

# VA Department of Juvenile Justice (DJJ) Diversity, Opportunity, and Inclusion 2025 Annual Report

## 2025 Accomplishments

**Plan Goal 1: Sustain and bolster our commitment to building a diverse workforce through targeted efforts aimed at both recruitment and retention.**

### **Accomplishments:**

- a. DJJ updated its recruitment procedure and internal process to include diversity and inclusivity language in its job announcements, advertisements, and job fair materials ensuring applicants understand the agency's commitment and expectations.
- b. Expanded DOI language in all position description (PDs), the employee handbook, and various HR policies to reinforce inclusivity throughout the employee lifecycle.
- c. Broadened outreach and marketing efforts by increasing presence in diverse locations, forming new partnerships, and participating in targeted recruitment events to attract a wider and more varied applicant pool.
- d. Implemented consistent analysis of all applicants and established diverse interview panels to promote equitable and inclusive selection practices.
- e. Developed internal metrics and reporting tools to track diversity efforts and provide monthly updates to Executive Leadership, ensuring accountability and continuous improvement.
- f. Revisited and enhanced various monetary incentives, including sign-on bonuses, retention bonuses, Director's unsung hero awards, referral bonuses and other employee recognition opportunities to strengthen workforce retention efforts.

**Plan Goal 2: Foster an Inclusive Culture for Optimal Results**

### **Accomplishment:**

- a. DJJ enhanced its ADA program by updating documentation to include Pregnant Workers Fairness Act (PWFA) ensuring consistent review, analysis, and compliance for all employee and applicant accommodation requests.
- b. Launched an internal communication platform to increase awareness of employee benefits, discounts, and opportunities ensuring equitable access throughout the employment cycle.

- c. DJJ highlights, observes, and celebrates cultural and heritage events throughout the year to foster awareness, respect, and inclusivity.
- d. Established safe and supportive workspaces that encourage the expression of personal identities and interests, while promoting mental and physical wellness.
- e. DJJ had a third party conduct a cultural and safety assessment and we are actively working on implementing recommendations.

**Plan Goal 3: Promote Individualized Skills Training and Career Development:**

**Accomplishment:**

- a. Offer training and workshops that achieve DOI learning goals.
- b. Established e-Courses in Commonwealth of Virginia Learning Center (COVLC) ensure DOI processes are transparent, and agency employees are aware of Department of Education (DOE) culture and expectations at DJJ.
- c. Developed and implemented training specific to DOI throughout each of the training program areas provided by the training unit, i.e., basic skills, leadership, and in-service classes.
- d. Launched internal mentoring program for early-career or leadership-track employees.
- e. Offer career study reimbursement for certifications or degrees related to correctional, clinical, or administrative professions.
- f. Requiring employees and managers to create individual development plan (IDP) that is attainable and aligns with their current roles and career interests.

# VA Department of Juvenile Justice (DJJ)

## Diversity, Equity, and Inclusion

### 2025 Agency Strategic Plan

#### **Agency Goal 1: Sustain and bolster our commitment to building a diverse workforce through targeted efforts aimed at both recruitment and retention.**

DJJ will focus on expanding access to diverse populations in our recruitment initiatives, ensuring equitable opportunities for all candidates. We will revamp our current hiring processes to streamline the engagement of applicants who align with our organizational values and possess the necessary qualifications for vacant positions. By optimizing our recruitment strategies and fostering an inclusive environment conducive to retention, we aim to cultivate a workforce that reflects the rich tapestry of perspectives and experiences within our society.

#### **Agency Goal 2: Foster an Inclusive Culture for Optimal Results**

By fostering an environment where every voice is valued and embraced, we aim to leverage the richness of our differences to drive innovation and deliver optimal outcomes for our organization and its stakeholders. Through ongoing initiatives and proactive measures, we will prioritize creating an atmosphere where diverse opinions thrive, independent thinking is encouraged, and interactions are marked by mutual respect and understanding.

#### **Agency Goal 3: Promote Individualized Skills Training and Career Development:**

Provide personalized skills training and career development opportunities that cater to the unique needs and aspirations of everyone. By investing in the professional development of our workforce, we empower employees to reach their full potential and contribute effectively to the mission of our organization. Agency will provide annual reports on Diversity, Opportunity and Inclusion (DOI) goals and achievements, ensuring transparency and accountability in our efforts to promote a diverse, inclusive, and equitable workplace.