
CALENDAR YEAR 2022 EQUITY IMPACT PLAN

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BACKGROUND INFORMATION

Department Name: Office of the County Attorney

Equity Lead(s): Corinne N. Lockett

Date: December 2, 2022

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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: Proactively assist County staff in achieving equity goals in each department's One Fairfax Equity Impact Plan.

Goal 1 Progress: Our office implemented all of the performance measures contained in the 2022 Plan. Senior Management attorneys looked for and provided insight on equity issues when working with County staff on relevant staff initiatives. Other staff attorneys in our office were also encouraged to do the same. Several instances of this collaboration were brought to my attention. OCA's 2023 Equity Plan was amended to include all of the attorneys in our office to broaden the impact to the County and will be sharing information with them on how to do so at our next regular equity event.

Goal 2: Expand focused recruitment efforts that encourage a diverse applicant pool for open positions throughout the office and the County, and support culturally and ethnically diverse staff to succeed within the office.

Goal 2 Progress: Our office implemented all of the performance measures contained in the 2022 Plan. While our office continues to struggle to attract applications from a diverse applicant pool, the Small Group Equity Team added increased attendance at job fairs which attract a more diverse applicant pool to OCA's 2023 Equity Plan.

Goal 3: Increase opportunities for office-wide participation and discussion on multiple One Fairfax initiatives and related issues.

Goal 3 Progress: Our office implemented all of the performance measures contained in the 2022 Plan. The Small Group Equity Team, which met several times in the last year and who frequently email ideas for topics and events, held brown bag luncheons to discuss assigned equity related books, articles, case decisions in 2022. The Small Group Equity Team also started an electronic library of equity focused materials and our Equity Ambassador sent regular emails to office staff sharing local and state bar events

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and educational classes related equity issues in the law. We have received positive feedback from staff related directly to these efforts.

Goal 4: Work with the ' Fairfax County Legislative Team to address current Virginia law which negatively impacts racial equity.

Goal 4 Progress: OCA reviewed multiple legislative bills which both supported and undercut the equity rights of different diverse groups of Virginia residents. Across the board, OCA bill reviewers supported bills that encouraged the County's equity goals and opposed those that did not by specifically noting the equity impact of any relevant bills. Consequently, the legislative team was able to discuss the equity impact of various bills at the weekly Legislative Committee meetings with the Board to keep them updated on the progress of each of these bills.

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