

Diversity, Opportunity, and Inclusion 2024 Annual Report

Virginia School for the Deaf and the Blind

<div>2024</div> <div>Accomplishments</div>	<p>Plan Goal 1: Access & Success</p> <p>Objective 1- Use analysis of Census information to develop recruitment initiatives to increase diversity. Due to shortage of staff and differing messaging regarding DEI from the Federal, State, and our Board of Visitors, this was not completed.</p> <p>Objective 2- Add videos through Page Up of the written ad being signed through ASL to improve accessibility to the Deaf Community. We made progress to achieve this goal. We have amended it, as we cannot add real-time videos to job postings that reflected the professional product we wished. We are working to add ASL to the recruitment page to help with instructions.</p> <p>Plan Goal 2: Welcoming & Respectful Culture</p> <p>Objective 1: Implement a Communication Philosophy to ensure equity and accessibility of American Sign Language and English on the VSDB campus. Due to the shortage of staff, we were unable to accomplish this, however, it has been amended and should start this fiscal year not only as accessibility for Deaf but also visually impaired by adding descriptions to pictures to be inclusive of individuals with visual impairments.</p> <p>Objective 2: Expand VSDB training to include specific training on reporting DOI concerns. No additional training was added due to differing messaging regarding DEI from Federal, State, and our Board of Visitors, VSDB continues with an open-door policy. Leadership is aware that any complaints of DOI are to be reported to the Director of Human Resources.</p> <p>Plan Goal 3: State Agency DOI Infrastructure & Training</p> <p>Objective 1- Moving forward we will Incorporate DOI related concepts with an employee focus within the 5-year Strategic Plan. Due to differing messaging regarding DEI from Federal, State, and our Board of Visitors, no changes were made to the strategic plan</p> <p>Objective 2-Insert DOI responsibilities formally into EWP's. Due to performance evaluation procedural changes as well as differing messaging regarding DEI from Federal, State, and our Board of Visitors regarding DEI, no additions were made to EWP's</p> <p>Objective 3-Continue diversity training and expand based on identification of areas of improvement to include succession planning and mentoring. Due to differing messaging regarding DEI from Federal, State, and our Board of Visitors, no changes were made to diversity trainings.</p>
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<p>2025 Agency DOI Goals</p>	<p>Agency Goal 1 – Access and Success</p> <p>Objective 1: Identify additional recruitment sources that are used by the Deaf and Visually Impaired communities</p> <p>Objective 2: Add video on VSDB website of the written instructions being signed through ASL to improve accessibility to the Deaf Community.</p> <p>Agency Goal 2 – Welcoming and Respectful Culture</p> <p>Objective 1: Implement a Communication Philosophy to ensure equity and accessibility of American Sign Language and English on the VSDB campus. In addition, pictures will contain descriptions for those who are visually impaired.</p> <p>Objective 2: Continue to add American Sign Language to VSDB training as it is created.</p> <p>Agency Goal 3 – State Agency DOI Infrastructure & Training</p> <p>Objective 1- Communication Philosophy should be added to the strategic plan.</p> <p>Objective 2- Superintendent’s Cabinet will be put in place for opportunities to improve operational excellence and identify opportunities of improvement.</p> <p>Objective 3- Strategize a way to offer American Sign Language to employees to help with communication and accessibility.</p>
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