



COMMONWEALTH of VIRGINIA
Department of Professional and Occupational Regulation

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Transmittal Letter

To: Department of Legislative Automated Systems, General Assembly

From: Virginia Department of Professional and Occupational Regulation

Date: July 1, 2026

The Department of Professional and Occupational Regulation submits the 2026 Diversity, Opportunity, and Inclusion Annual Report, along with this letter. See below for full details and the statutory mandate for the creation and content of this report.

Title: 2026 Diversity, Opportunity, and Inclusion Annual Report: Virginia Department of Professional and Occupational Regulation

Mandate: Code of Virginia - §2.2-602 (B.)

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If you have any questions regarding this report, please contact Director Laura McClintock.

Enclosure: "2026 Diversity, Opportunity, and Inclusion Annual Report: Virginia Department of Professional and Occupational Regulation"

Diversity, Opportunity, and Inclusion Annual Report

Department of Professional and Occupational Regulation 2026

2025 ACCOMPLISHMENTS	<p>Plan Goal 1: Access and Success</p> <p><u>Objective 1:</u> Continue to improve hiring processes and increase access to potential applicants from diverse populations.</p> <p><u>Accomplishments:</u></p> <ol style="list-style-type: none"> Expanded sources for recruiting by utilizing outside websites such as DICE for IT recruitment. Established Internship Program Working with Virginia Values Veterans program Updated agency website to comply with WCAG and HB2541 to make web content more accessible to people with disabilities. <p><u>Objective 2:</u> Continue to retain and promote a diverse workforce.</p> <p><u>Accomplishments:</u></p> <ol style="list-style-type: none"> Remediation workflows applied agency-wide to all staff-produced content. Accessibility Coordinator supports compliance, training, and inquiries. Partnered with DARS to promote DPOR as an inclusive employer. <p>Plan Goal 2: Welcoming and Respectful Culture</p> <p><u>Objective 1:</u> Persist in creating and maintaining a climate that is supportive & respectful & that values and integrates differing perspectives and experiences.</p> <p><u>Accomplishments:</u></p> <ol style="list-style-type: none"> Provided regular ADA information sessions for all staff. Improved internal accessibility of documents, communication methods, and physical workspace. <p><u>Objective 2:</u> Continue to provide an environment where conflicts, concerns, and complaints are aired and addressed expeditiously.</p> <p><u>Accomplishments:</u></p> <ol style="list-style-type: none"> Implemented mandatory ADA and disability-inclusion training for supervisors. ADA Coordinator provides training and support and addresses all inquiries. <p>Plan Goal 3: State Agency DOI Infrastructure & Training</p> <p><u>Objective 1: Continue to amplify opportunities</u></p> <p><u>Accomplishments:</u></p> <ol style="list-style-type: none"> Accessible training materials, hands-on exercises and hybrid accessible training sessions for staff.
2026 AGENCY DOI GOALS	<p>Agency Goal 1: Access and Success</p> <p><u>Objective1:</u> Expand accessibility audits and develop supplemental WCAG AA guidance.</p> <p>Agency Goal 2: Welcoming and Respectful Culture</p> <p><u>Objective1:</u> Increase DEI and accessibility-focused training for supervisors and staff.</p> <p><u>Objective2:</u> Strengthen partnerships with DARS and workforce development agencies.</p> <p>Agency Goal 3: State Agency DOI Infrastructure & Training</p> <p><u>Objective1:</u> Continue expanding language access and translated exam offerings.</p> <p><u>Objective 2:</u> Improve internal tracking of accessibility and inclusion metrics.</p>

