
CALENDAR YEAR 2022 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: SCYPT-Prevention Cross Systems Initiative

Equity Lead(s): Jesse Ellis

Date: January 9, 2023

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: Guide and support the implementation of the Equitable School Readiness Strategic Plan and the recommendations of the School Readiness Resources Panel to promote improved access to quality early childhood experiences.

Goal 1 Progress: Equitable School Readiness Strategic Plan (ESRSP) implementation continued in CY 2022. In December, the SCYPT endorsed a recommended Early Childhood Family Partnership Framework, designed to ensure the establishment of meaningful family partnerships and advance transformative systems change and equity goals. In CY 2023, staff will implement the framework through the development of a Family Council and a Family Partnership Hub. Planning and implementation are guided by the ESRSP Implementation Planning Team, a multi-sectoral committee of County and FCPS staff, community providers, families, and other stakeholders.

Goal 2: Guide and support the implementation of a new comprehensive children's behavioral health plan to promote improved access to quality behavioral health services and supports.

Goal 2 Progress: Over the course of CY 2022, Healthy Minds Fairfax engaged with over 700 youth, families, provider partners, and other stakeholders to inform the development of a new children's behavioral health plan. The plan, preliminarily endorsed by the SCYPT in December (with final endorsement slated for early January 2023) includes a number of strategies related to prevention and education, access to behavioral health services, navigation of behavioral health services, and system level change. Implementation is scheduled to begin in early 2023. Plan development and implementation is led by the Healthy Minds Collaborative, a multi-sectoral committee of County and

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FCPS staff, community providers, families, and other stakeholders, with the input and advice of the Healthy Minds Family Advisory Board and the Healthy Minds Youth Advisory Council.

Goal 3: Guide and support the implementation of a new comprehensive plan to promote workforce readiness and career development, with an emphasis on serving Opportunity Youth and addressing root causes leading to youth not being employed or in school.

Goal 3 Progress: Over the course of CY 2022, a committee (with representation from multiple County agencies, FCPS, and the Virginia Department for Aging and Rehabilitation Services) conducted an in-depth inquiry that included five focus groups with 50+ opportunity youth, interviews with 19 organizations within the region's ecosystem of service providers, and a nationwide scan of opportunity youth collaboratives to identify effective practices and models. This three-pronged inquiry process led to initial findings that identified unmet needs and system-wide gaps within the current disconnected "system" of youth-serving organizations. These findings led to the development of a recommended framework of goals and strategies, which will be presented to the SCYPT in early 2023.

Goal 4: Guide and support the participation of Fairfax County in the My Brother's Keeper initiative to promote positive outcomes for boys and young men of color.

Goal 4 Progress: A steering committee of community providers and stakeholders, co-led by the Capital Youth Empowerment Program and Edu-Futuro, has worked with the Obama Foundation to prepare for Fairfax County's formal acceptance of the My Brother's Keeper Challenge. The committee is scheduled to present its initial recommendations for priorities to the SCYPT in early 2023.

Goal 5: Implement a countywide framework for community schools that facilitates an expansion of community schools throughout Fairfax.

Goal 5 Progress: Three community schools currently operate in Fairfax County, at Whitman and Glasgow Middle Schools and Mount Vernon Woods Elementary School. In 2022, County and FCPS staff conducted a pilot evaluation of the three schools, to inform recommendations for moving forward with the countywide initiative. Staff plan to present their findings and recommendations to the School Board, then the SCYPT, in early 2023.

Goal 6: Enhance the role of Opportunity Neighborhoods in promoting equitable outcomes for children, youth, and families in identified communities.

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Goal 6 Progress: In 2022, Opportunity Neighborhoods emphasized community engagement in identifying and addressing community-level issues in the five neighborhoods. Over 50 residents of prioritized communities served in an ambassador or other leadership role, while two dozen teams were active in moving ON work forward. Over 80 strategic partners supported ON through service, data, or sponsorship. And over 600 attendees participated in professional development or training through ON.

Goal 7: Establish a youth leadership network to promote quality youth leadership experiences and opportunities countywide.

Goal 7 Progress: In its first year, the Youth Leadership Network – which is managed by Leadership Fairfax, Inc., through a contract with the County – focused on building the network. It offered trainings, networking, events, and technical assistance. To date, over 30 youth councils are involved with the Network, which will expand offerings in 2023.

Goal 8: Identify and implement alternatives to structured prevention programs that instead embed evidence-based practices into daily interactions and activities.

Goal 8 Progress: Staff have worked with the Yale Center for Emotional Intelligence to inform their development of new tools for out of school time staff. Staff are now working to develop plans for implementation.

Goal 9: Ensure an equity lens to the work of the Trauma Informed Community Network.

Goal 9 Progress: In late 2022, all TICN trainings were updated to include specific emphasis on racial equity. In particular, the trainings now discuss how people of color are disproportionately impacted by trauma (and the reasons behind that) and how trauma-informed practices need to be implemented through an equity lens.

Goal 10: Enhance the ability of the SCYPT to apply an equity lens to their decision-making and work.

Goal 10 Progress: All SCYPT decision-based agenda items include an equity statement discussing how the recommendation addresses racial and social equity. Staff have worked with committees to ensure all plans and recommendations presented to the SCYPT incorporate equity-focused actions, generally through a targeted universalism approach. The Early Childhood Family Partnership Framework and the children's behavioral health plan are prime examples. The planning stages of the My Brother's Keeper

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and Opportunity Youth/Career Development work are also prioritizing equity through community engagement and leadership and a focus on disproportionate impacts.