

# ONE VIRGINIA

Many Virginians: One Commonwealth

## Why Inclusive Excellence?

### Adaptable and scalable

- Colleges and universities
- Businesses
- Non-profits
- K-12 schools
- Government organizations

### Integrates quality improvement and DEI

- Centers DEI as the heart of organizational excellence
- Everyone's job
- Every organization's job

### Emphasis on intentionality

- Metric driven
- Strategically integrated initiatives
- Substantial sustainable impact

## Dimensions of the ONE Virginia Plan



## What is Collective Impact?

Collective Impact brings people together, in a structured way, to achieve social change.

Stakeholders define a common agenda, identifying a problem and creating a shared vision to solve it.

Shared measurements are established so progress can be tracked effectively.

Mutually reinforcing activities propel collective efforts.

Continuous communication builds trust and relationships among participants.

A strong backbone organization is dedicated to orchestrating the work of the group. Credit: [greenumbrella.org/Collective-Impact](http://greenumbrella.org/Collective-Impact)



## Sample Language Across the 4 Plans

### Government

**Goal:** Achieve a more diverse and inclusive employee base and create a culture of belonging.

**Goal:** Create and sustain an agency or departmental infrastructure that effectively supports progress in achieving diversity goals.

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

**Goal:** Create and sustain an agency or departmental infrastructure that effectively supports progress in achieving diversity.

**Goal:** 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 supports progress in achieving diversity goals within the organization.

**Goal:** Deepen the organization's contribution to improved inclusivity and equity in the communities served.

### Higher Education

**Goal:** 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 philanthropy and community partnerships to improve community engagement.

### K-12

**Goal:** Achieve a more diverse and inclusive educator workforce.

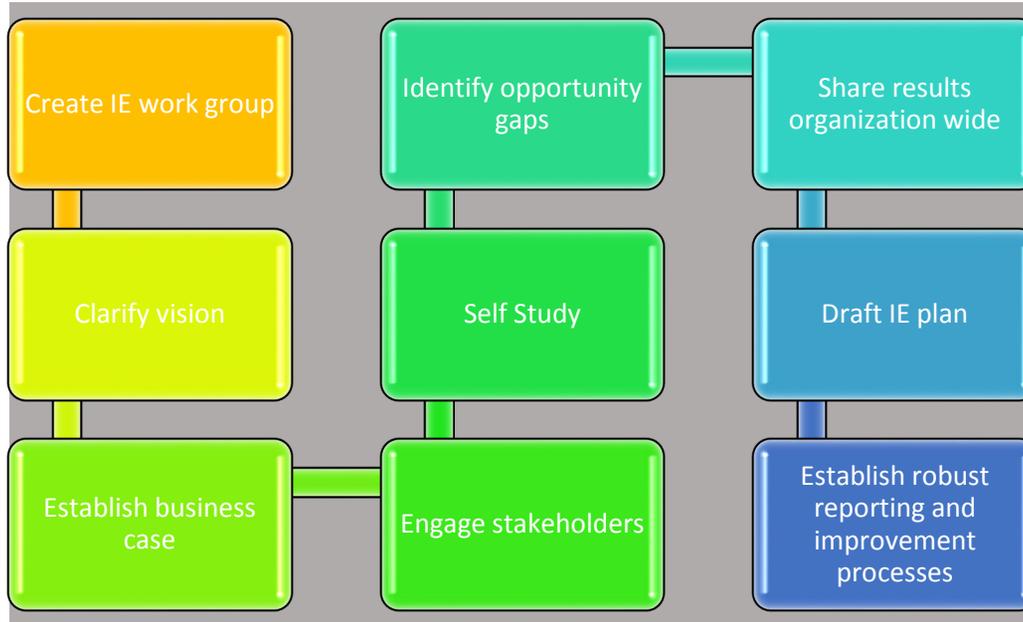
**Goal:** Create and sustain an administrative and building-level environment that affirms and respects diversity and employs inclusive practices throughout its daily operations.

**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.

# ASSESSING YOUR CURRENT REALITY and NEXT STEPS



1. Design and implement your IE plan with a priority placed on equity
2. Revise and create job descriptions and announcements that intentionally embed DEI language
3. Review and update policies and procedures to include the employee and student handbooks
4. Engage with local and state leaders to reform policies to be culturally relevant and affirming to all (i.e. G.A.R.E., VCIC, and VA Organizing)
5. Collect and use data to continuously learn, adapt, and improve
6. Confront and limit implicit bias in recruitment, hiring, and retention
7. Address programmatic and systems of inequity
8. Build a culture that fosters relationships, trust, and respect across participants
9. All employees, students, Board of Visitors, Presidents/CEOs/Agency Heads are required to participate in on-going equity and anti-racism training
10. Incorporate DEI in employee evaluation and organizational goals (ongoing DEI Training for all staff)
11. Engage the Board of Trustees in actively recruiting a more diverse board that represents the community
12. Hire a Senior VP for Diversity/Chief Diversity Officer that reports to the agency head; create a diversity advisory board
13. Utilize the state Office of Diversity, Equity, and Inclusion for consultation and valuable resources

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