

2024 Diversity, Opportunity, and Inclusion Plan

Virginia Museum of Fine Arts (#238)

The Diversity Opportunity and Inclusion (DOI) Plan 2024 of the Virginia Museum of Fine Arts (VMFA) is intricately linked to the VMFA 2021-2025 Strategic Plan. Positioning diversity as the first strategy in the Strategic Plan underscores the leadership's commitment to supporting and implementing the initiatives detailed in the DOI plan. This strategic alignment ensures that the goals of recruiting and retaining a diverse workforce, fostering a welcoming and respectful culture, and providing individualized training for career development are not just aspirational but are actively pursued. The DOI plan operates within the Strategic Plan's framework, driving VMFA towards becoming a more vibrant, inclusive cultural leader. This synergy between the two plans demonstrates VMFA's dedication to integrating Diversity, Opportunity, Inclusion, and Accessibility throughout its organizational practices to ensure these values are reflected in every aspect of the museum's operations and community engagement.

Goal 1

Access and Success: *Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.*

Description: Enhance efforts to recruit and retain a diverse workforce, reflecting the broad spectrum of communities the VMFA serves. This goal aims to foster an inclusive environment that attracts, maintains, and supports individuals from various backgrounds.

VMFA Objectives:

- Expand outreach and recruitment initiatives to diverse talent pools.
- Implement targeted retention strategies, including emerging leaders' programs and inclusive career development opportunities.
- Conduct regular diversity and inclusion training for all staff members and volunteers to equip employees with the intellectual tools needed to succeed.
- Implement employee recognition and engagement programs that support employee retention and employer-of-choice status.
- Monitor and evaluate the effectiveness of recruitment and retention strategies through surveys and workforce analytics.
- Connect to community organizations partnership to influence VMFA's staffing, programs and DOI strategies

Goal 2

Welcoming and Respectful Culture: *Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization and its customers.*

Description: Establish a workplace environment at the VMFA that champions diversity, fosters respect among all employees, and promotes inclusivity. This goal underscores the intent to enhance collaboration, innovation, and overall performance through a welcoming and respectful Culture.

VMFA Objectives:

- New Perspectives initiative to share information with employees about disabilities.
- Staff and volunteer training on microaggression, diversity, and inclusion.
- Recognition of National Diversity Months in VMFA programs, events, and services.
- Develop an enhanced onboarding program for new employees.
- Comprehensive review of policy and practice to ensure alignment with DOI initiatives.
- Diverse programming to include VMFA Family Days and Exhibitions.

Goal 3

State Agency DOI Infrastructure & Training: *Maintain a plan and infrastructure that continues to provide individualized skills training and career development for state employees. Agencies report annually on DOI goals and accomplishments.*

Description: Implement a comprehensive training and development program to enhance the skills and knowledge of VMFA employees. This initiative promotes diversity, inclusion, and cultural competency, aligning with the museum's strategic plan and the principles outlined in the Diversity, Opportunity, and Inclusion Plan.

VMFA Objectives:

- Develop a curriculum that includes diversity and inclusion, supervisory, leadership, and general professional development.
- Schedule regular training sessions and workshops for general staff, supervisors and managers, and senior leadership throughout the year.
- Establish an emerging leaders program to support employee career development and knowledge sharing.
- Track employee participation and feedback to gauge the training program's effectiveness and make necessary adjustments.
- Establish formal career ladders to foster a holistic approach to employee advancement and organizational success.
- Report on training outcomes, including employee satisfaction, skill enhancement, and the impact on workplace culture and diversity.