

John F. Tanner Jr., *Chair*
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Stuart C. Siegel
Martha S. Mavredes
Nancy L. Williams



Virginia Racing Commission
10700 Horsemens Road
New Kent, Virginia 23124
Phone: (804) 966-7400
www.vrc.virginia.gov

Waqas Ahmed
Executive Secretary

Brian Wolford
Deputy Executive Secretary

TO: Department of Legislative Automated Systems, General Assembly

FROM: Virginia Racing Commission

DATE: 6/30/2026

RE: 2025 Diversity, Equity, and Inclusion Annual Report

The Virginia Racing Commission submits the 2025 Diversity, Equity, and Inclusion Annual Report along with this letter. See below for full details and the statutory mandate for the creation and content of the report.

Title: 2025 Diversity, Equity, and Inclusion Annual Report: Virginia Racing Commission

Mandate: Code of Virginia - §2.2-602 (B.)

Contact: Waqas Ahmed, VRC Executive Secretary
Waqas.Ahmed@vrc.virginia.gov
(804) 966-7404

If you have any questions regarding this report, please contact Executive Secretary, Waqas Ahmed.

Enclosure: “2025 Diversity, Equity, and Inclusion Annual Report: Virginia Racing Commission”



Diversity, Equity, and Inclusion

Virginia Racing Commission

2026 Annual Report

Plan Goal 1: Access & Success

Objective 1: Collaboration

- The VRC will continue working to create a culture where people of different abilities are present, welcome, and accommodated.

Objective 2: Promote a diverse workforce.

- The VRC shall make its application available in Spanish.
- During 2025, the Virginia Racing Commission made significant progress in diversifying its full-time workforce through strategic recruitment efforts. The agency hired an African American Director of Audit, Director of Licensing, and Audit Manager, strengthening diversity within key leadership and management positions. Additionally, the Commission expanded gender representation by hiring a female Finance Director and a female Investigator. These hiring decisions reflect the VRC's ongoing commitment to building a workforce that brings diverse perspectives, experiences, and expertise to the agency while fostering an inclusive workplace where all employees have the opportunity to contribute and succeed.

Plan Goal 2: Welcoming & Respectful Culture

Objective 1: Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization and its customers.

- Continue to promote respect of all individuals and provide clear expectations for collegial interactions and compliance with the *Civility in the Workplace Policy*.

Objective 2: Maintain a climate that is supportive, respectful and integrates differing perspectives.

Plan Goal 3: State Agency DEI Infrastructure & Training

Objective 1: Continue to promote and encourage training opportunities throughout the agency. Opportunities include training to maintain certifications as well as increased knowledge, skills, and abilities for growth opportunities.

Plan Goal 1: Access & Success**Objective 1: Collaboration**

- The VRC will continue working to create a culture where people of different abilities are present, welcome, and accommodated.
- Strengthening onboarding and retention strategies
- Improve equitable employee success by expanding mentoring and professional development.

Objective 2: Promote a diverse workforce.

- Designate DEI leadership within the agency.
- Increase diversity within applicant pools and new hires.

Plan Goal 2: Welcoming & Respectful Culture**Objective 1: Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization and its customers.**

- Continue to promote respect of all individuals and provide clear expectations for collegial interactions and compliance with the *Civility in the Workplace Policy*.
- Encourage open dialogue and provide opportunities for employees to share feedback and perspectives.
- Strengthen leadership accountability for maintaining respectful communication and inclusive work environment.

Objective 2: Maintain a climate that is supportive, respectful and integrates differing perspectives.

- Offer advanced training for supervisors and hiring managers.
- Build a strong system that helps the agency support DEI every day.

Plan Goal 3: State Agency DEI Infrastructure & Training**Objective 1:** The Virginia Racing Commission will continue fostering an inclusive, respectful, and accessible workplace by strengthening equitable recruitment practices, enhancing employee engagement, expanding professional development opportunities, and promoting accountability through measurable DEI initiatives.

- Incorporate DEI goals into strategic planning, performance management, and organizational decision-making.
- Review agency policies and procedures to ensure they support equitable and inclusive practices.