

July 1, 2025



The Honorable Glenn Youngkin
Governor of Virginia
P. O. Box 1475
Richmond, Virginia 23218

The Honorable Martin Brown
Chief Diversity, Opportunity and Inclusion Officer
P. O. Box 1475
Richmond, VA 23218

In accordance with the Code of Virginia section § 2.2-602, Paragraph B, I respectfully submit the 2025 Diversity, Opportunity, and Inclusion Budget and Workforce Report for the Virginia Military Institute (VMI). This year's report outlines our office's ongoing efforts to support cadets, employees, and community partners through inclusive programming, training, and collaboration. Notable accomplishments include the launch of new educational initiatives, increased coordination among support offices, the hiring of a full-time Program Coordinator, and meaningful community engagement activities.

Thank you for your continued support and partnership. We remain committed to advancing our goals and aligning our work with statewide priorities in the year ahead. We look forward to receiving any feedback or questions you may have regarding this report.

If you have questions, please contact me at williamsba@vmi.edu.

Sincerely,

A handwritten signature in black ink, appearing to read 'Briana Williams', is written over a horizontal line.

Briana Williams
Chief Diversity Officer
Virginia Military Institute

Enclosure: DOI Budget and Workforce Report for 2025

cc: Valarie Stores, Director of Human Resources
Briana Williams, Chief Diversity Officer



DOI BUDGET AND WORKFORCE REPORT 2025

Agency Overview & Integration of DOI Goals

The Virginia Military Institute (VMI) continues its commitment to integrating Diversity, Opportunity, and Inclusion (DOI) into its mission of developing citizen-soldiers of character. The Institute's strategic plan, 'Forging 21st Century Leaders,' is fully aligned with Commonwealth legislation and aims to embed a culture of care into VMI's operations, programs, and infrastructure. The plan supports cadet development, employee success, and community engagement while strengthening compliance with federal and state equal opportunity laws.

In 2024–25, VMI made progress on DOI integration by advancing work in access and success, esprit de corps, Inclusive Excellence training, and workforce development. Through partnerships with other VMI offices and external collaborators, DOI efforts support a cohesive, inclusive learning and working environment for all members of the VMI community.

Strategic Focus Areas & Legislative Compliance

I. Equal Employment Opportunity and Pay Equity

- HR added a more detailed review of employee rights in new hire orientation.
- HR reviewed job descriptions to align with inclusive hiring practices.
- Continued monitoring and adjustments of compensation practices in line with equal pay laws.

II. Hiring and Training

- Hired a DOI Program Coordinator to support program delivery and communication.
- HR implemented an expanded training program for employees.
- Refined Cadet Inclusive Excellence Training for all class years.

III. Inclusive Workplace Culture and Employee Engagement

- The Building BRIDGES Club launched a Courageous Conversations dialogue series.
- Recognized cultural and heritage observances with support from Communications and Marketing.
- Advanced esprit de corps through cadet engagement and training module development.
- Held interdepartmental collaboration meetings for support services.

Infrastructure and Progress Monitoring

- Developed an office compliance and programming calendar.
- Planned for biennial DOI climate survey starting in 2025–26.
- Maintained coordination with statewide DOI network.

Assessment of Impact

On the Populations Served

- Increased cadet awareness of inclusive leadership.
- Positive community feedback from public events such as Diwali and International Dance Day.

On the Workforce

- Increased staff participation due to new program offerings and communications.
- Expanded capacity through hiring of Program Coordinator.

On the Budget

- Delivered programs within allocated budget.
- New initiatives supported through internal reallocation and partnerships.

Looking Ahead: FY 2025–26 Goals

1. Deepen community engagement efforts by formalizing partnerships with local organizations.
2. Launch Inclusive Excellence Cadet Leader Program.
3. Formalize a DOI Learning Pathway for Employees.
4. Develop Inclusion Resource Hub.
5. Expand recruitment outreach via alumni and regional partners.

Conclusion

VMI remains committed to fostering an on-post climate that reflects the values of the Commonwealth of Virginia and the unique mission of the Institute. Our progress in 2024–25 represents a strong foundation, and our 2025–26 goals aim to deepen these commitments. The Office of Diversity, Opportunity, and Inclusion will continue to coordinate with the Chief Diversity Officer of the Commonwealth and the General Assembly to uphold our shared vision of excellence and opportunity.