




County of Fairfax, Virginia

MEMORANDUM

DATE: January 31, 2023

TO: Board of Supervisors

FROM: Christopher A. Leonard 
Deputy County Executive

SUBJECT: Update - Girls' Fastpitch Softball Action Plan Review Team (APRT)

In the Spring of 2022, it was recognized that there were concerns regarding equity for girls' fastpitch softball, prompted by the loss of the Falls Church High School softball complex due to renovations and a larger, growing trend of disparity between girls' and boys' athletic fields. The Fairfax County Athletic Council (FCAC) voted unanimously to request that the Board of Supervisors reconvene the Action Plan Review Team (APRT) to assess progress made and identify gaps that remain, and to develop recommendations, if necessary, to correct remaining disparities and ensure equity for girls' softball in Fairfax. A subsequent June 7, 2022, Board Matter was approved directing that the APRT be reconvened to update the original equity findings outlined in its original 2007 report and develop a plan to replace fields lost due to school renovations and other impacts. This memo provides the updated equity findings and provides recommendations for consideration as directed.

Background

The issue of equity between boys' baseball and girls' fastpitch softball facilities in Fairfax County was first brought to the attention of the Board of Supervisors in August 1997. The Board directed the former Department of Community Recreation Services (now Neighborhood and Community Services) to develop a plan to improve the fields for girls' fastpitch softball throughout the county. The purpose of the effort was to ensure equity of facilities as to quantity, quality, availability, allocation, scheduling, location, safety, and maintenance. The Board also directed that a community-focused Action Plan Review Team (APRT) consisting of representatives from the Fairfax County Athletic Council, Fairfax County Commission for Women, Fairfax Athletics Inequities Reform, and female sports assist in the development of a plan and monitor its implementation. A plan was developed and presented to the Board in early FY 1998. Special funding was approved and later incorporated into the annual budget for a period of five years.

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The main approach in 1997 was to ensure equal field quality between boys' baseball fields and girls' softball fields in proportion to the number of participants. Another principle was to improve equity for girls' softball by improving fields historically allocated to softball rather than reallocating fields that had traditionally been assigned to baseball. In July 2007, the APRT reported to the Board that significant progress had been made in efforts to achieve equity for the county's girls' fastpitch softball players. In fact, girls' fastpitch softball equity essentially had been achieved in the county for the community users and high school athletes.

Between 1997 and 2000, the county spent over \$5 million on this specially funded effort to improve girls' fastpitch softball fields. This funding provided field improvements such as lights, irrigation, fencing, backstops, dugouts, and infield renovations. Additional funds not included in this figure were for two new fields at Wakefield Park, several Fairfax County Park Authority (FCPA) projects, and Fairfax County Public Schools (FCPS) high school field projects. The result was that every girl who played fastpitch softball in Fairfax benefited from this effort.

Current Landscape

Unfortunately, the equity that was achieved in 2007 for girls' fastpitch softball community users and high school athletes has been negatively impacted. The quality and quantity of the fields available for girls' softball have been reduced. Currently, the .5 synthetic turf field at Falls Church High School is available for softball, whereas countywide there are 11.5 synthetic turf fields for baseball. Although girls may be accommodated on the 11.5 fields, their primary use is for baseball. Synthetic turf fields provide consistent playing surfaces with the potential to substantially avoid loss of field time due to field closures after heavy rains.

Additionally, the lack of county land for expansion, funding for renovations and capital improvement projects, and the expansion of FCPS buildings have negatively impacted the equity gains that were realized as a result of the initial APRT effort.

Currently, there are six FCPA fields at Wakefield Park that can accommodate use by girls' softball teams and organizations. However, three of these fields are shared with adult softball leagues and are not necessarily equipped to handle girls' fastpitch softball. The size of the pitcher's mounds, lack of netting (lost balls), and requirement of the girls to move bases and erect temporary fencing support present increased safety concerns. Furthermore, FCPA is not funded to provide maintenance on the fields on weekends at Wakefield Park as they do at Patriot Park, which is designated primarily for boys' baseball.

There are three athletic complexes for girls' softball versus eighteen for boys' baseball. This results in a loss of sports tourism revenue, as Fairfax County is unable to host softball league tournaments in athletic complexes. The August 2020 Study of Sports Tourism Facility Opportunities in Fairfax County indicated an athletic complex for girls' softball would provide increased revenue for the county in the form of tournament fees and tax revenue from hotels, restaurants, and shops. In addition to the increased revenue, a softball complex would provide enhanced sports and recreation opportunities for local youth and adults. This would reduce the need for residents to leave Fairfax County for sports activities and to benefit from improved wellness and other health outcomes.

Recommendations

Attached is the 2023 APRT Update report, which has been reviewed and approved by the FCAC. To summarize, below are the recommendations highlighted for consideration. The immediate-term actions and related costs focus on enhancing the ability of girls' softball to utilize an upgraded Wakefield Park. Both one-time and recurring funding will need to be identified as the sudden loss of fields for girls' fastpitch softball has resulted in an immediate need to replace fields that were lost. The remaining actions ensure girls' softball equity is a priority of mid-term and long-term planning.

1. Allocate funding for the development of synthetic turf fields at Wakefield Park or another equivalent location.
 - Improve fields and related infrastructure for the six fields at Wakefield Park including, but not limited to adding fencing to the fields, renovate pitching stations, improve turf conditions, address drainage, replace lighting, improve the pitchers' mounds, and renovate supporting amenities (parking lot, picnic tables, scoreboards).

Estimated cost: \$1,700,000 (one-time costs)

- Provide FCPA with funding for staff to maintain fields but not limited to, installing, and removing temporary fencing on weekends at Wakefield Park.

Estimated cost: \$300,000 (recurring costs)

2. FCPA and NCS work together to identify underutilized Level 2 diamond fields in the FCPA inventory and determine if they can be upgraded to Level 1.
3. Utilize the Field Allocation Policy to make changes to ensure equitable distribution of FCPA and FCPS fields.
4. Develop a communication plan between FCPA, FCPS, FCAC, and NCS so that all stakeholders are well informed about future capital improvement projects.
5. Review the allocation of current turf space to include girls' ability to receive additional space until inventory is increased and/or developed.
6. Work with all stakeholders to identify and develop locations for new facilities to maintain equity between fastpitch softball and baseball.
7. Utilize the fields at Wakefield Park for only girls' fastpitch softball. This would involve identifying undeveloped or unused diamond fields in Fairfax County for adult leagues who currently play at Wakefield Park.
8. Utilize the Inclusive Engagement Model when determining locations of all future development to ensure equitable access includes gender as well as racial and social equity considerations.

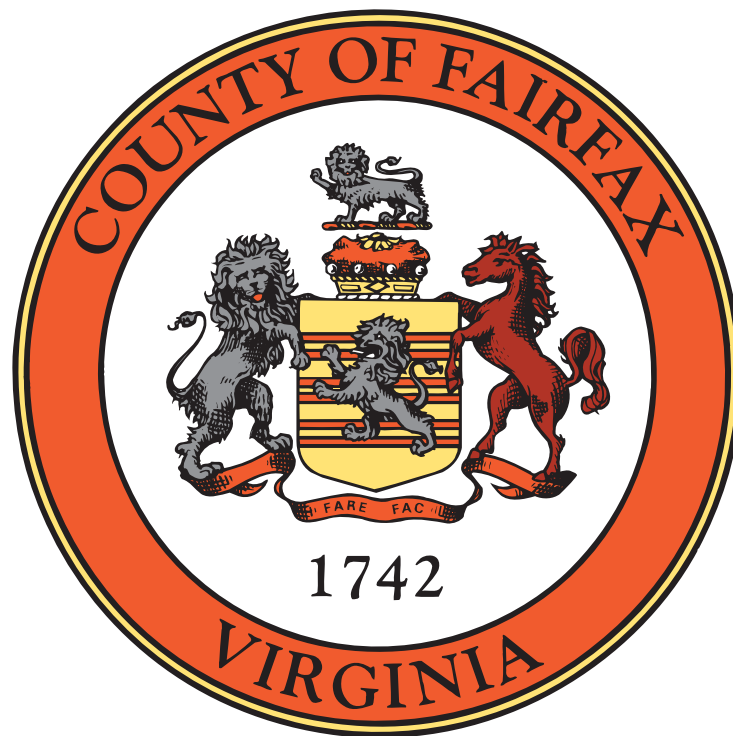
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As the Board is aware, NCS and FCPA staff work daily with their FCPS colleagues to provide athletic participation opportunities for County residents. The FCAC continues to serve in an advisory capacity to the Board of Supervisors, the School Board, and county agencies on all matters related to sports in Fairfax County. Accordingly, the FCAC will receive regular updates on the status of these recommendations as the work proceeds. For additional information, please contact [Karen Avvisato](#), NCS Program Coordinator for Athletics and Community Use, at 703-324-5526.

Attachment: 2023 APRT Update

cc: Bryan J. Hill, County Executive
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2023 Action Plan Review Team Update



**Prepared by the Girls' Fastpitch Softball
Equity Action Plan Review Team**

December 2022

2023 Action Plan Review Team Update

December 2022

Prepared by the Girls' Fastpitch Softball Equity Action Plan Review Team

- Fairfax County Commission for Women (FCFW)
- Fairfax County Athletic Council (FCAC)
- Fairfax County Department of Neighborhood and Community Services (NCS)
- Fairfax County Park Authority (FCPA)
- Fairfax County Public Schools (FCPS)

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EXECUTIVE SUMMARY

In the Spring of 2022, it was recognized that there were concerns regarding equity for girls' fastpitch softball, prompted by the loss of the Falls Church softball complex due to renovations and a larger, growing trend of disparity between girls' and boys' athletic fields. The Fairfax County Athletic Council voted unanimously to request that the Board of Supervisors reconvene the Action Plan Review Team (APRT) to assess progress made and gaps that remain, and to develop recommendations, if necessary, to correct any remaining disparities and ensure equity for girls' softball in Fairfax. A subsequent June 7, 2022, Board Matter was approved directing that the APRT be reconvened to update the original equity findings outlined in its original 2007 report and develop a plan to replace fields lost due to school renovations and other impacts. This memo provides the updated equity findings and provides recommendations for consideration as directed.

BACKGROUND

The issue of equity between boys' baseball and girls' fastpitch softball facilities in Fairfax County was first brought to the attention of the Board of Supervisors in August 1997. The Board directed the former Department of Community Recreation Services (now Neighborhood and Community Services) to develop a plan to improve the fields for girls' fastpitch softball throughout the county. The purpose of the effort was to ensure equity of facilities as to quantity, quality, availability, allocation, scheduling, location, safety, and maintenance. The Board also directed that a citizen Action Plan Review Team (APRT) consisting of representatives from the Fairfax County Athletic Council, Fairfax County Commission for Women, Fairfax Athletics Inequities Reform, and female sports to assist in the development of a plan and monitor its implementation. A plan¹ was developed and presented to the Board in early FY 1998. Special funding was approved and later incorporated in the annual budget for a period of five years.

The main approach in 1997 was to ensure equal field quality between boys' baseball fields and girls' softball fields in proportion to the number of participants. Another principle was to improve equity for girls' softball by improving fields historically allocated to softball rather than reallocating fields that had traditionally been assigned to baseball. In July 2007, the APRT reported² to the Board that excellent progress had been made in efforts to achieve equity for the county's girls' fastpitch softball players. In fact, girls' fastpitch softball equity essentially had been achieved in the county for the community users and high school athletes.

Between 1997 and 2007, the county spent over \$5³ million on this specially funded effort to improve girls' fastpitch softball fields. This funding provided field improvements such as lights, irrigation, fencing, backstops, dugouts, and infield renovations. Additional funds not included in this figure were for 2 new fields at Wakefield Park, several Fairfax County Park Authority (FCPA) projects, and Fairfax County Public Schools (FCPS) high school field projects. The result was that every girl who played fastpitch softball in this county benefited from this effort.

¹ "Board of Supervisors Summary," Fairfax County Government, November 24, 1997.

https://www.fairfaxcounty.gov/boardofsupervisors/sites/boardofsupervisors/files/assets/meeting-materials/1997/bos_1997-11-24.pdf

² "Report to the Board of Supervisors on Girls Fastpitch Softball Equity," Girls' Fastpitch Softball Equity Action Plan Review Team, July 2007. [https://www.fairfaxcounty.gov/neighborhood-community-services/sites/neighborhood-community-services/files/assets/documents/athletics/2007%20girl%E2%80%99s%20fastpitch%20softball%20equity%20action%20review%20team%20\(aprt\)%20report%20to%20the%20board%20of%20supervisors%20on%20girls%20softball%20equity.pdf](https://www.fairfaxcounty.gov/neighborhood-community-services/sites/neighborhood-community-services/files/assets/documents/athletics/2007%20girl%E2%80%99s%20fastpitch%20softball%20equity%20action%20review%20team%20(aprt)%20report%20to%20the%20board%20of%20supervisors%20on%20girls%20softball%20equity.pdf)

³ This amount included 1,000,00 of lighting funds, which was equal to the amount spent on boys' baseball lighting improvements during the same period.

ONE FAIRFAX

The analysis and recommendations of the APRT are aligned with the One Fairfax Policy. In November of 2017 Fairfax County adopted the One Fairfax Policy⁴, the joint racial and social equity policy of the Fairfax County Board of Supervisors and School Board. The policy commits the county and schools to intentionally consider equity when making policies or delivering programs and services and is a declaration that all residents deserve an equitable opportunity to succeed — regardless of their race, color, sex, nationality, sexual orientation, religion, disability, income or where they live. Achieving equity for boys' baseball and girls' fastpitch softball participants is the driving goal of this APRT work.

CURRENT LANDSCAPE

Unfortunately, the equity that was achieved in 2007 for girls' fastpitch softball community users and high school athletes has been negatively impacted. The quality and quantity of the fields available for girls' softball has been reduced. Currently, only .5 synthetic turf field at Falls Church High School is available for softball whereas there are 11.5 synthetic turf fields throughout the county for baseball. Although girls may be accommodated on the 11.5 fields their primary use is for baseball. Girls often must play on non-synthetic turf fields, which results in poorer field conditions and potential loss of field time due to field closures after heavy rains.

Additionally, the lack of county land for expansion, funding for renovations and capital improvement projects, and the expansion of FCPS buildings have negatively impacted the equity gains that were realized in the adoption of the initial APRT recommendations.

Currently, there are six FCPA fields at Wakefield Park accommodate use by girls' softball teams and organizations. However, three of these fields are shared with adult softball leagues and are not equipped to handle girls' fastpitch softball. The size of the pitcher's mounds, lack of netting (lost balls), and requirement of the girls to move bases and erect temporary fencing support present increase safety concerns. Furthermore, FCPA is not funded to provide maintenance on the fields on weekends at Wakefield Park as they do at Patriot Park, which is designated primarily for boys' baseball.

There are three athletic complexes for girls' softball versus eighteen for boys' baseball. This results in loss of sports tourism revenue, as Fairfax County is unable to host softball league tournaments in athletic complexes. The August 2020 Study of Sports Tourism Facility Opportunities in Fairfax County⁵ indicated an athletic complex for girls' softball would provide increased revenue for the county in the form of tournament fees and tax revenue from hotels, restaurants, and shops. In addition to the increased revenue, a softball complex would provide enhanced sports and recreation opportunities for local youth and adults. This would reduce the need for residents to leave Fairfax County sports activities and to benefit from improved wellness and other health outcomes.

⁴ "One Fairfax Policy," Fairfax County Government, November 2017.

<https://www.fairfaxcounty.gov/topics/sites/topics/files/assets/documents/pdf/one-fairfax-policy.pdf>

⁵ "Study of Sports Tourism Facility Opportunities in Fairfax County," Fairfax County Government online, August 31, 2020.

https://www.fairfaxcounty.gov/springfield/sites/springfield/files/assets/documents/pdf/presentation%20final%20v2%20-%20fairfax%20county%20sports%20complex%20study%20-%202020_08_31.pdf

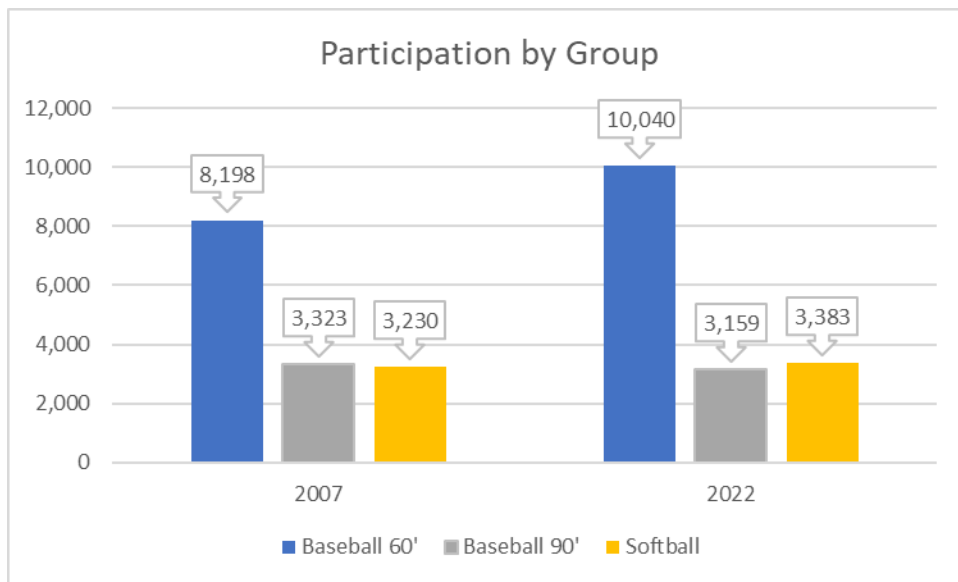
DATA REVIEW

All data for this report was acquired from the NCS Athletic Services AFSS System, Oct 2022.⁶

Participation Data by Group

Community users between 7 and 18 years of age currently include 3,383 fastpitch softball players (20.4% of the total youth diamond field users) and 13,199 baseball players (79.6%) of which 10,040 play on 60ft fields and 3,159 that play on 90 ft fields.

Group	2007	%	2022	%
Baseball 60'	8,198	55.6%	10,040	60.5%
Baseball 90'	3,323	22.5%	3,159	19.1%
Softball	3,230	21.9%	3,383	20.4%
Totals	14,751		16,582	



Of all athletes playing on diamond fields in 2022, approximately 1/5 were girls fastpitch softball participants.

⁶ Agency Facility Scheduling System (AFSS), NCS Athletic Services, Fairfax County Government, October 2022.

2022 Participation Data

The chart below shows the allocations of multi-field complexes, lit fields and synthetic turf and the number of players that must share at each type of field. Of significance are the ratio of complexes allocated and the synthetic turf development and allocation.

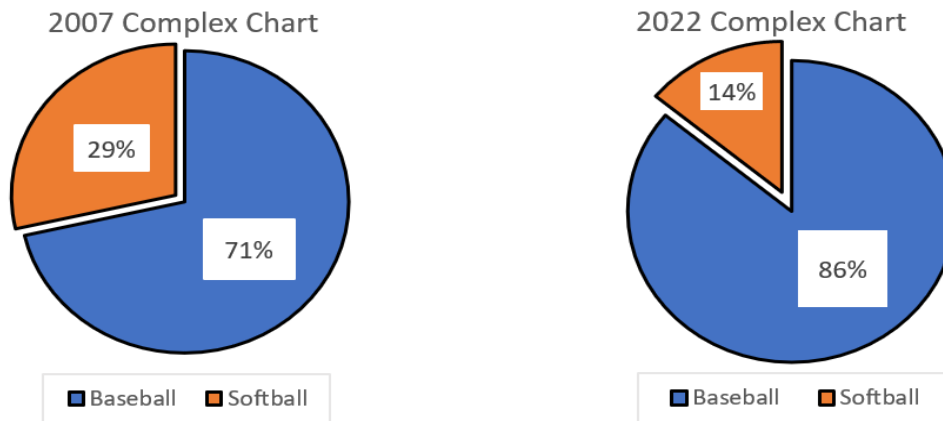
Group	Participants	Complexes	Lit Fields	Players per Complex	Players Per Lit Field	Synthetic Turf Fields	Players Per Turf Field
Softball	3,383	3	40	1,128	84.5	0.5	3,383
Baseball	13,199	18	74	733	178.3	11.5	1,148
Total	16,582	21	114	1,861	263	12	

The charts included below highlights the changes in allocations of multi-field complexes between fastpitch softball and baseball between 2007 and 2022. There is a drastic reduction of complexes available to fastpitch softball. This drop is mainly due to the Capital Improvement projects that FCPS has scheduled at James Madison/Louise Archer ES (loss of two fields), Falls Church HS (loss of two fields), and Wakefield Forest ES (loss of two fields).

It is important to note that in this same period, baseball gained three additional complexes including McNaughton Fields, Patriot Park North, and Sully Highlands Park. In order to achieve equity, three additional 3-field complexes dedicated to fastpitch softball must be added.

Multi-field Diamond Facilities

Multi-field Diamond Facilities (3 or more)



Multifield Diamond Facilities			
Baseball		Softball	
2007	2022	2007	2022
Byron Avenue Park	Byron Avenue Park	Falls Church HS	Renovation
Chantilly Park	Chantilly Park	James Madison HS (Louise Archer ES)	Renovation
Clermont Park	Clermont Park	South Lakes HS	South Lakes HS
Cub Run ES	Cub Run ES	Vienna ES	Vienna ES
Franconia Park (Formerly Lee District)	Franconia Park (Formerly Lee District)	Wakefield Forest ES	Renovation
Great Falls ES	Great Falls ES	Wakefield Park	Wakefield Park
Great Falls Nike Park	Great Falls Nike Park		
Howery Field	Howery Field		
Irving MS	Irving MS		
Lower Potomac Park	Lower Potomac Park		
Nottoway Park	Nottoway Park		
Pine Ridge Park	Pine Ridge Park		
Rocky Run MS	Rocky Run MS		
Trailside Park	Trailside Park		
Waynewood ES	Waynewood ES		

New Facilities
0

*New Facilities *
McNaughton Fields
Patriot Park North
Sully Highlands Park

Synthetic Turf Field Data

The financing and development of synthetic turf fields has become a new concern. Over the last decade there have been 12 new turf diamond facilities added to the FCPS/FCPA inventory. However only 1 of these 12 fields is available for fastpitch. The field at Falls Church HS, is a diamond/rectangle overlay which means the field is shared with other high school athletic teams. Although the field was built for fastpitch softball, that sport only get about 50% use on the field. On the 12 baseball turf fields 1,148 male athletes use each field. For fastpitch softball 3,383 female athletes must share 1 field, and they only have access to it 50% of the time.

Synthetic Turf Fields

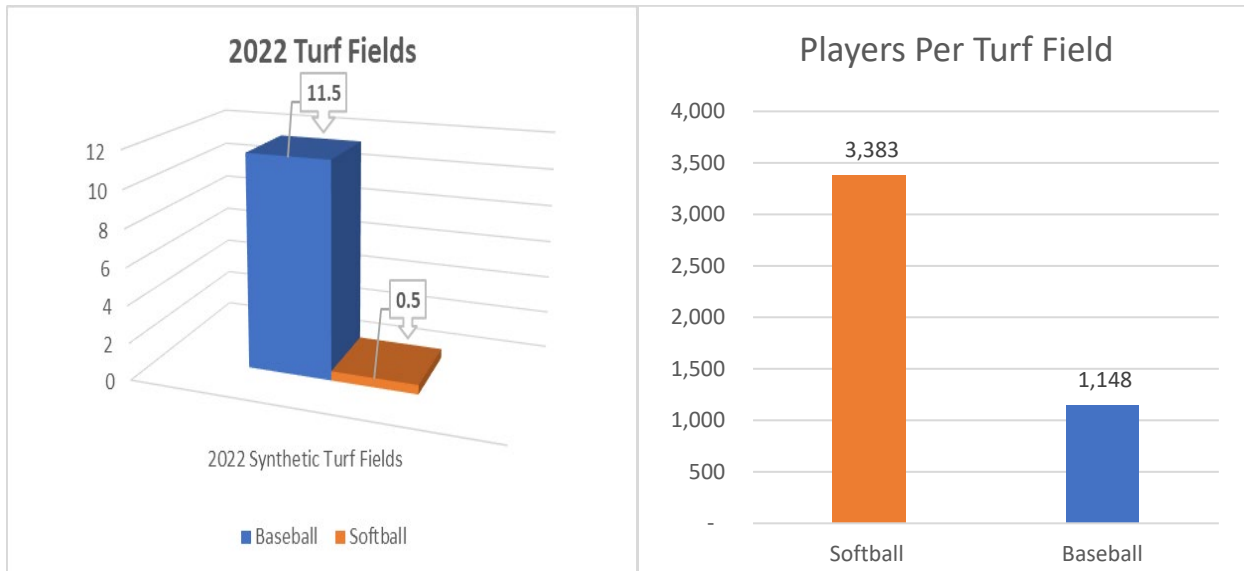
Sport	2007 Synthetic Turf Fields	2022 Synthetic Turf Fields	% Breakdown
Baseball	0	11.5	96%
Softball	0	0.5	4%
Total	0	*12	

* Falls Church HS & Justice HS are shared overlay fields and count as .5

2022 Diamond Turf Fields	
Baseball	Softball
Justice HS 90 #1 / RF #1 (turf) overlay	Falls Church HS 60 #1 / RF #1 (turf) overlay
Nottoway Park 60 #1 (turf)	
Nottoway Park 60 #5 (turf)	
Patriot Park North 60 #1 (turf)	
Patriot Park North 60 #2 (turf)	
Patriot Park North 90 #3 (turf)	
Patriot Park North 90 #4 (turf)	
Patriot Park North 90 #5 (turf)	
Patriot Park North 90 #6 (turf)	
South County MS 90 #1 / RF #1 (turf) overlay	
Vienna ES 90 #1 / RF #1 (turf) overlay	
Westgate ES 60 #1 (turf)	

*While South County MS is an overlay, it's main percentage of use is baseball.

The charts below show the data on actual turf field distribution and the number of players that share each facility.



In summary, Boys' baseball has seen an increase of 11.5 new turf fields since 2007. In this same time frame, girls' softball has only been allocated .5 new turf field. **To achieve equity in this area, 3 additional turf fields need to be added for girls' softball.**

Turf allocation breakdown

	2007 Synthetic Turf Fields	2022 Synthetic Turf Fields	Adding 1	Adding 2	Adding 3	Adding 4	Adding 5
Baseball	0 (0%)	11.5 (96%)	11.5 (88%)	11.5 (82%)	11.5 (77%)	11.5 (72%)	11.5 (68%)
Softball	0 (0%)	0.5 (4%)	1.5 (12%)	2.5 (18%)	3.5 (23%)	4.5 (28%)	5.5 (32%)
Total	0	12	13	14	15	16	17

The chart below shows the allocation of fields based on level of development⁷

2022 Field Allocation Data

Sport	Level 1	% of Level 1	Level 2	% of Level 2	Level 3	% of Level 3	Turf	% of Turf	Total	% of Total
ASB (Adult Softball)	13	11.21%	0	0.00%	0	0.00%	0	0.00%	13	3.17%
BB (Baseball)	56	48.28%	39	81.25%	115	81.56%	11.5	96.00%	222	54.08%
ASB/BB Shared	6	5.17%	2	4.17%	2	1.42%	0	0.00%	10	2.44%
BB/SB Shared	3	2.59%	1	2.08%	9	6.38%	0	0.00%	13	3.17%
SB (Softball)	38	32.76%	6	12.50%	15	10.64%	0.5	4.00%	59.5	14.49%
*Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%	93	22.66%
	116	100.00%	48	100.00%	141	100.00%	12		410.5	100.00%

*Does not exist, removed for renovation, or not assigned

High school fields get closed frequently for their own sports teams and therefore closing the fields to community use. When this happens, the girls have less fields to practice and play games on because most of their fields are school fields.

⁷ The definition of Level 1 fields: lighted, irrigated, and seasonally maintained through weekly cutting and infield grooming. Level 1 fields are also usually fenced and have covered dugouts and bleachers. Level 2 fields: lighted or irrigated, maintained by weekly cutting and infield grooming. Level 3 fields: have a backstop and bases.

High School and Secondary Fields

Sport	Level 1	Level 2	Level 3	Turf	Total
ASB (Adult Softball)	0	0	0	0	0
BB (Baseball)	23	2	0	1	26
ASB/BB Shared	0	0	0	0	0
BB/SB Shared	0	0	0	0	0
SB (Softball)	22	2	3	1	28

54

Park Authority Fields

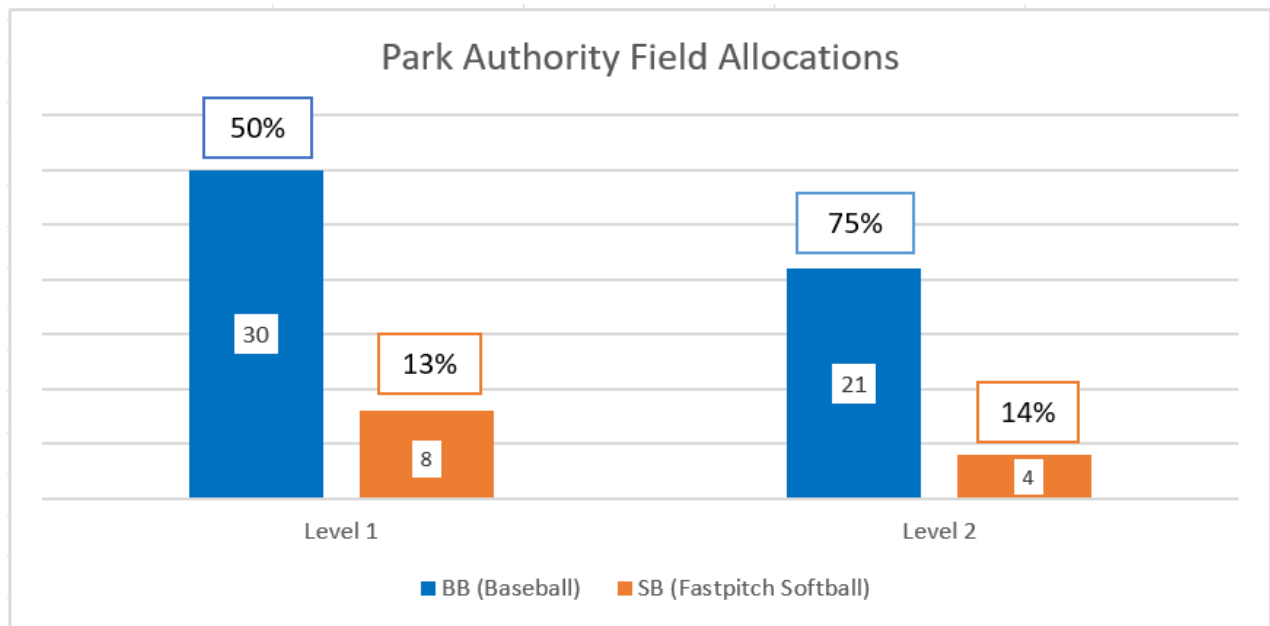
Sport	Level 1	Level 2	Level 3	Turf	Total
ASB (Adult Softball)	13	0	0	0	13
BB (Baseball)	30	21	30	8	89
ASB/BB Shared	6	2	2	0	10
BB/SB Shared	3	1	5	0	9
SB (Fastpitch Softball)	8	4	12	0	24

The number of fields assigned specifically to baseball and fastpitch softball are equitable when it comes to high school fields. However, high school fields are shared and are frequently closed for use due to multiple reasons such as weather events, green day practices and other activities. If high school fields are removed from use for any reason, groups are forced to rely solely on the use of FCPA fields which generally remain available during the spring, summer, and fall. The inequity at FCPA fields is very apparent. Baseball has use of 30 Level 1 FCPA fields and fastpitch softball only has use of 8 Level 1 FCPA fields. Outside of the "All Other Categories" listed below, fastpitch softball has only 13% of the Level 1 and Level 2 FCPA fields, which is well below the 22% of fields they should be allocated according to the participation data.

Field Allocation Data

Park Authority Field Allocations Baseball/Fastpitch Only

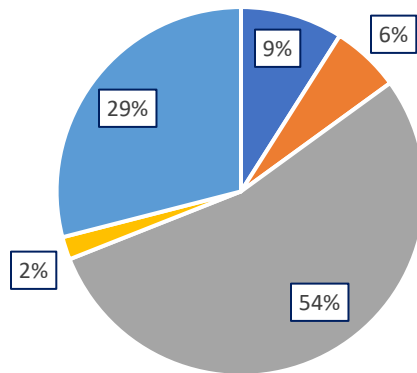
Sport	Level 1	% of Fields	Level 2	% of Fields
BB (Baseball)	30	50%	21	75%
SB (Fastpitch Softball)	8	13%	4	14%
All Other Categories (Shared)	22	37%	3	11%



Lit Fields by Group

Sport	# of Lit Fields	% of Lit Fields
Adult Softball (ASB)	13	9%
Adult Softball (ASB) and Baseball (BB)	8	6%
Baseball (BB)	74	54%
Baseball (BB) and Softball (SB)	3	2%
Softball (SB)	40	29%
Total	138	

Percentage of Lit Fields



- Adult Softball (ASB)
- Adult Softball (ASB) and Baseball (BB)
- Baseball (BB)
- Baseball (BB) and Softball (SB)
- Softball (SB)

Goals and Outstanding Issues

The APRT committee has reviewed the data, current resource allocations, and has proposed the following recommendations for considerations.

Goal 1: To provide FCPS Level 1, or comparable, multi-field (six fields), tournament capacity locations for girls fastpitch softball.

Target: Support ten tournaments at three tournament sites, with one site having at least five fields. Each tournament would support at least 16-teams in 3 of 5 age groups.

Objective 1: To establish a plan for developing a centrally located multi-field tournament complex at Wakefield Park (six fields) specifically designed for girls' fastpitch softball with capacity to hold national and international tournaments.

FY 1998: No park-based multi-field complexes for girls' fastpitch softball.

FY 2007: A permanent three-field Level 1 capability at Wakefield Park, plus three additional fields available with the use of temporary fencing.

FY 2022: Girls fastpitch has lost complexes at FCPS's James Madison and Falls Church High School that were originally created to provide equity in 2007.

Outstanding Issues: The loss of fields at two of the girls' multi-field complexes and the need to replace them. Sharing of Wakefield Park with adults severely limits girls' softball use of the facility and impacts the quality of the experience.

Objective 2: To develop an interim solution to the lack of a six-field complex by maximizing the use of FCPS facilities as tournament complexes in addition to regular play by house leagues in the spring and fall, through development or conversion of high school junior varsity fields.

FY 1998: No school-based multi-field complexes for girls' fastpitch softball.

FY 2007: Multi-field (four fields) complexes at James Madison, Falls Church, and South Lakes High Schools. Upgraded 18 fields at schools to game quality (Level 1 and 2).

FY 2022: South Lakes High School #3 has been upgraded with irrigation.

Outstanding Issues: Lack of multi-field softball complexes for tournament play.

Goal 2: To provide equal access for girls to quality Level 1 and Level 2 facilities

Target: To increase the number of Level 1 girls' softball fields in proportion to the relative number of teams and players. To increase the number of Level 2 girls' softball fields in proportion to the relative number of teams and players.

Objective 1: To increase the number of Level 1 softball fields and/or increase the number of time slots given to girls' fastpitch softball on existing FCPS Level 1 fields.

FY: 1998: Only one lighted school softball field. Two Level 1 FCPS softball fields (South Run and Wakefield). No provision in budget for softball field lights.

FY 2007: 17 lighted FCPS varsity softball fields with permanent fencing. 6 lighted FCPS softball fields with portable fencing; 7 Level 1 fields and FCPA parks (three at Wakefield, one each at Towers, Nike, Sandburg, and South Run); one lighted Level 2 field in park (EC Lawrence); 8 FCPS non-varsity lighted fields. \$100,000 per year funding for girls' fastpitch lighting, matching baseball.

FY 2022: All high school softball fields are fenced, irrigated, and lit.

Outstanding Issues: Address the inequitable distribution of FCPA fields between baseball and softball through the FCAC Allocation committee.

Goal 3: To provide a level of maintenance equal to FCPA standards on all comparable softball fields designated for primary use by girls' fastpitch softball, including school facilities.

Target: To perform maintenance to Park Authority standards on 100% of those fields at schools and other locations scheduled for primary use by girls' fastpitch softball to sustain the quality of the fields.

Objective 1: To perform sufficient regular maintenance on diamonds fields to protect the in the development or upgrade/conversion of those fields and maximize their usefulness.

FY 1998: No county-provided maintenance for community use of FCPS fields or any field outside of Parks (e.g., recreation centers).

FY 2007: At first, achieved game and tournament fields maintenance on priority basis by FCPS with CRS Funding. Later, FCPS provided mowing, annual over-seeding, and aeration. The Board of Supervisors has approved a new maintenance plan consolidating FCPS and FCPA fields under FCPA. The plan, which went into effect on 1 November 2005 (FY06) includes weekly mowing and dragging infields and a yearly renovation schedule.

FY 2022: Elementary, Middle School, and Centers (EMC) diamond fields are mowed twice per week and groomed twice per week from April through November. These EMC diamonds are also aerated and seeded each year.

Outstanding Issues: None. FCPA maintenance is sufficient and consistent with both baseball and softball.

Objective 2: To have sufficient funding and staff to adequately maintain softball fields in Fairfax County.

FY 1998: No maintenance provided for community use on FCPS fields or any non-FCPA field.

FY 2007: The Board established consolidated maintenance for baseball and softball fields at FCPS sites beginning in FY 2006.

FY 2022: The FCPA annually budgets \$1,000,000 which is dedicated to the maintenance of diamond fields at FCPS and is partially supported by revenue generated by the Athletic Services Fee. This funding supports contracted maintenance aimed at High School sites, athletic field renovations, and irrigation maintenance of non-Park Authority athletic fields. This includes 428 non-Park Authority athletic fields of which 369 are located at elementary

schools, middle schools, and centers. The Park Authority's maintenance budget only includes funding to address weekend and tournament play for the fields at Patriot Park North.

Outstanding Issues: Install permanent fencing or hire staff to install, remove temporary fencing, and add lighting at each field for equal conditions. No weekend maintenance staff at Wakefield Park for softball equivalent to Patriot Park for baseball.

Goal 4: To establish planning guidelines for future development and use of fields at Park Authority, FCPS schools, and other county facilities.

Target: Future development of Park, FCPS, and other sites includes a geographically appropriate distribution and use of diamond fields.

Objective 1: To develop and establish guidelines for girls' fast pitch softball field development.

FY 1998: No planning for girls' fastpitch was apparent. Allocations of fields were left to leagues with no accountability as to gender equity.

FY 2007: Girls' fastpitch softball field specifications were added to the county's Public Facilities Manual, and this specification was recommended to the FCPS for adoption. Established batting cage standards for girls' fastpitch softball. Provided double first bases on all FCPS and all fields used by the community at schools, centers, and parks. Established specific girls' fastpitch softball representation on the FCAC.

FY 2022: APRT reconvening to review current gender equity issues that have appeared since 2007.

Outstanding Issues: Utilize the Field Allocation Policy⁸ to make changes to ensure equitable distribution of FCPA and FCPS fields. Develop a process for FCPA, FCPS, FCAC, and NCS that ensures that all stakeholders are well informed, and equity is addressed in future capital improvement projects.

Objective 2: To develop and establish guidelines for girls' fastpitch softball field allocations and utilization.

FY 1998: No guidelines existed other than Title IX for FCPS.

FY 2007: Community Use of Fairfax County Public Athletic Fields Policy and Procedures, January 30, 2003, Attached) incorporates requirement for gender equity, and give CRS control of field allocation at the sport level (i.e., girls' softball, adult softball, baseball, and soccer) rather than at the league level.

⁸ "Fairfax County Field Allocation Policy," Fairfax County Government online, March 2015.
<https://www.fairfaxcounty.gov/neighborhood-community-services/sites/neighborhood-community-services/files/assets/documents/athletics/fields%20and%20gyms/field%20allocation%20policy%202019-12.pdf>

FY 2022: Field allocation policy requires space to be equitably distributed among all sports regardless of race, religion, color, national origin, age, gender, disability, or any other basis prohibited by state or federal law.

Collaboration and scheduling efficiencies resulted in a first-time girls' fastpitch softball tournament at the 6-field complex at Braddock Park in April 2023. In other collaborative efforts, Spring 2023, girls fastpitch softball will be allocated space Monday- Thursday on one of the new diamond turf fields at Patriot Park.

Outstanding Issues: Realign field allocations to accommodate the recent loss of girls' fastpitch softball fields.

Goal 5: To establish planning, funding, and development of turf facilities at Park Authority, FCPS schools, or other county facilities.

Target: Future funding and development of turf facilities at Park Authority, FCPS, and/or other sites for girls fastpitch softball.

Objective1: Finance and develop turf facilities for fastpitch softball.

FY 2007: No guidelines existed other than Title IX.

FY 2022: Reviewed the data that shows the disparity of turf fields for fastpitch softball turf facilities (.5) as compared to baseball (11.5).

Outstanding Issues: Considerable gender-based disparity regarding available turf facilities for fastpitch softball. Baseball has 11.5 available artificial turf facilities that include hitting and other warmup/practice station facilities as compared to the girls that have .5 turf (shared) facility.

Goal 6: To establish a communication team between FCPA, FCPS, FCAC, and NCS. This team will develop a plan for periodic review and analysis of the amenities for girls' fastpitch softball and baseball for all school and park fields, as recommended by APRT.

Target: In this assessment, the team will evaluate countywide conditions, including renovations and future planning and development of new facilities.

Objective 1: Keep lines of communication open for discussion of all planning that includes direct loss of field space, upgrades to facilities, and or development of new facilities that impact community use.

FY 2022: Convene the re-established the APRT and frequently meet with the team on all future field improvements and developments.

Outstanding Issues: Lack of a coordinated athletic facilities communication plan related to capital improvement projects and equitable future planning.

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6. "Agency Facility Scheduling System" (AFSS), Figures and Graphs, NCS Athletic Services, Fairfax County Government, October 2022.
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8. "Fairfax County Field Allocation Policy," Fairfax County Government online, March 2015.
<https://www.fairfaxcounty.gov/neighborhood-community-services/sites/neighborhood-community-services/files/assets/documents/athletics/fields%20and%20gyms/field%20allocation%20policy%202019-12.pdf>
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10. "A Framework for Inclusive Community Engagement in Fairfax County," Fairfax County Government online September 2021.
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