

Diversity, Opportunity, and Inclusion

2024 Annual Report Template

Department of Labor and Industry - 181

<p>2024 ACCOMPLISHMENTS</p>	<p>Plan Goal 1: Access & Success</p> <ul style="list-style-type: none">• Developed and implemented an annual recognition and appreciation framework that celebrates employee milestones, performance, innovation, and public service impact across all division.• Designated inclusion champions via the Employee Engagement Committee to serve as localized culture ambassadors and feedback liaisons. <p>Plan Goal 2: Welcoming & Respectful Culture</p> <ul style="list-style-type: none">• Integrated engagement metrics into staff performance evaluations to encourage proactive people management.• Conducted a regional stay survey using standardized tools to assess morale, inclusion, communication, workload, and leadership accessibility. <p>Plan Goal 3: State Agency DOI Infrastructure & Training</p> <ul style="list-style-type: none">• Designed an Employee Resource Group (ERG) framework that defines purpose, eligibility, expectations, funding, and support structure.
<p>2025 AGENCY DOI GOALS</p>	<ul style="list-style-type: none">• Broaden inclusive recruitment and hiring strategies to ensure workforce reflective of the Commonwealth.• Improve retention and advancement of a diverse and high-performing workforce.• Build and sustain a workplace climate where all employees feel respected, included, and empowered.

