The VCFA EID Council conducted a thorough review of consolidated EID survey data for the 2018-2019 year; the EID council has identified the following focus areas for all units who took part in the EID survey.

**PRIORITY AREA 1:**

*Build capacity and skills for leadership, managers and supervisors to be effective in their roles and to be accessible and accountable to employees*

**PRIORITY AREA 2:**

*Provide professional development and training opportunities for employees to build their skills and grow in their roles*

**PRIORITY AREA 3:**

*Employees are recognized for their work and are aware of promotional opportunities within their unit.*

**PRIORITY AREA 4:**

*Policies are widely known, are accessible and are applied equitably to employees*

All participating divisions were asked to create their EID actions plans for 2018-2019 around these priority areas. Divisions were encouraged to identify as many priorities as needed for their division as long as divisions are able to develop corresponding objectives/outcomes for those priorities.