CALENDAR YEAR 2022 EQUITY IMPACT PLAN FINAL REPORT

BACKGROUND INFORMATION

Department Name: DIT

Equity Lead(s): Brian Heffern, Michelle Breckenridge

Date: November 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: The County's overall initiative is to maximize Broadband /Wi-Fi availability for underserved communities. Based on Equity Data for underserved populations, the top, most impactful areas of the County are Black and Hispanic Communities. Our team's goal is to provide support for this countywide initiative when requested.

Goal 1 Progress:

A significant amount of high-level work on the Broadband/Wi-Fi Access topic has taken place in 2022. On June 14, 2022, at the Board of Supervisor's Information Technology Committee meeting, a detailed digital access update was provided. Members of DIT's Equity Partners group provided logistical support in advance of the Board IT Committee presentation. The presentation is available here:

https://www.fairfaxcounty.gov/boardofsupervisors/sites/boardofsupervisors/files/assets/meeting-materials/2022/june14-it-digital-access-update.pdf

In addition, the County contracted with subject matter experts to review local data, conduct stakeholder interviews, assess current legislation as well as federal programs in support of digital access. Their findings support that Fairfax County is in an optimal position to extend digital access and equity initiatives to the population of people who don't have reliable, high speed, affordable access and those who have knowledge or device barriers. Members of DIT's Equity Partners group provided support during the procurement process for this contract.

As stated above, our team's goal in this area is to provide support when requested, thus it is anticipated that this will remain on DIT's 2023 Equity Plan.

Goal 2: Develop and create programs promoting interest in IT careers to include a DIT Internship Program with FCPS High Schools focusing on students who receive free and reduced lunches. We will also collaborate with local colleges, vocational schools, non-profit organizations, and self-enrichment services.

Goal 2 Progress:

DIT successfully implemented an internship program in 2022 which includes both college age and high school age individuals. The high school program was originally intended to be directed towards students eligible as follows:

- Must be 11th or 12th grade students and willing to work at least 280 hours
- Must have an understanding of Microsoft product suite, PowerPoint, Word, Excel, etc.
- Effective communication and collaboration skills
- Eligible to receive free or reduced lunch

However, in working with the FCPS internship office, they would not allow limiting access to the program to only those eligible to receive free or reduced lunch, so the applicant pool was much larger than initially anticipated. That said, a diverse and talented group of students were identified, and the program had numerous successes. All interns attended an afternoon-long training that included a viewing and discussion on *Race the Power of an Illusion – The House We Live In* and they also were able to attend a meeting with DIT's BAC, the Information Technology Policy Advisory Committee (ITPAC) and were able to ask their own questions of these business and industry leaders.

In 2023, we hope to focus the program more on students who may otherwise not have the access or opportunity of an internship of this nature through enhanced applicant outreach through county programs such as opportunity neighborhoods and/or tying it to established county summer youth employment programs.

Goal 3: Provide equitable access to DIT certification, specialized training, and other county-sponsored continuous learning programs, to eliminate systemic racial and social bias in professional development opportunities.

Goal 3 Progress:

The team has developed a document titled "Department of Information Technology Equity Partners Professional Development Opportunities Matrix." This document has been widely disseminated throughout DIT, including at a recent All Staff meeting. The matrix includes five sections of information with links and other supporting information. The five sections are:

- DIT Information and Resources
- Community Colleges and University Certificate and Degree Programs
- Fairfax County Public Library (FCPL) Professional Development Opportunities
- DHR's Office of Development and Training (OD&T) Professional Development
- Other Professional Development Opportunities

This document will continue to be updated as new information / development opportunities become known; therefore, this goal will remain on the Equity Plan in 2023.

Goal 4: Support and Promote One Fairfax Equity Training Opportunities in DIT. Identify key IT industry-related equity issues and results-based training for DIT staff.

Goal 4 Progress:

- DIT participated in 5 county-ambassador led trainings, of which three were the 2.5-hour "Race the Power of an Illusion" screenings and discussion and two were the 6 hour "Advancing Racial Equity – The Role of Government" trainings
- Approximately 100 DIT staff received ambassador-led training in 2022, with the overall total approaching 200 total staff trained
- DIT Equity Partners team members were heavily involved in the scheduling and other logistical challenges associated with each of the trainings

Goal 5: Continue Process of Introducing and Imbedding the One Fairfax Policy in the Department of Information Technology

Goal 5 Progress:

- In Summer 2022, the DIT Equity Partners updated the existing online document that includes DIT's Equity Guiding Statement, outreach activities and staff commitments to promoting equity and demonstrating DIT as a diverse organization
- Have incorporated an "equity segment" or topic at DIT All Hands Meetings
- Have just recently added 5 additional DIT staff to the DIT Equity Partners team, doubling the size of the team. This is after a period of internal reflection and discussion about our role and mission within the organization and an outreach effort across the department.

CALENDAR YEAR 2022 EQUITY IMPACT PLAN FINAL REPORT

Goal 6: Apply an equity lens throughout the purchasing and contractual review processes when purchasing IT applications, hardware, software, and services.

Goal 6 Progress:

- This goal will be a greater focus in 2023. It was a new goal added for the first time to DIT's 2022 Equity Impact Plan. The 2022 plan did not receive final approval until March 2022 and additional work in this area is anticipated in 2023.

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