

# Diversity, Opportunity, and Inclusion 2023 Annual Report Template

Department of Small Business and Supplier Diversity

2023

2023  
ACCOMPLISHMENTS

## Plan Goal 1: Access & Success

Objective 1: Expanded sources for recruiting diverse talent by posting and sharing vacancies through various methods (i.e., social media, Indeed, LinkedIn, etc.)

Objective 2: Utilized interview panels that included members of diverse backgrounds and perspectives.

**Instructions**  
*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.*

## Plan Goal 2: Welcoming & Respectful Culture

Objective 1: Encouraged cross-collaboration among employees to achieve agency goals, inspire innovative solutions, and share diverse thoughts and ideas.

Objective 2: Engaged in teambuilding and employee engagement activities to enrich the employee experience and foster an environment of teamwork, respectful interactions, and camaraderie.

## Plan Goal 3: State Agency DOI Infrastructure & Training

Objective 1: Offered training and educational workshops for skills training, leadership development, and career advancement.

Objective 2: Reviewed and updated the agency's tuition assistance and professional development policies.

Objective 3: Increased training opportunities with organizations such as the U.S. Census Bureau to increase knowledge and skills of employees.

**2024 AGENCY DOI  
GOALS**

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

Agency Goal 2: 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.

Agency Goal 3: Maintain a plan and infrastructure that continues to provide individualized skills training and career development for agency employees.

**Instructions**  
*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.*

