
CALENDAR YEAR 2022 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Department of Family Services, Domestic and Sexual Violence Services (DSVS)

Equity Lead(s): Keesha Coke, DSVS Assistant Division Director

Date: 12/7/22

EQUITY IMPACT PLAN REPORT

Review your department's Equity Impact Plan for CY 2022 at [Equity Impact Plans | Topics \(fairfaxcounty.gov\)](#). Using that plan, add each goal below and describe: 1) what was done to make progress toward the goal, 2) with whom (partners), and 3) how work toward this goal was measured/evaluated and the results. If you have data for the performance measures in your CY 2022 Equity Impact Plan, report them. Add more goals as needed.

Goal 1: Serve with proficiency historically and currently marginalized populations, increasing the diversity of clients in all programs and services (direct and systems' services).

Goal 1 Progress: Through the Virginia Sexual and Domestic Violence Action Alliance, Underserved Populations Learning Collaborative (UPLC), DSVS based their project focus on an underserved population in the DSVS service continuum: college-age BIPOC young adults, ages 18-24, throughout the five regional Northern Virginia Community College (NVCC) campuses. DSVS conducted a focus group with student leaders to learn how this population addresses domestic and sexual violence, stalking, and human trafficking, including where they seek support. Focus group participants expressed a need to have student-led interventions available. As a result, DSVS is collaborating with NVCC's Annandale campus on a bystander intervention project with campus students and faculty. Feedback from the focus groups will help inform the project development.

DSVS solicited support from George Mason University's (GMU) School of Social Work to identify historically and currently marginalized populations with regards to two DSVS service areas, domestic and sexual violence, and determine where these communities seek support for victimization. GMU applied for two grants to conduct qualitative and quantitative research towards these action steps; they were not awarded one grant and are awaiting an announcement about the recipient of the second grant.

Goal 2: Cultivate relationship with a least 2 existing partners.

Goal 2 Progress: DSVS developed a workgroup to focus on assessing, improving, and strengthening its partnerships, a goal of DSVS' strategic plan. In consultation with the Department of Neighborhood and Community Services, DSVS identified a partnership framework, Collective Impact, for implementation by DSVS to partner with community-based organizations to provide more support and resources to

CALENDAR YEAR 2022 EQUITY IMPACT PLAN

ANNUAL REPORT

communities that are reluctant to engage with formal and governmental systems to address interpersonal violence. . Additionally, DSVS selected the southern region of Fairfax County to conduct a needs assessment to determine the domestic and sexual violence resources utilized in that region.

Goal 3: Increase by 60% staff knowledge acquisition related to equity and equitable outcomes.

Goal 3 Progress: DSVS recruited and trained five additional equity team members, for a total of seven, to help advance equity work. The equity team as well as other DSVS staff provided education in equity fundamentals to staff and volunteers throughout the year (e.g., features posted on the DSVS website during heritage months regarding the prevalence of domestic and sexual violence, stalking, and human trafficking in the highlighted community and related historical figures in the movement, equity articles included in the monthly DSVS volunteer newsletter).

Was other equity-related work completed in addition to the goals above? If so, please describe.

Through strategic planning implementation, DSVS redefined interpersonal violence to include the voices and experiences of persons not previously considered in national conversations. As such, discussions of who DSVS serves and doesn't serve are firmly integrated into planning for future service-delivery.