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Waqas Ahmed  
*Executive Secretary*

TO: Department of Legislative Automated Systems, General Assembly

FROM: Virginia Racing Commission

DATE: 8/4/2025

RE: 2024 Diversity, Opportunity, and Inclusion Annual Report

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The Virginia Racing Commission submits the 2024 Diversity, Opportunity, and Inclusion Annual Report along with this letter. See below for full details and the statutory mandate for the creation and content of the report.

**Title:** 2024 Diversity, Opportunity, and Inclusion Annual Report: Virginia Racing Commission

**Mandate:** Code of Virginia - §2.2-602 (B.)

**Contact:** Waqas Ahmed, VRC Executive Secretary  
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If you have any questions regarding this report, please contact Executive Secretary, Waqas Ahmed.

*Enclosure: "2024 Diversity, Opportunity, and Inclusion Annual Report: Virginia Racing Commission"*



# Diversity, Opportunity, and Inclusion

## Virginia Racing Commission

### 2024 Annual Report

#### Plan Goal 1: Access & Success

##### Objective 1: Collaboration

- The VRC will continue working to create a culture where people of different abilities are present, welcome, and accommodated.

##### Objective 2: Promote a diverse workforce.

- Expand sources for recruiting diverse talent.
- The VRC shall make its application available in Spanish.

**Accomplishment:** The Virginia Racing Commission recruited three directors' positions in 2024 and out of the three, two hired were minority candidates. Overall, the applicant pools contained a diverse group of candidates.

#### Plan Goal 2: Welcoming & Respectful Culture

##### Objective 1: Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization and its customers.

- Promote respect for all individuals and provide clear expectations for collegial interactions and compliance with the *Civility in the Workplace Policy*.

##### Objective 2: Create and maintain a climate that is supportive, respectful and integrates differing perspectives.

**Accomplishment:** The Virginia Racing Commission recruited and hired a new agency head and the new agency head has welcomed the input of staff and is open to diverse opinions.

#### Plan Goal 3: State Agency DOI Infrastructure & Training

##### Objective 1: Promote and encourage training opportunities throughout the agency. Opportunities include training to maintain certifications as well as increased knowledge, skills, and abilities for growth opportunities.

**Accomplishment:** Training is available to employees as needed.

**Plan Goal 1: Access & Success****Objective 1: Collaboration**

- The VRC will continue working to create a culture where people of different abilities are present, welcome, and accommodated.

**Objective 2: Promote a diverse workforce.**

- The VRC shall make its application available in Spanish.

**Plan Goal 2: Welcoming & Respectful Culture****Objective 1: Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization and its customers.**

- Continue to promote respect of all individuals and provide clear expectations for collegial interactions and compliance with the *Civility in the Workplace Policy*.

**Objective 2: Maintain a climate that is supportive, respectful and integrates differing perspectives.****Plan Goal 3: State Agency DOI Infrastructure & Training****Objective 1: Continue to promote and encourage training opportunities throughout the agency. Opportunities include training to maintain certifications as well as increased knowledge, skills, and abilities for growth opportunities.**