



To: General Assembly

Date: July 1, 2025

In accordance with § 2.2-602, the Virginia Community College System (VCCS) submits on behalf of its 25 agencies (listed on pages 2-3) the 2024-2025 DEI report to the General Assembly. The same report was submitted to the governor's office.

In brief, VCCS and its agencies adhere to federal and state employment law and remain committed to serving students of all backgrounds and providing a positive work environment for all employees.

The two statements below explain our commitment to fair employment practices:

- The Virginia Community College System (VCCS) provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, political affiliation, veteran status, sexual orientation, gender identity or other non-merit factors.
- The Virginia Community College System (VCCS) is an Equal Employment Opportunity employer and complies with the Americans with Disabilities Acts (ADA and ADAAA), to provide, reasonable accommodation to applicants in need of access to the application, interviewing, and selection processes when requested.

To demonstrate our commitment to serving students of all backgrounds and providing a positive work environment, the VCCS leaders and appointees are pursuing a Culture of Care model. This model focuses on creating a welcoming and supportive atmosphere to current and prospective students of all backgrounds, from the time they express interest in enrollment to their graduation. Additionally, creating a culture of care for employees involves ensuring they have a helpful and supportive onboarding experience that positions them to become strong contributors throughout the term of their employment. Each agency under the VCCS maintains employee rosters and commits to fair treatment regarding merit- and fitness-based pay and promotions.

Efforts to monitor and measure the student and employee experiences are being developed. Currently, VCCS personnel are engaged in a needs assessment period to determine our path forward. One way to monitor progress is the creation of an Advisory Council on Culture of Care and Student Success, which will have representatives from various ranks of employees. This Council will be helpful in suggesting ways to improve the student and employee experience.

Participating agencies reflected in this report		
260	Virginia Community College System	VCCS
261	Virginia Community College System-Central Office	VCCS-CO
270	Virginia Community College System - Shared Services Center	VCCS/SSC
275	New River Community College	NRCC
276	Southside Virginia Community College	SVCC
277	Paul D. Camp Community College	PDCCC
278	Rappahannock Community College	RCC
279	Danville Community College	DCC
280	Northern Virginia Community College	NVCC
282	Piedmont Virginia Community College	PVCC
283	J. Sargeant Reynolds Community College	JSRCC
284	Eastern Shore Community College	ESCC
285	Patrick & Henry Community College	PHCC
286	Virginia Western Community College	VWCC
287	Mountain Gateway Community College	DSLCC
288	Wytheville Community College	WCC
290	Brightpoint Community College	JTCC
291	Blue Ridge Community College	BRCC
292	Central Virginia Community College	CVCC
293	Virginia Peninsula Community College	TNCC
294	Southwest Virginia Community College	SWVCC
295	Tidewater Community College	TCC
296	Virginia Highlands Community College	VHCC

297	Germanna Community College	GCC
298	Laurel Ridge Community College	LFCC
299	Mountain Empire Community College	MECC