

# Diversity, Equity, and Inclusion Annual Report

Virginia Department of Agriculture and Consumer Services  
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<b>2025 ACCOMPLISHMENTS</b>	<p><b>Plan Goal 1: Access &amp; Success</b></p> <p><u>Objective 1:</u> Overall, we experienced an increase in the number of applicants who identify as having a disability and requested accommodations during the recruitment process compared to last year. Despite a decrease in the number of applicants that used the Alternative Hiring Process, we maintained our number hired from that group. Diverse representation was achieved on all interview panels.</p> <p><u>Objective 2:</u> Those who serve on panel members continue to complete applicable training to ensure compliance.</p> <p><b>Plan Goal 2: Welcoming &amp; Respectful Culture</b></p> <p><u>Objective 1:</u> Successfully met diverse accessibility needs for all requests received. Mindfully and intentionally integrated diversity and inclusiveness in agency sponsored activities such as awards ceremonies, campaigns, etc.</p> <p><u>Objective 2:</u> Promoted a culture that welcomes diverse opinions, independent thinking and respectful interactions and promptly addressed any raised concerns.</p> <p><b>Plan Goal 3: State Agency DOI Infrastructure &amp; Training</b></p> <p><u>Objective 1:</u> Shared the agency’s inclusive principles and practices (DEI Plan) with all new employees during orientation and ensured access to employees via our intranet. Included updated agency EEO policy in orientation materials.</p> <p><u>Objective 2:</u> Communicated various training opportunities open to all employees. Reviewed and updated policies and documents related to DEI. Ensured 100% completion rate for updated DHRM EEO training.</p>
<b>2026 AGENCY DEI GOALS</b>	<p><b>Agency Goal 1:</b> Expand sources for recruiting diverse talent to include but not limited to an increase in attendance to career fairs that target diverse groups.</p> <p><b>Agency Goal 2:</b> Maintain a culture that is supportive, respectful and celebrates diversity.</p> <p><b>Agency Goal 3:</b> Explore development of various initiatives to enhance or increase DEI goals and ensure all required training is communicated and completed.</p>

