

# SOUTHERN VIRGINIA HIGHER EDUCATION CENTER



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## Diversity, Opportunity, and Inclusion 2025 Annual Report

### 2024 Accomplishments

#### **Plan Goal 1: Access & Success**

*Recruit and retain a diverse workforce and student body*

- Worked with institutional effectiveness to analyze data on workforce training program credential achievement to determine if achievement gaps exist for workforce training students from underrepresented and underserved groups. The data did not show the presence of achievement gaps.

#### **Plan Goal 2: Welcoming & Respectful Culture**

*Create and sustain an organizational environment that affirms and respects diversity and employs inclusive practices throughout its daily operations.*

- Formed the Campus Connect@SVHEC club to connect students and staff and provide opportunities for community service projects. These projects foster connection between and among diverse populations and provide students with opportunities for community engagement and leadership development.

The Campus Connect club also serves as a focus group to provide feedback on campus climate, barriers to academic progress & success, and diversity, opportunity, and inclusion.

- The agency continues to support educational and celebratory events and activities on campus and in the community that recognize, value, and honor our diverse community.

#### **Plan Goal 3: Infrastructure & Training**

*Create and sustain an organizational infrastructure that effectively supports progress and accountability in achieving diversity, opportunity, and inclusion and engaging all stakeholders in learning the concepts of DOI.*

- Completed the training-related recommendation from the FORVIS Assessment of Internal Communication and Collaboration and held a focused training to foster communication, respect, professionalism, trust, and teamwork among all full-time staff.

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## 2024 Accomplishments

### Plan Goal 3: Infrastructure & Training Continued

- SVHEC completed the teambuilding-related recommendation from the FORVIS Assessment of Internal Communication and Collaboration and now offer more teambuilding events so that employees have an opportunity to socialize and build rapport and trust with one another. We will continue to build upon this goal to foster team-building, communication, and collaboration for SVHEC staff.

### Plan Goal 4: Community Engagement

*Evaluate and expand community engagement and partnerships to create collective impact with other community organizations.*

- SVHEC staff leveraged the Campus Connect@SVHEC club to connect with and strengthen relationships with diverse community groups. SVHEC frequently serves as the host location for community groups to hold their monthly meetings and special events. SVHEC has a strong reputation for providing superior customer service and providing a safe, comfortable, and welcoming environment.