

Virginia Board for People with Disabilities

Diversity, Equity, and Inclusion (DEI)

Annual Report

July 1, 2026

About the Virginia Board for People with Disabilities

Who We Are

The Virginia Board for People with Disabilities (VBPD) is Virginia's federally designated Developmental Disabilities Council established under the Developmental Disabilities Assistance and Bill of Rights Act. The Board works to improve the quality of life for Virginians with developmental disabilities through systems change, capacity building, advocacy, leadership development, and grantmaking. VBPD partners with self-advocates, family members, community organizations, state agencies, and policymakers to promote inclusive communities and improve public policies and practices.

Mission

To create a Commonwealth that advances opportunities for independence, personal decision-making, and full participation in community life for individuals with developmental and other disabilities.

Vision

Virginians with developmental and other disabilities direct their own lives and choose how they live, learn, work, and play.

About this Report

This report summarizes the Virginia Board for People with Disabilities' efforts during Fiscal Year 2026 to advance diversity, opportunity, inclusion, and accessibility within the agency and throughout its work. It highlights accomplishments aligned with the Commonwealth's Diversity, Opportunity, and Inclusion framework and outlines goals for the coming year.

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Agency: Virginia Board for People with Disabilities

Commonwealth Goal 1 – Access & Success

Objective 1 – Expand opportunities for employees and applicants

- Maintained equitable employment practices that support recruitment, retention, and professional development.
- Supported flexible work practices and encouraged staff participation in training and leadership opportunities.

Objective 2 – Increase opportunities for meaningful engagement

- Conducted accessible Board and committee meetings that encouraged participation by individuals with developmental disabilities, family members, and stakeholders.
- Continued leadership development through Partners in Policymaking, the Youth Leadership Academy, and alumni engagement activities.
- Engaged diverse stakeholders during implementation of the Board's State Plan and grant activities.

Commonwealth Goal 2 – Welcoming & Respectful Culture

Objective 1 – Foster an inclusive workplace

- Maintained a collaborative workplace built on respect, professionalism, and teamwork.
- Supported continuous learning and cross-agency collaboration.

Objective 2 – Promote accessibility and belonging

- Provided accessible electronic documents, captioning, interpretation, and reasonable accommodations when requested.
- Continued using plain language and accessible communication practices whenever feasible.

Commonwealth Goal 3 – DOI Infrastructure & Training

Objective 1 – Support DOI planning

- Integrated diversity, opportunity, inclusion, and accessibility principles into agency planning, leadership development, grantmaking, and stakeholder engagement.

Objective 2 – Increase employee knowledge

- Supported completion of required Commonwealth training related to workplace conduct, equal employment opportunity, and accessibility.

Objective 3 – Continuous improvement

- Worked with DARS Human Resources to support compliance with Commonwealth workforce policies and identify opportunities for improvement.

Agency DEI Goals

- Goal 1: Expand outreach to underserved communities and strengthen engagement with diverse stakeholders across the Commonwealth.
- Goal 2: Continue improving accessibility of meetings, publications, technology, and communications.
- Goal 3: Promote professional development and an inclusive workplace culture for all employees.