



Please find James Madison University's report in accordance with the requirements of § 2.2-602.

In April 2025 the university's Board of Visitors passed a resolution to end the university's Division of Diversity, Equity and Inclusion. This action resulted in the university eliminating four positions, two of which were vacant and one that was reassigned to a different area. JMU's Office of Access, Compliance and Engagement, the Office of Equal Opportunity and Title IX offices were moved from JMU's Division of Diversity, Equity and Inclusion to JMU's Division of Access and Enrollment. The funds from eliminating the DEI division were reallocated to support Pell-eligible student scholarships. The action of the board does not lessen the university's commitment to creating a diverse campus community. It will remain a priority to recruit and retain the best faculty, staff and students and create a welcoming environment for everyone, in accordance with the Commonwealth of Virginia's current Diversity Opportunity and Inclusion Plan.

In accordance with June 2025 guidance from DHRM and Virginia's Chief Diversity, Opportunity, and Inclusion Officer, you may find JMU's DOI accomplishments for 2025 reported against the Commonwealth of Virginia's current Diversity Opportunity and Inclusion Plan.

Commonwealth of Virginia Diversity Opportunity and Inclusion Plan Goal 1: Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.

James Madison University (JMU) is committed to recruiting and retaining diverse talent. The university utilizes a wide range of recruitment tools, including social media platforms, job fairs, specialized job boards, and partnerships with organizations like the Department of Aging and Rehabilitative Services (DARS) to reach underrepresented populations. JMU also supports the Alternative Hiring Process for individuals with disabilities through collaborations with agencies such as DARS and the Department for the Blind and Visually Impaired, ensuring accessible application and interview processes. The university supports a climate that values differing perspectives, provides accommodations for employees with disabilities, and promotes collegiality through policies like the Civility in the Workplace Policy.

Commonwealth of Virginia Diversity Opportunity and Inclusion Plan Goal 2: 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.

James Madison University promotes an inclusive and respectful workplace by supporting employees with disabilities through accommodations and collaborative processes, while also promoting community through employee clubs and orientation programming. The university emphasizes respect and civility through policies, training, and open forums that elevate diverse voices and perspectives. Cross-collaboration and rotational assignments are encouraged across departments to enhance employee growth, innovation, and diversity of thought. Employees and students have access to various support resources, including Human Resources, the Office of Equal Opportunity (OEO), Title IX, and departments within Student and Academic Affairs. The JMU Faculty Handbook outlines procedures to help faculty address conflicts, concerns, and complaints. Inappropriate workplace behavior is promptly addressed through established processes supported by HR, OEO, Title IX, and university policies. Additionally, JMU ensures that all concerns and complaints are handled consistently and promptly through clearly defined procedures available to all employees.

Commonwealth of Virginia Diversity Opportunity and Inclusion Plan Goal 3: 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.

JMU offers a robust array of training and development opportunities to support employee growth, leadership, and career advancement. This includes implementing a comprehensive approach to work-life balance, offering robust professional development resources through internal departments like Talent Development and the Center for Faculty Innovation, as well as external state and national opportunities, and fostering meaningful workplace involvement through supportive resources and peer engagement. JMU employs systems of assessment, reporting, accountability, and continuous improvement to measure progress against the University's Strategic Plan.