

Department of Animal Sheltering CY 2022 Equity Impact Plan



Leadership Sponsor:

Equity Lead(s): Mari Nerbovig

Departmental Equity Guiding Statement: The Department of Animal Sheltering is committed to applying an equity lens to our policies and practices, and working to ensure that Fairfax County residents and pets have access to animal welfare services, and to opportunities that strengthen the human-animal bond. We believe that everyone has the right to enjoy the love and companionship that comes from sharing one's life with a pet.

Context: DAS is seeing a continuing trend of pets brought to the Shelter (for surrender or temporary courtesy holds) because residents cannot access or afford the basic services and amenities listed below, and/or because they're experiencing homelessness, housing instability or other hardships.

- Lack of access to affordable veterinary care, including basic wellness care and emergency services.
- Lack of access to pet-friendly housing without size or breed restrictions, including shelters for people experiencing homelessness.
- Lack of access to affordable pet retention supplies (food, meds, grooming, training).
- Lack of access to accurate and quality information about the above items.

Long-term Outcome(s):

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| <input type="checkbox"/> Cultural and Recreational Opportunities | <input checked="" type="checkbox"/> Health |
| <input type="checkbox"/> Economic Opportunity | <input type="checkbox"/> Housing and Neighborhood Livability |
| <input type="checkbox"/> Efficient and Effective Government | <input type="checkbox"/> Lifelong Education and Learning |
| <input checked="" type="checkbox"/> Empowerment and Support for Residents Facing Vulnerability | <input type="checkbox"/> Mobility and Transportation |
| <input type="checkbox"/> Environment | <input type="checkbox"/> Safety and Security |

System-Level Infrastructure:

- Policies and practices of Animal Protection Police/FCPD as they relate to DAS's outreach and communication efforts in the community.
- Policies and practices of the Health Department as they relate to DAS's outreach and communication efforts in the community.
- Policies, practices, and outreach efforts of the human services agencies, specifically related to pets owned by residents utilizing their services.

DEPARTMENT OF ANIMAL SHELTERING CALENDAR YEAR 2022 EQUITY IMPACT PLAN

Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
1. Continue the community outreach program to improve the quality of life for pets and people in underserved communities.	1, 7	1a. Continued implementation of program via events, outreach to target communities, ongoing coms with clients	PFL Coord, Outreach Mgr, DAS leadership	Feb '22 – Dec '22	Staff, time, money, volunteers	PFL Coord	# and types of services provided, # events hosted, # pets/families served, # repeat clients, # referrals from clients and other Co agencies, # Co agency collaborations # nonprofit and mission-based organization collaborations % clients with positive opinion of program and services received
		1b. Research ways to improve program implementation	PFL Coord, Outreach Mgr, DAS leadership	Feb '22 – Dec '22	Staff, time	PFL Coord	
2. Increase accessibility of dept information and content, including digital content to include other languages and accessibility features for individuals with neurodiversity, disabilities.	15	2a. Perform audit of website to identify opportunities to increase accessibility	Outreach Mgr, DAS leadership	Feb '22 – June '22	Staff, time	Outreach Mgr, DAS leadership	# existing content items identified for improvement # existing content items improved/expanded # content items created # multilingual materials and content created
		2b. Establish multilingual social media presence	Outreach Mgr, DAS leadership	Feb '22 – June '22	Staff, time	Outreach Mgr	
		2c. Create multilingual and other materials to increase accessibility	Outreach Mgr, DAS leadership	Feb '22 – Dec '22	Staff, time	Outreach Mgr	
3. Eliminate Return-to-Owner fees on short-term custody holds for pets of residents who were arrested.	7	3a. Update SOP #206 and communicate policy to staff	DAS leadership	Feb '22 – June '22	Time, buy-in from staff	DAS leadership	# people getting their pets back, # pets reclaimed, # people and pets affected by this policy change, Impact on Shelter (pet length of stay, reduction of fee revenue, staff time)
		3b. Track data	Customer Care staff and Daily Ops Mgr	Feb '22 – Dec '22	Staff, time	Daily Ops Mgr	
		3c. Build relationships and strengthen coms w/ detention centers	DAS leadership	Feb '22 – Dec '22	Staff, time, buy-in from detention center staff	DAS leadership	

Director's Signature: Reasa D. Currier