
CALENDAR YEAR 2022 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Department of Emergency Management and Security

Equity Lead(s): Sulayman Brown and Moriah Kitaeff

Date: March 30, 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: Increase the diversity of applicants to match the county's population.

Goal 1 Progress: Assisted in creating an interview panel, expanded the audience that receives job announcements, and insured that each interview panel was diverse in some form. This was done with outside agencies and partners, by inviting them to have a part of each interview panel. It was measured by the current diversity within the office after recent hires.

Goal 2: Produce outreach materials that are in the eight most spoken languages within Fairfax County.

Goal 2 Progress: This is an ongoing effort that is continues to be developed by ensuring all DEMS emergency management documents have the ability to be translated into all major languages of the County. This has been done with the assistance of translation service contracts as well as County resources in translation services. Measurement is how many documents are currently accessible in multiple languages, such as the Community Emergency Response Guide and preparedness materials.. The majority of the outreach materials are currently in the process of being updated, and will be inclusive of multiple languages in hard copy such as English, Spanish, and Korean. Major outreach materials, such as the Community Emergency Response Guide, will be accessible online in more languages.

Goal 3: Increased awareness of notification and preparedness within the public as well as County staff.

Goal 3 Progress: There was a continued effort, public facing and internally, to increase the number of residents and employees signed up for the notification system, Fairfax Alerts. DEMS tracks the number of subscribers to the notification system on a monthly basis.

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Goal 4: Increased awareness of equity and community cultural awareness between county staff and volunteers.

Goal 4 Progress: We continue to welcome volunteers to internal office trainings when appropriate. This is in coordination with the DEMS Volunteer Corps and is measured by the number of volunteers that attend.

Goal 5: Increased targeting of outreach efforts to reach and support islands of inequity within Fairfax County.

Goal 5 Progress: Community engagement is actively working to ensure that there is DEMS representation at events all across the County, and the emergency managements equity message is being shared across the county. This is being done with other county agencies for residents of Fairfax County.

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