

Department of Code Compliance CY 2022 Equity Impact Plan



Leadership Sponsor: Gabriel Zakkak

Equity Lead(s): Gabriel Zakkak, Administrative Services Manager and Vanessa Portillo, MAI

Departmental Equity Guiding Statement:

To incorporate the core values of diversity, inclusion, and equity while serving to maintain healthy and orderly neighborhoods. DCC ensures this through education/outreach, community partnerships, voluntary compliance, and enforcement.

To create an equitable workplace where all employees, regardless of gender, race, ethnicity, age, sexual orientation or identity, education, or disability, are valued and respected.

Context:

One of the biggest challenges for the agency is achieving an effective level of outreach and education to all county residents. Many citizens still do not know exactly what DCC does, why we enforce codes, which codes we enforce, and why code enforcement can help save lives. In fact, many citizens are unaware of the many life safety issues they may have created in their own homes through code violations. While the agency does have an extensive website to provide this information, many citizens do not or cannot visit the website to get that information. Some of the issues causing this may be a language barrier, as our information is mostly presented in English, but efforts have been made to provide information in several other languages. While our intake staff is communicating through email or telephone conversations, and our investigators are working with citizens in the field while addressing complaints, our staff provides as much education as possible daily, though still not achieving the outreach and education necessary to educate the majority of county citizens. The Department of Code Compliance Vision "to be a leader in the preservation and protection of healthy and orderly neighborhoods". It is a high priority of the department to educate citizens on applicable county codes to ensure the safety of residents, protect communities, provide safe home and workplace conditions.

Long-term Outcome(s):

- | | |
|--|---|
| <input type="checkbox"/> Cultural and Recreational Opportunities | <input type="checkbox"/> Health |
| <input type="checkbox"/> Economic Opportunity | <input checked="" type="checkbox"/> Housing and Neighborhood Livability |
| <input checked="" 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 checked="" type="checkbox"/> Safety and Security |

System-Level Infrastructure:

Human Resources is important in the hiring processes for new staff, in efforts to allow all staff to grow on a personal and professional level, and in efforts to maintain consistent staffing levels. Assuring equitable efforts are being made and maintained in the following areas is a priority: DPD; Zoning Ordinance, LDS; Unpermitted Construction, FCPD; Illegal activity; DPWES; Stormwater; DCC; Virginia Maintenance Code.

(DEPARTMENT OR CODE COMPLIANCE) CALENDAR YEAR 2022 EQUITY IMPACT PLAN

| Goals | One Fairfax Area of Focus | Actions | Stakeholders | Timeline | Resources and Supports | Responsible Parties | Performance Measures |
|---|---------------------------|---|--------------------------|---|---|-----------------------|--|
| 1. To engage and educate citizens and communities through effective outreach efforts on why code enforcement and compliance is important to them. | | 1a. Develop and engage appropriate methods of education and outreach (social network presence, DCC video, and media interviews) | Office of Public Affairs | DCC Video January 2022, Facebook interview – December 3, 2021 | Office of Public Affairs, Channel 16, Telemundo, Facebook | Management Analyst I | Continue working with Crystal Santos to translate the DCC video and flyers in more languages. Reach out to the Hispanic community about Code Compliance by conducting an interview with Grelia Steele. |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| 2. To assure that Leadership and Management are aware of possible inequities in code enforcement throughout the county. | | 2a. Be aware of inequities that are identified when investigating complaints in those geographical areas | DCC and GIS. | Starting January 2022 | DCC and GIS staff time to analyze data. | Management Analyst II | Analyze data to determine geographical areas of focus for DCC. Provide outreach to under served areas. |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |

Director's Signature: 