Diversity, Opportunity, and Inclusion
2023 Annual Report

LIBRARY of VIRGINIA

2024

2023 ACCOMPLISHMENTS	
Plan Goal 1: Access & Success **Objective** 1*:* Implement a comprehensive outreach, recruitment and assessment plan focused on hiring standards and practices and ensure that all staff involved in the hiring process (search committee members and hiring managers) undergo mandatory anti-bias training. **Achievement**: As a result of staff receiving anti-bias training, the agency has been successful and focused on hiring the candidate with the best skills, experience, and personality to fit the job through intentional outreach and recruitment. The agency has implemented a summer diversity internship program for current and recent college students for June – August. The program is designed to introduced students from a diverse background to the library programs and services to encourage interest in a library career. **Objective 2**: Employ intentional outreach and recruitment strategies to increase applicants and hires from historically underrepresented populations (among them posting all open positions with organizations such as the HBCU Library Alliance, the Black Caucus of ALA, and the SAA Archivists and Archives of Color and partnering with the Department of Aging and Rehabilitative Services and the Virginia Department of Veteran Services). **Achievement**: The library has been successful in hiring candidates with diverse backgrounds in Finance Services and Government Records in the following roles: Director of Marketing and Communications, Facilities Director, Financial Specialist, Financial Analyst, Records and Information Management Analyst, and Support Services Coordinator/Mailroom Assistant. **Plan Goal 2: Welcoming & Respectful Culture** **Objective** 1: Create a climate that is supportive and respectful and that values and integrates differing perspectives and experiences. **Achievement**: Senior Leadership and HR continue to promote positivity, keep staff informed and included, and allow the voices of staff to be heard. **Objective 2**: Demonstrate commitment to DOI at every level of the Library. **Achievement**: HR, Senior Leadership, and staff are committed to DOI through recruitment efforts, internal and external programming and marketing and communications. The library's HR, senior leadership and staff continue to foster an inclusive culture, provide training and development opportunities, support employee resource groups (i.e., Employee Assistant Program (EAP), address micro-aggressions and biases, focus on recruiting and hiring for diversity, and promote fair performance evaluations and compensation. encourage work-life balance and flexibility. The Library also continues to reflect diversity within its communications and marketing efforts.	*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 3: **State Agency DOI Infrastructure & Training**

Objective 1: Increase agency efforts to advance the goals of the One Virginia plan.

Achievement: The library continues to regularly provide DOI training and development opportunities to staff and management.

Objective 2: Increase the multicultural competencies of senior management and staff.

Achievement: As part of daily collaborations, the library HR and Senior Leadership promote understanding, learning, positive attitudes towards other cultures, effective communication, and social interactions.

Objective 3: Create structures and processes of effectiveness and accountability for organizational leadership.

Achievement: The library's senior leadership and HR continue to support and advance the goals of the One Virginia Plan, develop opportunities for staff/management, and communicate effectively about changes within the library.

Plan Goal 4: **Community Engagement**

Objective 1: Improve outcomes and experiences for the various populations and communities that the Library serves.

Achievement 1: **Strong Men & Women in Virginia History**: Through an ongoing partnership to reach 100,000 Virginians, the Library of Virginia and Dominion Energy honor distinguished African American Virginians, past and present, as *Strong Men & Women in Virginia History* for their important contributions to the state, the nation, or their professions.

These men and women offer powerful examples of individuals who refused to be defined by their circumstances. Their biographies are a testament to the determination and perseverance displayed by extraordinary people during challenging times.

With this program is an annual student contest with awards to students and their schools.

Achievement 2: **Brown Teacher Enrichment Fund**: Endowed by Ellen and Orran Brown in honor of his parents, Anne and Ryland Brown of Forest, Virginia, the fund is a legacy to their lifelong belief in the power of education to improve an individual's well-being and that of his or her family. The program includes teacher fellows and approximately 50 teacher attendees at the institutes.

Achievement 3: **Traveling exhibitions**: Many of our on-site exhibitions have a traveling version consisting of informative panels that can be easily installed at public libraries, museums, and cultural organizations throughout Virginia. Each exhibition reaches about 75,000 to 100,000 Virginians and extends the reach of LVA exhibitions and expertise through the commonwealth.

Objective 2: **Develop new strategies of engagement to improve the experiences of the communities that the Library serves based on input from those communities**:

Achievement 1: **Indigenous Perspectives (current exhibition through August 17, 2024)**: The Library seeks to nurture our partnership with the eleven recognized Tribes in Virginia as it continues to build and describe its collections and to offer programs to make accessible to all Virginians a complete history of the commonwealth and its residents.

Achievement 2: **LVA On the Go (our mobile programming van) and other Library programs** Partners with public libraries and other organizations, our Library ambassadors help you engage with local history, family history, educational materials and more. The Library of Virginia is dedicated to providing relevant and useful educational material on Virginia's history, culture, and people to the commonwealth's educators, students, and lifelong learners of any age. Our educational outreach programs help cultivate public understanding of the history of the Library, including our mission, collections, programs, and services through events and workshops, web-based content, and tours of our facility.

Objective 3: Digital Options for Virginians **(available from local public libraries both in-library and remotely)**:

Digital Options For Virginians: The Library Development and Networking Division at the Library of Virginia offers several resources that support diversity, opportunity, and inclusion. Find It Virginia, the statewide collection of digital resources provided to all Virginia public library systems, Day by Day VA, and the Deaf Culture Digital Library (DCDL) all support these initiatives in a variety of ways.

Achievement 1: Brainfuse (available from local public libraries both in-library and remotely): Find It VA includes a subscription to three Brainfuse databases, Homework HelpNow (funded with support from VDOE. Homework HelpNow provides live tutoring in both English and Spanish for students K-college seven days a week from 2-11 pm. JobNow provides live resume, interview, and job coaching seven days a week from 2-11 pm. Users can find unemployment assistance, resume templates, career assessments, and more. VetNow provides live help navigating military benefits seven days a week from 2-11 pm, as well as help eligibility questions, connecting with veteran's benefits and community resources, transitioning from a military to civilian career, and more.

Achievement 2: Day by Day offers family activity calendar with new suggestions every day for stories, songs, activities, and games. Provided in both English and Spanish, this resource supports early childhood literacy and offers parents a variety of opportunities to model literacy for their children.

Achievement 3: Deaf Culture Digital Library (DCDL) provides resources about deaf culture, acquires, and preserves a collection of deaf Training through Niche Academy as articulated in the previously submitted documents. English language learners, deaf community.

Achievement 4: Read it! (available from local public libraries both in-library and remotely). Read It helps high school students and adult learners who have a basic foundation in English grammar and reading but need level-appropriate reading material. Read it supports the learning needs of newcomers to Virginia for whom English is a second language. It also supports the needs of those leaving incarceration who are seeking to improve their reading and critical thinking abilities by providing age-appropriate content at an accessible reading level.

Achievement 5: Transparent Language Online (TLO) (available from local public libraries both in-library and remotely). TLO offers online, self-paced language learning for over 120 languages. From diversity, opportunity, and inclusion perspective, TLO offers English language learning for speakers of a variety of different language.

Achievement 6: Dial-A-Story (toll free for all Virginians) provides a preschool focused story read aloud in both English and Spanish. The story changes weekly. Readers are volunteers from the library community. Not only does this serve bilingual opportunity, but for those who also exist within the digital divide.

2024 AGENCY DOI GOALS	**Agency Goal 1**: Ensure inclusive programming, collections, services, and communications to our audiences. **Agency Goal 2**: Increase accessibility to our onsite and online resources. **Agency Goal 3**: Foster community engagement and partnerships to address the needs and interests of diverse community segments. **Agency Goal 4**: Increase affordability of public access and reduce operating costs.	***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.*