



I. 2025 Accomplishments

a. Plan Goal 1: Access & Success

Recruit and retain a diverse workforce and implement best practices for a highly engaged and supported team.

i. Objective 1

Continued DHRM shared services support for effective workplace practices and policies. Realignment of all EWP's with current staff roles and responsibilities with an eye on succession planning. Utilization of the PageUp system to support individualized professional development plans, cross training, specialized skill development, and contribution accountability. The agency has maintained and refined its organizational chart, monthly team meetings, annual retreat, annual reviews, and cross training strategy.

ii. Objective 2

Expanded constituent engagements with Commission Board and staff via Community Meet-Ups aligned with the agency's March, June, and September board meetings. These engagements are held throughout the Commonwealth with additional opportunities planned in 2026 and 2027 to connect Commissioners with their regional artists, grantees, advisory panelists, and arts leaders.

iii. Objective 3

Continued participation in the Virginia Management Fellows Program with the onboarding of a new fellow in July 2026. The agency is seeking opportunities to connect with fellows who have an interest in the arts with diversified backgrounds who can make a unique contribution to the VCA's mission.

iv. Objective 4

Launch of VITA Smartling Initiative to support language translation of agency's website and core documents.

b. Plan Goal 2: Inclusive & Respectful Culture

Create and sustain a culture of empathy that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the agency and its constituencies.

i. Objective 1

Monthly staff meetings and an annual staff retreat providing a forum for focused conversations on agency operations, policy development, grant making, and short and long-term strategic planning.

ii. Objective 2

DHRM continuity to connect staff with 2 specialists to access confidential and trained support for questions specific to benefits, personal, and workplace concerns.

iii. Objective 3

Development of Communications and Office Specialist position to support all aspects of VCA's external communications. Cross training of two VCA staff to support the creative and technical aspects of the agency's digital assets. Agency expansion of Instagram with the relaunch of the VCA's Facebook page.

iv. Objective 4

Initiation of a Constituent Feedback Survey to garner diversified feedback from artists, grantees, Local Arts Organizations, and educators to support the agency's 2025-2029 Strategic Plan.

c. Plan Goal 3: VCA Staff & Commissioner Training

Maintain a plan and infrastructure that continues to provide individualized skills training and career development for state employees. Agencies report annuals on DOI goals and accomplishments.

i. Objective 1

Expand Diversity and Accessibility professional development opportunities for staff and Commissioners. Participation in the Culture & Accessibility Self-Assessment Study Group presented by Open Door Arts and supported by the Mid Atlantic Arts Association.

ii. Objective 2

Exposed all staff to diverse peers and facets of state government through attendance at special events; participation in state initiatives; staffing of board meetings across the Commonwealth; completion of agency reports and policies.

iii. Objective 3

Facilitation of regular sessions and professional development workshops for VCA Roster Artists to include industry experts. Professional development workshops are tailored based on VCA surveys and feedback from Roster Artists.

II. 2026 Agency Diversity, Opportunity, and Inclusion Goals

1. Continue to rely on DHRM shared services for human resource support.
2. Incorporate accessibility best practices through participation in the Culture & Accessibility Self-Assessment Study Group with the goal of providing expanded PD offerings to our grantees.
3. Expand promotion of the Rosters to engage more artists in Virginia's rural or underserved communities.
4. Provide language translation across applications including the agency's website and Grant Lifecycle Manager system.
5. Host four round table convenings to collect diversified input on VCA's grant programs and processes.
6. Reinstate statewide arts conference in partnership with Virginia Humanities to incorporate accessibility best practices and professional learning opportunities and networking.