

2025 Diversity, Opportunity and Inclusion Report Science Museum of Virginia

Goal#1: 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 and its customers.

Objective 1

Create and sustain a climate that is supportive, respectful, and that values and integrates differing perspectives and experiences.

- Continued outreach efforts to promote and increase volunteer participation amongst all departments.
- Identified ways to engage volunteers at the Science Museum to ensure they reflect the culture and diverse population we are and serve.

Objective 2

Improve communications related to matters of DOAI. Ensure all Science Museum stakeholders (staff, board, trustees, volunteers) are up to date on Science Museum initiatives, policies, and changes and provide opportunities for cross-team input into said initiatives.

- Continued to conducted monthly DOAI meetings open to all employees to participate in, learn, contribute, and/or support the Science Museum's current DOAI initiatives.
- Continued to reviewed Science Museum policies and communicated updates to employees (or when they occur) via email and shared the revised policies on the intranet.

Goal#2: 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

Create structures and processes of accountability for organizational leadership and effectiveness.

- Continued to ensure the usage of DOAI language in Position Descriptions (PDs) for Science Museum employees. PD requirement provides support/accountability of creating an inclusive work environment is the responsibility of the entire staff.
- Continued to encourage ongoing communication between employees and supervisors around DOAI throughout the year in addition to during the annual performance review.
- Identified key staff to transfer knowledge for the Science Museum's succession plan and referenced this information in the Position Descriptions. These individuals in conjunction

with their supervisors are responsible for documenting pertinent data, best practices and other information that Science Museum will need for continuity of operations.

- Continued to maintain the Center for IDEAs anonymous Safe Space Feedback form as a resource to share ideas, suggestions or comments that are responded to by the Center (and/or in conjunction with senior leadership) via the Center for Ideas' webpage.

Objective 2

Ensure all staff and volunteers have access to and attend training and workshop opportunities that help achieve DOAI learning goals.

- Continued to provide training and educational workshops in a variety of methods (e.g., virtual, in-person, video recordings) to support learning across the Science Museum including our satellite location in Danville.
- Conducted a soft launch of a new Accessibility at the Science Museum training that was provided to our Summer Camp Counselors with the goal to share with staff in the future.
- Incorporated Autism 101 video training as part of the onboarding process for both staff and volunteers. This training is also accessible via our intranet along with other related sources so staff can review on demand.

Goal#3: Community Engagement

Create and sustain partnerships within the community that welcome and embrace diversity.

Objective 1

Improve outcomes and experiences for community partners, ensuring that the work is equitable, is based on and developed for mutual benefit.

- Science Within Reach is the Science Museum's signature accessibility initiative.
 - In FY25, as part of this program, the Science Museum reached over 3,518 (as of June 27, 2025) individuals as part of community outreaches.
 - The Science Museum participates in Museums for All, a national program offering reduced admission to guests who qualify for government assistance. The Science Museum also has a reduced membership category for the same guests offering an annual membership for just \$25 for those who qualify. The Science Museum has over 1,370 Museums for All members and 15,766 Museums for All member visits occurred in FY25 (as of June 27, 2025).
 - Minds of All Kinds is a free quarterly event for guests with disabilities to enjoy the Science Museum in a less crowded environment. Since 2017 when the program started, 3,180 (as of June 27, 2025) guests have attended the event. This event is held in partnership with groups including the Autism Society of Virginia, VA Voice, the Virginia Department of Blind and Low Vision and Jacob's Chance.

- Continued to participated in the “Autism Friendly Communities” program created by the Autism Society of Central Virginia (ASCV) that helps businesses expand aspects of their business to make it more accessible to our local Autism community.
- Received VisitAble certification for two years starting in May 2025 through May 2027.
- Continued site visits that support the collaboration efforts with local tribes in the East Green.