

# Commonwealth of Virginia Diversity Opportunity and Inclusion Plan

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.

Our focus in 2023 and beyond is to continue to increase opportunities for all Virginians. The goals and objectives below build upon the plan --- and the promise --- of Executive Order 10. They continue our focus on creating a culture of inclusion where all Virginia state employees are recognized for their contributions, further provide the opportunity for growth through skills development to achieve both personal and professional goals, and will institute regular employee engagement surveys to allow leaders to obtain feedback on a regular basis.

Approved:



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Daniel Kent Hinderliter, Chief Operating Officer

## Goal 1: Access and Success

*Continue to ensure inclusive programming, collections, services and communications to our audiences.*

### Objective 1:

*Include accommodations and directions for public event listings on the Library's Website.*

## **Objective 2**

***Provide a wide spectrum of learning styles for exhibition content when possible***

- a. Emphasize various learning styles on website.
- b. Promote learning styles that accommodate non-aural interpretation on exhibits and events.
- c. Ensure accessibility for diverse needs including but not limited to language access, digital access, and access for individuals with disabilities.

## **Objective 3**

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

- a. Emphasize various learning styles on website.
- b. Promote learning styles that accommodate non-aural interpretation on exhibits and events.

## **Objective 4**

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

**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 physical space. This includes updated physical signage on the first and second floors. New building design work shall have an accessibility focus for visitors and staff.***

- a. Provide employees with disabilities the necessary accommodations for them to be successful.
- b. Promote respect of all individuals and provide clear expectations for collegial interactions and compliance with the *Civility in the Workplace Policy*.
- c. Encourage cross-collaboration and rotational assignments among employees to enrich the employee experience, promote education and growth, foster diversity of thought, and inspire innovative solutions.
- d. Offer events that recognize, value, and honor diversity and independent thinking.

**Objective 2**

***Continue to provide an environment where conflicts, concerns, and complaints are aired and addressed expeditiously.***

- a. Promote productive methods of conflict resolution through mediation, counseling, and training in respect for free speech and expression.
- b. Promptly address inappropriate workplace behavior.
- c. Promptly address concerns and complaints through a standard process that is consistently followed.

### 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

*Continue to amplify opportunities to advance the goals outlined in this framework.*

- a. Incorporate the DOI plan into the agency's strategic plan and reporting efforts.
- b. Design processes to openly share DOI resources and best practices across agencies and units.

#### Objective 2

*Continue to create structures and processes of accountability to increase organizational effectiveness with the Department of Human Resource Management.*

- a. Institute systems of assessment, reporting, accountability, and continuous improvement to optimize the realization of the agency's and/or department's goals.
- b. Align DOI responsibilities and tasks with other human resources functions and provide a point of contact within the agency's leadership team or human resources department to this office.
- c. Engage agency leaders and key stakeholders in reviewing and analyzing reports to identify achievements as well as opportunities for improvement.
- d. Review and assess internal policies and procedures throughout the agency and/or department to identify opportunities to further organizational excellence.

#### Objective 3

*Continue to provide training and educational workshops available to all employees.*

- a. Offer training and educational workshops for skills training, leadership development, and career advancement.
- b. Develop talent management programs such as mentorships, succession planning, and coaching programs with the assistance of professional organizations and institutions of higher education.
- c. Ensure training programs are available to all employees, including through multiple modes of facilitation (e.g., classroom, virtual, online self-paced, etc.)
- d. Increase training opportunities.

## FY 26 Accomplishments

The Library of Virginia has a strong focus on Diversity, Equity, Opportunity and Inclusion. This focus has evolved over time and become a part of the Agency culture. The LVA strategic statements (<https://www.lva.virginia.gov/sites/default/files/2025-07/StrategyOnePageFINAL.pdf>) fully support and align agency goals with those of the Administration.

Some examples of programmatic activities conducted during the FY26 are provided below:

- Exhibition and events around Indigenous Perspectives
- Events, partnership and exhibition around the JXN Project, Exhibition-related programming is provided with support from Virginia Humanities and the Mellon Foundation.
- Events: documentary film screenings highlighting stories of displacement in communities in Charlottesville and the Blue Ridge Mountains of Virginia
- Events celebrating Strong Men and Women
- Exhibition and events around “Her Prospects of Election”, Virginia women in politics
- Event showcasing *Loving v. Virginia*, a partnership with the Virginia Opera
- Event by historian Warren E. Milteer Jr., Ph.D., to discuss his two recent books, “Out of This Strife Will Come Freedom: Free People of Color and the Fight for Equal Rights in the Civil War Era” and “Freedom in the Age of Slavery: A History of Free People of Color in Virginia.”
- Event featuring Virginia Humanities director of education Emma Ito on “Between Roots & Rivers: Japanese Immigrant and Japanese American Journeys in Virginia.”
- Event featuring by historian Dr. Brooke Newman on her new book, “The Crown’s Silence: The Hidden History of the British Monarchy and Slavery in the Americas,”
- The Librarian of Virginia served on a panel recognizing Juneteenth
- Event and exhibition around Virginia 250<sup>th</sup>

Some examples of administrative activities provided during fiscal year 26 are provided below:

- A series of management training sessions provided by the Department of Human Resource Management was held for all L VA supervisors
- The Library of Virginia website was updated to provide content, calendars, and programmatic information in equally accessible manner for all patrons
- A new position at the Library of Virginia titled Director of Organizational Excellence and Assessment was recruited and hired
- Schematic design planning for renovation of the Library of Virginia building at 800 E. Broad Street was completed in coordination with the Department of General Services. Accessibility requirements are included and prioritized
- Five summer interns were hired with a focus on DEI
- L VA shifted human resource functions to the Department of Human Resource Management Shared Service Center. This function will ensure compliance with Commonwealth DEI practices around HR functions
- LVA contracted for an internal survey and survey data analysis to include employee perceptions around fairness and equity