
CALENDAR YEAR 2023 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Department of Finance

Equity Lead(s): Ngozi Ugwu, Accountant III, Operations Support, Operations & IT Support Division

Date: November 27, 2023

EQUITY IMPACT PLAN REPORT

Review your department's Equity Impact Plan for CY 2023 at [Equity Impact Plans | Topics \(fairfaxcounty.gov\)](https://www.fairfaxcounty.gov/equity-impact-plans-topics). Using that plan, fill in each goal below and describe: 1) what was done to make progress toward the goal, 2) with whom (partners), and 3) how work toward this goal was measured/evaluated and the results. If you have data for the performance measures in your CY 2023 Equity Impact Plan, report them. Add more goals as needed.

Goal 1: Equip DOF employees with equity training at all levels so that various DOF processes are reviewed from an equity point of view.

Goal 1 Progress: DOF staff attended training provided by One Fairfax Equity Ambassadors. 41 out of the 66 staff members in DOF received equity training during 2023. DOF staff attended the following sessions:

10 staff members attended Race-The Power of an Illusion Episode 2 The Story We Tell, on July 24, 2023, from 1:00 to 3:30pm.

27 staff members attended Advancing Racial Equity – The Role of Government on August 9, 2023, from 12:30 to 4:30pm.

16 staff members attended Race-The Power of an Illusion Episode 3, The House We Live In on November 13, 2023, from 10:00am to 12:30pm.

This is approximately 62 percent of staff.

Goal 2: Ensure all county residents that call the Risk Management Division are attended to without language barriers.

Goal 2 Progress: DOF implemented the use of language interpretation and translation services from Unted Language Group (ULG) in November 2023. 10 staff members from various divisions, including Accounts Payable, Risk Management and Operations and IT will serve as contacts for the use of the ULG resources. However, DOF did not receive any formal request for translation until the beginning of 2024.

Goal 3: Determine if there is a way to pay claimants who do not have bank accounts through alternative payment methods.

Goal 3 Progress: DOF provides multiple disbursement methods, to include paper check. Check disbursements remain the best possible method for unbanked to receive payment. Our checks may be cashed at branches of our main banking partner by those check recipients who are unbanked. DOF remains active evaluating all alternative

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means for disbursement with our focus on providing methods acceptable for all payees. DOF performs this evaluation quarterly with a team comprising of our banking, investments, and accounts payable leadership.

Describe other equity-related work completed in CY 2023 (efforts that advance racial and social equity that your department was involved in within the department or countywide) not in the department's Equity Impact Plan.

DOF uses both in-person and virtual employment interview methods to ensure better access and minimal disruption for candidates.

The DOF Equity Lead attended the 2023 annual meeting of the Government Alliance on Race and Equity.