



★ VIRGINIA ★
DEPARTMENT *of* ELECTIONS

2025 Diversity, Opportunity & Inclusion Annual Report
Agency 132 – Department of Elections

2025 Accomplishments

Identify 2025 accomplishments in support of goals & objectives which provide opportunities that support the COVA DOI plan. This report will be submitted to the Governor.

Plan Goal 1: Access & Success

- All hiring panels included members of diverse backgrounds.
- Job postings were shared internally with employees and contractors, as well as posted outside of jobs.virginia.gov via the Election Center site. The Agency also utilized the Richmond Times Dispatch job boards for positions that were difficult to recruit.
- There was a balanced mix of new hires for 2025. The Agency also expanded the diversity in Senior Management, which now is 50/50% in gender and ethnicity.
- There was continued promotion of training and professional growth opportunities for staff at all levels. Training paid for by the Agency was taken by employees across all business units of diverse backgrounds.

Plan Goal 2: Welcoming & Respectful Culture

- Continued to enforce zero tolerance policy on discrimination.
- Provided employees with necessary accommodation to be successful.
- Set clear expectations regarding interactions and compliance with DHRM Policy 2.35 Civility in the Workplace Policy.

Plan Goal 3: State Agency DOI Infrastructure & Training

- Managers/Supervisors encourage staff to take relevant training for professional development.
- Agency now has an employee that is ADA Certified, and the Agency is working to make all documents on the website accessible.
- The Agency's Diversity, Opportunity and Inclusion Plan (2024-2026) was included in the agency Strategic Plan – "ELECT (the Agency) will take action to continuously progress toward fostering a fully inclusive and equitable environment both internally and externally."
- The Agency's policies and procedures are continuously being reviewed throughout the year to identify opportunities that further organizational excellence.

2026 Agency DOI Goals

Align agency specific goals and objectives with COVA DOI Plan goals and objectives. These goals will be the foundation for the 2026 agency report to the Governor.

- Agency Plan Goal 1 - Access & Success
 - Require diverse hiring panels for vacancies
 - Ensure employees are aware of training opportunities available and continue to encourage professional development
- Agency Plan Goal 2 – Welcoming & Respectful Culture
 - Enforce zero tolerance policy on discrimination
 - Ensure all new hires are introduced to the agency and are made to feel welcome
 - Continue agency employee appreciation events throughout the year that offer something for everyone.
- Agency Goal 3 – State Agency DOI Infrastructure & Training
 - Highlight specific DOI training for all staff.
 - Continue to work on making all our public materials ADA compliant.