

Diversity, Opportunity, and Inclusion

Annual Report

AGENCY: DEPARTMENT OF TAXATION

YEAR: FY 2025

<p>FY 2025 ACCOMPLISHMENTS</p>	<p>Plan Goal 1 : Access & Success</p> <ul style="list-style-type: none"> Increased outreach efforts, leveraging new finance occupation-focused and other sites which resulted in more diverse applicant pools for core tax positions Expanded veteran outreach by participating in numerous Virginia Values Veterans (V3) programs and continuing the SkillBridge Internship Program Restructured operational entry-level positions to allow for agency nimbleness and greater employee development and growth Refreshed the Taxpayer Rights Advocate role and created easier access via the Virginia Tax website <p>Plan Goal 2 : Welcoming and Respectful Culture</p> <ul style="list-style-type: none"> Conducted focus groups and change management workshops to gain diverse opinions and perspectives and encourage awareness of differing perspectives and reactions Offered numerous job shadow programs to promote better understanding of various departments Implemented the Quarterly Kudos program to recognize employees who demonstrate agency values <p>Plan Goal 3 : State Agency DOI Infrastructure & Training</p> <ul style="list-style-type: none"> Continued to focus on knowledge capture/transfer to support succession planning and career development by incorporating it into expectations Continued to partner with VCU's Grace E. Harris Leadership Institute for leadership development Invested in LinkedIn Learning subscriptions for all classified and wage employees and introduced summer learning series
<p>FY 2026 AGENCY DOI GOALS</p>	<ul style="list-style-type: none"> Continue to analyze data from various sources and tailor outreach activities, improve quality of hire, and reduce first year turnover Improve the pre-boarding and onboarding processes to focus more on early engagement Conduct annual agency-wide engagement survey and develop action plans Enhance the agency's ability to provide learning and development opportunities for employees, including coaching and mentorship Continue to evolve agency capability to provide skills training and career development opportunities to retain talent and create a more knowledgeable and flexible workforce

