



COMMONWEALTH OF VIRGINIA

Colonel Matthew D. Hanley
Superintendent

DEPARTMENT OF STATE POLICE

P. O. Box 27472, Richmond, VA 23261-7472

Lt. Colonel Keenon C. Hook
Deputy Superintendent

(804) 674-2000

June 16, 2025

TO: Martin Brown, Chief Diversity, Opportunity, and Inclusion Officer

The Honorable Members of the Virginia General Assembly

Please find attached the Virginia State Police's (VSP) completed Diversity, Opportunity, and Inclusion (DOI) Annual Report for submission outlining VSP's goals and achievements pursuant to Virginia Code Section 2.2-602(B).

If you have any questions or concerns, please feel free to contact Lieutenant Colonel Norman E. Gray, Sr. at norman.gray@vsp.virginia.gov.

Sincerely,

A handwritten signature in black ink, appearing to be "MDH", with a long horizontal flourish extending to the right.

Superintendent

MDH/NEG

Attachments

Diversity, Opportunity, and Inclusion

2024 Annual Report

Virginia State Police

2024

2024
ACCOMPLISHMENTS

Plan Goal 1 : Access & Success

Objective 1: VSP successfully implemented a new state of the art dedicated recruiting platform that maximizes various marketing tactics with the goal of increasing the number of applicants that engage in the hiring process.

Objective 2: VSP hosted several Educator's Workshops. The purpose of the workshops were to familiarize high school educators and students on the exciting opportunities that VSP has to offer and encourage interested students to join the Pathway to Trooper Program. The objective of this program is to provide young adults the opportunity to work for VSP in a position that prepares them for a career as a Trooper until they meet the age eligibility requirement to enter in a Trooper Basic Session.

Plan Goal 2: Welcoming & Respectful Culture

Objective 1: The Wellness Unit provided forty-six (46) Resiliency trainings and fourteen (14) Struggle Well training sessions to both internal and external law enforcement personnel.

Objective 2: A survey was created to solicit feedback from members of the Superintendent's Engagement Workgroup (SEW) on their perception as to whether the workgroup was fulfilling its mission and the types of activities/trainings they would like seen for the upcoming year. Eighty-four percent (84%) of respondents felt as though the SEW workgroup was accomplishing its objectives of increasing communication and collaboration.

Plan Goal 3: State Agency DOI Infrastructure & Training

Objective 1: The Chief Diversity Officer and SEW members continues to partner with other local, state, and federal agencies on diversity, opportunity, and inclusion (DOI) initiatives and providing technical assistance/training.

Objective 2: The Office of Diversity & Engagement established its own page on VSP's new intranet, VSP Connect, allowing for enhanced communication and efficiency.

Objective 3: VSP contracted with a third-party vendor to update its training program that focuses on understanding generational differences that all VSP employees receive.

2025 GOALS

Agency Goal 1 : SEW members will work collaboratively with VSP's Recruitment Unit to assist facilitating "pop-up" recruiting events throughout the state.

Agency Goal 2: The SEW will focus on adding additional membership to the group that represent both VSP's sworn and civilian personnel at varying ranks.

Agency Goal 3: VSP will update its Diversity and Inclusion Strategic Plan to include incorporating specific performance measures that directly align with the agency's strategic goals.

