



Executive Leadership's Commitment to Diversity Opportunity and Inclusion

The Virginia Community College System is committed to fostering, cultivating, and sustaining a culture of diversity, opportunity, and inclusion. The VCCS acknowledges the vital impact of a diverse and inclusive community on academic programs, on workforce development and other training, and on the larger communities served by our colleges. Students from diverse backgrounds, taught by faculty and assisted by staff from similarly diverse backgrounds, benefit from an abundant educational experience that prepares them for success in an increasingly interconnected and multi-cultural world.

Therefore, it is the policy of the Virginia Community College System to employ and retain individuals that reflect our diverse society. We are fully committed to Diversity, Opportunity, and Inclusion (DOI) as outlined in Executive Order 10 and reiterated in our objectives for 2026 and beyond. Our focus remains steadfast on creating a culture that values our employees for their unique contributions, fostering an environment of inclusion and growth.

Our goals prioritize enhancing recruitment efforts for diverse populations, fostering a welcoming and respectful workplace culture, and maintaining infrastructure for individualized skills training and career development. Through these objectives, we reaffirm our commitment to DOI principles and our dedication to creating an inclusive and equitable workplace for all.

2026 Report Summary

Virginia's Community Colleges continued to advance the Commonwealth's DOI framework through coordinated efforts across its 23 Community Colleges, the Shared Services Center, and the System Office. Common themes included inclusive recruitment, disability inclusion, leadership development, civility, succession planning, and continuous improvement. Institutions also reported increased use of Search Advocates, Culture of Care initiatives, workforce demographic reviews, and pay equity analysis to support equitable workplaces.

Plan Goal 1: Access & Success

Objective 1: Institutions expanded recruitment outreach through partnerships with community organizations, veterans' groups, DARS, VEC, professional associations, and targeted advertising platforms. Colleges increased use of the Alternative Hiring Process and diverse interview panels.

Objective 2: Institutions enhanced onboarding, retention, leadership development, accessibility, mentoring, employee feedback, and workforce demographic reviews to strengthen employee success.

Plan Goal 2: Welcoming & Respectful Culture

Objective 1: Colleges promoted civility, wellness, disability awareness, accommodations, Culture of Care initiatives, employee engagement activities, and belonging initiatives. Several institutions implemented Culture of Care councils and conducted pay equity reviews.

Objective 2: Institutions maintained processes for addressing concerns through mediation, anonymous reporting systems, online complaint forms, open-door practices, and standardized procedures.

Plan Goal 3: State Agency DOI Infrastructure & Training

Objective 1: Institutions integrated DOI priorities into strategic plans, strengthened leadership engagement, monitored workforce demographics, and expanded training for supervisors and hiring managers.

Objective 2: Colleges enhanced accountability through workforce analytics, climate surveys, annual DOI assessments, accessibility reviews, and policy assessments.

Objective 3: Systemwide professional development included mentoring, coaching, succession planning, internships, leadership programs, and supervisory development

Systemwide Observations

- Accessibility and disability inclusion emerged as one of the most frequently cited priorities.
- Institutions emphasized professional development, leadership development, and succession planning.
- Culture of Care initiatives, and workforce demographic reviews continue to expand across the system.
- Institutions continue strengthening data-informed decision making and continuous improvement processes.

Participating agencies reflected in this report		Active
Virginia Community College System (VCCS) - 260		
261	Virginia Community College System-Central Office	VCCS-CO
270	Virginia Community College System - Shared Services Center	VCCS/SSC
275	New River Community College	NRCC
276	Southside Virginia Community College	SVCC
277	Paul D. Camp Community College	PDCCC
278	Rappahannock Community College	RCC
279	Danville Community College	DCC
280	Northern Virginia Community College	NVCC
282	Piedmont Virginia Community College	PVCC
283	J. Sargeant Reynolds Community College	JSRCC
284	Eastern Shore Community College	ESCC
285	Patrick Henry Community College	PHCC
286	Virginia Western Community College	VWCC
287	Mountain Gateway Community College	DSLCC
288	Wytheville Community College	WCC
290	Brightpoint Community College	BCC
291	Blue Ridge Community College	BRCC
292	Central Virginia Community College	CVCC
293	Virginia Peninsula Community College	VPCC
294	Southwest Virginia Community College	SWVCC
295	Tidewater Community College	TCC
296	Virginia Highlands Community College	VHCC
297	Germanna Community College	GCC
298	Laurel Ridge Community College	LCC
299	Mountain Empire Community College	MECC

Diversity, Opportunity, and Inclusion

2026 Annual Report

AGENCY – Virginia Community Colleges System (260)

YEAR

2026 Accomplishments	Plan Goal 1: Access & Success
	<u>Objective 1</u> Common accomplishments included expanding recruitment outreach, utilizing diverse advertising sources, participating in job fairs, increasing use of the Alternative Hiring Process (AHP), improving equitable hiring practices, and broadening applicant pools.
	<u>Objective 2</u> Institutions emphasized retention, onboarding, professional development, accessibility, employee recognition, and workforce advancement. Colleges reported onboarding enhancements, leadership development, employee feedback processes, and accessibility improvements
	Plan Goal 2: Welcoming & Respectful Culture
	<u>Objective 1</u> VCCS institutions focused on fostering belonging, civility, accessibility, disability accommodations, employee engagement, recognition, and campus events that celebrate diverse perspectives. Examples included caring campus initiatives, culture of care, disability awareness programming, and employee wellness/recognition initiatives.
	<u>Objective 2</u> Institutions reported processes for timely complaint resolution, open-door communication, mediation, anonymous reporting systems, and consistent employee relations practices.



2026 Accomplishments	Plan Goal 3: State Agency DOI Infrastructure & Training <u>Objective 1</u> Colleges strengthened DOI infrastructure through leadership engagement, equitable hiring training, search committee training, policy updates, strategic planning integration, and workforce planning <u>Objective 2</u> Institutions expanded accessibility initiatives, partnerships, data review, leadership involvement, and employee engagement structures to support continuous improvement <u>Objective 3</u> Professional development, leadership development, mentoring, coaching, succession planning, and organizational learning were widely emphasized.
2027 Agency Goals	<u>Agency Goal 1 – Access and Culture</u> Continuing expanding equitable recruitment and outreach efforts to attract qualified applicants from diverse backgrounds, including veterans, individuals with disabilities, and underserved populations while strengthening applicant pipelines. • <u>Objective 1:</u> ○ Expand recruitment outreach and partnerships to increase awareness of employment opportunities among veterans, individuals with disabilities, underserved populations, and other qualified applicants. • <u>Objective 2:</u> ○ Strengthen equitable hiring, onboarding, and employee development practices to support employee success, retention, and career advancement.
	<u>Agency Goal 2 – Welcoming and Respectful Culture</u> Foster welcoming, respectful, and inclusive workplace cultures by promoting wellbeing, civility, belonging, accessibility, and Culture of Care initiatives. • <u>Objective 1</u> ○ Promote a workplace culture that values civility, belonging, accessibility, employee wellbeing, and respectful interactions. • Objective 2 ○ Maintain an environment that addresses concerns, complaints, and workplace issues promptly, consistently, and fairly.



2027 Agency Goals

Agency Goal 3 - State Agency DOI Infrastructure and Training

- Strengthen DOI infrastructure through leadership development, accessibility initiatives, workforce analytics, continuous improvement processes, and systemwide accountability and reporting structures.
- Objective 1
 - Enhance organizational effectiveness by expanding professional development, leadership development, mentoring, coaching, and succession planning opportunities for employees at all levels.
- Objective 2
 - Strengthen accountability and continuous improvement by utilizing workforce analytics, employee feedback, accessibility reviews, policy assessments, and annual reporting to evaluate progress and inform organizational decision-making.

