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# CALENDAR YEAR 2022 EQUITY IMPACT PLAN

## ANNUAL REPORT

### BACKGROUND INFORMATION

Department Name: Management & Budget

Equity Lead(s): Dana Thompson

Date: December 6, 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:**

Allocate County resources in a racially/socially equitable manner and apply equity lens to community engagement on the budget

#### Goal 1 Progress:

DMB has worked diligently to continue incorporating equity in budget decision making and engagement with the community. Equity information has been added to the Program Area Summaries included in the budget document, and staff look forward to adding to these summaries to make it more robust in the FY 2024 budget. The Citizen's Guide to the Budget was translated into the top seven languages and posted to the county's website in spring 2022. The budget video used to educate the community on the budget process has been translated into eight languages and is currently set to begin streaming on Channel 16. In addition, budget information has been shared through various community conversations, including Neighborhood College and various volunteer groups, with simultaneous interpretation options. Translated materials have been disseminated to the Countywide Community Outreach Professional committee for further distribution to hard-to-reach communities. DMB staff look forward to continuing and expanding these initiatives in 2023.

#### **Goal 2:**

Support countywide effort for data-driven decision-making in pursuit of greater racial/social equity

#### Goal 2 Progress:

Over the past year, the DMB Data Analytics Unit produced a Data Sharing Policy to support and facilitate cross agency data sharing for agencies and with external organizations. Staff worked with a vendor to automate data collection from public sources, currently including Census, Bureau of Labor Statistics, and Virginia Works. Data related to economics continues to be uploaded and validated and visualizations are being created to support countywide access to the data. The initial section of a needs assessment with an equity focus has been created and a draft policy for countywide guidance on the collection of race,

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ethnicity, gender, and language data has been reviewed by the Data Advisory Group and was presented to the Data Governance Council in Fall 2022. In addition, the team has undergone a process with agencies to link performance measures to Strategic Plan indicators, which are linked to outcomes and disaggregated by race and location where possible.

### **Goal 3:**

Continue with DMB learning and discussion regarding racial/social equity and One Fairfax.

#### Goal 3 Progress:

Multiple initiatives are in progress around this goal. The DMB Language Access work was rolled into the scope of the DMB Equity team due to its closely related focus and the team is coordinating each plans needs and goals to incorporated into targeted training. Through the Budget Process Redesign Work Group, the equity portion of the budget addendum request form was streamlined and sent to agencies to use as part of FY 2024 budget development. The DMB Equity Team also created a resource document for DMB analysts to use when evaluating the equity portion of agency addendum requests. In addition, the department has been surveyed about training and the DMB Equity Team is currently working to develop training opportunities and resources that would be beneficial to staff.

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