



Southwest Virginia Higher Education Center (948)

Diversity, Opportunity, and Inclusion

2025 Annual Report

2024 Goals & Accomplishments

Plan Goal 1: Access & Success

- Objective 1: Utilize interview panels that include members of diverse backgrounds and perspectives.
 - *Accomplishment: The Center has utilized interview panels that include those with diverse backgrounds and perspectives.*
- Objective 2: Expand sources for recruiting diverse talent.
 - *Accomplishment: The Center has expanded sources used to recruit diverse talent.*

Plan Goal 2: Welcoming & Respectful Culture

- Objective 1: Promote respect of all individuals and provide clear expectations for collegial interactions and compliance with the Civility in the Workplace Policy.
 - *Accomplishment: The Center promotes the respect of all individuals and annually reinforces its expectations for collegial interactions and compliance with the Civility in the Workplace policy.*
- Objective 2: Promptly address inappropriate workplace behavior.
 - *Accomplishment: Any inappropriate workplace behavior is addressed promptly. Employees and supervisors are periodically informed of the avenues in which to report inappropriate workplace behavior.*

Plan Goal 3: State Agency DOI Infrastructure & Training

- Objective 1: Incorporate the DOI plan into the agency's strategic plan and reporting efforts
 - *Accomplishment: The Center continues to incorporate the DOI plan into its planning and reporting efforts.*

- Objective 2: Review and assess internal policies and procedures throughout the agency and/or department to identify opportunities to further organizational excellence.
 - *Accomplishment: Ongoing, the Center continues to identify opportunities to further organizational excellence.*
- Objective 3: Increase training opportunities
 - *Accomplishment: Ongoing, training is conducted periodically, including DOI specific training.*

2025 Agency DOI Goals

- Agency Goal 1: Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.
- Agency Goal 2: Provide welcoming and respectful culture for all agency employees.
- Agency Goal 3: Align agency operations with state DOI infrastructure & provide DOI Training opportunities to staff as available.