

# Diversity, Opportunity, and Inclusion Annual Report - OSIG

**AGENCY** Office of the State Inspector General

**YEAR** FY 2025

<b>FY 2025 ACCOMPLISHMENTS</b>	<p><b>Plan Goal 1: Access &amp; Success</b></p> <ul style="list-style-type: none"><li>• Open positions are posted on jobs.virginia.gov, OSIG website, career/job related related websites, Indeed, and LinkedIn.</li><li>• OSIG has a career development plan and two forms of exit surveys are sent (agency &amp; DHRM).</li></ul> <p><b>Plan Goal 2: Welcoming &amp; Respectful Culture</b></p> <ul style="list-style-type: none"><li>• OSIG coordinates an annual Employee Survey through Energage and the Executive Team reviews feedback and shares with staff. This effort resulted in OSIG being awarded a Richmond-Times Dispatch Top Workplaces 2025 honor.</li><li>• OSIG supports "The Committee," a team of staff who coordinate efforts to increase employee engagement and morale.</li></ul> <p><b>Plan Goal 3: State Agency DOI Infrastructure &amp; Training</b></p> <ul style="list-style-type: none"><li>• OSIG conducts ethics training annually.</li><li>• OSIG requires a minimum of 40 CPE from all staff and encourages various professional development/training opportunities.</li><li>• OSIG employee conducted a presentation during the Summer staff meeting on True Colors Personality Test.</li></ul>
<b>FY 2026 AGENCY DOI GOALS</b>	<p><b>OSIG Goal 1 - Highlight diversity with cultural highlights in our internal OSIG "newsies" newsletter.</b></p> <p><b>OSIG Goal 2 - Passport Program. Optional lunch and learn events to highlight cultural diversity and share facts.</b></p> <p><b>OSIG Goal 3 - Improve on-boarding and written communication to provide unit descriptions and how each unit can support new hires.</b></p>

