



# COMMONWEALTH of VIRGINIA

## *Department of Criminal Justice Services*

The Honorable Jackson H. Miller  
Director

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Chief Deputy Director

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July 16, 2024

The Honorable Glenn Youngkin  
Governor of Virginia  
Patrick Henry Building  
1111 East Broad Street  
Richmond, Virginia 23219

Members of the Virginia General Assembly  
c/o Division of Legislative Automated Systems (DLAS)  
Pocahontas Building, 5th Floor  
900 East Main Street, Suite W528  
Richmond, Virginia 23219

### ***2023-2024 Diversity, Equity, and Inclusion Annual Report***

Attached please find the ***2023-2024 Diversity, Equity, and Inclusion Annual Report***, in accordance with §2.2-602 (B.) of the *Code of Virginia*.

If you have any questions, please contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Jackson H. Miller".

Jackson H. Miller  
Director

Attachment

# Diversity, Equity, and Inclusion

## 2023 Annual Report

**AGENCY** Department of Criminal Justice Services  
**YEAR** 2023 - 2024

<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>2023 ACCOMPLISHMENTS</b></p>	<p><b>Plan Goal 1: Access &amp; Success</b></p> <p>Objective 1 - Incorporated the Alternative Hiring Process to promote opportunities for individuals with disabilities.</p> <p>Objective 2 – Implemented a Salary Administration Plan to define compensation practices to attract and retain top talent.</p> <p><b>Plan Goal 2: Welcoming &amp; Respectful Culture</b></p> <p>Objective 1 – Cultivated a work environment to promote flexible work practices so that employees could operate with good mental and physical health.</p> <p><b>Plan Goal 3: State Agency DOI Infrastructure &amp; Training</b></p> <p>Objective 1 - Formalized leadership development processes to ensure everyone has a chance to advance.</p> <p style="text-align: right;"><b>Instructions</b>  <i>Identify 2023 accomplishments in support of goals &amp; objectives which provide opportunities that support the COVA DOI plan. This report will be submitted to the Governor.</i></p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>2024 AGENCY DOI GOALS</b></p>	<p><b>Agency Goal 1 : Access and Success</b></p> <p>Objective 1 - Continue promoting opportunities for individuals with disabilities.</p> <p>Objective 2 - Continue implementing compensation practices that will attract and retain top talent.</p> <p><b>Agency Goal 2: Welcoming and Respectful Culture</b></p> <p>Objective 1 - Continue promoting a workplace culture that encourages mental and physical well-being.</p> <p><b>Agency Goal 3: State Agency DOI Infrastructure &amp; Training</b></p> <p>Objective 1 - Continue access to training and educational workshops for all employees.</p> <p style="text-align: right;"><b>Instructions</b>  <i>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.</i></p>

