

Diversity, Opportunity, and Inclusion 2023 Annual Report

Virginia School for the Deaf and the Blind

2023 Accomplishments	<p>Plan Goal 1: Access & Success</p> <p>Objective 1- The goal is to rewrite 50% of policies and procedures by June 2024 and complete by June 2026. We are currently at 58% and on target for final completion by June of 2026.</p> <p>Objective 2- Recruit and retain a diverse Workforce: We have analyzed 2022 Census Data with our existing employee data to identify deficiencies and will carry this information forward to 2024 to implement plans to overcome.</p> <p>Plan Goal 2: Welcoming & Respectful Culture</p> <p>Objective 1- VSDB has implemented a new website and mobile app that is accessible, and both are equipped with the most updated accessibility features including translation into languages and screen reader friendly (JAWS).</p> <p>Objective 2- VSDB has an open-door policy. Leadership is aware that any complaints of DOI are to be reported to the Director of Human Resources.</p> <p>Plan Goal 3: State Agency DOI Infrastructure & Training</p> <p>Objective 1-DOI concepts are included in VSDB's recently updated strategic plan but is more specific to students.</p> <p>Objective 2- VSDB has not received any DOI complaints to date but has a mechanism to track to resolution and evaluate to determine the root cause. Once determination is made, VSDB will implement training, policy changes, etc. necessary to avoid future similar occurrences.</p> <p>Objective 3- Diversity Training is at 100% completion. We continue to add sign language to training modules to make it more accessible for our Deaf employees.</p>
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2024 Agency DOI

Goals

Agency Goal 1 – Access and Success

Objective 1: Use analysis of Census information to develop recruitment initiatives to increase diversity.

Objective 2: Add videos through Page Up of the written ad being signed through ASL to improve accessibility to the Deaf Community.

Agency Goal 2 – Welcoming and Respectful Culture

Objective 1: Implement a Communication Philosophy to ensure equity and accessibility of American Sign Language and English on the VSDB campus.

Objective 2: Expand VSDB training to include specific training on reporting DOI concerns.

Agency Goal 3 – State Agency DOI Infrastructure & Training

Objective 1- Moving forward we will Incorporate DOI related concepts with an employee focus within the 5-year Strategic Plan.

Objective 2-Insert DOI responsibilities formally into EWP's.

Objective 3-Continue diversity training and expand based on identification of areas of improvement to include succession planning and mentoring.

