1. §§ 40.1-28.7:7 and 60.2-212 were amended to prohibit the consideration, in any determination regarding whether an individual is an employee or independent contractor, for the purposes of a civil action for employment misclassification, unemployment compensation, and workers' compensation, of the provision of personal protective equipment by a hiring party to the individual in response to a disaster caused by a communicable disease of public health threat for which a state of emergency has been declared.

2. §§ 2.2-436 and 2.2-437 were amended to transfer the management of the Identity Management Standards Advisory Council from the Secretary of Administration to the Secretary of Commerce and Trade.

3. HJ 537 was passed by the General Assembly and recognizes racism as a public health crisis in the Commonwealth. The Resolution also calls for training state employees on how to recognize and combat implicit racial biases in the medical treatment of Commonwealth citizens.

4. § 2.2-602 was amended to require the heads of state agencies shall establish and maintain a comprehensive diversity, equity, and inclusion strategic plan in coordination with the Governor's Director of Diversity, Equity, and Inclusion. The plan shall integrate the diversity, equity, and inclusion goals into the agency's mission, operations, programs, and infrastructure to enhance equitable opportunities for the populations served by the agency and to foster an increasingly diverse, equitable, and inclusive workplace environment.

5. § 2.2-1606 was amended to require the Department of Small Business and Supplier Diversity (DSBSD) to adopt regulations to establish a process for businesses that are denied initial certification as a small, women-owned, or minority-owned business to appeal such denial on the basis that the Department made a mistake in denying the business's application for certification, per a recommendation from the Joint Legislative Audit and Review Commission (JLARC).

6. §§ 2.2-2558-2.2-2564 were added, creating the Office of Data Governance (the Office) in the Office of the Secretary of Administration, to be directed by the existing Chief Data Officer of the Commonwealth. The Office is charged with overseeing general data governance in the Commonwealth, as well as developing and managing the Commonwealth Data Trust, a multi-stakeholder data exchange and analytics platform. A multi-level governance structure is established to govern the Trust.

7. § 2.2-3705.1 was amended and provides that personal contact information provided to a public body or any of its members for the purpose of receiving electronic communications from the public body or any of its members is excluded from the mandatory disclosure provisions of FOIA, unless the recipient of such electronic communications indicates his approval for the public body to disclose such information.

8. § 2.2-3705.6 was amended to exclude from the mandatory disclosure provisions of the Virginia Freedom of Information Act proprietary information, voluntarily provided by a private business under a promise of confidentiality from a public body, used by the public body for a carbon sequestration agreement. The amendment requires the private business to specify the records for which protection is sought before submitting them to the public body and to state the reasons why protection is necessary.

9. § 2.2-3708.2 was amended to authorize a public body to conduct through electronic communication means a meeting for which, on or before the day of the meeting, a member of the public body holding the meeting notifies the chair that such member is unable to attend the meeting due to a family member's medical condition that requires the member to provide care for such family member, thereby preventing the member's physical attendance. The amendment also clarifies that participation in an electronic meeting by a
member of a public body due to the inability to attend because of a personal matter is limited each calendar year to two such meetings, which is current law, or 25 percent of the meetings held that calendar year rounded up to the next whole number, whichever is greater.

10. § 2.2-3708.2 was amended to allow a public body, or a joint meeting thereof, to meet by electronic communication means without a quorum of the public body physically assembled at one location when a locality in which the public body is located has declared a local state of emergency, provided that (i) the catastrophic nature of the declared emergency makes it impracticable or unsafe to assemble a quorum in a single location and (ii) the purpose of the meeting is to provide for the continuity of operations of the public body or the discharge of its lawful purposes, duties, and responsibilities.

11. §§ 2.2-3902, 2.2-3905, and 51.5-41 were amended, and § 2.2-3910 was added to the Virginia Human Rights Act, and prohibits discrimination on the basis of disability. Further, § 2.2-3910 makes it an unlawful discriminatory practice for an employer to: i) refuse to make reasonable accommodation to the known physical and mental impairments of an otherwise qualified person with a disability, if necessary to assist such person in performing a particular job, unless the employer can demonstrate that the accommodation would impose an undue hardship on the employer, ii) Take adverse action against an employee who requests or uses a reasonable accommodation pursuant to this section, iii) Deny employment or promotion opportunities to an otherwise qualified applicant or employee because such employer will be required to make reasonable accommodation for a person with a disability, iv) Require an employee to take leave if another reasonable accommodation can be provided to the known limitations related to the disability, and, v) Fail to engage in a timely, good faith interactive process with an employee who has requested an accommodation pursuant to this section to determine if the requested accommodation is reasonable and, if such accommodation is determined not to be reasonable, discuss alternative accommodations that may be provided.

12. § 2.2-4328.1 was added to the Code of Virginia, and provides that in the course of procuring goods, if a public body receives two or more bids for products that are Energy Star certified, meet 96% of the Federal Energy Management Program’s (FEMP) designated efficiency requirements, appear on FEMP’s Low Standby Power Product List, or are WaterSense certified, such public body may only select among those bids.

13. Executive Order 77 (2021) mandates all executive branch state agencies, including state institutions of higher education, and their concessioners, must develop and implement a plan to discontinue the buying, selling, and distribution of all non-medical single-use plastic and expanded polystyrene objects by December 31, 2025.