

Diversity, Opportunity, and Inclusion

2025 Annual Report

VIRGINIA DEPARTMENT FOR THE DEAF AND HARD OF HEARING

2024 ACCOMPLISHMENTS	<p>Plan Goal 1: Access & Success</p> <p>Objective 1 – Recruited using diverse deaf and hard of hearing resources</p> <p>Objective 2 – Staff attended professional national conferences</p> <p>Plan Goal 2: Welcoming & Respectful Culture</p> <p>Objective 1 – 4 managers lead 4 “huddle” meetings comprising of staff in service areas: telecommunications, interpreting, community service, and administration</p> <p>Objective 2 – Monthly celebrations of staff birthdays and a personal ‘check-in’ sharing personal milestones during staff meetings.</p> <p>Plan Goal 3: State Agency DOI Infrastructure & Training</p> <p>Objective 1 – Staff gave series of presentations to DSS offices</p> <p>Objective 2 – DARS HR staff provided opportunities to VDDHH</p> <p>Objective 3 – Staff participated in COV Learning Center</p>
2025 AGENCY DOI GOALS	<p>VDDHH Goal 1 – Hire diverse deaf or hearing staff proficient in American Sign Language</p> <p>VDDHH Goal 2 – Involve affected diverse stakeholders to address issues in the interpreting profession</p> <p>VDDHH Goal 3 – Update professional development plans for each individual staff</p>

