

# 2025-2026 Diversity, Opportunity, and Inclusion Report

---

## Virginia Museum of Fine Arts (#238)

The Virginia Museum of Fine Arts (VMFA) remains committed to fostering a workplace culture where all employees are valued, supported, and provided opportunities to succeed. During 2025-2026, the museum continued efforts to strengthen workforce diversity, expand employee development opportunities, promote accessibility awareness, and cultivate an inclusive and respectful workplace. The accomplishments outlined below reflect VMFA's ongoing commitment to the Commonwealth's Diversity, Opportunity, and Inclusion framework.

### Goal 1: Access and Success

---

*Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.*

VMFA continued its efforts to broaden recruitment outreach and strengthen relationships with diverse communities by participating in K-12, higher education, workforce development, and community-based events throughout the Richmond region. The museum also maintained partnerships with organizations, including Virginia Mentoring Partnership, Virginia Commonwealth University, VisitAble, and Virginia Ability, to support workforce development, accessibility awareness, and community engagement.

To support employee retention and success, VMFA continued to provide professional development opportunities through Learning Thursdays, individual coaching, mentoring, and leadership development initiatives. Employees were encouraged to share feedback through all-staff meetings, training evaluations, and ongoing communication channels. Learning opportunities throughout the year reinforced VMFA's commitment to creating a workplace where employees are respected, valued, and supported in their professional growth. The museum also continued to promote accessibility, belonging, and inclusive workplace practices through employee learning opportunities and organizational development initiatives.

### 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.*

VMFA continued the New Perspectives initiative, providing employees with information and resources designed to increase awareness and understanding of accessibility and disability inclusion. Educational communications and learning opportunities encouraged employees to consider diverse perspectives and support an inclusive workplace and visitor experience.

The museum recognized cultural heritage and awareness observances through employee communications and programming that promoted understanding, respect, and engagement.

DOI principles continued to be reinforced through onboarding, employee engagement activities, leadership communications, and ongoing review of workplace practices that support a welcoming and respectful culture. VMFA also continued to foster open communication through all-staff meetings and employee engagement activities that encouraged employees to share feedback, raise concerns, and participate in discussions regarding workplace culture and organizational effectiveness.

### **Goal 3: State Agency DOI Infrastructure and Training**

---

*Maintain a plan and infrastructure that provides individualized skills training and career development opportunities for employees.*

VMFA continued to invest in employee learning and development through a variety of in-person, virtual, and self-directed learning opportunities. Learning Thursdays provided regular professional development opportunities for employees, while coaching, mentoring, performance management education, and leadership development initiatives supported employee growth and organizational effectiveness.

While the Supervisory Learning Experience (SLE) was not delivered during the reporting period, significant planning and redesign efforts were completed. The revised program streamlines the original 16-module curriculum into a more focused and accessible format designed to support greater participation and long-term sustainability.

Human Resources continued to evaluate employee feedback and organizational development needs to inform future learning opportunities. Additional training efforts included performance management education on how to implement the Commonwealth's PageUp People module. Preliminary work also continued to explore leadership development pathways and career growth opportunities that support employee advancement, workforce planning, and long-term organizational effectiveness.

### **Conclusion**

---

VMFA remains committed to advancing diversity, opportunity, and inclusion through intentional workforce development, employee engagement, accessibility awareness, and professional growth opportunities. By continuing to invest in its people and workplace culture, the museum strengthens its ability to serve employees, volunteers, visitors, and the diverse communities of the Commonwealth.

# 2025-2026 Diversity, Opportunity, and Inclusion Plan

## Virginia Museum of Fine Arts (#238)

The Virginia Museum of Fine Arts' 2026 Diversity, Opportunity, and Inclusion (DOI) Plan reflects the museum's unwavering commitment to building an inclusive workplace where all employees are valued, supported, and empowered to grow. While a new strategic plan is being developed, the foundation of VMFA's identity remains unchanged. The museum continues to invest in the principles of employee development, workforce diversity, and a culture of belonging. The guiding belief is that opportunities are created, success is supported, and talent is cultivated across all levels of the organization. This plan affirms our longstanding values and positions VMFA as a cultural leader rooted in equity, access, and opportunity for all.

### Goal 1

---

**Access and Success:** *Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.*

**Description:** Enhance efforts to recruit and retain a diverse workforce that reflects the broad spectrum of communities the VMFA serves. This goal aims to foster an inclusive environment that attracts, maintains, and supports individuals from various backgrounds.

**VMFA Objectives:**

- Broaden outreach efforts to expand recruitment pipelines and strengthen relationships with diverse communities.
- Enhance retention strategies through inclusive professional development, mentoring, and employee engagement.
- Continue to deliver organization-wide diversity training for staff and volunteers, with a focus on cultural competency and accessibility.
- Monitor progress through workforce metrics and employee feedback to evaluate and adjust recruitment and retention approaches.
- Deepen partnerships with community-based organizations to inform VMFA's DOI strategy and amplify its visibility.

### 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.*

**Description:** Establish a workplace environment at the VMFA that champions diversity, fosters respect among all employees, and promotes inclusivity. This goal underscores the intent to

enhance collaboration, innovation, and overall performance through a welcoming and respectful Culture.

**VMFA Objectives:**

- Continue the “New Perspectives” initiative to support disability awareness and create an inclusive experience for all employees.
- Deliver training on microaggressions, unconscious bias, and inclusive leadership for staff and volunteers.
- Recognize National Diversity Months through museum events and educational programming.
- Strengthen onboarding by embedding DOI values and expectations into early-stage employee engagement.
- Conduct ongoing review of internal policies and procedures to ensure alignment with equity-centered practices.

### 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.*

**Description:** Implement a comprehensive training and development program to enhance the skills and knowledge of VMFA employees. This initiative promotes diversity, inclusion, and cultural competency, aligning with the museum's strategic plan and the principles outlined in the Diversity, Opportunity, and Inclusion Plan.

**VMFA Objectives:**

- Offer a comprehensive curriculum of leadership, supervisory, and general development training opportunities.
- Facilitate regular workshops, virtual learning, and cohort-based programs such as the Supervisory Learning Experience.
- Establish and sustain an emerging leaders initiative to cultivate future managers and institutional leaders.
- Track participation and evaluate training impact to ensure continuous improvement and alignment with employee needs.
- Develop and communicate formal career ladders to support internal mobility and organizational growth.
- Report annually on program outcomes, engagement levels, and the broader influence on workplace culture.