Diversity, Opportunity, and Inclusion 2025 Annual Report

Department of Forensic Science

June 27, 2025

2024 Goal ACCOMPLISHMENTS	**Plan Goal 1: Access & Success** Objective 1 – Expand sources for recruiting diverse talent, particularly in the scientific disciplines Objective 2 – Evaluate the results of the DHRM engagement survey, exit interviews, and other sources to seek opportunities for improvement Accomplishments – • Leveraged social media platforms to increase reach of agency opportunities • Human Resources engaged in seven job fairs across all four of our operating regions **Plan Goal 2: Welcoming and Respectful Culture** Objective 1 – Encourage cross-collaboration among employees to enrich the employee experience Objective 2 – Continue to enroll new hires into Arbinger Training and promote Arbinger principles and practices Accomplishments – • Celebrated Forensic Science Week, hosted section meetings, training sessions, games, and recognition activities • Successfully maintained agency community outreach initiatives • Enrolled all new hires into Arbinger Training **Plan Goal 3: State Agency DOI Infrastructure & Training** Objective 1 – Review and revise promotion process/policies to standardize and make more transparent Objective 2 – Offer training and educational workshops for skills training, leadership development, and career advancement Accomplishments – • Developed an advancement process for three unique career paths • The Agency approved and supported approximately 7,600 hours of professional development training during the year

2025 AGENCY DOI GOALS

Agency Goal 1 – Access & Success

Objective 1 – Attend a minimum of one job fair that connects job seekers with disabilities to DFS opportunities

Agency Goal 2 – Welcoming and Respectful Culture

Objective 1 – Initiate an agency-wide DISC assessment

Agency Goal 3 – State Agency DOI Infrastructure & Training

Objective 1 – Publish an advancement process for three separate career paths

Objective 2 – Refine performance objectives to better align with the Commonwealth's PageUp Performance Management System