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# CALENDAR YEAR 2022 EQUITY IMPACT PLAN ANNUAL REPORT

## BACKGROUND INFORMATION

Department Name: Housing and Community Development

Equity Lead(s): Regina Coyle

Date: March 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: Use vouchers to increase and disperse affordable housing choices for people of color in communities where opportunity exists.**

Goal 1 Progress:

Progress was made throughout the calendar year on creating local submarket payment standards for the Housing Choice Voucher (HCV) program. Progress included:

- Identifying draft submarket payment standard amounts, including developing a financial model (underway).
- Developing a process and timeline in which submarket payment standards will be implemented.
  - Identifying draft performance measures during 2023 to measure success.
    - Collecting baseline data during 2023, and every six months afterward, to:
    - Understand where HCV households reside by various demographic indicators; and
    - Monitor the effectiveness of the policy.
  - Providing an overview discussion and obtaining feedback on the new submarket payment standards with MTW Resident Advisory Committee.
- Benchmarking other public housing authorities to gain a better understanding of successes/challenges when implementing a submarket payment standard approach

Partners consulted on the development of submarket payment standards are internal. The team has been working with the Finance Division. It is expected that outreach to other divisions will occur as efforts are more finalized.

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Fairfax County is participating in the regional partnership to develop a Regional Analysis of Impediments to promote Fair Housing. One of the draft goals is for Fairfax County to implement a submarket payment approach to help promote housing mobility and fair housing choices. This goal, if accepted by the BOS, will also help to promote the efforts of the team implementing the submarket payment standards.

Following creation of local submarket payment standards, the topic will be incorporated into the communication strategy and decision-making protocol to be developed with current voucher holders, those on waiting lists and potential landlords. This effort is expected to continue through calendar years 2023 and 2024.

**Goal 2: Coordinate affordable housing investment with other county investments to increase opportunity in newly created neighborhoods and prevent displacement from neighborhoods of affordability.**

### Goal 2 Progress:

The Department of Housing and Community Development continues to aggressively pursue new development and preservation strategies, respectively, to increase the amount of housing available to residents earning less than 80% of the area median income throughout Fairfax County.

- New Development. In 2022, the Board of Supervisors provided significant funding to support the revised new affordable housing development goals of a minimum of 10,000 new units by 2034. There are currently almost 3,000 new affordable units in the pipeline. Further, the new pipeline development is underway throughout Fairfax County, including Tysons (900+ units), Franconia (up to 120 units) Braddock (up to 575 units), Springfield (150 units), Hunter Mill (up to 400 units) Mount Vernon (279 units), Sully (up to 250 units), and Mason (180 units). The development pipeline includes well over 1,000 new affordable homes within walking distance to Metro Silver Line stations. Many of the pipeline development projects will result from the use of FCRHA's existing land and the transfer of County-owned land to the FCRHA which reduces development costs. In addition, the FCRHA is contributing \$17 million of its federal funds, using its Moving to Work authority, for land acquisition, new construction and preservation.
- Preservation. Efforts to preserve currently affordable housing units throughout the county are also underway. Over 700 affordable units (Braddock, Hunter Mill and Mount Vernon) are in the process to be or have been renovated recently. In addition, approximately 1,121 market affordable units have been purchased by private affordable housing developers for preservation. The projects include the Landings, (Mount Vernon) Colvin Woods (Hunter Mill) and Cityside (Mount Vernon). Finally, an amendment to the Housing Element of the Comprehensive Plan is pending review through the public hearing process. The amendment is focused on strengthening policies to preserve market affordable housing throughout the County and is expected to be considered by the Board of Supervisors in the spring of 2023.

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### **Goal 3: Strengthen HCD's organizational commitment to racial and social equity.**

#### Goal 3 Progress:

- Members of the goal area team made suggestions and recommendations on the hiring process at HCD. The following were implemented:
  - A. Provided equity questions to be included in every interview.** (Action: Sample questions developed by Workgroup 3)
  - B. Every interview should include one or more questions on equity or the One Fairfax Policy.** (Action: Hiring Manager and HCD HR. HCD HR provides the approved equity interview questions to the hiring manager and then reviews final questions to confirm a minimum of one equity question is included)
  - C. A One Fairfax statement should be included in the vacancy announcements.** (Action: Statement developed by Workgroup 3. HCD HR received approval from DHR Employment Director and now includes the statement in all HCD job ads)
  - D. Email to applicants that includes HCDs commitment to the One Fairfax policy.** (Action: Statement developed by Workgroup 3. HCD HR updated the recruitment process that is posted on the HCD HR site and notified all hiring admins of this new requirement)
- Members of the goal area team provided samples of equity interview questions, a prototype One Fairfax statement for vacancy announcements and sample email for use when contacting applicants for an interview. Team 3 goals for 2022 were implemented, approved, and completed. Currently, Team 3 is working on a HCD Communication Toolkit.
- Resident-centered community engagement strategies were incorporated into the work of the Manufactured Housing Task Force from participant selection through development of recommendations to facilitate active participation and presentations by community residents and owners; bilingual communication throughout the process in all delivery modes; and inclusion of foundational education in unfamiliar topic areas to build capacity.

### **Goal 4: Ensure HCD/FCRHA policy, planning and/or program documents consider racial and social equity.**

#### Goal 4 Progress:

- A team representative participated with the interagency workgroup that developed the One Fairfax Equity Impact Assessment Toolkit that includes the guidance to be used by

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each county department in its evaluation of policies and programs presented to the Board of Supervisors in 2023. The toolkit guidance will be used to begin routine use of equity impact assessments of items presented by HCD staff to the Fairfax County Redevelopment and Housing Authority in accordance with this important goal of the HCD Equity Impact Plan.

**Goal 5: Eliminate the disproportionality of people at-risk of or experiencing homelessness from communities of color and other marginalized populations by providing equitable paths to safe, stable, affordable housing.**

Goal 5 Progress:

- HCD staff from the Homelessness business area (OPEH) participated on behalf of Fairfax County in the Racial Equity Systems Analysis in collaboration with nine surrounding jurisdictions. The yearlong research effort resulted in and Action Plan. The Continuum of Care Committee, currently a subcommittee of the Affordable Housing Advisory Council (AHAC) approved the creation of a Racial Equity Action Committee within the homelessness business area of HCD that will be responsible for implementing the Action Plan. The committee will be comprised of people with lived experience and other partners, such as, DFS, CSB, non-profits, etc.
- The FCRHA committed to invest \$5 million, over the next three years, in the supportive services necessary to assist formerly homeless households participating in the Housing Choice Voucher program be successful and maintain their housing. This is a direct support for those disproportionately impacted by homelessness.
- The Equity Policy Review Protocol (an equity impact assessment tool) was used to review program agreements with partner non-profit organizations. In addition, staff have obtained qualitative and quantitative data from various sources to help understand the experience of people of color and other marginalized populations without housing stability.

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

***Equity Impact Assessment Pilot Implementation –***

HCD provided the inaugural equity impact assessment for review by the Board of Supervisors in February 2022 with the Designation of Dominion Square West as a Revitalization Area Board item. Further an HCD staff person participated in the interagency workgroup review of the pilot

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implementation resulting in the development of Equity Impact Assessment guidance toolkit for use by County departments.

### **Chairman’s Task Force on Equity and Opportunity**

HCD staff are active participants on various interagency workgroups that are advancing the recommendations from the Chairman’s Task Force on Equity and Opportunity. Highlights are provided below:

- **Recommendation #7** - In partnership with Fairfax County Police and Fire Departments and the Sheriff Office, HCD established a workgroup to develop strategies that would allow more sworn public safety personnel to live in and come from the communities they serve. The areas of focus align with current recruitment and retention efforts within the public safety agencies and are expected to result in recommendations for BOS consideration during calendar year 2023.
- **Recommendation #11** – This effort, primarily internal to HCD, ensures prioritization by geographic areas and/or populations adversely impacted by social determinants of health, following the principles of *Communities of Opportunity* in strategies to increase housing supply opportunity and affordability.
- **Recommendation #12** - This interagency workgroup will develop an action plan to identify and evaluate social impact funds or other investment opportunities to expand housing opportunity and develop an implementation plan for the “Put Faith in Housing Development Initiative.” Developing an outreach plan to the faith community will be an element of the group’s work to include input from each magisterial district to identify potential faith community congregations for participation.