

Diversity, Opportunity, and Inclusion 2025 Annual Report

Agency: Jamestown-Yorktown Foundation

Year: 2025

2025 Accomplishments	<p>Plan Goal 1: Access & Success</p> <ul style="list-style-type: none">• Objective 1: Trained HR staff in new PageUp applications to improve recruitment and selection processes.• Objective 2: Conducted new employee engagement survey in late May. Will share results with leadership, staff, and the board, and develop a plan to address any new areas of opportunity. <p>Plan Goal 1: Welcoming & Respectful Culture</p> <ul style="list-style-type: none">• Objective 1: Established an ADA and Accessibility focus group and completed the first accessibility audit of all agency facilities, identifying improvement areas.• Objective 2: Developed and approved an official policy to inform staff of the standardized process for addressing concerns and complaints. <p>Plan Goal 1: State Agency DOI Infrastructure & Training</p> <ul style="list-style-type: none">• Objective 1: Embedded diversity, equity, and inclusion principles into the broader JYF strategic plan, ensuring accessibility and recruitment strategies remain a key focus.• Objective 2: Continued offering DOI training opportunities for staff, reinforcing agency-wide learning and development in inclusion efforts.
2026 Agency DOI Goals	<p>Plan Goal 1: Access & Success</p> <ul style="list-style-type: none">• Objective 1: Finalize and implement new Recruitment & Retention Policy and Standard Operating Procedures (SOPs) to ensure equitable hiring practices and improve long-term employee retention.• Objective 2: Expand outreach initiatives to further engage historically underrepresented communities in hiring efforts, leveraging partnerships with local organizations and educational institutions. <p>Plan Goal 1: Welcoming & Respectful Culture</p> <ul style="list-style-type: none">• Objective 1: Implement the official policy on reporting concerns, ensuring all employees understand accountability measures and have clear, accessible avenues for resolution.• Objective 2: Use elements of the employee engagement survey results as an agency-wide workplace culture assessment focused on civility, belonging, and inclusion, applying insights to refine engagement strategies. <p>Plan Goal 1: State Agency DOI Infrastructure & Training</p> <ul style="list-style-type: none">• Objective 1: Introduce a structured DOI reporting framework to track diversity efforts, workforce demographics, and policy effectiveness, aligning with agency-wide performance metrics.• Objective 2: Strengthen internal leadership development programs by integrating DOI principles, fostering a pipeline of diverse leaders within the agency.• Objective 3: Continue expanding DOI training initiatives, ensuring all staff receive updated guidance on accessibility, equitable workplace practices, and inclusive leadership strategies.

