

Diversity, Opportunity, and Inclusion 2026 Annual Report

Virginia Department of Fire Programs

2026

2026 ACCOMPLISHMENTS	Plan Goal I: Strengthened Organizational Culture and Shared Values ➤ OBJECTIVE 1 – Enhance awareness of agency values and increase opportunities for employee engagement and collaboration. • ACTION TAKEN – Reinforced agency core values through employee onboarding, staff meetings and performance management discussions. • ACTION TAKEN – Recognized employee contributions and achievements through formal and informal recognition efforts. Plan Goal II: Fostered Inclusive Leadership and Team Cohesion ➤ OBJECTIVE 1 – Strengthen teamwork, collaboration, and employee engagement across the agency. • ACTION TAKEN – Encouraged cross-functional collaboration among divisions and work units. • ACTION TAKEN – Recognized and celebrated collaborative efforts that advanced agency goals and objectives • ACTION TAKEN – Promoted inclusive workplace practices that supported mutual respect and teamwork. Plan Goal III: Supported Employee Development and Retention ➤ OBJECTIVE 1 – Expand professional development opportunities and support employee career growth and retention efforts. • ACTION TAKEN – Encouraged participation in training, conferences, certifications and professional development programs. • ACTION TAKEN – Incorporated development discussions into performance evaluations and progress reviews for probationary employees.
2027 AGENCY DOI GOALS	Agency Goal I: Build Cohesive and High-Performing Teams ➤ OBJECTIVE 1 – Provide managers and supervisors with training on team dynamics, conflict resolution and inclusive leadership practices. ➤ OBJECTIVE 2 – Establish branch goals that align with agency strategic priorities and reinforce collective accountability. Agency Goal II: Build a Culture of Inclusion and Shared Values ➤ OBJECTIVE 1 – Incorporate agency core values into onboarding, performance discussions, and leadership development activities and training. ➤ OBJECTIVE 2 – Facilitate cross-divisional team-building opportunities to strengthen relationships and understanding among employees. Agency Goal III: Strengthen Employee Retention and Professional Growth ➤ OBJECTIVE 1 – Encourage participation in professional development, mentoring and leadership training opportunities. ➤ OBJECTIVE 2 – Explore approaches for conducting stay interviews to better understand employee needs, challenges and career goals.