



**HR Highlights
May 2021**

Employee Cultural Competence Training Available Soon

The Diversity, Equity and Inclusion (DEI) Unit of the DHRM Office of Workforce Engagement is beginning the implementation of a long-term learning program for state agencies and offices. The goal is to make all of our workplaces centers of Inclusion, involvement, and valued contribution for each state government worker.

To this end, the DEI Unit will conduct regular learning sessions and consultations with DEI leaders in state agencies in the months and years ahead. Our expectation is that DEI leaders in state agencies will then carry their learning back to their offices and workplaces, to share ideas and develop practices that affirm the identities and contributions of each agency colleague or fellow worker. Online statewide training for employees will be available on [the COVA Learning Center](#) beginning June 7.

To begin this valuable work, the DEI Unit conducted four training sessions earlier this month for DEI leaders and coordinators on the COVLC in our learning journey called "The Road to Cultural Competence." The idea is for DEI leaders/coordinators in state agencies to participate, then carry their learning back to colleagues at their workplaces and develop consultations or facilitate learning conversations to advance the DEI learning in each workplace for the Commonwealth. After completing the module, DEI leaders/coordinators will receive facilitation/conversation guides and resources to help them further the learning in their home offices.