

DEPARTMENT OF INFORMATION TECHNOLOGY (DIT) CY 2024 EQUITY IMPACT PLAN

Department of Information Technology (DIT) Calendar Year (CY) 2024 Equity Impact Plan



Leadership Sponsor:

Gregory Scott, Chief Technology Officer and Director, DIT

Equity Lead(s):

Michelle Breckenridge, Fiscal Manager, Policy Planning and Administration (PP&A) Division

Departmental Equity Guiding Statement:

As the agency that designs, manages, and implements all aspects of information technology solutions and supporting infrastructure enabling County agencies to deliver information and services, DIT will equitably deliver and support an innovative, secure IT environment that identifies and eliminates barriers to at-risk and historically underrepresented communities.

DIT will provide infrastructure and services that maximize public access, broadband capacity, digital education and innovative opportunities to racially and socially marginalized communities, creating shared prosperity.

DIT is committed to the integration of racial and social equity in its policies, practices, recruitment and retention decisions in alignment with the [County's Strategic Plan](#) and [One Fairfax policy](#).

Context:

DIT faces many challenges when addressing issues related to racial and social equity. The persistent digital divide and unequal access to technology contribute to disparities, creating obstacles to fostering inclusive connectivity in underserved communities. Additionally, the IT workforce's lack of diversity and underrepresentation accentuates broader societal imbalances, demanding strategic efforts to widen participation in the industry and unlock untapped talent pools. The presence of systemic racial and social bias in professional development opportunities further compounds these challenges, necessitating a deliberate focus on equitable access to certifications and continuous learning programs to DIT staff. Within the industry, a lack of awareness regarding equity issues and the reluctance to engage in discussions about race hinder our progress. Finally, potential biases in DIT's procurement process highlight the need for a comprehensive approach to ensure fair and inclusive access to technology, creating shared prosperity.

DIT's CY2024 Equity Impact Plan includes the following goals to bridge the technological gaps, build a diverse and skilled workforce, ensure fairness in staff development, improve awareness, cultivating an inclusive organizational culture, fostering open dialogues about

race, and ensuring fair and inclusive access to IT resources, and addressing disparities in technology procurement.

External Goals:

- Maximize Broadband/Wi-Fi availability for underserved communities.
- Promote IT careers for students from historically marginalized or underrepresented groups.
- Apply an equity lens in DIT's purchasing and contractual review processes.

Internal Goals:

- Provide DIT staff with equitable access to certifications, specialized training, degree programs, and other continuous learning opportunities.

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DEPARTMENT GOALS

Goal 1: Maximize Broadband/Wi-Fi availability for underserved communities (i.e. Black and Hispanic communities) (external)					
One Fairfax Area(s) of Focus: 15. Digital access and literacy for all residents.					
Countywide Strategic Plan Community Outcome Area(s): Lifelong Education and Learning (LEL)					
Relationship to Countywide Strategic Plan Strategies/Metric(s): LEL 5. Expand and enhance the technology skills of learners of all ages. LEL 6. Identify and eliminate barriers to digital access through partnerships with local businesses and digital service providers.					
Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
1a. Work as a liaison between the DIT Director, Digital Access and Learning Workgroup, and Central One Fairfax office in areas such as status updates, performance measurement tracking and reporting, as well as assistance on presentations on this topic	Digital Access and Learning Workgroup / DIT Leadership / One Fairfax / Public	Time and staff to provide support; County agencies already working with disadvantaged communities	DIT Equity Partners Group; Others TBD	Ongoing	<p>Quantitative Number of discussions / check-ins with Digital Access and Learning Workgroup.</p> <p>Qualitative Value of resources/assistance provided in support of Digital Access and Literacy Workgroup, determined through online survey</p>
1b. Working with DIT Network Group to analyze options for additional Wi-Fi Hotspots, especially in areas with the lowest percentage of household internet usage	Public / Digital Access and Learning Workgroup	Time and staff to analyze and determine locations of need	DIT/GIS; DIT Network Group; DIT Equity Partners Group; Others TBD	Ongoing	<p>Quantitative Number of identified focus areas without or with limited broadband access</p> <p>Number of additional Wi-Fi hotspots created</p>

1c. Continue work to identify low-cost options/programs provided by private internet providers	Public / Digital Access and Learning Workgroup / Private Sector Partners	Time and staff to analyze; Potential funding for additional business incentives to remove barriers to low-cost options/ programs	DIT Leadership; DIT Equity Partners Group; Others TBD	Ongoing	
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Goal 2: Promote IT careers for students from historically marginalized or underrepresented groups (external)

One Fairfax Area(s) of Focus: 3. Workforce development pathways that provide all residents with opportunity to develop knowledge and skills to participate in a diverse economy and earn sufficient income to support themselves and their families.

Countywide Strategic Plan Community Outcome Area(s): Effective and Efficient Government (EEG)

Relationship to Countywide Strategic Plan Strategies/Metric(s): EEG 8. Improve the county's competitiveness as an employer to recruit, hire and retain a diverse, highly qualified workforce utilizing data to determine barriers and target strategies for marginalized groups.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
2a. Create a structure/ framework and selection process for an internship program including outcomes and objectives. Include input from FCPS, guidance counselors, families, the business community, etc.	DIT / Youth of racially/socially disadvantaged communities / Partner agencies and organizations	Funding for internship pay. Will require support from DIT Leadership, DIT HR team, as well as staff in participating divisions who will be mentoring and teaching the interns	DIT-HR / DIT Equity Partners / DIT Leadership	Summer CY 2024	<p><u>Quantitative</u> Number of partnerships established</p> <p><u>Qualitative</u> Through annual surveys administered to relevant stakeholders, determine if there's an increase in IT career options promoted to students from racially/ socially disadvantaged populations</p>
2b. Create partnerships between DIT and multiple community groups to build interest in IT careers, including county high schools targeting their racially/socially marginalized populations. Concentrate on efforts to expand outreach by working with other County agencies who have existing relationships with the underserved population this equity goal was designed to reach (such as Opportunity Neighborhoods) to help us identify potential candidates. Also partner with local vocational schools, non-profit organizations and and/or self-enrichment services	DIT / Youth of racially/socially disadvantaged communities / Partner agencies and organizations	Outreach requirements will be substantial. Will require staff time for building partnerships with other county agencies (such as DNCS) and outside organizations.	DIT Equity Partners / DIT-HR / DIT Leadership	Summer CY 2024	<p><u>Quantitative</u> Number of students who participate and complete the internship.</p> <p>Number of students who obtain a permanent position within the IT field.</p> <p><u>Qualitative</u> Increased knowledge of and/or participation in IT careers by people of color, determined through online survey for interns</p>

2c. Ensure that equity team members are part of the recruitment and interview process to ensure an equity lens is used throughout the decision making process

DIT / Youth of racially/socially disadvantaged communities

NA

DIT-HR /DIT Equity Partners

Summer CY 2024

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Goal 3: Provide DIT staff with equitable access to certifications, specialized training, degreed programs, and other continuous learning opportunities (internal)

One Fairfax Area(s) of Focus:

3. Workforce development pathways that provide all residents with opportunity to develop knowledge and skills to participate in a diverse economy and earn sufficient income to support themselves and their families.

16. Intentional, focused recruitment efforts that bolster a diverse applicant pool; hiring and evaluation practices, and processes for employee feedback, to achieve and preserve a culture of equity and fairness for all employees.

Countywide Strategic Plan Community Outcome Area(s): Effective and Efficient Government (EEG)

Relationship to Countywide Strategic Plan Strategies/Metric(s): EEG 11. Expand employee learning opportunities to increase staff competencies and experience in the areas of leadership, equity, cultural proficiency, use of technology and innovation to meet the needs of a changing environment.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<p>3a. Ensure continuous learning opportunities are publicized agency-wide and both applicants and managers are encouraged and enabled to apply and allow staff the ability to participate (with unbiased criteria, e.g., employee in good standing, ability to participate (with unbiased criteria, e.g., employee in good standing, ability to manage current, workload etc.)</p>	<p>DIT Employees, HR, OD&T</p>	<p>DIT could consider providing fiscal support for those opportunities not fully funded (through TAP, vouchers, etc.). Fairfax County Public Library and OD&T resources are critical</p>	<p>DIT Employees, DIT Senior Management, DIT Managers, DIT Equity Partners</p>	<p>Work is now ongoing to update, add, and keep current</p>	<p>Quantitative Percentage of staff aware of specialized training opportunities Percentage of BIPOC staff enrolling and completing specialized/certification programs Tracking data on attrition and promotion within the agency based on new/emerging skill sets</p> <p>Qualitative Increased overall job satisfaction, performance, and morale through survey of users</p>

3b. Create engagement points between OD&T, DIT-HR, and DIT Senior Management to increase awareness of opportunities	See above	Human Resources/OD&T,	DIT Equity Partners	See above	
3c. Include multiple layers of review and/or approvals	See above	NA	DIT Senior Management, DIT Managers	See above	
3d. Ensure agency leadership is provided data concerning training/development opportunities and have them promote and encourage participation	See above	Fairfax County Public Library and OD&T resources are critical	DIT Equity Partners	See above	

Goal 4: Apply an equity lens in DIT's purchasing and contractual review processes (external)

One Fairfax Area(s) of Focus: 17. Policies that prohibit all forms of discrimination under Federal and State law in county and school system activities, and ensure that all practices provide fair treatment for all employees, contractors, clients, community partners, residents, and other sectors who interact with Fairfax County including higher education, business, nonprofit, faith, philanthropy, and civic.


Countywide Strategic Plan Community Outcome Area(s): Effective and Efficient Government (EEG)

Relationship to Countywide Strategic Plan Strategies/Metric(s): EEG 25. Develop, pilot, and institute Fairfax County equity-based decision-making tools for planning, projects, decision making and resource allocation.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<p>6a. Serve with DPMM as a "check and balance" for adherence to the One Fairfax Policy when initiating procurements</p>	<p>DIT agency partners, project managers, leadership, staff, and customers, DPMM</p>	<p>Staff time to identify all staff in these roles and ensure training is available to those performing these roles yet to receive it</p>	<p>DIT Equity Partners workgroup; DIT Leadership; DIT Program Managers; DIT Staff performing these roles</p>	<p>Additional focus intended for CY2024</p>	<p><u>Quantitative</u> Increase percentage of contracts awarded to BIPOC-owned companies/resellers and other SWAM suppliers</p> <p>Percentage increase in BIPOC-owned IT contractual relationships</p>
<p>6b. Incorporate terms of equity during the renewal contract negotiation process to secure agreement from the vendor(s) selected to ensure no less than 30 percent of their subcontractors will be SWAM.</p>	<p>All of the above plus existing vendors and FBSG</p>	<p>Ensure training is available to those performing these roles who have yet to receive it</p> <p>Work with DPMM and DIT FBSG to identify SWAM vendors in Contract Register</p>	<p>All of the Above plus FBSG and DPMM collaboration</p>	<p>See above</p>	<p><u>Qualitative</u> Through online surveys, determine to what degree Equity-related concepts are considered in the RFP/IFB, Sole Source, and ARB processes, as part of the contractual and procurement processes.</p> <p>Quantitative Work with DPMM to track number of SWAM vendors procured through DIT.</p>

6c. Secure agreement from potential and existing vendors to participate in the County’s Supply Chain CSR Initiative (DPMM’s equity program).	All of the above, plus new vendors	See above	See above	See above	Qualitative Survey vendors and track businesses designated as SWAM and BIPOC.
6d. Add a discussion of equity considerations in the Fiscal Management Services presentation on procurement/purchasing	DIT Leadership and staff	NA	DIT Fiscal Management Services Team	Ongoing	

DEPARTMENT DIRECTOR’S SIGNATURE:

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Chief Technology Officer & Director, Department of Information Technology