

Diversity, Opportunity, and Inclusion 2024 Annual Report

AGENCY: # 238 - Virginia Museum of Fine Arts

YEAR: 2024-2025

2024-2025 ACCOMPLISHMENTS

Plan Goal 1: Access & Success: Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.

- *Objective 1:* Continue to improve hiring processes and increase access to potential applicants from diverse populations.

Recruitment: In 2024, the Virginia Museum of Fine Arts (VMFA) remained committed to diversity and inclusion, aligning with our mission for broad accessibility. Adhering to Virginia’s policies, we utilized innovative recruitment to attract diverse candidates, including public postings and participation in targeted job fairs. These efforts aimed to create a welcoming environment, enrich our culture and visitor experience, and set a standard for the cultural sector.

- *Objective 2:* Continue to retain and promote a diverse workforce.

In 2024, VMFA continued the “New Perspectives” program, which exemplified this commitment. This program was designed to educate employees on inclusivity and sensitivity toward colleagues with various disabilities. Through this initiative, staff receive valuable resources such as instructional videos, detailed handouts, and practical tips to enhance understanding and foster an environment where every employee’s unique background and abilities are respected and integrated into our collaborative culture.

Plan Goal 2: Welcoming & 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 and its customers.

- *Objective 1:* Persist in creating and maintaining a climate that is supportive and respectful and that values and integrates differing perspectives and experiences.

Training for staff and volunteers focused on providing learning opportunities to improve our workplace and visitor experience. Through interactive sessions and practical examples, the program promoted a respectful and valued environment. Created education programming that embraced and fostered community connections to create organizational partnerships.

- *Objective 2:* Continue to provide an environment where conflicts, concerns, and complaints are aired and addressed expeditiously.

Our commitment to fostering an open and responsive environment remained steadfast, ensuring that conflicts, concerns, and complaints are addressed promptly and effectively. At VMFA, we implemented initiatives such as weekly lunches in the breakroom to provide staff with direct access to leadership in an informal setting. Additionally, all staff meetings created a platform for employees to voice their

concerns and suggestions. These measures were designed to maintain transparent communication and cultivate a culture of trust and mutual respect.

Plan Goal 3: State Agency 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:* Continue to amplify opportunities to advance the goals outlined in this framework.

In line with our ongoing efforts, VMFA remained dedicated to amplifying opportunities that advanced the goals outlined in our DOI framework. Through initiatives such as regular diversity training, open communication platforms, and direct access to leadership, we were committed to fostering an inclusive and responsive environment. We continued to enhance these initiatives, ensuring every team member had the support and resources to contribute to our collective goals. Our dedication to continuous improvement and open dialogue was fundamental in driving forward the objectives outlined in this framework.

- *Objective 2:* Continue to create structures and processes of accountability to increase organizational effectiveness with the Department of Human Resource Management. In response to the directive to enhance structures and processes of accountability for increased organizational effectiveness within the Department of Human Resource Management (DHRM), we have emphasized continued collaboration. This partnership includes regularly sharing information and active participation in conferences, workshops, and focus group discussions led by DHRM. These initiatives have been integral in aligning our department's strategies with broader organizational goals, ensuring that accountability mechanisms are both practical and transparent. This collaborative approach has facilitated a more cohesive and efficient environment conducive to achieving our organization's strategic objectives.
- *Objective 3:* Continue providing training and educational workshops to all employees. VMFA provided training programs to all employees through in-person, virtual, online directed, and self-paced learning opportunities. These training opportunities include Learning Thursdays, a monthly professional development series for all employees, and the Supervisory Learning Experience, a 16-module training program for supervisors.