

Diversity, Opportunity, and Inclusion

2025 Annual Report

AGENCY: VEDP

YEAR: 2025

2025
ACCOMPLISHMENTS

Goal 1: Access & Success - Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.

Objective 1: *Advance and strengthen hiring processes and increase access to potential applicants from diverse populations.*

- Specific recruiting sources are used to ensure VEDP job opportunities are advertised where applicants from diverse populations will see them, including job boards at HBCUs, Diversityjobs.com, and V3.
- Interview panels are diverse in gender, age, race, seniority level, etc.
- We use VEDP's award-winning internship program as a pipeline for new hires. We hosted 15 summer interns in 2025 and hired a previous intern as a full-time employee.

Objective 2: *Increase retention and promotions of a diverse workforce.*

- Unconscious Bias 101 training is integrated into the onboarding process for all new hires and Diversity and Inclusion trainings were offered at least four times in 2025.
- VEDP's Learning and Development Director designed and conducted internal professional development training available to all staff on a diverse range of topics.
- All internal and external communications are designed to be accessible to those with diverse needs. PowerPoint Template and website are compliant with ADA standards.

Goal 2: Welcoming and Respectful Culture: 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.

Objective 1: *Actively cultivate a climate that is supportive and respectful and that values and integrates differing perspectives and experiences.*

- VEDP/VTTC D&I Committee is an employee driven initiative that encourages employees to be actively involved in creating events, training, gatherings, and resources that embrace the diverse contributions of all employees and provide an inclusive environment for these contributions to have a meaningful impact.
- The Employee Connections Committee is an employee-driven initiative aimed at increasing employee engagement & collaboration. The committee designed & held events covering a diverse range of topics and interests, including volunteer opportunities & social gatherings, which all employees are encouraged to attend.
- VEDP Values are displayed on each floor as a reminder to consistently demonstrate these values in daily work.
- Employees are encouraged to participate in monthly lunch lotteries for employees to get to know one another
- Human Resources keeps VEDP intranet pages up-to-date with relevant information and planned organization-wide events so that all employees can access them in a central location.

Objective 2: *Strengthen a culture of accountability by ensuring all employee concerns are addressed consistently, transparently, and within established timeframes.*

- Open-Door Policy, Anti-Bullying, and Anti-Harassment policies are clearly stated in the VEDP Employee Handbook and are highlighted during new hire orientation and onboarding.
- Inappropriate behavior and complaints are promptly addressed using a consistent, standard process.

Goal 3. State Agency DOI Infrastructure & Training: Sustain a plan and infrastructure that continues to provide individualized skills training and career development. Agencies report annually on DOI goals and accomplishments.

Objective 1: *Amplify opportunities to advance the goals outlined in this framework.*

- Diversity and Inclusion goals and VEDP values are included in the VEDP Strategic and Operating Plans, as well as all position descriptions.

Objective 2: *Strengthen structures and processes of accountability to increase organizational effectiveness with the Department of Human Resource Management.*

- The Vice President, Human Resources is the point of contact for DHRM and engaged in all aspects of the plan.
- The Executive Leadership Team is involved and instrumental in providing feedback for all initiatives.

Objective 3: *Deliver and expand training and educational workshops available to all employees.*

- Professional Development Training is currently offered for all levels in classroom and virtually to accommodate employee availability and learning styles.
- Learning & Development Director curated courses in LinkedIn Learning on a wide range of topics available to all staff. Courses are also curated as needs arise.
- Annual Career Conversations were conducted to facilitate training needs and professional growth.

2026 AGENCY DOI GOALS

Agency Goal 1: Access & Success – Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.

- Strengthen and expand efforts described in 2025 accomplishments.
- Grow and improve Summer Internship Program.
- Utilize recruiting sources that target diverse populations.

Agency Goal 2: Welcoming & Respectful Culture - 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.

Objective 1: *Actively cultivate a climate that is supportive and respectful and that values and integrates differing perspectives and experiences.*

- Promote VEDP Values and encourage employees to “live” our values in their daily work.
- Share VEDP values during new hire orientation and encourage employees to attend “Creating a Value-Centered Culture” training course.
- Encourage employees to recognize other employees displaying VEDP values via our performance management system which includes this feature.
- Drive increased participation in the D&I Committee to broaden employee engagement and influence across the organization.
- Launch and scale structured engagement activities (Lunch Lottery, Meet & Greet) to strengthen cross-team collaboration and connection.

Objective 2: *Strengthen a culture of accountability by ensuring all employee concerns are addressed consistently, transparently, and within established timeframes.*

- Review Human Resources policies with new hires and update as needed.
- Emphasize open-door policy, anti-harassment, and anti-bullying policies with additional organization-wide training sessions.
- Address complaints or inappropriate behavior promptly.

Agency Goal 3: State Agency DOI Infrastructure & Training: 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.

Objective 1: Diversity and Inclusion Resources

- Encourage and provide opportunities for staff to get involved in D&I Committee.
- Lead and support quarterly charities initiatives to engage and/or support local community.
- Expand and promote targeted D&I learning opportunities to increase employee capability and awareness across the organization.
- Reinforce D&I resources by keeping HR Intranet page and café screens updated.

Objective 2: Increase Learning and Development Opportunities

- Partner with Internal Talent Development team to provide relevant professional development opportunities.
- Work with Internal Talent Development to curate courses in LinkedIn Learning on a wide range of topics applicable to people in various positions and at various levels of experience and responsibility.
- Partner with CommonHealth, Anthem, and Aetna to provide staff with education and resources for overall health and wellbeing.

