatives that embrace D&I principles. • The Staff & Leadership Employee Development (SLED) Program was created to provide mentorship and professional development for the Agency's sworn personnel. In 2023, there were 32 SLED graduates.
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">2024 AGENCY DOI GOALS</p>	<p>Agency Goal 1: Access and Success</p> <ul style="list-style-type: none"> • Identify and Attract a Highly Competent and Diverse Sworn and Civilian Workforce. <ul style="list-style-type: none"> ○ Establish a dedicated recruitment website. ○ Implement the Pathway to Trooper program, designed to encourage high school graduates towards becoming dispatchers prior to transitioning into a sworn role. ○ Develop a centralized platform (intranet) for internal communication. ○ Implement employee resource groups (women and minorities). • Retain and Promote a Highly Talented Workforce. <p>Agency Goal 2: Welcoming & Respectful Culture</p> <ul style="list-style-type: none"> • Continue Strengthening VSP's Consistent, Systematic, Fair, Just, and Impartial Culture. • Allow for Access, Opportunity, and Advancement for All Individuals. • Improve Organizational Effectiveness and Accountability. <p>Agency Goal 3: State Agency DOI Infrastructure & Training</p> <ul style="list-style-type: none"> • Continue to Reinforce the Practices and Principles of the Superintendent's Engagement Workgroup to Enhance Inclusive Excellence Competencies, Communications, and Awareness.

