

Subject: Virginia Employment Commission

Diversity, Equity, and Inclusion Plan 2025 Annual Report

Additional Information (attachments): VEC DOI Calendar (January 2025)

Background: In January 2025 as VEC HRMS was planning to implement the Goals from our 2024 report, Agency leadership directed VEC HRMS to discontinue all existing (then named) Diversity, Opportunity, and Inclusion (DOI) programs. As such, all programs including the monthly DOI calendar and DOI “Lunch & Learn” sessions were terminated along with other items as noted below, however we have updated goals to reflect planned accomplishments in 2026.

2025 Objectives:

Plan Goal 1: Access & Success: VEC will attract and recruit a diverse workforce, provide opportunities for current employees, and will retain our diverse workforce through regular assessments of our DEI culture.

- **Objective 1:** *Retain a DEI-focused workforce / Agencywide Survey:* This objective was not actualized as we were unable to conduct a follow-up agencywide survey however we will revisit this option for 2026.
- **Objective 2:** *Maintain and improve agency DEI hiring processes:* This objective was modified to continue alignment with DHRM policy to require interview panels be diverse in both race and gender.

Plan Goal 2: Welcoming & Respectful Culture: VEC will welcome new hires into our agency by providing agency DEI information and will regularly touch all agency employees with DEI information and information / training session opportunities.

- **Objective 1:** *Continue DEI awareness via monthly touchpoints* – this objective was not actualized as the monthly calendar and Lunch & Learn sessions were terminated however we will revisit this option for 2026.
- **Objective 2:** *Create a Welcoming Environment through New Employee Orientation (NEO)* – This objective was realigned to foster an inclusive environment through Employee Engagement information in agency NEO, such as our agency’s peer recognition programs.

Plan Goal 3: State Agency DEI Infrastructure & Training: VEC will support our DEI initiatives through ongoing opportunities for DEI training and development.

- **Objective 1:** *VEC Executive Team DEI Refresher Training:* This objective was not actualized due to the termination of the agency’s DEI program, however we will revisit this option for 2026.
- **Objective 2:** *DEI Agency Training:* This objective was not actualized due to the termination of the agency’s DEI program, however we will revisit this option for 2026.

- **Objective 3: Monthly DEI “Lunch & Learn”:** This objective was not actualized due to the termination of the agency’s DEI program, however we will revisit this option for 2026.

2024 Goals for 2025:

Agency Goal 1: Follow-up agency wide DEI survey: In May 2024, one year after the first DEI survey was sent, the DEI team plans to follow up with the agency and send out the survey again to measure any movement.

- **Results:** *This goal was not met due to the termination of the agency’s DEI program, however we will revisit this option for 2026.*

Agency Goal 2: DEI Policy: The DEI team will develop and draft an agency DEI policy which will be sent to all employees; acknowledgement signatures will be maintained in personnel files.

Results: *This goal was not met due to the termination of the agency’s DEI program, however we will revisit this option for 2026..*

Agency Goal 3: DEI Strategic Plan: DEI Team will create a Strategic Plan for the VEC, which will support and be included in recruitment efforts and available to the public.

Results: *This goal was not met due to the termination of the agency’s DEI program, however we will revisit this option for 2026..*