



Virginia Department of Rail and Public Transportation
2025 Diversity, Equity and Inclusion Report

Goal 1: Attract, develop and retain a diverse and engaged workforce focused on customer service.

Recruit and retain an accomplished workforce by increasing awareness of employment opportunities.

Objective 1:

Continue to focus on applicant access to the hiring process to ensure managers receive competitive and diverse applicant pools for posted vacancies.

- a. The agency continues to experience success in advertising posted vacancies in a variety of publications to increase awareness and ensure diverse, competitive applicant pools.
- b. The agency remains committed to utilizing the “Alternate Hiring Process” for people with disabilities.
- c. The agency consistently utilizes diverse panels to properly assess candidate competencies and make hiring recommendations.

Objective 2:

Continue to focus on the retention of existing staff to ensure continuity of operations.

- a. The agency continues to evaluate data collected from stay interviews with agency staff, seeking to better understand retention motivations.
- b. The agency remains committed to internal alignment, ensuring that all decisions are made based on the business needs of the agency and without regard to protected employment factors.
- c. The agency continues to recognize and celebrate employees through a robust employee recognition program.

Objective 3:

Continue to encourage employees to develop and expand their skill sets through continuing education and training opportunities.

- a. The agency holds four (4) mandatory all-hands meetings each year, where guest speakers educate and team-building exercises connect our employees.
- b. Agency leadership has scheduled additional all-hands meetings to provide updates, utilizing technology to its full potential to connect with staff.
- c. The agency has scheduled managers’ meetings throughout the year to ensure the timely sharing of information and continuing education.
- d. The agency encourages employee attendance at mission-critical conferences, to include serving as presenters, moderators and conference planners.



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Goal 2: Foster a Culture of Innovation

Embrace change and ensure diverse opinions are welcomed when seeking out new ways to streamline processes or implement new ideas.

Objective 1:

Challenge employees to identify areas of opportunity and help guide productive discussions that embrace diverse opinions.

- a. The agency regularly invites diverse speakers to all-hands meetings to facilitate engaging employee discussions on a host of topics.
- b. The agency organizes several small diverse teams who regularly examine IT systems to enhance mission-critical reporting.
- c. The agency regularly promotes a variety of avenues for employees to provide meaningful feedback on agency operations and that summary feedback is provided to employees with leadership implementation updates.

Objective 2:

Continue to welcome Virginia Management Fellows.

- a. The agency continues to welcome Virginia Management Fellows, ensuring a meaningful work experience is enjoyed by those who are placed with the agency.
- b. The agency continues to partner with the fellow's program to identify candidates.

Objective 3:

Continue to welcome interns.

- a. The agency is pleased to report on the hiring of five (5) interns over the past reporting year, which has afforded opportunities in our Transit, Rail, and Communications areas.
- b. Agency leadership organizes a variety of events and group lunches with interns, ensuring they feel welcomed and included as they progress through their tenure.
- c. Agency staff have attended career fairs at local colleges and universities to help identify prospective applicants, to include interns.



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Goal 3: Cultivate a culture of One DRPT

Continue to welcome and celebrate employees

Objective 1:

Refine the agency's comprehensive onboarding program that warmly welcomes and properly orients new hires.

- a. The agency continues to explore technology solutions to properly orient staff, to include ensuring prompt payroll processing.
- b. Agency HR staff regularly touch base with new hires during their first year of employment, seeking feedback and helping guide them during their probationary period.

Objective 2:

Continue to plan engaging and educational all-hands meetings.

- a. The agency regularly solicits employee ideas for its four (4) all-hands meetings each year, striving to provide relevant and engaging speakers to inspire staff.
- b. The agency remains committed to using an ADA compliant off-site location for all-hands meetings, ensuring that every employee can fully participate in the events.

Objective 3:

Continue to engage all employees in the execution of the agency's strategic plan.

- a. Diverse small groups are regularly engaged to discuss strategic plan initiatives and identify implementation strategies.
- b. The agency's strategic plan is routinely discussed in all-hands meetings and posted on the agency's intranet for review.
- c. Agency leadership continues to solicit ideas and feedback on agency strategies and initiatives.



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