



*Commonwealth of Virginia  
Office of the Governor*

## *Executive Order*

**NUMBER TEN (2022)**

**FOCUSING VIRGINIA'S DIVERSITY, EQUITY, AND INCLUSION OFFICE  
AND DESIGNATING A COMMONWEALTH CHIEF DIVERSITY,  
OPPORTUNITY,  
& INCLUSION OFFICER**

By virtue of the authority vested in me as Governor, I hereby issue this Executive Order to strengthen and focus the Office of Diversity, Equity, and Inclusion by including in its duties the expansion of entrepreneurship and economic opportunity for all Virginians, the promotion of diverse free speech and inclusive civil discourse, and a role in promoting the honest and complete teaching of history.

### Importance of the Initiative

The Commonwealth of Virginia is a strong and diverse state, rich in history and ripe with opportunity. Our people are resilient, optimistic, and courageous; they hail from every corner of the globe, with inspiring backgrounds and distinct cultures. Most of all, every one of us is made in the image of our Creator.

Since the first settlers arrived little more than 400 years ago, we've been an imperfect people on the course to a more perfect union. At times we've truly failed to live up to our ideals. But we all want to do what is right and what is morally just even if we fall short. What is seared in our heart by a loving, almighty Creator is not a desire for power or conquest, not a love of self, or personal advancement. Rather it's a belief that life is worth living when we serve a greater cause than self when we love without expecting favor in return and when we set aside ego for the greater good. We are one Virginia. We are all sailing in the same boat.

Yet, we acknowledge that too many of our citizens have not received the equal opportunity they deserve, and we recognize that diversity when genuinely embraced strengthens our Commonwealth. Every Virginian deserves dignity and respect, deserves the opportunity to pursue their dreams and deserves inclusion in the Virginia family.

To accomplish this, we must strengthen and focus the Office of Diversity, Equity and Inclusion (ODEI) by including in its mission the promotion of entrepreneurship and economic opportunity for all Virginians — including Virginians with disabilities — as well as the promotion of free speech and civil discourse.

### Directive

Accordingly, by virtue of the authority vested in me as Governor under Article V of the Constitution of Virginia, and the Code of Virginia, and subject to my continuing and ultimate authority and responsibility to act in such matters, I hereby order:

1. Angela Sailor is appointed as Director of the Office of Diversity, Equity and Inclusion, and is hereby designated to serve in the Governor's Cabinet as the Commonwealth Chief Diversity, Opportunity & Inclusion Officer, and in addition to the statutory duties prescribed:
2. The Chief Diversity, Opportunity & Inclusion Officer will promote ideas, policies, and practices in coordination with the Secretary of Commerce and Trade to expand entrepreneurship and economic opportunities for disadvantaged Virginians, including Virginians living with disabilities.
3. The Chief Diversity, Opportunity & Inclusion Officer will also facilitate bringing Virginians of different faiths together in service to their communities and the Commonwealth.
4. The Chief Diversity, Opportunity & Inclusion Officer will also promote free speech and civil discourse in civic life, including viewpoint diversity in higher education in coordination with the Secretary of Education.
5. The Chief Diversity, Opportunity & Inclusion Officer will also work to promote ideas, policies, and practices to eliminate disparities in pre-natal care, and be an ambassador for unborn children.
6. The Chief Diversity, Opportunity & Inclusion Officer will also be responsive to the rights of parents in educational and curricular decision making and ensure, in coordination with the Secretary of Education, that the teaching of Virginia's and the United States' history is honest, objective, and complete.

7. The Chief Diversity, Opportunity & Inclusion Officer will also have other responsibilities consistent with the spirit of the Office and this Order as assigned by the Governor or the Chief of Staff.

Effective Date

This Executive Order shall be effective upon its signing and shall remain in force and effect unless amended or rescinded by future executive order or directive.

Given under my hand and under the Seal of the Commonwealth of Virginia, this 19<sup>th</sup> day of January, 2022.



  
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Glenn Youngkin, Governor

Attest:

  
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Kelly Thomasson, Secretary of the Commonwealth