

Department of Information Technology (DIT) Calendar Year (CY) 2022 Equity Impact Plan



Leadership Sponsor:

Gregory Scott, Chief Technology Officer and Director, Department of Information Technology

Equity Leads:

Brian Heffern–Director, Policy, Planning & Administration

Michelle Breckenridge–Fiscal Manager

Departmental Equity Guiding Statement:

As the agency that designs, manages, and implements all aspects of information technology solutions and supporting infrastructure enabling County agencies to deliver information and services, DIT will equitably deliver and support an innovative, secure IT environment that identifies and eliminates barriers to at-risk and historically underrepresented communities.

DIT will provide infrastructure and services that maximize public access, broadband capacity, digital education and innovative opportunities to racially and socially disadvantaged communities, creating shared prosperity.

DIT is committed to the integration of racial and social equity in its policies, practices, recruitment and retention decisions in alignment with the [County's Strategic Plan](#) and [One Fairfax policy](#).

Context:

Some of the trends and drivers impacting our equity work in DIT is overcoming the fear and difficulty that exists in having open conversations about race-related issues. We are working hard as a team to make an open and safe space to have these discussions; however, it becomes a much greater challenge when trying to spread the One Fairfax message throughout the Department and the County as a whole. Another area impacting our work is the challenge of narrowing scope to manageable deliverables/outcomes.

The most pressing inequities are hiring people of color, other minorities, and women into senior and middle management positions, throughout DIT job classifications; mandating equity training in DIT; and preparing students for careers in information technology.

The most important areas of marginalization that need to be addressed, in general, are those found most prevalently in education, criminal justice, and economic opportunity. In IT specifically, they include hiring/promotional opportunity, equitable understanding of 'privilege,' and limited access to information and societal opportunities due to lack of broadband access and IT devices and equipment.

Long Term Outcomes:

Economic Opportunity

Fairfax County is a community where all people, businesses and places are thriving economically.

Education and Lifelong Learning

Fairfax County fosters education that promotes a responsive, caring and inclusive culture where all feel valued and that all are reached, challenged and prepared for success in school and life.

Efficient and Effective Government

Fairfax County is a place where all residents trust that their government responsibly manages resources, provides exceptional services and equitably represents the community.

Self-Sufficiency for People with Vulnerabilities

Fairfax County is a place where all residents with vulnerabilities are supported and empowered to live independent lives to their fullest potential.

System-Level Infrastructure:

Key to the successful implementation of so much that promotes equity throughout the County will inherently include some sort of technology solution. It is imperative that we identify the IT intersections with schools, the private sector, public safety, cable communications, human services, human resources, tax, GIS, etc.

In order to provide equitable educational opportunities, for example, all students must have access to search tools and computer equipment and broadband internet access 24x7. In the Health and Human Services arena, the County must employ IT solutions that can reach and identify citizens that need services, e.g. the homeless, seniors, language interpretations, etc.

One of DIT's ideas is to ensure county-sponsored continuous learning opportunities are equitably publicized and applicants/managers are encouraged to allow participation. This will require the support of many partner agencies (County Leadership, HR/ODT, OPA, etc.) in a "one message, many voices" sort of outreach.

DIT CY 2022 EQUITY IMPACT PLAN – SUPPORT COUNTY DIGITAL ACCESS WORK (ONGOING-EXTERNAL)

Short-Term Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures	
<p>The County's overall initiative is to maximize Broadband /Wi-Fi availability for underserved communities. Based on Equity Data for underserved populations, the top, most impactful areas of the County are Black and Hispanic Communities.</p>	15	<p>1a. Work with the Director and Central One Fairfax office in areas such as assistance on presentations on this topic.</p>	<p>Public / Digital Access and Learning Workgroup / DIT GIS and Network teams / FCPS; Private Sector partners</p>	<p>Ongoing through 12/2022</p>	<p>Time and staff to analyze and determine locations of need; County agencies already working with disadvantaged communities; Potential funding for additional business incentives to remove barriers to low-cost options/programs</p>	<p>DIT/GIS; DIT Network Group; DIT Equity Partners Group; Others TBD</p>	<p>Quantitative</p> <ul style="list-style-type: none"> - Number of identified focus areas without or with limited broadband access - Number of additional Wi-Fi hotspots created <p>Qualitative</p> <ul style="list-style-type: none"> - Value of resources provided in support of Digital Access and Literacy Workgroup 	
		<p>1b. Research includes working with DIT/GIS on identifying census tracts with the lowest usage of broadband or working with DIT Network Group to analyze options for additional Wi-Fi Hotspots, especially in areas with the lowest percentage of household internet usage</p>						
		<p>1c. Work to identify low-cost options/programs provided by private Internet Providers</p>						

DIT CY 2022 EQUITY IMPACT PLAN – IT CAREER INTEREST / INTERNSHIP PROGRAM (ONGOING-EXTERNAL)

Short-Term Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures	
<p>Develop and create programs promoting interest in IT careers to include a DIT Internship Program with FCPS High Schools focusing on students who receive free and reduced lunches We will also collaborate with local colleges, vocational schools, non-profit organizations, and self-enrichment services</p>	3	<p>2a. Create a structure/ framework and selection process for the internship program including outcomes and objectives. Include input from FCPS, guidance counselors, families, the business community etc.</p>	<p>School Administrators, Youth of racially/socially disadvantaged communities, DIT Staff; NCS</p>	<p>Summer CY 2022</p>	<p>Funding for internship pay. Will require support from DIT Leadership, DIT HR team, as well as staff in participating divisions who will be mentoring and teaching the interns.</p>	<p>Outreach requirements will be substantial. Ideally would be able to visit multiple high schools, colleges, vocational schools, and community groups to promote internship opportunities and talk about careers in technology fields.</p>	<p>Quantitative</p> <ul style="list-style-type: none"> - Number of students who participate and complete the internship. - Number of students who obtain a permanent position within the IT field. - Number of partnerships established 	
		<p>2b. Create partnerships between DIT and multiple community groups to build interest in IT careers, including county high schools targeting their racially/socially disadvantaged populations. Initiate a program potentially partnering with local colleges, vocational schools, non-profit organizations and and/or self-enrichment services.</p>						<p>Qualitative</p> <ul style="list-style-type: none"> - Increased knowledge of IT careers by people of color - IT career options are promoted to children from racially/socially disadvantaged populations by counselors and others of influence
		<p>2c. Ensure that equity team members are part of the interview process to ensure an equity lens is used in decision making</p>						

DIT CY 2022 EQUITY IMPACT PLAN – PROFESSIONAL DEVELOPMENT (ONGOING-INTERNAL)

Short-Term Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
Provide equitable access to DIT certification, specialized training and other county-sanctioned/sponsored continuous learning programs, to eliminate systemic racial and social bias in professional development opportunities.	3 / 16	3a. Ensure county-sponsored continuous learning opportunities are publicized agency-wide and both applicants and managers are encouraged and enabled to apply and allow staff the ability to participate (with unbiased criteria, e.g., employee in good standing, ability to manage current, workload etc.)	DIT employees, HR, OD&T,	Draft document under review. Aim for agencywide distribution in first quarter of 2022. Work is then ongoing to update/add etc.	DIT could consider providing fiscal support for those opportunities not fully funded (through TAP, vouchers, etc.). Fairfax County Public Library and OD&T resources are critical	DIT Employees, Human Resources/OD&T, DIT Senior Mgmt., DIT Managers	<p>Quantitative</p> <ul style="list-style-type: none"> - Percentage of staff aware of specialized training opportunities - Percentage of BIPOC staff enrolling and completing specialized/certification programs - Tracking data on attrition & promotion within the agency based on new/emerging skill sets <p>Qualitative</p> <ul style="list-style-type: none"> - Increased overall job satisfaction, performance, and morale - Increased opportunity to advance careers and grow with the county.
		3b. Create engagement points between OD&T, DIT-HR, and DIT Senior Mgmt. to increase awareness of opportunities.					
		3c. Include multiple layers of review and/or approvals.					
		3d. Ensure agency leadership is provided data concerning training/development opportunities and have them promote and encourage participation.					

DIT CY 2022 EQUITY IMPACT PLAN – DIT EQUITY TRAINING (ONGOING-INTERNAL)

Short-Term Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
Support and Promote One Fairfax Equity Training Opportunities in DIT. Identify key IT industry-related equity issues and results-based training for DIT staff.	1, 3, 5, 17	4a. Assist in scheduling and promotion of One Fairfax equity training opportunities	DIT Staff, Senior Management, Human Resources (OD&T), One Fairfax, IT Equity Consultants, DIT Equity Partners	On-going	DIT Staff time	One Fairfax team, DIT Equity Partners	<u>Quantitative</u> - Percentage of DIT staff confirming they are experiencing a more racially/ socially equitable working environment, disaggregated by race
		4b. Identify racial and social inequities in IT industry-related business areas.					<u>Qualitative</u> - Survey staff to determine improved self-awareness of industry-related racial and social inequities
		4c. Supplement core equity training as it specifically relates to IT business areas such as digital equity, broadband and other similar issue areas.					

DIT CY 2022 EQUITY IMPACT PLAN – INTRODUCE AND IMBED ONE FAIRFAX IN DIT (ONGOING-INTERNAL)

Short-Term Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
Continue Process of Introducing and Imbedding the One Fairfax Policy in the Department of Information Technology	16	<p>5a. As needed, update the existing online document that includes DIT’s Equity Guiding Statement, outreach activities and staff commitments to promoting equity and demonstrating DIT as a diverse organization</p> <p>5b. Continue conversations on race and current events; Expand to additional areas of the Department</p> <p>5c. Develop a brochure or similar paper document that can be distributed at job fairs or other similar events that highlights DIT’s commitment to equity and inclusion</p> <p>5d. Include an “equity segment” or topic at DIT All Hands Meetings and incorporate equity considerations into topics being discussed</p>	DIT leadership, staff, and customers; potential employees	Ongoing-12/2022	Staff time to write, design, and edit; Minimal cost for printing, distribution	DIT Equity Partners workgroup; DIT Leadership	<p>Quantitative</p> <ul style="list-style-type: none"> - Percentage increase in DIT staff knowledge of One Fairfax Policy <p>Qualitative</p> <ul style="list-style-type: none"> - Increase BIPOC representation within DIT to include ITPAC and County vendors - Measure of equity and related concepts are being considered as part of core DIT decisions. - DIT is viewed by most as a racially and socially equitable organization.

DIT CY 2022 EQUITY IMPACT PLAN – CONSIDER EQUITY IN REVIEW PROCESS (NEW-INTERNAL/EXTERNAL)

Term Goals	Short- One Fairfax Area of Focus	Actions	Stakeholder s	Timeline	Resources and Supports	Responsible Parties	Performance Measures
Apply an equity lens throughout the purchasing and contractual review processes when purchasing IT applications, hardware, software, and services.	17	<p>6a. Ensure agencies have used an equity lens when making purchases that come through DIT as part of the Architectural Review Board (ARB) process, IT Project process, or other similar frameworks. Serve with DPMM as a “check and balance” for adherence to the One Fairfax Policy when initiating procurement.</p> <p>6b. Include consideration of equity when making enterprise-wide technology purchases on behalf of Fairfax County government, to include resellers</p> <p>6c. Ensure IT staff who perform these functions are familiar with One Fairfax policy and receive training as a pre-requisite to assuming these roles.</p> <p>6d. Add a discussion of equity considerations in the Fiscal Management Services presentation on procurement/purchasing.</p>	DIT agency partners, project managers, leadership, staff, and customers, DPMM.	New addition to plan – Begin in CY 2022	Staff time to identify all staff in these roles and ensure training is available to those yet to receive it.	DIT Equity Partners workgroup; DIT Leadership; DIT Program Managers; DIT Staff performing these roles;	<p>Quantitative</p> <ul style="list-style-type: none"> - Increase percentage of contracts awarded to BIPOC-owned companies/resellers and suppliers - Percentage increase in BIPOC-owned IT contractual relationships <p>Qualitative</p> <ul style="list-style-type: none"> - Ensure equity and related concepts are being considered as part of core DIT decisions.

Director’s Signature:

