



Virginia Department of Rail and Public Transportation
2025 Diversity, Opportunity, and Inclusion Report

Goal 1: Attract, develop and retain a diverse and engaged workforce focused on customer service.

Recruit and retain an accomplished workforce by increasing awareness of employment opportunities.

Objective 1:

Continue to focus on applicant access to the hiring process to ensure managers receive competitive and diverse applicant pools for posted vacancies.

- a. The agency continues to experience success in advertising posted vacancies in a variety of publications to increase awareness and ensure diverse, competitive applicant pools.
- b. The agency remains committed to utilizing the “Alternate Hiring Process” for people with disabilities.
- c. The agency consistently utilizes diverse panels to properly assess candidate competencies and make hiring recommendations.

Objective 2:

Continue to focus on the retention of existing staff to ensure continuity of operations.

- a. The agency completed stay interviews with agency staff, seeking to better understand retention motivations.
- b. The agency remains committed to internal alignment, ensuring that all decisions are made based on the business needs of the agency and without regard to protected employment factors.
- c. The agency recognizes and celebrates employees through a robust employee recognition program.

Objective 3:

Continue to encourage employees to develop and expand their skill sets through continuing education and training opportunities.

- a. The agency holds four (4) all-hands meetings each year, where guest speakers educate and team building exercises connect our employees.
- b. The agency has scheduled managers’ meetings throughout the year to ensure the timely sharing of information and continuing education.
- c. The agency encourages employee attendance at mission-critical conferences, to include serving as presenters, moderators and conference planners.



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Goal 2: Foster a Culture of Innovation

Embrace change and ensure diverse opinions are welcomed when seeking out new ways to streamline processes or implement new ideas.

Objective 1:

Challenge employees to identify areas of opportunity and help guide productive discussions that embrace diverse opinions.

- a. The agency regularly invites diverse speakers to all-hands meetings to facilitate lively employee discussions on a host of topics.
- b. The agency organizes several small diverse teams who regularly examine IT systems to enhance mission-critical reporting.
- c. The agency regularly promotes a variety of avenues for employees to provide meaningful feedback on agency operations.

Objective 2:

Continue to welcome Virginia Management Fellows.

- a. The agency is pleased to report that a Virginia Management Fellow hired by the agency in March, 2024 has already made welcomed contributions to the agency's mission.
- b. The agency continues to partner with the fellow's program to identify candidates.

Objective 3:

Continue to welcome interns.

- a. The agency is pleased to report on the hiring of five (5) interns over the past reporting year, which has afforded opportunities in our Transit, Rail, Finance, Administration and Communications areas.
- b. Agency leadership organizes group lunches with interns, ensuring they feel welcomed and included as they progress through their tenure.
- c. Agency staff have attended career fairs at local colleges and universities to help identify prospective applicants, to include interns.



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Goal 3: Cultivate a culture of One DRPT

Continue to welcome and celebrate employees

Objective 1:

Refine the agency's comprehensive onboarding program that warmly welcomes and properly orients new hires.

- a. The agency has successfully implemented DocuSign into the onboarding process, which has greatly enhanced both the employee experience and payroll processing.
- b. Agency HR staff regularly touch base with new hires during their first year of employment, seeking feedback and helping guide them during their probationary period.

Objective 2:

Continue to plan engaging and educational all-hands meetings.

- a. The agency regularly solicits employee ideas for its four (4) all-hands meetings each year, striving to provide relevant and engaging speakers to inspire staff.
- b. The agency has identified an ADA compliant off-site location for all-hands meetings, ensuring that all employees can fully participate in every event.

Objective 3:

Continue to engage all employees in the execution of the agency's strategic plan.

- a. Diverse small groups are regularly engaged to discuss strategic plan initiatives and identify implementation strategies.
- b. The agency's strategic plan is routinely discussed in all-hands meetings and posted on the agency's intranet for review.