

Diversity, Opportunity, and Inclusion

2025 Annual Report Template

Department of Small Business and Supplier Diversity
2025

2024 ACCOMPLISHMENTS

Plan Goal 1: Access & Success

Objective 1: Expanded sources for recruiting diverse talent by posting and sharing vacancies through various methods (i.e., social media, Indeed, LinkedIn, etc.)

Objective 2: Utilized interview panels that included members of diverse backgrounds and perspectives.

Instructions
Identify 2025 accomplishments in support of goals & objectives which provide opportunities that support the COVA DOI plan. This report will be submitted to the Governor.

Plan Goal 2: Welcoming & Respectful Culture

Objective 1: Encouraged cross-collaboration among employees to achieve agency goals, inspire innovative solutions, and share diverse thoughts and ideas.

Objective 2: Engaged in teambuilding and employee engagement activities to enrich the employee experience and foster an environment of teamwork, respectful interactions, and camaraderie.

Plan Goal 3: State Agency DOI Infrastructure & Training

Objective 1: Offered training and educational workshops for skills training, leadership development, and career advancement.

Objective 2: Reviewed and updated the agency's tuition assistance and professional development policies.

Objective 3: Increased training and professional development opportunities by investing in LinkedIn Learning.

2025 AGENCY DOI
GOALS

Agency Goal 1: Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.

Agency Goal 2: 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.

Agency Goal 3: Maintain a plan and infrastructure that continues to provide individualized skills training and career development for agency employees.

Instructions

Align agency specific goals and objectives with COVA DOI Plan goals and objectives. These goals will be the foundation for the 2025 agency report to the Governor.

