

# Department of Planning and Development CY 2022 Equity Impact Plan



**Leadership Sponsor:** Barbara Byron, DPD Director

**Equity Lead(s):** Michelle Stahlhut, Assistant Director, Planning Division

**Departmental Equity Guiding Statement:**

The Department of Planning and Development promotes equitable, livable, and sustainable communities which enhance the quality of life by providing analysis, education and recommendations on land development matters.

**Context:**

**Issues & Trends** - Countywide Demographic Shifts; Use of Technology, including Increased Information Access, Community Engagement and Participation; Urbanization within the County; Growing Resident and Employer Desire for Walkable, Transit Friendly Places; Employee Turnover;

**Most Pressing Inequities** - Housing Affordability; Access to Transit; Quality Infrastructure and Facilities Throughout the County; Diversity in Community Participation in Land Development Processes

*The historic legacy of systemic and structurally inequitable land use policy, zoning practice, and community engagement is well known and documented on a national level. Locally, historic land development and real estate practices such as the use of racial covenants to restrict homeownership opportunities, inequitable provision of public facilities and services to marginalized communities, and lack of diverse community engagement have perpetuated inequity. Fairfax County DPD is committed to addressing these issues on a local level through acknowledging these legacies that have and sometimes continue to harm underrepresented, underserved, and historically marginalized communities and working toward implementing Fairfax County's One Fairfax policy.*

*Currently the most pressing inequities in Fairfax County land development are cross-departmental issues that DPD addresses with our partnering land development agencies such as FCDOT and Housing. These issues include all facets of housing affordability, access to safe, reliable and convenient transit, and diversity in community participation.*

*A major barrier to implementation to the DPD Equity Impact Plan during the COVID-19 pandemic has been a shortage of staff capacity to take on or incorporate new initiatives. In an effort to prioritize implementation of its Equity Impact Plan, DPD has taken the step of creating a new department level Equity Program Manager position that will be responsible for updating and implementing the DPD Equity Impact Plan. It is expected that the position will be filled in Spring 2022.*

*In the interim, DPD has focused its resources primarily on an intensive staff education effort via creation of an Equity Education team that has facilitated department education sessions, a monthly department newsletter, and other activities such as facilitated book discussions. This effort has been prioritized in order to normalize conversations related to implementing the One Fairfax policy and give staff the tools to recognize disparities in their work.*

**Long-term Outcome(s):**

- Cultural and Recreational Opportunities
- Economic Opportunity
- Efficient and Effective Government
- Empowerment and Support for Residents Facing Vulnerability
- Environment
- Health
- Housing and Neighborhood Livability
- Lifelong Education and Learning
- Mobility and Transportation
- Safety and Security

**System-Level Infrastructure:**

HR, OPA and Community Engagement; County Executive’s office and training for Board and consistent training for BAC’s.

## DEPARTMENT OF PLANNING AND DEVELOPMENT CALENDAR YEAR 2022 EQUITY IMPACT PLAN

Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
<b>Goal 1: Create an Equity Culture within DPD</b>	5, 17	1a. Create and define equity strategies and key terms like “equity lens” to incorporate throughout DPD.	DPD staff Community County Staff	2020 – ongoing	One Fairfax Resources, DPD Equity Leads, DPD Equity Teams	DPD staff	
		1b. Organize and establish DPD Topic Teams associated with each goal. The department-wide topic teams will include 1-2 staff from each division and a point person to implement each department goal and department action.	DPD Equity Leads, DPD Division Equity Teams, Leadership/management team	2020 – ongoing	One Fairfax Resources, DPD Equity Leads, DPD Equity Teams	DPD Equity Leads, Members of topic teams, topic team leads	
		1c. Identify and address any barriers and equity issues within the department to create an equitable internal culture.	DPD Equity Leads, DPD Division Equity Teams, Leadership/management team	2020 - ongoing	One Fairfax resources, training resources, DPD equity teams	DPD equity leads, DPD equity team member, DPD staff	
<b>Goal 2: Equity Education, Training, and Information Sharing</b>	3, 5, 6, 8	2a. Normalize discussions on equity, race, institutional racism, and structural racism for all levels of DPD staff through ongoing staff discussions, trainings, and other educational opportunities.	DPD Co-Equity Leads, DPD Equity Leads, DPD Staff, DPD IT, DPD Education Team	2019 - ongoing	Lesson plans, One Fairfax resources, Race: the Power of an Illusion videos, Equity Resource Database, DPD Equity Intranet page, DPD staff, DPZ – Equity Lead Teams page, One Fairfax Office, New	DPD Equity Team, DPD Staff, Education Topic Team	Track number of staff in DPD attending each equity education/training/workshop session throughout the year

					Equity Task Force, Collaborating with other agencies conducting trainings for their staff		
		2b. Support One Fairfax Office's equity education and diversity efforts related to BAC's and Task Forces.	DPD Co-Equity Leads, Education equity team, Clerks office, BAC's, DPD Staff, County Staff, Community, Land Use Committees, Task Force Members	2020 - ongoing		One Fairfax Office, DPD Equity Team, DPD Staff, Equity Resource Topic Team	
		2c. Create system to receive and incorporate as appropriate staff feedback on equity education/training/workshops.	DPD Co-Equity Leads	2020 - ongoing			Complete
<b>Goal 3: Expand Community Engagement Practices</b>	1, 5, 8, 15, 17	3a. Implement community engagement principles and strategies in coordination with the County Community Engagement Steering Committee. Review and revise current community engagement practices for relevance, effectiveness, and accessibility, as necessary.	DPD equity leads, Community Engagement Specialist, Community Engagement Topic Team, DPD equity leads, DPD IT, Community/county residents	2020 - ongoing	County Community Engagement Steering Group DPD Staff, OPA, Community Engagement Specialist and Topic team	Community Engagement Specialist, Community Engagement Topic Team, DPD equity leads	
		3b. Work with OPA's language specialist and One Fairfax office to determine and address to the extent possible impediments/barriers for ESL customers.	County residents, Applicants, DPD Staff, OPA, One Fairfax Office, Other agencies revising their translation services.	2020 - ongoing	DPD Staff, OPA, Community Engagement Specialist, Community Engagement Topic Team	DPD Staff, OPA, Community Engagement Specialist, Community Engagement Topic Team	
		3c. Continue virtual attendance options when in person meetings resume	BAC's and Task Forces, DPD staff and other agencies,	2020 - ongoing	DPD IT, WebEx, Zoom, YouTube	DPD IT, DPD project leads, Community	

			Community/county residents			engagement specialist	
<b>Goal 4: Strengthen the Incorporation of Equity into DPD Human Resources</b>	3, 5, 16, 17	4a. Review current HR Central equity goals and action items. Collaborate with HR Central to review equitable practices within job hiring and other HR responsibilities; adjust as appropriate.	FFX County HR Central, DPD HR Team, DPD Equity Leads, DPD Management team	2019 – ongoing	DPD staff, OHREP, DHR	DHR, DPD HR team	Annual demographics (listed separately)
		4b. Continue to include an equity question in the interview process for all positions	Interview Panels, Applicants, DPD HR Team	2019 – ongoing	OHREP, DHR, DPD HR topic team, case studies of other HR offices	DHR, DPD HR topic team	Complete
		4c. Review and revise as appropriate DPD hiring procedures to promote equitable practices and increase diversity of hiring pools.	DPD Staff, Hiring Panels, New Employees	2020 – ongoing		DPD Staff, OHREP, DHR	
		4d. Incorporate equity policy education during departmental onboarding. (e.g., onboarding, managers meetings)	DPD Staff, DPD HR equity team, DPD education equity team, DPD management team, new hires, DPD HR	2020 – ongoing	DPD Equity Intranet Page, DPD Equity Team	DPD Staff, DPD HR Team	
<b>Goal 5: Include Equity in all DPD work.</b>	1, 2, 3, 6, 8, 10, 11, 12, 13, 14, 17	5a. Develop a work program to review and survey the Policy Plan element of the Comprehensive Plan to identify any inequities, inequitable outcomes, and develop process to identify solutions.	PD, DPD equity lead (s), agencies consulted in update	2019-ongoing	Equity lens and tools, case studies, GARE racial equity tool, data from One Fairfax GIS, county community engagement team, DPD staff	PD, DPD equity lead (s), agencies consulted in update, policy team	
		5b. Establish internal guidelines/shared questions to assist in the	County staff, decision-makers	2020 - ongoing		Topic team (or division equity teams), DPD	

		development of a framework to identify equity issues to be considered during planning, zoning and development activities and processes.				staff, Planning Commission, Board of Supervisors	
		5c. Continue to review application process to look for possible inequities (ex. SE vs. SP; expansion of administrative permits) and evaluate zoning and other fees.	Community residents, ZAD/ZED/PD equity teams, DPD HR, HR equity team	2021-ongoing		DPD HR, ZAD division director,	
		5d. Apply an equity lens in the development and implementation of Urban Design Guidelines and Placemaking efforts to ensure broad input.	Urban Centers, Revitalization, DPD staff, DPD equity teams	2021 - ongoing	LDS, Urban Centers, equity resources and tools	Urban Centers, Revitalization, DPD staff	# of UDGs updated per year, #, location, and frequency of community engagement activities on the UDGs, Methods of community engagement outreach Targets and Demographics of participants if attainable
		5e. Prioritize programming in special projects and initiatives, such as Made in Fairfax, Annandale Pop-Up Park, etc., to increase and ensure continued participation by under-represented populations					
<b>Goal 6: Research and compile FFX County historical, and current resources related to equity</b>	1-3, 6, 8, 10-14, 17	6a. Inventory, as appropriate, historic documents as they relate to equity.	DPD staff and other partners	2019 - ongoing		Equity Resource Team	

		6b. Continue updating excel spreadsheet/database to organize resources for easy access and retrieval.	DPD staff, county staff, community	2019 - ongoing		Equity Resource Team	
		6c. Work with the Fairfax Library system and the Virginia room for support in finding relevant resources.	Equity Resource Team, Virginia Room contact	2019 - ongoing	Virginia Room contact, Equity Resource Team.	Equity Resource Team	
		6d. Brainstorm different ways historical and current resources can support DPD Equity goals and actions and other projects within DPD as well as ways in which the information can be beneficial across agencies	DPD staff, County staff, Community	2019 - ongoing		Equity Resource Team	
		6e. Brainstorm ways the historical and current resource database can be useful for community engagement, equity training.	DPD Staff, County staff	2019 - ongoing		Equity Resource Team	
<b>Goal 7: Islands of Disadvantage and Communities of Opportunity</b>	1-14, 17	7a. Contribute to Countywide focus on Islands of Disadvantage and Communities of Opportunity framework. Implement as appropriate.			One Fairfax office, trainings		
<b>Goal 8: Continue use of information technology resources in support of the Equity Impact Plan</b>	2, 11	8a. Consider providing access to information and services through means accessible with minimal computer literacy.	DPD IT, Community Residents	2020 - ongoing	Katherine Miga from One Fairfax office	DPD IT Department, DPD staff	
		8b. Continue researching and creating GIS maps to assist DPD in applying an equity lens to all DPD projects.	DPD IT, Community Residents	2018 - ongoing	Katherine Miga from On Fairfax office, Dan White (IT Department)	DPD IT Department, DPD staff	

		8c. Continue to support the recording and upload of task force and other community meetings to allow community involvement outside of designated meeting times	DPD IT, Community Residents	ongoing		DPD staff, community engagement specialist, DPD IT	
		8d. Enhance and maintain the DPD One Fairfax intranet webpage to allow division equity groups to share resources and allow resources to be more accessible.	DPD	2018 - ongoing		DPD staff, community engagement specialist, DPD IT	
<b>Goal 9: Expand Efforts Related to the Provision of Affordable Housing and Potential Displacement Resulting from Redevelopment</b>	2, 11	9a. Continue to coordinate with HCD on policies and regulations to achieve Countywide Affordable Housing goals.	DPD Staff Community Decision -Makers	2020 - ongoing		DPD Staff, Topic Team	
		9b. Continue to provide opportunities to increase coordination with HCD during the land use process.	DPD staff, RHA, Community, Decision makers	2020 - ongoing	DPD staff, HCD	DPD staff, HCD	Keep track of number of units developed in affordable housing projects.

Director's Signature: 