
CALENDAR YEAR 2022 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Neighborhood and Community Services

Equity Lead(s): Ramona Carroll

Date: November 30, 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: Increase the community's awareness of equity-related issues and their capacity to address them, to include work with formal Boards Authorities, and Commissions, as well as informal groups such as center advisory councils, the TR Advisory Council, youth councils, and others.

Goal 1 Progress: NCS has adapted existing One Fairfax material and is in the process of training staff to deliver trainings to the community groups listed in the goal. Trainings are expected to begin in early 2023.

Goal 2: Enhance NCS's organizational commitment to racial and social equity by developing new agency practices and policies, and improving existing practices and policies, to identify, address, and promote racial and social equity.

Goal 2 Progress: NCS has developed a rubric for assessing existing policies and procedures for their impact on equity. The rubric is being piloted at this time and staff will be trained to use in in early 2023; specific agency policies and procedures have been identified to recommend for initial assessment. NCS has also developed a tool to assess regular practices (i.e., not formal policies and procedures). The tool has been incorporated into agency realignment work (see below) and staff will be trained to use it across agency-wide functions (i.e., HR, IT, Communications, Finance and Procurement, Facilities) in early 2023. Both tools were developed by meeting with and adapting tools from national organizations (e.g., GARE) and other county agencies. Staff at all levels, including direct service staff and staff, have been engaged in testing and providing input and feedback on the tools and proposed processes.

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The NCS Equity Practices committee worked with the new Culture, Recreation, and Community Connections Division to examine existing practices in the realigned CRCC division and collaboratively develop new ways of operating. Examples include questions to consider what geographic areas are most impacted, what the benefits and burdens are, what staff can do to mitigate burdens, and more. In addition, a one-page “Equity and Empowerment Lens Tool” handout was included showing questions staff can ask themselves to reflect on the equity impact of their actions and decisions on the equity impact on people, places, processes, and power of those in our community. That tool has been incorporated into the process guide for all subcommittees working on the CRCC realignment.

Goal 3: Increase NCS’s staff capacity to understand and address racial and social equity principles.

Goal 3 Progress: NCS has worked with One Fairfax to train eight staff as facilitators of screenings and discussions of *Race: The Power of an Illusion*. In 2022, 207 NCS staff were trained by these facilitators. The NCS Equity Training Committee has worked with a vendor to develop a deep-dive equity training and train-the-trainer curriculum for NCS middle managers, to be implemented in 2023. In our continuing efforts to train senior management and our Equity Core Team members, about 20 staff completed Advancing Racial Equity: The Role of Government training in 2022.

Goal 4: Increase agency and staff capacity to use data to identify disparities and root causes and assess agency efforts to promote equity.

Goal 4 Progress: NCS adopted a new agency guideline to standardize how race and ethnicity data is to be collected agency-wide (e.g., on registration forms, in surveys). Changes have already been applied to 10 annual customer satisfaction surveys. The guideline is aligned with similar countywide guidance in development.

Goal 5: Assess staff knowledge and attitudes regarding equity to inform ongoing and future efforts.

Goal 5 Progress: The survey, which is being implemented by a number of agencies, was delayed countywide and will be implemented in early 2023.

Goal 6: As a key element of Communities of Opportunity, build a whole community commitment to supporting all children’s school readiness and expanding the County’s equitable early childhood system.

Goal 6 Progress: With support from George Mason University and the cross-system, cross-sector Equitable School Readiness Strategic Plan Implementation Planning Team, NCS developed a family

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partnership framework and set of implementation recommendations. The framework and recommendations are set to be endorsed by the Successful Children and Youth Policy Team in December 2022, with implementation beginning in 2023. An Early Childhood Facilities Workgroup has been established to identify capital projects for upcoming bond referenda and other funding opportunities.

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

- A number of NCS staff began training to be able to train other staff in completing Root Cause Analyses, a tool that will be further incorporated throughout NCS.
- NCS was key to the development of Engage Fairfax, the countywide inclusive community engagement framework. NCS will serve in a lead implementation role, providing support, resources, and technical assistance to county agencies regarding community engagement.
- The NCS agency realignment was designed to further equity goals. In particular, functional alignment and narrower spans of responsibility allow staff to manage the work of transforming systems and mobilizing resources to enable equitable access to opportunities, experiences, and services for all. The creation of an Inclusive Engagement and Targeted Interventions division will support community engagement and targeted universalism efforts throughout the agency and county.