

2023 Diversity, Opportunity and Inclusion Report Science Museum of Virginia

Goal#1: Access and Success

Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.

Objective 1

Continue to improve hiring processes and increase access to potential applicants from diverse populations.

- Expanded upon posting vacant positions on diverse websites and/or platforms to attract a more diverse applicant pool.
- Continued to use interview panels that include members of diverse backgrounds and perspectives.

Objective 2

Continue to retain and promote a diverse workforce.

- Continued to share and inform the Science Museum's inclusive principles and practices with new hires and current employees of DOAI efforts through multiple channels such as orientation, DOAI newsletter, open bi-weekly DOAI meetings and All-Staff meetings.
- Collected employee feedback from multiple sources, including surveys, exit interviews, Safe Submission (agency's internal DOAI form) and addressed validated concerns.

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.

Objective 1

Create and sustain a climate that is supportive, respectful, and that values and integrates differing perspectives and experiences.

- Developed and included guidance on best practices for inclusive language that was shared via email with staff and embedded as part of the monthly newsletters.
- Continued outreach efforts to promote and increase volunteer participation amongst all departments on the Science Museum's internal DOAI committee.

Objective 2

Improve communications related to matters of DOAI. Ensure all Science Museum stakeholders (staff, board, trustees, volunteers) are up to date on Science Museum initiatives, policies, and changes and provide opportunities for cross-team input into said initiatives.

- Produced thirteen different DOAI publications, including eleven monthly newsletters, that were shared via email with employees.

- Conducted bi-weekly DOAI meetings open to all employees to participate in, learn, contribute, and/or support the Science Museum's current DOAI initiatives.
- Reviewed Science Museum policies each January and communicated updates to employees (or when they occur) via email and shared the revised policies on the intranet.

Goal#3: 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.

Objective 1

Create structures and processes of accountability for organizational leadership and effectiveness.

- Continued to recommend the usage of DOAI language in Employee Work Profiles (EWP) for Science Museum employees. EWP requirement provides support/accountability of creating an inclusive work environment is the responsibility of the entire staff.
- Recommended and supported the usage of inclusive language and the usage of pronouns in emails and/or the Science Museum's intranet staff directory.
- Continued to encourage ongoing communication between employees and supervisors around DOAI throughout the year in addition to during the annual performance review.

Objective 2

Ensure all staff and volunteers have access to and attend training and workshop opportunities that help achieve DOAI learning goals.

- Identified/assigned a DOAI lead within Human Resources to provide direction and guidance.
- Continued to offer training and educational workshops to staff and volunteers around promoting inclusion within the workplace, interacting with our customers and professional development of employees.
- Continued to provide training and educational workshops in a variety of methods (e.g., virtual, in-person, video recordings) to support learning across the Science Museum including our satellite locations in Danville and Northern Virginia.
- Developed and implemented an Educational Assistance Policy to support an employee's pursuit of approved educational courses or the acquisition of job-related degrees, professional certifications or licenses.

Goal#4: Community Engagement

Create and sustain partnerships within the community that welcome and embrace diversity.

Objective 1

Improve outcomes and experiences for community partners, ensuring that the work is equitable, is based on and developed for mutual benefit.

- Science Within Reach is the Science Museum's signature accessibility initiative.
 - In FY23, as part of this program, the Science Museum reached over 3,000 individuals as part of community outreaches.
 - The Science Museum participates in Museums for All, a national program offering reduced admission to guests who qualify for government assistance. The Science Museum also has a reduced membership category for the same guests offering an annual membership for just \$25 for those who qualify. The Science Museum has over 1,400 Museums for All members and 19,000 Museums for All member visits occurred in FY23.
 - Minds of All Kinds is a free quarterly event for guests with disabilities to enjoy the Science Museum in a less crowded environment. Since 2017 when the program started, 2,467 guests have attended the event. This event is held in partnership with groups including the Autism Society of Virginia, VA Voice, the Virginia Department of Blind and Low Vision and Jacob's Chance.
- Participated in the "Autism Friendly Communities" program created by the Autism Society of Central Virginia (ASCV) that helps businesses expand aspects of their business to make it more accessible to our local Autism community.
- Continued to encourage employees to participate in volunteer opportunities throughout the year including cultural events that are taking place locally, such as a staff Woodland Cemetery Clean Up event, and supporting staff who participated in the Run Richmond 16.19 event.