

---

# CALENDAR YEAR 2022 EQUITY IMPACT PLAN

## ANNUAL REPORT

### BACKGROUND INFORMATION

Department Name: Juvenile and Domestic Relations District Court

Equity Lead(s): Daud Harris and Lauren Madigan

Date: November 7, 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:** In response to the ongoing epidemic of substance abuse in the County, resulting in issues such as opioid overdoses, the Racial and Ethnic Disparities (RED) team will explore the accessibility and availability of services to ensure equitable delivery of services amongst all County residents served by JDRDC.

**Goal 1 Progress:** Thus far we have collaborated with the Community Services Board (CSB) to ensure our juvenile clients under court ordered supervision who are actively using fentanyl are able to be directly referred to the service site closest to them. The goal is to increase the likelihood of success in connecting our clients to a much-needed community-based service. Additionally, we have explored the possibility of expanding our current juvenile substance abuse contract to include assessment and services for JDRDC's adult clients. Through this process, it has been determined that we need to gather additional data on adult substance abuse service needs to determine what parameters would need to be expanded to include in our existing contract or what would be included in a new service provider contract. Finally, we have begun the process of completing a gap analysis of both Mental Health and Substance Abuse needs within our adult pretrial, probation and Alcohol Safety Action Program (ASAP) clients. Our work up to this point has been identifying services/service providers that other local Court Service Units rely upon for their clients. To further our progress in this goal, we will also need to develop a uniform data collection method amongst our adult probation units (Community Corrections and ASAP) to better determine our population's current needs regarding substance abuse assessments and treatment.

**Goal 2:** To increase collaboration with state partners to ensure equitability of access.

**Goal 2 Progress:** To date we have made major progress towards this goal with our State Clerks' office. Because we are two different governments, State and County working under one Court system, we've typically operated by running parallel departments with little staff interaction. A need was identified for more communication between the departments as we share the same clients, and both want to be able

---

# CALENDAR YEAR 2022 EQUITY IMPACT PLAN

## ANNUAL REPORT

to provide the best service to our clients. We now have identified specific points of contact within the departments to be able to streamline necessary communication for the betterment of the clients we serve.

**Goal 3:** To ensure the JDRDC workforce reflects the population we serve.

**Goal 3 Progress:** Due to the Covid-19 pandemic, our work on the expansion of our recruitment process was delayed due to not being able to do any in-person college career fairs. We have made connections with contacts at several local Historically Black Colleges and Universities (HBCUs) and are continuing to build connections outside of our current networks for recruitment. We have also collected important data to compare our current employee population at different units within JDRDC with the population served by those units to be intentional about keeping these inequities at the forefront of the work we are doing. We are committed to building a workforce that is reflective of the County population we are serving. Regarding our plans for hiring managers and interview panels to review implicit bias bench cards provided by the agency, we are continuing to track this and are working towards a process to ensure consistency amongst interview panels across the agency.

**Goal 4:** To apply an equity lens to both new and existing JDRDC policies, practices, and programming.

**Goal 4 Progress:** JDRDC's Racial and Ethnic Disparities (RED) team continues to review and provide feedback and recommendations on new and changing policies and procedures as they are brought to our attention. This year we have worked on developing a process for equity lens review to ensure that all necessary updates or development of policy and procedures go through the same process, with set parameters to ensure that recommendations of the reviews are considered and implemented if applicable. Additionally, we have developed timelines to ensure that we review the implementation of recommendations to ensure there are no unintended consequences and to evaluate the impact of the recommendations through data.

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

The RED team has continued to provide opportunities for ongoing education on inequities that impact the population we serve for JDRDC staff throughout the year through voluntary discussion series as well as honoring and recognizing multicultural holidays/heritage celebrations by sharing agency wide emails with local celebrations to foster an inclusive and educational environment for JDRDC staff.