

Diversity, Opportunity, and Inclusion

2025 Annual Report Template

New College Institute (938)
2026

2025 Accomplishments	Plan Goal 1: Access & Success ➤ Objective 1 -Partner with local schools, colleges, or workforce organizations to promote career awareness and pathways into agency roles. • ACTION TAKEN- Participated in local outreach efforts to promote employment opportunities and increase awareness of careers with the agency. Continued building relationships with educational institutions and workforce partners to support future recruitment efforts. Plan Goal 2: Welcoming & Respectful Culture ➤ Objective 1- Establish a consistent feedback process (e.g., climate surveys or listening sessions) to gather input on workplace culture and areas for improvement. • ACTION TAKEN- Maintained an open-door approach that encouraged employees to share ideas and concerns. Employee feedback was discussed during staff meetings and used to support a respectful and collaborative work environment. Plan Goal 3: State Agency DOI Infrastructure & Training ➤ Objective 1- Develop a central repository or intranet space for DEI-related resources, guides, and tools. • ACTION TAKEN- Began organizing DEI- related resources and identifying materials that support an inclusive workplace. Continued exploring ways to provide employees with centralized access to information and resources.
2026 AGENCY DOI GOALS	Plan Goal 1: Access & Success ➤ Objective 1 – Continue building relationships with local schools, colleges, and workforce organizations to increase awareness of employment opportunities and support future recruitment efforts. Plan Goal 2: Welcoming & Respectful Culture ➤ Objective 2 – Continue encouraging employee feedback and identify opportunities to strengthen workplace communication and employee engagement. Plan Goal 3: State Agency DOI Infrastructure & Training ➤ Objective 3 – Continue expanding access to DEI- related resources and identify additional learning opportunities that support an inclusive workplace.

