

Diversity, Equity and Inclusion Annual Report

Virginia Department of Taxation 2026

FY 2026 ACCOMPLISHMENTS	Plan Goal 1: Access & Success Objective 1: Continue to improve hiring processes and increase access to potential applicants from diverse populations. - Increased outreach efforts, leveraging LinkedIn Recruiter, Civic Match and other sourcing sites which resulted in more diverse applicant pools. - Applications by Race: 33% Black, 31% Asian, 23% White, 13% Other or N/D 9% of applicants indicated a disability status 53% of applicants were female - Expanded veteran outreach by participating in numerous veteran programs. 3% veteran applicants Objective 2: Continue to retain and promote a diverse workforce. - Restructured operational entry-level positions to allow for agency nimbleness and greater employee development and growth. - Placed over 30 employees in temporary or acting roles for career growth. - For management positions, 88% were filled by women and 50% were filled with minority candidates. Plan Goal 2: Welcoming and Respectful Culture Objective 1: Create/maintain a climate that is supportive and respectful and that values and integrates differing perspectives and experiences. - Conducted several strategic informational and learning events designed to boost employee engagement and cultivate a collaborative culture. - Offered numerous job shadow programs to promote better understanding of various departments - Continued the Quarterly Kudos program to recognize employees who demonstrate agency values Objective 2: Continue to provide an environment where conflicts, concerns, and complaints are aired and addressed expeditiously. - Most conflicts and concerns were addressed through informal means with only 3 grievances initiated and one of those resolved at the 1st step - A large portion of the agency received change management training to help increase understanding of differences in adapting to change associated with the modernization project. - Several offices had formal team building workshops to help reduce concerns due to changes in leadership and office norms Plan Goal 3: State Agency DEI Infrastructure & Training Objective: Maintain a plan and infrastructure that continues to provide individualized skills training and career development for employees. - Continued to focus on knowledge capture/transfer for critical positions to support succession planning and career development - Continued to partner with VCU's Grace E. Harris Leadership Institute for leadership development. 3 newer members of the agency leadership team attended VEI. - Continued with LinkedIn Learning subscriptions for all classified and wage employees.
FY 2027 AGENCY DEI GOALS	Agency Goal 1: Access & Success - Working with DHRM and DOA, develop a skills-based hiring approach for specific core positions. Skills-based hiring moves away from a focus on degrees or specific job titles and expands the talent pool for more diverse candidates. Agency Goal 2: Welcoming and Respectful Culture - Improve the pre-boarding and onboarding processes to focus more on early engagement. Agency Goal 3: DEI Infrastructure & Training - Continue to evolve agency capability to provide skills training and career development opportunities to retain talent and create a more knowledgeable and flexible workforce. - Enhance the agency's ability to provide learning and development opportunities for employees, including coaching and mentorship

