



Please find James Madison University's report in accordance with the requirements of § 2.2-602.

JMU has been maintaining compliance in accordance with the federal updates and changes authorized through executive orders related to the governance and implementation of Diversity, Equity and Inclusive initiatives.

In April 2026 the university's Board of Visitors endorsed the new Strategic Plan for JMU, [The Madison Promise](#). The James Madison University Board of Visitors formally endorsed [The Madison Promise](#) as a bold community-driven vision that sets our course through 2032, with long-term targets extending to 2040.

The Madison Promise will:

- Guarantee a quality education for our students and ensure bachelor's degree graduates are career-ready, while still supporting students as they begin their career.
- Invest in our people through strategic recruitment, professional development, compensation and workload adjustment. JMU will strengthen the conditions that allow faculty and staff to thrive.
- Chart a new path as a national research university. This plan will not be research at the expense of teaching, but research because of teaching and will pursue a distinctive vision of a modern research university. We will blaze a new path to R1.
- Become the preferred partner to meet the needs of the Commonwealth of Virginia and beyond.
- Create an innovative campus community to support our vision for the next generation of learning and research. The campus will be sustainability-focused and serve as an anchor and hub for cultural, educational, social and economic collaboration that will generate revenue to allow further investment in the university's mission.

The second bullet of the Madison Promise, highlights JMU's commitment to the three key components of the requirements of § 2.2-602. JMU's diversity plan/goals are embedded within the new strategic plan. Here is a link to the Madison Promise:

<https://www.jmu.edu/madison-promise/index.shtml>

In accordance with June 2026 guidance from DHRM and Virginia's Chief Diversity, Equity, and Inclusion Officer, you may find JMU's DEI accomplishments for 2026 reported against the Commonwealth of Virginia's current Diversity, Equity and Inclusion Plan.

Commonwealth of Virginia Diversity Opportunity and Inclusion Plan Goal 1: Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.

James Madison University (JMU) is committed to recruiting and retaining diverse talent. The university utilizes a wide range of recruitment tools, including social media platforms, job fairs, specialized job boards, and partnerships with organizations like the Department of Aging and Rehabilitative Services (DARS) to reach underrepresented populations. JMU also supports the Alternative Hiring Process for individuals with disabilities through collaborations with agencies such as DARS and the Department for the Blind and Visually Impaired, ensuring accessible application and interview processes. The university supports a climate that values differing perspectives, provides accommodations for employees with disabilities, and promotes collegiality through policies like the Civility in the Workplace Policy. Human Resources recently began a one-year pilot to boost our outreach strategy for veteran recruitment. All faculty and staff job postings are sent to RecruitMilitary, which is a "comprehensive military-to-civilian recruiting company that connects military veterans, transitioning military service members, and their spouses with employment opportunities." The HR Recruitment team is actively sourcing candidates through the RecruitMilitary database to identify individuals that may be interested in JMU career opportunities. We are also participating in both in-person and virtual recruitment events.

Commonwealth of Virginia Diversity Opportunity and Inclusion Plan Goal 2: 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.

James Madison University promotes an inclusive and respectful workplace by supporting employees with disabilities through accommodations and collaborative processes, while also promoting community through employee clubs and orientation programming. The university emphasizes respect and civility through policies, training, and open forums that elevate diverse voices and perspectives. Cross-collaboration and rotational assignments are encouraged across departments to enhance employee growth and innovation. Employees and students have access to various support resources, including Human Resources, the Office of Equal Opportunity (OEO), Title IX, and departments and services within most divisions of the University. The JMU Faculty Handbook outlines procedures to help faculty address conflicts, concerns, and complaints. Inappropriate workplace behavior is promptly addressed through established processes supported by HR, OEO, Title IX, and university policies. Additionally, JMU ensures that all concerns and complaints

are handled consistently and promptly through clearly defined procedures available to all employees.

Commonwealth of Virginia Diversity Opportunity and Inclusion Plan Goal 3: Maintain a plan and infrastructure that continues to provide individualized skills training and career development for state employees. Agencies report annually on DOI goals and accomplishments.

JMU offers a robust array of training and development opportunities to support employee growth, leadership, and career advancement. This includes implementing a comprehensive approach to work-life balance, offering robust professional development resources through internal departments like Talent Development and the Center for Faculty Innovation, as well as external state and national opportunities, and fostering meaningful workplace involvement through supportive resources and peer engagement. JMU employs systems of assessment, reporting, accountability, and continuous improvement to measure progress against the University's Strategic Plan.