

**REPORT OF THE VIRGINIA DEPARTMENT OF
CONSERVATION AND RECREATION**

**2025 ANNUAL REPORT OF DIVERSITY,
OPPORTUNITY, AND INCLUSION**

TO THE GOVERNOR AND MEMBERS OF THE GENERAL ASSEMBLY



David L. Bulova
Secretary of Natural and Historic Resources

Frank N. Stovall
*Deputy Director
for Operations*

Nikki Rovner
Director



Darryl Glover
*Deputy Director for
Dam Safety,
Floodplain Management and
Soil and Water Conservation*

Sarah Spota
Deputy Director

COMMONWEALTH of VIRGINIA
DEPARTMENT OF CONSERVATION AND RECREATION

Laura Ellis
*Deputy Director for
Administration and Finance*

July 1, 2026

The Honorable Abigail D. Spanberger, Governor of Virginia
Members of the General Assembly

Dear Governor Spanberger and Members of the General Assembly:

We are pleased to provide you with the Department of Conservation and Recreation 2025 Diversity, Opportunity, and Inclusion annual report, prepared in accordance with the requirements of the Code of Virginia § 2.2-602 relating to the duties of agencies and their appointing authorities; diversity, equity, and inclusion strategic plans. Specifically, “each agency shall establish an infrastructure to effectively support ongoing progress and achievements by reporting diversity, equity, and inclusion goals in coordination with the Governor’s Director of Diversity, Equity, and Inclusion and the General Assembly” and “each agency shall submit an annual report to the Governor and the General Assembly by July 1 of each year assessing the impact of the strategic plan on the populations served by the agency and on the agency’s workforce and budget.”

As the agency continues its mission-focused conservation work in protecting what Virginians care about – open space, clean water, natural habitat, safe infrastructure and access to the outdoors – we will also remain diligent in our service to a diverse Commonwealth, ensuring opportunities and inclusion for all Virginians. We trust that this report fulfills the required statutory obligations and demonstrates the agency’s commitment to the importance of diversity, opportunity, and equity efforts.

Respectfully submitted,

A handwritten signature in black ink that reads "Nikki Rovner".

Nikki Rovner, Director

Attachment

cc: Laura Ellis, Deputy Director for Administration and Finance
Tara Adkins, Human Resources Director
Lisa McGee, Policy and Planning Director

600 East Main Street, 24th Floor | Richmond, Virginia 23219 | 804-786-6124

A century of protecting Virginia’s natural and cultural treasures.

*State Parks • Soil and Water Conservation • Planning and Recreation Resources
Natural Heritage • Dam Safety and Floodplain Management • Land Conservation • Public Safety and Law Enforcement*

Diversity, Opportunity, and Inclusion

2025 Annual Report

Virginia Department of Conservation and Recreation

2025
ACCOMPLISHMENTS

Plan Goal 1: Recruit and retain a diverse workforce

Objective 1: Seek out opportunities to expose diverse talent to the agency, as well as continue to promote internal transition and/or promotional opportunities for current staff.

- DCR had 25 employees transfer internally to other positions, 13 existing wage employees accept full-time employment, and 16 internal promotions.

Objective 2: Continue to provide skills training and career development opportunities for internal staff through sponsorships, as well as potential staff through internships.

- DCR's SkillBridge program, sponsored by the Division of State Parks, hosted interns nearing the end of their military service. Nine (9) interns completed their internship in 2025.
- Through the Ranger Conservation Corps, the State Parks division employed 19 interns in the summer of 2025 for 12 weeks, providing first-hand experience in park operations as entry-level Park Rangers. Seven (7) interns gained employment with the agency.
- Partnering with colleges and universities, DCR sponsored 6 college internships.

Objective 3: Continue to provide accessibility for entry-level positions through a condensed application process.

- DCR had 297 wage recruitments posted through the Agency's condensed application process, receiving 4,945 applications.

Plan Goal 2: Establish Agency Succession Planning

Objective 1: Initiate and develop succession plans for key leadership positions where retirement is anticipated in the next few years.

- DCR is actively identifying key leadership positions with anticipated retirements to support effective succession planning.

Plan Goal 3: Focus community engagement activities on those that provide measurable, direct, equitable, and sustained benefit to all of Virginia's diverse communities.

Objective 1: Improve outcomes and experiences for populations the agency serves directly.

- In 2025, Park Rangers led a total of 11,561 programs for 292,272 people. Each program is designed to help attendees better appreciate and understand the diverse natural, historical, and cultural resources of Virginia. Highlights include:
 - SOL-based programming: In 2025, parks offered 349 in-park events and 221 outreach events for 32,486 school-aged children and their teachers/chaperones. These programs reach all grade levels and many offer field experiences in our parks, including hiking, water quality testing, dip netting, cave tours, kayak/canoe programs and hands-on history programming. Outreach events support a variety of opportunities across the Commonwealth including Afterschool Enrichment Programs, Meaningful Watershed Educational Experience, and ongoing community partnerships like Hungry Mother State Park's programming with the Chilhowie School System including Forensics Club coaching, Elementary School Library Storytime and "Ranger Breaks," field trips, and more.

- Partnerships with Virginia’s Tribal Communities: The ‘Let’s Go Adventures’ program is a mobile education unit bringing outdoor recreation experiences and environmental education to communities across Virginia in an accessible and engaging way. In 2025, the ‘Let’s Go Adventures’ staff were invited to provide programs to the Rappahannock Cultural Camp at the Rappahannock Tribal Center. While the rangers shared information about native animals, camp counselors shared associated Algonquian language terms and animal names with the campers. Machicomoco State Park in Gloucester, VA also hosted the Chickahominy Tribe Summer Camp in summer 2025 with activities and a fishing clinic.
- Programs for Seniors: Six (6) parks offered activities specifically targeting seniors in their communities. These programs included visits to the Woodbridge Senior Center to share information about Leesylvania State Park and its habitats and animals that live there, a Senior Rangers series offering recreational activities at Caledon State Park, and an Introduction to Birding workshop to help seniors discover a new hobby. These programs served 784 individuals.

Objective 2: Improve outcomes and experiences for underrepresented groups in the agency’s larger community.

- During FY26, DCR’s Floodplain Management division conducted a robust suite of outreach, training, workshops, and long-term flood recovery activities. Significant work in underrepresented groups occurred: 77% of the division’s engagements were held in socially vulnerable areas and 72% of in-person trainings were facilitated in rural localities. Funds were administered to increase resilience to flooding in localities across the Commonwealth through the Community Flood Preparedness Fund, which includes a cumulative total of \$161,466,813 awarded to low-income geographic areas.

Objective 3: Implement the DCR Office of Resilience Planning’s Community Outreach and Engagement Plan.

- In April 2024, DCR finalized and released the [Community Outreach and Engagement Plan: A Stakeholder Engagement Framework for the Commonwealth’s Flood Resilience Master Plans \(COEP\)](#) in accordance with the 2022 Acts of Assembly, [Chapter 494](#), enactment clause 3. In the COEP, DCR lays out an approach for conducting outreach and engagement in its flood resilience planning efforts, establishes goals and expected outcomes for outreach and engagement, and commits to developing specific outreach and engagement strategies for the Coastal Resilience Master Plan (CRMP) and the Virginia Flood Protection Master Plan.
- In 2025, DCR developed and implemented a stakeholder outreach and engagement strategy based on the COEP to inform the development of the Virginia Flood Protection Master Plan. Outreach and engagement conducted for the plan included more than 400 engagements with over 100 stakeholder organizations, resulting in over 90% of primary stakeholders engaging in the planning process. DCR attended community events across the Commonwealth where the public had the opportunity to provide personal flood stories and desired flood resilience outcomes for Virginia. DCR also provided public outreach using paid social media advertising to promote flood awareness and plan development in areas with both high flood vulnerability and high social vulnerability across Virginia.

Agency Goal 1: Recruit and retain a diverse workforce.

- Seek out opportunities to expose diverse talent to the agency, as well as continue to promote internal transition and/or promotional opportunities for current staff.
- Continue to provide skills training and career development opportunities for internal staff, as well as potential staff through internships.
- Continue to provide accessibility for entry-level positions through a condensed application process.

Agency Goal 2: Establish Agency Succession Planning

- Initiate and develop succession plans for key leadership positions where retirement is anticipated in the next few years.

Agency Goal 3: Focus community engagement activities on those that provide measurable, direct, equitable, and sustained benefit to all of Virginia's diverse communities.

- Continue to improve outcomes and experiences for populations the agency serves directly.
- Continue to improve outcomes and experiences for underrepresented groups in the agency's larger community.

