

Department of Emergency Management and Security

CY 2022 Equity Impact Plan



Leadership Sponsor: Seamus Mooney, Coordinator

Equity Lead(s): Moriah Kitaeff, Community Engagement Specialist, Sulayman Brown, Deputy Coordinator

Departmental Equity Guiding Statement: The Department of Emergency Management and Security promotes equity and diversity in the workplace and fosters inclusive and accessible emergency management programs and services for all the population in Fairfax County.

Context: Fairfax County Department of Emergency Management and Security has seen that not all communities within Fairfax County are equally prepared for natural or man-made disasters. It is important that all county residents feel prepared, regardless of the language they speak, financial status, or other variables that could make it more of a challenge to receive emergency information or resources. Fairfax County residents with less financial security are affected more than others during natural disasters, or other kinds of emergencies, as they are not always able to evacuate or prepare to the level of someone who has more financial security.

Long-term Outcome(s):

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| <input type="checkbox"/> Cultural and Recreational Opportunities | <input type="checkbox"/> Health |
| <input type="checkbox"/> Economic Opportunity | <input type="checkbox"/> Housing and Neighborhood Livability |
| <input checked="" type="checkbox"/> Efficient and Effective Government | <input type="checkbox"/> Lifelong Education and Learning |
| <input checked="" type="checkbox"/> Empowerment and Support for Residents Facing Vulnerability | <input type="checkbox"/> Mobility and Transportation |
| <input type="checkbox"/> Environment | <input checked="" type="checkbox"/> Safety and Security |

System-Level Infrastructure:

- Hiring Practices
 - Recruitment pool and/or advertisements may not be diverse enough. It is not reaching HBCUs, academic institutions outside of the NCR, and minority or lower income communities.
- Language Access
 - Shortage of access to staff that can verify translation documents to ensure up-to-date translation standards.
 - Lack of a way to collect community input in relation to disaster preparedness and response in languages other than English and Spanish.
- Areas of Fairfax County Where Preparedness Initiatives Needs Improvement
 - Based on previous preparedness program engagements, county agencies have observed economic disparities that correlate to lower preparedness in the following districts: Mason District, Dranesville District, Mount Vernon, Sully District

DEPARTMENT OF EMERGENCY MANAGEMENT AND SECURITY CALENDAR YEAR 2022 EQUITY IMPACT PLAN

Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
1. Increase the diversity of applicants to match the county's population.	17	1a. During the hiring process, Human Resources should black-out all personal information to allow the review process to be based on qualifications only. This will allow for an equitable and unbiased process for all applicants.	County HR	June-December 2022	County and DEMS HR staff ensure that applications are prepared in the most equitable fashion.	DEMS Human Resources Senior leadership, Subject matter experts	Data collected from candidates such as gender, location and ethnicity. Diversity within candidate pools. Diverse hiring practices. Standard list of organizations that Fairfax County commonly advertises jobs to, as well as professional emergency management groups and colleges/universities.
		1c: Develop a list of professional organizations that represent diverse communities to advertise a job announcement as a baseline for talent recruitment.	Human Resources	June-December 2022	DEMS equity leads developing a list of suitable organizations to advertise job opportunities.	Internal HR Senior leadership Agency Equity Leads	
2. Produce outreach materials that are in the eight most spoken languages within Fairfax County.	5 6 17	2a. Access to staff who can verify translation accuracy to ensure it is up-to-standard	County HR County agencies who receive language-stipend	January-June 2023	Working alongside the language division within the Office of Public Affairs as well as the County community engagement committee.	Office of Public Affairs Development of an agency taskforce	Number of documents translated in various languages A system established to identify language resources Inclusion of subject matter experts during early phases of a project or program Annual operational budget for language translation

		2b. Involve subject matter experts in the early stages of project or program development to ensure cultural competencies are considered.	Senior leadership One Fairfax Community Outreach Professionals group	January-June 2023	DEMS community engagement staff and the involvement of our community partners	One Fairfax Development of a taskforce	Increase of translation documents Development of a tech tool to improve language services
		2c. Provide a separate funding source to DEMS budget to focus on translation services for printed and online media	County Department of Management and Budget DEMS	January-June 2023	The continuing of budget consideration to fund translation of emergency management documents	County Department of Management and Budget County HR DEMS	
		2d. Continue to explore technology solutions that focus on language diverse populations	DIT, HR, DEMS	January-June 2023	DEMS community engagement working with technical services within DEMS to find the best solution to the language diversity of Fairfax County.	DIT, HR, DEMS	
	3. Increased awareness of notification and preparedness within the public as well as County staff.	6 8 10	3a. Train County agencies on use of the notification system.	County residents County agencies	June-December 2023	Continued efforts with County agencies who specialize in community preparedness	DIT, DEMS
		3b. Developing a culture of preparedness throughout the	Whole community	January-June 2024	Continue to development and enhance our standardized	OPA, DEMS	

		social economic and backgrounds			integration of disaster principals amongst all county agencies.		
4. Increased awareness of equity and community cultural awareness between county staff and volunteers	3 5 10 16	4a. Quarterly trainings for county staff with the purpose of educating the importance of equity and community cultural awareness	DEMS One Fairfax	June-December 2023	Integration of equity training into the DEMS bi-weekly trainings, on a quarterly basis.	DEMS Equity leads One Fairfax	Pre and post training surveys on the understanding and retention of equity concepts.
5. Increased targeting of outreach efforts to reach and support islands of inequity within Fairfax County	6 8 10	5a. Target outreach efforts to reach those within the county that are more economically disadvantaged	DEMS One Fairfax	June-December 2024	Annual review of DEMS community engagement plan and policies and ensure the effectiveness of reaching islands of inequity.	DEMS Equity leads One Fairfax Whole Community	Increase of translation documents Identification of a plan and procedures to reach islands of inequity more effectively Tracking of outreach event participants in the targeted groups Tracking of the increase of emergency preparedness understanding (survey)

Director's Signature: 