

Diversity, Equity, and Inclusion

2025 Annual Report

AGENCY: George Mason University

YEAR: 2025

This document constitutes George Mason University's *2025 Diversity, Equity, and Inclusion Annual Report*, submitted in accordance with the [Code of Virginia § 2.2-602](#).

This report includes our agency's progress against 2025 goals as mandated by prior requirements per [Executive Order 10 on Diversity, Equity, and Inclusion](#) dated March 11, 2022.

As required, a copy of our agency's *2025 Diversity, Equity, and Inclusion Strategic Plan* along with our agency's *2025 Diversity, Equity, and Inclusion Annual Report* were submitted on July 1, 2026, via our normal submission process for other agency reports and to the Commonwealth's Office of Diversity, Equity, and Inclusion.

Goal 1: Access and Success

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

Objective 1

Continue to improve hiring processes and increase access to potential applicants from diverse populations.

- For Mason Virginia Promise (MVP), the Academic Alliances team expanded an existing agreement with Southwest Virginia Community College to add a pathway for BAS Cybersecurity; a similar agreement was implemented with New River Community College to align their Information Technology program to BAS Cybersecurity. These agreements expand the George Mason footprint to southwest Virginia, which has historically experienced high poverty, low income, and high unemployment.
- Expanded recruitment outreach through multiple employment platforms, such as Mitrastech/Circa, Indeed, LinkedIn, and Virginia Employment Commission (VEC). The university was again recognized as a Veteran-Friendly Employer.
- Established an Executive Recruiter position to strengthen executive talent acquisition, expand access to highly qualified candidates, and support the university's strategic leadership recruitment.

Objective 2

Continue to retain and promote a diverse workforce.

- Maintained graduation rates of over 66%, above the national average for all student populations.
- Maintained career outcomes, with more than 92% of graduates securing employment, continuing education, or public service opportunities within six months of graduation for all student populations.
- Provided direct assistive technology assessment, training, and support services to over 1,800 individuals with disabilities.
- Gathered employee feedback through surveys, exit interviews, grievance processes, and hotline reports to identify trends, address validated concerns, and support continuous organizational improvement.

Goal 2: Welcoming & 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.

Objective 1

Persist in creating and maintaining a climate that is supportive and respectful and that values and integrates differing perspectives and experiences.

- Administered the Faculty and Staff Experience survey in April 2026.
- Conducted Student Climate Focus Groups in April 2026.
- Enhanced employee engagement through workplace initiatives, learning opportunities, and programs designed to strengthen organizational culture.
- Provided employees with disabilities timely and appropriate accommodations to support their success and full participation in the workplace.
- Reinforced expectations for respectful workplace behavior through implementation of the Civility in the Workplace Policy and related guidance.

Objective 2

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

- Continued to expand curricular and co-curricular offerings that focus on civil discourse, dialogue and debate across differences, and freedom of expression.
- Partnered with the Ombuds Office to foster a culture of respect, fairness, honesty, and integrity while strengthening a supportive working and learning environment.
- Reviewed, updated, and maintained policies and procedures related to workplace conduct, conflict resolution, and behavioral expectations to ensure alignment with institutional priorities, legal requirements, and best 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.

Objective 1

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

- Expanded access to employee learning by providing flexible, multimodal training opportunities that supported diverse learning needs and work environments.

Objective 2

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

- Conducted periodic reviews of institutional policies, practices, and procedures to identify opportunities to strengthen workplace culture, improve operational efficiency, enhance organizational effectiveness, and advance institutional excellence.

Objective 3

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

- Offered training and educational programs that enhanced employee skills, supported leadership development, strengthened workplace effectiveness, and advanced career growth opportunities for employees across the university.

2026 DEI AGENCY GOALS

Goal 1: Access and Success

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

Objective 1

Continue to improve hiring processes and increase access to potential applicants from diverse populations.

- Expand student success pathways and strategic educational partnerships, including Mason Virginia Promise.
- Advance implementation of workforce planning and career architecture initiatives that strengthen recruitment, retention, and advancement opportunities.

Objective 2

Continue to retain and promote a diverse workforce.

- Maintain graduation rates above the national average while continuing to improve student success outcomes for all student populations.
- Maintain career outcomes with more than 85% of graduates securing career-related employment, continuing their education, or entering public service within six months of graduation.
- Advance employee development through leadership training, workforce upskilling, and AI readiness initiatives.

Goal 2: Welcoming & 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.

Objective 1

Persist in creating and maintaining a climate that is supportive and respectful and that values and integrates differing perspectives and experiences.

- Foster a supportive and productive work environment for faculty and staff through targeted engagement program enhancements, initiatives, and learning programs.
- Implement 2-3 recommendations from the Student Climate survey and action plan.
- Implement 1 recommendation from the Faculty and Staff Experience Survey action plan.

Objective 2

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

- Expand curricular and co-curricular offerings that focus on civil discourse, dialogue and debate across differences, and freedom of expression.

Goal 3: State Agency DEI 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.

- Advance professional development and accessibility initiatives that strengthen workforce capability, institutional compliance, and organizational effectiveness.

Objective 2

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

- Develop the strategic framework for the Office of People, Culture, and Performance to strengthen workforce strategy, organizational effectiveness, employee experience, and civil rights compliance.
- Establish a cross-functional task force to recommend processes, procedures, and implementation priorities for the new office.

Objective 3

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

- Expand professional development workshops for all employees through different modes of facilitation – in-person, virtual, and self-paced online learning.
- Improve completion rates for required compliance training and prevention education.
- Advance ADA Title II and digital accessibility readiness through governance, training, and continuous improvement efforts.
- Expand accessibility resources and institutional accountability structures to support an inclusive learning and working environment.

