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The Honorable Abigail D. Spanberger, Governor of Virginia
The Honorable Luke E Torian, Chairman, House Appropriations Committee
The Honorable L. Louise Lucas, Chair, Senate Finance and Appropriations Committee

Subject: Annual Report

Pursuant to Section 2.2-602, paragraph 10, of the *Code of Virginia*, the attached annual report is submitted by the Department of Human Resource Management (DHRM) which assesses the impact of the agency's strategic diversity, equity and inclusion plan on the populations served and on the agency's workforce and budget during fiscal year 2026.

Please contact me if there are any questions.

Respectfully Submitted,

A handwritten signature in blue ink that reads 'Janet L. Lawson'.

Janet L. Lawson
Director

cc: The Honorable Sesha Joi Moon, Chief Diversity Officer
The Honorable Traci Deshazor, Secretary of Administration



Diversity, Opportunity, and Inclusion Annual Report

Agency: DHRM Year: 2026

2025
Accomplishments

Plan Goal 1: Access and Success

Objective 1:

- Continued to promote the Alternative Hiring Process (AHP) for applicants with disabilities and track the applications and hires of those who utilized the AHP and those identified as veterans.

Objective 2:

- Established new EEO Compliance Re-Imagined process, ensuring agencies are collecting metrics related to personnel actions including hiring, terminations, promotions, pay actions, etc. DHRM provided consultative support to agencies in interpreting data and addressing inconsistencies and opportunities for improvement discovered from data.

Plan Goal 2: Welcoming & Respectful Culture

Objective 1:

- Provided an in-depth review of the *Civility in the Workplace* Policy 2.35 at the 2025 DHRM HR Conference.

Objective 2:

- Published an annual mandatory training on anti-discrimination laws, bias and inclusive hiring for all positions involved in the recruitment, selection and hiring process.

Objective 3:

- Provided training and consultations with agencies to enhance internal equal employment policies, discrimination complaint reporting, and to establish effective investigation processes.

Plan Goal 3: State Agency DOI Infrastructure and Training

Objective 1:

- Expanded the Commonwealth Mentorship Program pilot to provide a mentorship opportunity to all state employees. Expansion resulted in 50 mentor-mentee pairings. Additionally, a new mentoring track for supervisors was developed that focuses on leadership development and effective and inclusive management, piloting with 10 mentor-mentee pairings.
- Continued the enhancement of an electronic performance management system in PageUp, introducing a performance structure focused on a competency-performance objective model that enhanced performance accountability and employee development.
- Held 4th cohort of the Commonwealth Leadership Academy in collaboration with VCU's Wilder School of Business to develop state employees in agency leadership positions.





**2026 Agency DOI
Goals**

DHRM Goal 1

Develop a policy guide and updated training for the *Civility in the Workplace* Policy 2.35 to support agencies in understanding the policy, conducting effective investigations, and supporting complainants and agencies.

DHRM Goal 2

Complete a campaign for agency EEO officer cohort that creates a community of practice to enhance the consistency and strength of agency EEO infrastructure. The campaign will culminate in the establishment of an annual symposium.

DHRM Goal 3

Establish an DHRM committee that focuses on ADA policies, training, and practices to support the development of sound ADA practices within agencies.

DHRM Goal 4

Implement the 3rd Cohort of the Commonwealth Mentorship Program, the 1st Cohort of the Supervisors track of 10 mentoring pairs. In addition, design a financial wellness mentoring cohort in partnership with Virginia Credit Union.

DHRM Goal 5

Identify a vendor and sustainable resources to implement a biennial statewide employee engagement survey.

DHRM Goal 6

Plan and implement the Compass HR Academy, as part of the HR Capabilities Center & Innovation Lab, to support consistency in service, training, and practices across all agency HR units to promote compliant, well-structured, and inclusive agency cultures.

