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# CALENDAR YEAR 2022 EQUITY IMPACT PLAN ANNUAL REPORT

## BACKGROUND INFORMATION

Department Name: [Internal Audit Office](#)

Equity Lead(s): [Deirdre Bland, Deputy Director](#)

Date: [November 29, 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:** Audit Process – Incorporate equity into audits by adding specific procedures in research testing and reporting phases that address equity

Goal 1 Progress: [Procedures to identify equity topics/issues and when applicable develop recommendation that address equity in an audit were developed. Department management reviewed and approved the procedures. Training for staff is being development and will be completed once department has fully implemented its audit management system during first quarter of calendar year 2023.](#)

**Goal 2:** Staff Education - Encourage and support staff taking internal and external training on the topic of equity

Goal 2 Progress: [IAO managers and staff were required to take a minimum of 2 hours of CPE that included an objective on equity, diversity, or inclusion. During 2022, IAO staff completed 40 hours and 12 courses on the topics of equity, diversity, or inclusion.](#)

**Goal 3:** Training Materials - Develop and implement a process to review department training materials to ensure that content is free of biases but are diverse and inclusive

Goal 3 Progress: [IAO management is in the process of reviewing and updating its course on internal controls, fraud, and ethics to ensure it has diverse images and case examples. The review is being done to develop the procedures the department will use to review IAO developed training courses going forward.](#)

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**Goal 4:** Accessibility - Develop and implement internal procedures for using interpretation services for reports and hotline intake

Goal 4 Progress: The IAO public web site was updated to invite requests for published reports to be provided in languages other than English. During 2022 IAO had one hotline report that required interpretation services.

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

**Staff Equity Discussions:** Conducted discussions to address local and national racial events, current diversity and inclusion topics and opportunities to learn about other cultures.

**Trust Policy:** Provided feedback to the One Fairfax team on the implementation of compliance program for the Trust Policy