

Diversity, Opportunity, and Inclusion 2025 Annual Report

LIBRARY OF VIRGINIA

On January 19, 2022, Governor Youngkin signed Executive Order 10, which provided a concrete plan to further strengthen and focus the Office of Diversity, Equity, and Inclusion and to include the promotion and expansion of equal opportunity for all Virginians in the Office's work. The inclusion of Opportunity is a critical factor in making Virginia the best place to live, work, and raise a family. Since the first days of the Youngkin Administration, the Commonwealth has dedicated resources to promoting ideas, policies, and practices that improve quality of life and expand economic opportunities for Virginians. At the same time, this plan and the programs and policies to promote Diversity, Opportunity and Inclusion within the Commonwealth's agencies and authorities have significantly expanded.

In 2000, the Equal Employment Opportunity policy (DHRM, Policy Number 2.05) was implemented to promote respectful workplace and non-discrimination practices. Since that time, plans have evolved to address changing social and economic conditions, with Virginia state government becoming more diverse—even more diverse than the Commonwealth overall.

Approved: _____



Daniel Kent Hinderliter, Chief Operating Officer

2024 ACCOMPLISHMENTS

Agency Goal 1: Ensure inclusive programming, collections, services, and communications to our audiences.

Objective 1: Include accommodations directions for public event listings on the Library's website.

Objective 2: Provide non-aural interpretation of exhibition content when possible.

Objective 3: Offer programs that highlight diverse and inclusive stories of all Virginians through the Library's collections, programs, services, exhibitions, and events.

Objective 4: Reflect the diversity of the community in content created for organizational communications platforms and for marketing efforts.

Achievements: The Library launched a redesign of its website in June 2025. It includes accommodations information. Programs for the Library, focus on inclusivity and offer diverse perspectives.

Agency Goal 2: Increase accessibility to our onsite and online resources.

Objective 1: Improve handicap accessibility in the Library's restrooms to ensure ADA compliance.

Objective 2: Increase access to the Library's resources and staff expertise to facilitate easy navigation of its physical space.

Objective 3: Redesign the Library's website to increase availability and accessibility to its online services, collections, and programs.

Achievements: The Library launched a redesigned web site in June 2025. The site includes improved navigation, requires alt-text for all images, and a vastly reduced number of pdfs, which are inherently less accessible to many users. In addition, the Library has started using SiteImprove, offered through VITA, which will measure and rate the Library's web site's accessibility and offer instruction on how to remedy problems. Lastly, implementation of the accessibility toolbar offered by ReciteMe (<https://reciteme.com/us/product/assistive-toolbar/>) is scheduled for late summer 2025.

Agency Goal 3: Foster community engagement and partnerships to address the needs and interests of diverse community segments.

Objective 1: Increase engagement with underserved and diverse communities by developing partnerships and collaborative programs and by employing community-driven strategies to enhance library services and outreach.

Achievements: The Library focused community engagement partnerships and activities to include the interests of diverse community segments.

2025 AGENCY DOI GOALS

Agency Goal 1: Continue to ensure inclusive programming, collections, services, and communications to our audiences.

Objective 1: Include accommodations directions for public event listings on the Library's website.

Objective 2: Provide non-aural interpretation of exhibition content when possible.

Objective 3: Offer programs that highlight diverse and inclusive stories of all Virginians through the Library's collections, programs, services, exhibitions, and events.

Objective 4: Reflect the diversity of the community in content created for organizational communications platforms and for marketing efforts.

Agency Goal 2: Continue to increase accessibility to our onsite and online resources.

Objective 1: Increase access to the library's resources and staff expertise to facilitate easy navigation of its physical space. This includes updated physical signage in the first and second floors. New building design work shall have an accessibility focus for visitors and staff.

Objective 2: Ensure the Library's website increases availability and accessibility with its online services, collections, and programs.

Agency Goal 3: Continue to foster community engagement and partnerships to address the needs and interests of diverse community segments.

Objective 1: Increase engagement with underserved and diverse communities by developing partnerships and collaborative programs and by employing community-driven strategies to enhance library services and outreach.

Objective 2: Work with the donor community via the LVA Foundation to target grant opportunities around DOI.

