

Diversity, Opportunity, and Inclusion 2026 Annual Report

Agency: Jamestown-Yorktown Foundation

Year: 2026

2026 Accomplishments	Plan Goal 1: Access & Success • Objective 1: Finalized and implemented new Recruitment & Retention Policy and Standard Operating Procedures (SOPs) to ensure equitable hiring practices and improve long-term employee retention. • Objective 2: Expanded outreach initiatives to further engage historically underrepresented communities in hiring efforts, leveraging partnerships with local organizations and educational institutions. Plan Goal 2: Welcoming & Respectful Culture • Objective 1: Implemented the official policy on reporting concerns, ensuring all employees understand accountability measures and have clear, accessible avenues for resolution. • Objective 2: Used elements of the employee engagement survey results as an agency-wide workplace culture assessment focused on civility, belonging, and inclusion, applying insights to refine engagement strategies. Plan Goal 3: State Agency DOI Infrastructure & Training • Objective 1: 2026 goal was to introduce a structured DOI reporting framework to track diversity efforts, workforce demographics, and policy effectiveness, aligning with agency-wide performance metrics. This goal has been shifted to 2027. • Objective 2: Strengthened internal leadership development programs/workshops by integrating DOI principles, fostering a pipeline of diverse leaders within the agency.
2027 Agency DOI Goals	Plan Goal 1: Access & Success • Objective 1: Evaluate the Recruitment & Retention Policy and SOPs implemented in 2026 and measure their effect using defined metrics (e.g., applicant pool composition, time-to-fill, retention/turnover rates against a baseline) and refine based on results. • Objective 2: Sustain and assess the 2026 outreach partnerships and document which partnerships produced applicants and hires and confirm the recruitment approach satisfies EO-9's "affirmative recruitment measures without lowering standards" standard in coordination with DHRM. Plan Goal 2: Welcoming & Respectful Culture • Objective 1: Assess the reporting-of-concerns policy after its first full operating year and track usage, resolution timelines, and confirm anti-retaliation safeguards meet EO-9's requirements. • Objective 2: Re-administer or re-analyze the engagement survey to establish trend data against the 2026 baseline, so changes in civility, belonging, and inclusion can be measured rather than described. Plan Goal 3: State Agency DOI Infrastructure & Training • Objective 1: Complete and operationalize the structured reporting framework that was not reported as accomplished in 2026, tracking workforce demographics and policy effectiveness, and aligned to whatever current template DHRM requires under EO-9. • Objective 2: Complete the training expansion not reported as accomplished in 2026, with completion-rate tracking and content reviewed for alignment with EO-9 • Objective 3: Conduct the ongoing policy review EO-9 requires and formally cross-walk all agency hiring, procurement, and reporting policies against EO-9 and document compliance.

