



Diversity, Opportunity, and Inclusion

2025 Annual Report – Virginia Department of Aviation

2025 PLAN ACCOMPLISHMENTS

Goal 1: Access and Success

Recruit and retain a diversified workforce by increasing awareness of employment opportunities.

Objective 1: The agency included language in all job advertisements to encourage eligible individuals, regardless of protected bases, to apply for position vacancies.

Objective 2: The agency received applications from 12 candidates eligible to apply using the Alternative Hiring Process.

Objective 3: The agency ensured that interview panels consisted of individuals with diverse backgrounds.

Goal 2: Welcoming and Respectful Culture

Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization, its customers, and employees.

Objective 1: The agency worked with employees to provide reasonable accommodation.

Objective 2: The agency leadership provided opportunities to meet with employees one-on-one for idea sharing and to gain awareness of potential concerns in the workplace.

Goal 3: State DOI Infrastructure & Training

Maintain a plan and infrastructure that continues to provide individualized skills training and career development for state employees. Agencies report annually on DOI goals and accomplishments.

Objective 1: The agency implemented professional development and training for all employees through the Employee Work Profile (EWP) to encourage and promote growth opportunities for all employees.

Objective 2: The agency developed a training tracking system for employee professional development.



Gregory W. Campbell, Director

Date