

DFS Equity Analysis Tool

Linda Hernandez-Giblin, Fairfax Area Agency on Aging

July 19, 2023



FAIRFAX COUNTY DEPARTMENT OF
FAMILY SERVICES



One Fairfax

EXISTING AND MISSING OPPORTUNITIES IN:

HOUSING
EMPLOYMENT
HEALTH CARE



ISLANDS OF DISADVANTAGE

Getting Ahead: The Uneven Opportunity Landscape, produced by the Virginia Commonwealth University Center on Society and Health with the support of the Northern Virginia Health Foundation



Equality vs. Equity

Equality



Equity



© 2017 Robert Wood Johnson Foundation.
May be reproduced with attribution.

Background

- Created to apply equity lens to potential legislative policy. Adapted to include review of internal policies and business process changes.
- Helps level set how we make decisions.
- More open-ended questions to push one to think critically, analyze decisions. Creates a discussion.
- Circle of participants gets broadened.
- Group work allows you to see things you didn't pick up on.
- Key definitions on Equity.
- Four major areas with a set of related questions.

Sample Recommendation from the SHAPE Plan

“Utilize existing dissemination networks to share information about aging services.” (SHAPE: S1d)

Volunteer Solutions

- Completed a learning session around equity and the volunteer management system
- Brainstormed areas for change
- Used DFS Equity Analysis Tool
- Prioritized our plans for change within our system
- *Work continues...*

Next Steps

- Adult and Aging Equity Team: recommend a set of questions from Equity Analysis Tool for the SHAPE Committees.
- Commission on Aging and staff: continue to work towards creating diverse committees.