

Diversity, Opportunity, & Inclusion 2023 Annual Report

2023 Accomplishments

Goal 1: Access & Success. Retain and attract a diverse community of highly qualified employees that reflect a culture where everyone matters and belongs; ensure the culture supports career satisfaction

Objective 1: Increase the recruitment of diverse faculty.

VCU's strategic recruitment plan outlines core components (with accountability) to increase a diverse applicant pool.

The Recruitment Inclusive Champion program continues to provide personnel resources that support an inclusive faculty search.

Objective 2: Increase opportunities for staff evaluations and career development that are fair and consistent.

HR built a SMART performance goal library that provides examples of goals based on job family structure to support fairness in the performance process

The HR inclusion and diversity workgroup finalized guidelines for conducting a staff pay analysis that support alignment and consistency in pay practices.

Goal 2: Welcoming & Respectful Culture. Nurture an institutional climate that is diverse, engaging, and inclusive.

Objective 1: Provide opportunities for staff, faculty, and students to learn about and engage in trainings and other activities that promote an inclusive and welcoming culture.

The Division of Inclusive Excellence re-instituted a diversity dialogue series for members of the VCU community.

Several units provide opportunities for faculty, staff, and students to engage in listening sessions, facilitated conversations, and healing circles.

Several units held ceremonies and events for students, staff, and faculty that recognize outstanding achievements across diverse perspectives.

Student Accessibility and Educational Opportunity (SAEO) implemented a first year transition program for incoming students with disabilities to prepare them for university life through various academic, social, and campus resources,

SAEO broadened campus knowledge on the use of technology to support people with disabilities.

SAEO consulted with faculty to support inclusive course design

Objective 2: Expand support for all VCU to have mental health resources and support.

Access was provided to 24/7 TimelyCare - a virtual health and well-being platform available 24/7 for VCU full-time and part-time staff, faculty and adjunct faculty.

Objective 3: Assess campus climate.

VCU HR established a regular protocol for administering pulse surveys to monitor staff's sense of belonging, support, and appreciation.

Goal 3: State Agency DOI Infrastructure and Training: Implement an organizational infrastructure to support, sustain and scale diversity and inclusion initiatives that infuses them into clinical care, curriculum, scholarship, and practice.

Objective 1: Develop trainings that increase opportunities for staff and faculty

VCU Office of Faculty Affairs implemented several trainings for faculty on topics such as culture of care, and inclusion in the classroom.

HR launched a staff university-wide career pathing framework that outline activities, educational programs, and diversity and inclusion learning courses for employees.

SASA implemented training and consultation on accessibility and inclusion for all employees

Objective 2: Implement opportunities to increase students' sense of inclusion and belongingness.

Staff and student leaders began using the Community Development Model that supports students in feeling welcomed and included.

The Office of Multicultural Affairs served as a resource and offered diversity and inclusion dialogues, presentations, workshops, and celebrations for students.

Objective 3: Coordinate diversity and inclusion initiatives across campus.

Monthly meetings of inclusive excellence council.

The Division of Inclusive Excellence held meetings Meeting with administrators and staff in units to identify and coordinate diversity and inclusion efforts.

2024 Goals

Goal 1: Retain and attract a diverse community of highly qualified employees that reflect a culture where everyone matters and belongs; ensure the culture supports career satisfaction.

Goal 2: Nurture an institutional climate that is diverse, engaging, and inclusive.

Goal 3: State Agency DOI Infrastructure and Training: Implement an organizational infrastructure to support, sustain and scale diversity and inclusion initiatives that infuses them into clinical care, curriculum, scholarship, and practice.

**Virginia Commonwealth University
2023**

