

## **Diversity, Opportunity and Inclusion**

### **2024 Annual Report**

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

- 15% of DHR's compositionally diverse workforce self-identifies as a minority, veteran or disabled.
- 2% of DHR's workforce utilized the state-supported 8 weeks of parental leave during calendar year 2024.
- Took a hybrid approach to the hiring process using a combination of virtual and in-person interview formats to reach people from a vast range of experiences and diverse backgrounds representing a wider pool of candidates from all walks of life, gender, sexual preference, age, physical and cognitive ability, and similar human measures.
- Increased the objectivity of interview panels to routinely include non-staff members of diverse backgrounds and perspectives from outside of the agency. DHR directly reached out to HBCUs and Native American tribes to seek interest in paid internship opportunities.
- Hired 3 interns from HBCUs in 2024.
- Utilized different job boards outside of jobs.virginia.gov to reach diverse communities.
- Conducted an agency-wide survey to gauge agency culture and employed necessary changes in response to the findings.
- During onboarding, ensured new employees are made aware and understand the agency's inclusive principles and practices.

#### **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.**

- Internal:
  - Maintained a foundation for supporting and embracing a culture that respects diversity.
  - Implemented agency wide changes based on the results of officewide survey to further encourage positive, open culture that respects staff opinions (i.e., open attendance to Senior Team, upward feedback for Director's Office)
  - Employed inclusive practices throughout the agency's daily operation.
  - Required active participation in at least one One DHR committee-sponsored program within every employee's EWP.
  - Hosted agency-wide sponsored events every quarter, including but not limited to lunch & learns highlighting how our different divisions are furthering One DHR goals, tours of different historical sites, and attending exhibits hosted by community partners and museums.
  - Provided Department of Human Resource Management training on Intergenerational Conflict Resolution and Non-Verbal Communication.
- External:
  - Generated guidance for DHR grant programs, including instructional videos to assist applicants to the BIPOC and Paul Bruhn programs.
  - Maintained listservs of individuals, organizations, and localities that have requested notification about DHR grants to increase awareness of funding opportunities.
  - Secured BHR approval of 27 highway markers about underrepresented communities .

- o Held 29 dedication ceremonies for highway markers that address the history of underrepresented communities. It is estimated that a total of 2,050 people attended these public events.
- o Installed 9 Green Book plaques on marker posts.
- o Redesigned VCRIS to enhance public facing user experience.
- o Increased the number of VCRIS-documented properties associated with underrepresented groups by.

**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.**

- The Deputy Director served as the Chair of the DOI Committee to ensure that initiatives are promoted through all levels of agency.
- Regular communication with staff regarding DOI training via emails and presentations during our bi-annual all-staff meetings.
- The Human Resources Manager coordinated with the correct counterparts at DHRM for all personnel-related matters.
- Continued to encourage employees to engage with diverse topics of thought and understanding through multiple resources such as: agency-wide emails, all-staff retreat updates, lunch and learns, professional development training and agency-sponsored community events.
- Reviewed accomplishments under DOI plan and Department OneDHR plan to assess effectiveness.

**Diversity, Opportunity, and Inclusion  
2025 GOALS**

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

- Continue a hybrid approach to the hiring process using a combination of virtual and in-person interview formats to reach people from a vast range of experiences and diverse backgrounds representing a wider pool of candidates from all walks of life, gender, sexual preference, age, physical and cognitive ability, and similar human measures.
- Continue to directly reach out to HBCUs and Native American tribes to seek interest in paid internship opportunities as funding allows.
- Retain DHR's compositionally diverse workforce.
- Utilize different job boards outside of jobs.virginia.gov to reach diverse communities.

**Agency 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.**

- Maintain a foundation for supporting and embracing a culture that respects diversity.
- Employ inclusive practices throughout the agency's daily operation.
- Develop new hire mentorship program.
- Initiate a weekly all-staff newsletter to update on key initiatives and upcoming events.

- Increase community building initiatives within the Department to create a welcoming culture for staff and to ensure cross-collaboration between employees and different divisions.
- Host agency-wide sponsored events every quarter, including but not limited to lunch & learns highlighting how our different divisions are furthering our DOI goals, tours of different historical sites, and attending exhibits hosted by community partners and museums.
- Provide office wide training on non-verbal communication in the workplace.

**Agency 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.**

- The Deputy Director will serve on the DOI Committee to ensure that our DOI initiatives are promoted through all levels of agency.
- The Human Resources Manager will continue to work in lockstep with the correct counterparts at DHRM for all personnel-related matters.
- Continue to encourage employees to engage with diverse topics of thought and understanding through multiple resources such as: agency-wide emails, all-staff retreat updates, lunch and learns, professional development training and agency-sponsored community events.

**Agency Goal 4: Engage and collaborate with Virginia's Diverse Communities (*This is a DHR-specific initiative*)**

- Continue to collaborate and engage with other members and partners of the VA250 Commission to plan the celebrations of our nation's Semiquincentennial in 2026.
- Increase engagement with diverse communities through agency programming efforts focused on underrepresented groups.
  - o Continue to find opportunities to collaborate with community partners in promoting conservation, preservation and related fields and to encourage students to consider the field of conservation as career path. This will help build out the talent pipeline and encourage future generations to pursue the conservation field.
  - o Identify and engage with community-based organizations and property owners that may benefit from state and federally supported preservation incentives such as grants and historic tax credits.
  - o Continue to increase the number of properties associated with underrepresented groups that are nominated and listed in the Virginia Landmark Register and increase the number of installed Green Book plaques on state highway markers.
  - o Conduct educational workshops and presentations on the tax credit program and other programs from VDHR around the Commonwealth.
  - o Provide targeted cemetery workshops and technical support to underserved communities.
  - o Provide quarterly VCRIS trainings to Virginia resident tribes.
- Work with tribal communities in developing appropriate collections management and access protocols, as well as working towards achieving compliance with the Native American Graves Protection and Repatriation Act (NAGPRA).
- Encourage continued consultation with federal and state tribes on state and federal undertakings.
- Increase effective communication as to how agency services benefit Virginia's diverse communities.

- Disburse grant funding aimed to benefit conservation and historic preservation throughout the Commonwealth.
- Complete DHR-initiated Multiple Property Document projects for African American Schools and Green Book properties, make documents available to the public, and encourage their use to facilitate more National Register/VLR listings. Complete Multiple Property Document review of African American Churches (initiated by external group), make document available to the public, and encourage its use to facilitate more National Register/VLR listings.
- Worked with partners for Maritime Heritage Program grants to support the conservation of ships and archaeological collections associated with Virginia's maritime history and BIPOC communities.
- Host at least one annual education event focused on investigation of broader history of an easement property.