

Diversity, Opportunity, and Inclusion 2023 Annual Report

AGENCY: Department of Professional and Occupational Regulation

YEAR: 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"> • Universal License Recognition (ULR) - Over 200 professionals previously licensed in other states have been successfully licensed or certified to operate in Virginia • Small, Women and Minority Owned (SWaM) Business Support - 75% of all 2023 DPOR procurement expenditures (\$433K) were with certified SWaM companies • Fair Housing @ 50+ years - hosted Fair Housing Month and Fair Housing Fridays to promote, educate, and commemorate Virginia's 1972 passage of the Fair Housing Law & 12 Protected Classes <p>Plan Goal 2: Welcoming & Respectful Culture</p> <ul style="list-style-type: none"> • Translation of Licensing Exams and Applications - DPOR now offers application assistance and exams for Contractors in Spanish; will expand to include Russian and Persian in 2024 <p>Plan Goal 3: State Agency DOI Infrastructure & Training</p> <ul style="list-style-type: none"> • Technology Transformation - DPOR's new licensing system will enable all licensees, especially those from minority communities, to have access to DPOR's services. • Core Values - Published and implemented DPOR Core Values which are anchored by the tenets of Respecting Differences and Advancing as a Team
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">2024 AGENCY DOI GOALS</p>	<p>Agency Goals</p> <ul style="list-style-type: none"> • Seek additional opportunities to expand ULR to include all appropriate DPOR regulated professions • Expand Translation efforts in DPOR's Licensing and Application process • Sustain DPOR's successful recruitment and retention of a diverse workforce • Continue DPOR's technological transformation • Complete planned ADA facility modifications for greater access and mobility

