

# Diversity, Opportunity, and Inclusion

## 2023 Annual Report

### Virginia Department of Fire Programs

2024

<p><b>2023 ACCOMPLISHMENTS</b></p>	<p><b>Plan Goal I: Access &amp; Success</b></p> <ul style="list-style-type: none"> <li>➤ <b>OBJECTIVE 1</b> – Attract and retain a diverse workforce so that it mirrors the communities and customers served by the Agency (Attraction and Recruitment) <ul style="list-style-type: none"> <li>• <b>ACTION TAKEN</b> – Increased diversification amongst staff with the recruitment of staff within the Fire Services Management &amp; Coordination Team</li> </ul> </li> </ul> <p><b>Plan Goal II: Welcoming &amp; Respectful Culture</b></p> <ul style="list-style-type: none"> <li>➤ <b>OBJECTIVE 1</b> – Facilitate employee engagement and promote an inclusive work environment (Retention and Inclusion) <ul style="list-style-type: none"> <li>• <b>ACTION TAKEN</b> – Created an Agency wide Health and Wellness Program inclusive of offering meditation sessions and walking challenges with prizes offered to top performers.</li> <li>• <b>ACTION TAKEN</b> – Provided a regional team building luncheon and employee appreciation items for agency staff.</li> </ul> </li> </ul> <p><b>Plan Goal III: State Agency DOI Infrastructure &amp; Training</b></p> <ul style="list-style-type: none"> <li>➤ <b>OBJECTIVE 1</b> – Enhance the well-being of Virginia communities and environment through public education (Stakeholders and Partnerships) <ul style="list-style-type: none"> <li>• <b>ACTION TAKEN</b> – Provided bilingual fire safety literature during several public Fire and Life Safety educational events in high-risk communities.</li> <li>• <b>ACTION TAKEN</b> – Provided community outreach to State employees during an “On the Square” fall event, sponsored by the Department of General Services.</li> </ul> </li> </ul>
<p><b>2024 AGENCY DOI GOALS</b></p>	<p><b>Agency Goal I: Cultivate a Diverse workforce.</b></p> <ul style="list-style-type: none"> <li>➤ <b>OBJECTIVE 1</b> – Attract and retain a diverse workforce so that it mirrors the communities and customers served by the Agency (Access &amp; Success)</li> </ul> <p><b>Agency Goal II –Build a strong cohesive team with shared values and processes.</b></p> <ul style="list-style-type: none"> <li>➤ <b>OBJECTIVE 1</b> – Facilitate employee engagement and promote an inclusive work environment with team members committed to achieving the agency goals through staff cross training. (Welcoming &amp; Respectful Culture)</li> <li>➤ <b>Objective 2</b> – Build trust in agency and team members through teambuilding activities. (Welcoming &amp; Respectful Culture)</li> </ul> <p><b>Agency Goal III – Expand current college intern program to include area Historically Black Colleges and Universities (HBCU).</b></p> <ul style="list-style-type: none"> <li>➤ <b>OBJECTIVE 1</b> – Build upon our current long-standing partnership with Randolph Macon College and Virginia Commonwealth University by partnering with HBCUs within the Commonwealth, demonstrating VDFPs brand goals and opportunities to potential employees. (State Agency DOI Infrastructure &amp; Training)</li> <li>➤ <b>OBJECTIVE 2</b> – Create a pipeline through collaboration with HBCUs to allow for access into a diverse talent pool. (State Agency DOI Infrastructure &amp; Training)</li> </ul>

