



July 23, 2024

To: Members of the Virginia General Assembly

From: September Sanderlin, Vice President for Human Resources, Diversity, Equity and Inclusion

Re: Old Dominion University's Diversity Opportunity and Inclusion Plan

In accordance with the requirements of [H.B. 1452](#) which requires each state agency to submit its annual report assessing the impact of its diversity, equity, and inclusion strategic plans on the populations served by the agency and on the agency's workforce and budget to the General Assembly, in addition to the Governor, by July 1 of each year, please find Old Dominion University's Diversity Opportunity and Inclusion Plan. These strategies were submitted to DHRM on May 20, 2024.

***Old Dominion University
Diversity Opportunity and Inclusion Plan
2024/2025 Strategies***

Virginia State Goal 1: Access and Success

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

Old Dominion University 2024/2025 Strategies for This Goal:

- Lower time-to-fill classified positions.
- Implement a quarterly stay interview survey for employees.

Virginia State 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.

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Old Dominion University 2024/2025 Strategies for This Goal:

- As part of the overall recognition program, establish a foundation event for employees to promote a stronger connection between employees and the University overall.
- Provide a clearer explanation of the Civility Policy as it relates to bullying.
- Provide additional information on avenues towards addressing workplace concerns.
- Expansion of Civility Awareness Campaign in August 2024 and Inclusive Monarch Program in August 2024.

Virginia State Goal 3: State Agency Diversity, Opportunity, and Inclusion (DOI) Infrastructure and 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.

Old Dominion University 2024/2025 Strategies for This Goal:

- Host monthly meetings for supervisors that incorporates training opportunities.
- Revise current training for new supervisors to provide a broader introduction to the University with on-going support.
- Leverage relationships with employee resource groups to promote opportunities for diverse dialogue, cross-functional collaborations, and employee engagement.