



VIRGINIA DEPARTMENT OF HISTORIC RESOURCES

Diversity, Equity and Inclusion 2025

Annual Report

Plan Goal 1: Access & Success - Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.

- 6.25% of DHR's compositionally diverse workforce self-identifies as a minority, veteran or disabled as of FY25.
- 4% of DHR's workforce utilized the state-supported 8 weeks of parental leave during calendar year 2025.
- Took a hybrid approach to the hiring process using a combination of virtual and in-person interview formats to reach people from a vast range of experiences and diverse backgrounds representing a wider pool of candidates from all walks of life, gender, sexual preference, age, physical and cognitive ability, and similar human measures.
- Increased the objectivity of interview panels to routinely include non-staff members of diverse backgrounds and perspectives from outside of the agency. DHR directly reached out to HBCUs and Native American tribes to seek interest in paid internship opportunities
- Hired 3 interns from HBCUs in 2025.
- Utilized different job boards outside of jobs.virginia.gov to reach diverse communities.
- Conducted an agency-wide survey to gauge agency culture and employed necessary changes in response to the findings.
- During onboarding, ensured new employees are made aware and understand the agency's inclusive principles and practices.
- Building renovations have enhanced physical accommodations to employees with and without disabilities, increasing access to restrooms, break rooms, etc.
DHR hosts staff retreats twice a year, as well as monthly activities planned by our OneDHR Committee.
- Expansion of digital archives and GIS mapping incentivizes a younger, educated applicant pool.

Plan Goal 2: Welcoming & Respectful Culture - Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization and its customers.

- Internal:
 - Maintained a foundation for supporting and embracing a culture that respects diversity.
 - Implemented agency wide changes based on the results of officewide survey to further encourage positive, open culture that respects staff opinions (i.e., open attendance to Senior Team, upward feedback for Director's Office)
 - Employed inclusive practices throughout the agency's daily operation.
 - Required active participation in at least one OneDHR committee-sponsored program within every employee's EWP.

- o Hosted agency-wide sponsored events every quarter, including but not limited to lunch & learns highlighting how our different divisions are furthering One DHR goals, tours of different historical sites, and attending exhibits hosted by community partners and museums.
- o Provided Department of Human Resource Management training on Intergenerational Conflict Resolution and Non-Verbal Communication.
- o Maintained a calendar of internal and external events related to underrepresented communities.
- o Developed and implemented an agency-wide new hire mentorship program.
- External:
 - o Continued to generate guidance for DHR grant programs, including instructional videos to assist applicants to the BIPOC and Paul Bruhn programs.
 - o Continue to maintain listservs of individuals, organizations, and localities that have requested notification about DHR grants to increase awareness of funding opportunities.
 - o Secured BHR approval of 23 highway markers about underrepresented communities .
 - o Held 23 dedication ceremonies for highway markers that address the history of underrepresented communities. It is estimated that a total of 1,970 people attended these public events.
 - o Installed 2 Green Book plaques on marker posts. Redesigned VCRIS to enhance public facing user experience.
 - o Increased the number of VCRIS-documented properties associated with underrepresented groups by approximately 400.
 - o Secured listing on the Virginia Landmarks Register and National Register of Historic Places for 9 individual properties and 1 historic district associated with underrepresented communities.
 - o Secured Virginia Landmarks Register and National Register of Historic Places approval of statewide Multiple Property Documents for African American schools and churches. Three historic properties (two schools and one church) were listed on the registers using these documents.
 - o Recorded five historic preservation and open-space easements preserving 946.77 acres of land associated with underrepresented communities.

Plan Goal 3: State Agency DOI Infrastructure & Training - Maintain a plan and infrastructure that continues to provide individualized skills training and career development for state employees. Agencies report annually on DOI goals and accomplishments.

- The Deputy Director served as the Chair of the DOI Committee to ensure that initiatives are promoted through all levels of agency.
- Regular communication with staff regarding DOI training via emails and presentations during our bi-annual all-staff meetings.
- The Human Resources Manager coordinated with the correct counterparts at DHRM for all personnel-related matters.
- Continued to encourage employees to engage with diverse topics of thought and understanding through multiple resources such as agency-wide emails, all-staff retreat updates, lunch and learns, professional development training and agency-sponsored community events.
- Reviewed accomplishments under DOI plan and Department OneDHR plan to assess effectiveness.

Diversity, Opportunity, and Inclusion 2026 GOALS

Agency Goal 1: Access & Success - Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.

- Continue a hybrid approach to the hiring process using a combination of virtual and in-person interview formats to reach people from a vast range of experiences and diverse backgrounds representing a wider pool of candidates from all walks of life, gender, sexual preference, age, physical and cognitive ability, and similar human measures.
- Continue to directly reach out to HBCUs and Native American tribes to seek interest in paid internship opportunities as funding allows.
- Retain DHR's compositionally diverse workforce.
- Continue to utilize different job boards outside of jobs.virginia.gov to reach diverse communities.

Agency Goal 2: Welcoming & Respectful Culture - Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization and its customers.

- Continue to maintain a foundation for supporting and embracing a culture that respects diversity.
- Continue to employ inclusive practices throughout the agency's daily operation.
- Continue a weekly all-staff newsletter to update on key initiatives and upcoming events.
- Increase community building initiatives within the Department to create a welcoming culture for staff and to ensure cross-collaboration between employees and different divisions.
- Host agency-wide sponsored events every quarter, including but not limited to lunch & learns highlighting how our different divisions are furthering our DOI goals, tours of different historical sites, and attending exhibits hosted by community partners and museums.

Agency Goal 3: State Agency DOI Infrastructure & Training - Maintain a plan and infrastructure that continues to provide individualized skills training and career development for state employees. Agencies report annually on DOI goals and accomplishments.

- The Deputy Director will continue to serve on the DOI Committee to ensure that our DOI initiatives are promoted through all levels of agency.
- The Human Resources Manager will continue to work in lockstep with the correct counterparts at DHRM for all personnel-related matters.
- Continue to encourage employees to engage with diverse topics of thought and understanding through multiple resources such as agency-wide emails, all-staff retreat updates, lunch and learns, professional development training and agency-sponsored community events.

Agency Goal 4: Engage and collaborate with Virginia's Diverse Communities (*This is a DHR-specific initiative*)

- Continue to collaborate and engage with other members and partners of the VA250 Commission to plan the celebrations of our nation's Semiquincentennial in 2026.
- Continue to increase engagement with diverse communities through agency programming efforts focused on underrepresented groups.
 - Continue to find opportunities to collaborate with community partners in promoting conservation, preservation and related fields and to encourage students to consider the field of conservation as career path. This will help build out the talent pipeline and encourage future generations to pursue the conservation field.
 - Identify and engage with community-based organizations and property owners that may benefit from state and federally supported preservation incentives such as grants and historic tax credits.
 - Continue to increase the number of properties associated with underrepresented groups that are nominated and listed in the Virginia Landmark Register and increase the number of installed Green Book plaques on state highway markers.
 - Conduct educational workshops and presentations on the tax credit program and other programs from VDHR around the Commonwealth.
 - Provide targeted cemetery workshops and technical support to underserved communities.
 - Provide quarterly VCRIS trainings to Virginia resident tribes.
- Continue to work with tribal communities in developing appropriate collections management and access protocols, as well as working towards achieving compliance with the Native American Graves Protection and Repatriation Act (NAGPRA).
- Continue to encourage continued consultation with federal and state tribes on state and federal undertakings.
- Continue to increase effective communication as to how agency services benefit Virginia's diverse communities.
- Continue to disburse grant funding aimed to benefit conservation and historic preservation throughout the Commonwealth.
- Continue to encourage the use of recently approved statewide Multiple Property Documents for African American Schools, African American Churches, and Green Book properties