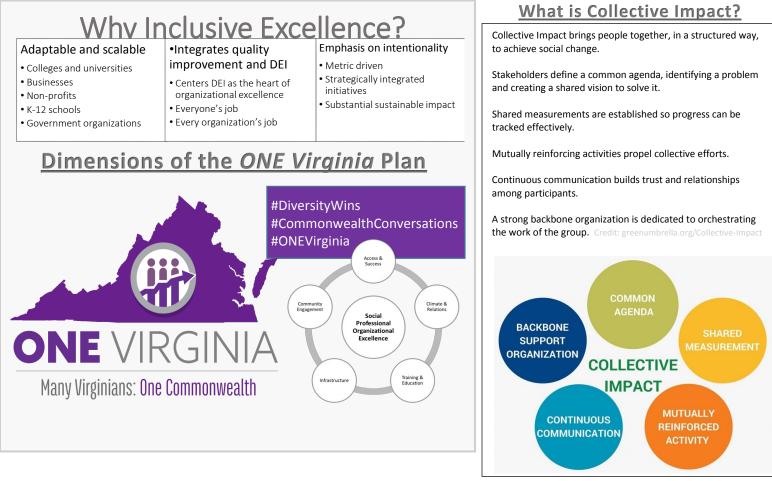
ONE VIRGINIA

Many Virginians: One Commonwealth



Sample Language Across the 4 Plans

Government

<u>Goal</u>: Achieve a more diverse and inclusive employee base and create a culture of belonging. <u>Goal</u>: Create and sustain an agency or departmental infrastructure that effectively supports progress in achieving diversity goals.

<u>Goal</u>: Engage employees in professional development in the learning of varied perspectives of domestic and international diversity, equity, inclusion, and social justice.

<u>Goal</u>: Create and sustain an agency or departmental infrastructure that effectively supports progress in achieving diversity.

<u>Goal</u>: Deepen the agency or department's contribution to improved inclusivity and equity in the communities we serve.

Non-Profit and Business

Goal: Achieve a more diverse and inclusive workforce and employment environment. **Goal:** Create and sustain an organizational environment that affirms and respects diversity and employs inclusive practices throughout its daily operations. **Goal:** Engage employees in learning varied perspectives of domestic and international diversity, equity, inclusion, and social justice. **Goal:** Create and sustain an organizational infrastructure that

organizational infrastructure that supports progress in achieving diversity goals within the organization.

<u>Goal</u>: Deepen the organization's contribution to improved inclusivity and equity in the communities served.

Higher Education

<u>Goal</u>: Achieve and maintain a more diverse and inclusive undergraduate, graduate student body, faculty, and staff.

Goal: Create and sustain an environment that affirms and respects diversity and inclusive practices throughout its daily operations.

Goal: Engage students, faculty, staff, alumni and the community in learning varied perspectives or domestic and international diversity, equity, inclusion, and social justice. Goal: Create and sustain an institutional infrastructure that effectively supports progress in achieving diversity, equity, and inclusion goals in the University strategic plan. Goal: Leverage institutional

<u>Goan</u>: Leverage institutional philanthropy and community partnerships to improve community engagement.

K-12

<u>Goal</u>: Achieve a more diverse and inclusive educator workforce.

Goal: Create and sustain an administrative and buildinglevel environment that affirms and respects diversity and employs inclusive practices throughout its daily operations. **Goal**: Engage school district employees, students, and families in learning varied perspectives of domestic and international diversity, equity, inclusion, and social justice. Goal: Create and sustain educational infrastructure that effectively supports progress in achieving diversity goals. Goal: Deepen the district's contribution to improved inclusivity and equity in the communities it serves.

OFFICE OF THE GOVERNOR OF THE COMMONWEALTH OF VIRGINIA Email: <u>deidirector@governor virginia.gov</u> Twitter: @dei_virginia

ASSESSING YOUR CURRENT REALITY and NEXT STEPS



13. Utilize the state Office of Diversity, Equity, and Inclusion for consultation and valuable resources

	Access and	Climate and	Training and	Infrastructure	Community
	Success	Relations	Education		Engagement
Current Rating					
What would it take					
to get to a 10?					
Major Takeaways					