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# CALENDAR YEAR 2022 EQUITY IMPACT PLAN

## ANNUAL REPORT

### BACKGROUND INFORMATION

Department Name: Department of Cable and Consumer Services

Equity Lead(s): Rebecca L. Makely, Director (Acting Equity Lead)

Date: January 30, 2022

### 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:** DCCS will identify possible gaps within the County where additional outreach could be targeted.

Goal 1 Progress: The majority of outreach conducted by DCCS is by request with the customer requesting the specific training topic and providing the training location. For outreach that DCCS can proactively schedule, additional awareness to targeted location opportunities has been exercised.

Performance Measure: Percent of outreach events in equity areas identified based on the Vulnerability Index = 67 percent

**Goal 2:** DCCS will publish videos in multiple languages.

Goal 2 Progress: In 2021, DCCS developed a [Channel 16 foreign language videos](#) web page with videos in multiple languages. This page continues to be updated with additional foreign language program content.

Performance Measure: Number of videos posted = 52

Performance Measure: Number of languages available = 10 (Amharic, Arabic, Chinese, Farsi, French, Korean, Mandarin, Spanish, Urdu, Vietnamese)

Performance Measure: Video-on-Demand viewership data

**Goal 3:** Training to ensure awareness of inequity and marginalization issues.

Goal 3 Progress: 49 of the department's 70 positions (70 percent) have completed the training; however, of the 70 positions, only 57.5 positions are currently filled. Of the filled positions, 85 percent of the department's overall staff has completed the training.

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Performance Measure: Percentage of leadership and overall staff participating in the viewing and facilitated discussion = 70 percent

Performance Measure: Percentage of leadership participating in the viewing and facilitated discussion = 0 percent; trainers cancelled a scheduled session for leadership.

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

During 2022, all [Fairfax County Government Channel 16](#) programming became available in Spanish closed captioning, including the [Board of Supervisors](#) meetings, [Board of Supervisors Committee](#) meetings, meetings of the [Planning Commission](#) and [Board of Zoning Appeals](#), the annual Mount Vernon Town Meeting, District Budget Town Halls, and Public Safety press conferences. Closed captioning for Channel 16 programming is available to the public watching on cable television or on the [live video stream](#). This service increases access and engagement with the County's Spanish speaking public.