

Diversity, Opportunity, and Inclusion Annual Report

Virginia Department of Agriculture and Consumer Services
2025

2024 ACCOMPLISHMENTS	<p>Plan Goal 1: Access & Success</p> <p><u>Objective 1</u>: Experienced an increase in the number of applicants who identify as having a disability, who requested accommodations during the recruitment process, and who utilized the Alternative Hiring Process. Achieved diverse representation on all interview panels.</p> <p><u>Objective 2</u>: Increased the number of hires/employees who identify as having a disability.</p> <p>Plan Goal 2: Welcoming & Respectful Culture</p> <p><u>Objective 1</u>: Successfully met diverse accessibility needs for all requests received.</p> <p><u>Objective 2</u>: No complaints received or known issues on this topic. Promoted a culture that welcomes diverse opinions, independent thinking and respectful interactions.</p> <p>Plan Goal 3: State Agency DOI Infrastructure & Training</p> <p><u>Objective 1</u>: Shared the agency's inclusive principles and practices (DOI Plan) with all new employees during orientation and ensured access to employees via our intranet.</p> <p><u>Objective 2</u>: Communicated various training opportunities open to all employees. Reviewed and updated policies and documents related to DOI.</p>
2025 AGENCY DOI GOALS	<p>Agency Goal 1: Expand sources for recruiting diverse talent.</p> <p>Agency Goal 2: Maintain a culture that is supportive, respectful and celebrates diversity.</p> <p>Agency Goal 3: Explore development of various initiatives to enhance or increase DOI goals and ensure all required training is communicated and completed.</p>

