
CALENDAR YEAR 2022 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Department of Finance

Leadership Sponsor: Jerry Wilhelm, Deputy Finance Director

Equity Lead(s): Ngozi Ugwu, Accountant III, Operations Support, Operations & IT Support Division

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: Equip DOF employees with equity trainings at all levels so that various DOF processes are reviewed from an equity point of view.

Goal 1 Progress: 14 staff members of DOF Accounts Payable division completed two hours of online training: Race - The Power of Illusion.

Goal 2: Identify DOF workforce equity issues in hiring and promotion.

Goal 2 Progress: In 2022 to allow full accessibility to hiring and promotion opportunities, all first round interviewees were offered interviews via virtual meeting platforms.

Goal 3: Review DOF's major processes that impact County agencies and/or County residents to enhance inclusivity.

Goal 3 Progress: Met quarterly on the future of payments and some progress was slowed due to the county's bank no longer offering a loaded payment card product.

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