



COMMONWEALTH of VIRGINIA

Department of Planning and Budget

MICHAEL D. MAUL
Director

1111 E. Broad Street
Fifth Floor
Richmond, VA 23219-1922

August 27, 2026

TO: Members of the General Assembly

FROM: Michael D. Maul *MDM*
Director, Department of Planning and Budget

SUBJECT: Department of Planning and Budget (DPB) 2025 Diversity, Equity, and Inclusion Report

This report is submitted in compliance with Section 2.2-602.B. of the Code of Virginia, which states:
Each agency shall submit an annual report to the Governor and the General Assembly by July 1 of each year assessing the impact of the strategic plan on the populations served by the agency and on the agency's workforce and budget.

Should you have any questions or need additional information, please feel free to contact me at (804)786-7455.

Enclosure



Virginia

Department of Planning & Budget

Diversity, Equity, and Inclusion (DEI) Annual Report 2025

1111 EAST BROAD STREET, PATRICK HENRY BUILDING
5TH FLOOR, RICHMOND, VIRGINIA 23219
WWW.DPB.VIRGINIA.GOV

VIRGINIA DEPARTMENT OF PLANNING AND BUDGET

2025 Accomplishments

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

Objective 1: Continue to enhance recruitment processes and ensure a diverse applicant pool.

Results: The agency undertook several recruitments in 2025. Interview panels represented the diversity of DPB, and the agency attracted and hired diverse candidates.

Objective 2: Retain a diverse workforce.

Results: The agency held a retreat to solicit ideas and discuss agency issues. Staff were offered and accepted outside training opportunities with national organizations. Agency turnover is relatively low, and staff morale is good. The agency also switched its employee evaluation system to Page Up, which allows for more seamless and consistent communication and feedback between managers and their subordinates on job performance. As part of this effort, the agency updated employee work profiles and evaluation goals to improve standardization and clarity in terms of role expectations. Staff have been given opportunities to plan and coordinate agency-wide events, including training. Junior analysts have followed the career progression plan, receiving salary adjustments to correspond to developing skills and experience.

Goal 2: Welcoming and Respectful Culture - Sustain an agency climate that promotes a strong sense of belonging for all staff and affirms and respects diverse opinions.

Objective 1: Create a climate that is supportive and respectful and values and integrates differing perspectives and experiences.

Results: The agency held a retreat to solicit ideas and discuss agency issues. Staff reacted to the retreat positively. The agency director actively promoted cross-training by offering staff in different divisions opportunities to work on special projects outside of their areas of expertise. All staff took the *Civility in the Workplace* training in July and August 2025. Agency turnover is low, and staff morale is good.

Objective 2: Promote diversity and openness in agency.

Results: The agency continued to promote a culture where employees can express ideas and opinions, and the agency head encouraged this practice. Open communication across levels is encouraged, with support from senior leadership.

Goal 3: DPB Training and Education Structure - Continue to engage staff in developing competencies and enhance individualized skills.

Objective 1: Offer training opportunities that enhance staff skills and interests.

Results: Entry-level employees attended training offered by the National Association of State Budget Officers (NASBO). In addition to regular role-based training concerning budget activities, all staff were trained on the Freedom of Information Act in June of 2025, and in May 2026 were offered training in CPR, Stop the Bleed, and Narcan. When relevant training opportunities are identified by staff, the agency head provided such training if the budget supported it. For example, various staff took training within state government in the areas of procurement, internal controls, information technology, Cardinal financials, records management, surplus property management, supervising, procurement, and eVA, as well as webinars offered by national organizations such as NASBO

Objective 2: Increase organizational effectiveness.

Results: All new junior analysts were paired with mentors for at least two years, and more experienced staff were provided opportunities to become mentors. The agency has encouraged communication and community building among staff. The agency successfully recruited diverse applicants in 2025 and hired four new junior analysts. At the end of calendar year 2025, the agency had 17 junior analysts and five more will start between June 2026 and August 2026.