

Department of Public Works and Environmental Services

CY 2022 Equity Impact Plan



Leadership Sponsor: Christopher Herrington, Director, DPWES

Equity Lead(s): Courtney Willis-Banks, Equity Lead, DPWES

Departmental Equity Guiding Statement: Create and preserve a sustainable community by providing exceptional services from an engaged workforce that enhances the quality of life for all. We build and maintain facilities and services that ensure a healthy, clean, and safe environment.

Context: DPWES provides Fairfax County residents with services through the development of programs and projects designed to benefit local under-developed communities based on targeted metrics. Programs include tree planting, stream cleanup initiatives, streetlight replacement, stormwater planning outreach, undersized sewer rehabilitation, and many others.

DPWES continues to move forward with establishing and initiating government sponsored equity work in the community. Upward trends include an increased number of equity trained individuals inside DPWES and the further use of the equity index as a metric to target services in areas needing attention both internally with staff and externally in the community. Downward trends continue to be focused on staff compensation and improving DPWES diversity through our hiring processes. Marginalization based on socio-economic standing has consistently become an issue within the department and the local community. Finally, gender-based marginalization continues to be a problem as women continue to be underrepresented in several fields and senior level management positions.

DPWES is expanding our diversity and equity initiatives by rechartering two cross-functional teams within the department. A new Diversity Team will work towards enhancing racial and gender diversity within the department to be more demographically representative of Fairfax County at all levels of the department. A rechartered Equity Team will be identifying necessary improvements in the delivery of DPWES services to Fairfax County to advance our One Fairfax policy.

Long-term Outcome(s):

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| <input type="checkbox"/> Cultural and Recreational Opportunities | <input type="checkbox"/> Housing and Neighborhood Livability |
| <input checked="" type="checkbox"/> Economic Opportunity | <input checked="" type="checkbox"/> Lifelong Education and Learning |
| <input checked="" type="checkbox"/> Efficient and Effective Government | <input type="checkbox"/> Mobility and Transportation |
| <input checked="" type="checkbox"/> Empowerment and Support for Residents Facing Vulnerability | <input type="checkbox"/> Safety and Security |
| <input checked="" type="checkbox"/> Environment | |
| <input type="checkbox"/> Health | |

System-Level Infrastructure:

- Community engagement work utilizing assistance thru partnerships with Neighborhood and Community Services.
- In coordination with Department of Human Resources analyze ways to increase retention, recruitment, and training needs in DPWES.

(DPWES) CALENDAR YEAR 2022 EQUITY IMPACT PLAN

| Goals | One Fairfax Area of Focus | Actions | Stakeholders | Timeline | Resources and Supports | Responsible Parties | Performance Measures |
|--|---------------------------|--|---------------------------|----------|------------------------|--|---|
| 1. Internal Goal: Implement policies and programs that further our diversity and equity goals in employee: 1) Recruitment 2) Retention 3) Development 4) Employee Training | 1,5,16,17,18 | Charter and implement a cross functional team (Wastewater Management, Stormwater Management, Capital Facilities, Solid Waste Management, DPWES Directors Office) focused on: | Internal Equity Team | 2 weeks | Internal Equity Team | DPWES Director, DPWES HR Manager, DPWES Equity Coordinator | 2 yr. Term (FY2023) |
| | | 1) Identifying areas within DPWES where the department is not representative of the community we serve | Internal Equity Team/ HR | 1Q22 | Internal Equity Team | DPWES/HR | TBD |
| | | 2) Increase opportunities for more female associates (50% of Fairfax citizens are woman) | Internal Equity Team / HR | 2Q22 | Internal Equity Team | DPWES/HR | Baseline data established for increase in % of women |
| | | 3) Create more opportunity for diversity candidates on all levels, particularly | Internal Equity Team / HR | 1Q22 | Internal Equity Team | DPWES/HR | Baseline data established for increase in % diversity of candidates |

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|---|--------------------|--|---|---------|---------------------------|---|---|
| | | for supervisory and management positions | | | | | |
| | | 4) Retention planning | Internal Equity Team / HR | 2Q22 | Internal Equity Team | DPWES/HR | Tracking of turnover within County transfers vs. leaving County |
| 2. External Goal: 1) Evaluating the impact of DPWES programs based on social vulnerability 2) Determining if services are provided equitably | 1,3,5,6,8,11,12,18 | Recharter and expand a cross-functional team (Wastewater Management DPWES Directors Office, Capital Facilities, Stormwater Management, Solid Waste Management) focused on methods to improve the equitable delivery of DPWES services including: | External Equity Team | 2 weeks | External Equity Team | External Equity Team | 2 yr. Term (FY2023) |
| | | 1) Residential Tree Planting Pilot Program with Casey Trees | Richmond Highway Revitalization Community Fairfax County Residents | 2Q22 | External Equity Team | External Equity Team/Director, Urban Forest Management Division | # Of trees consisting of a limited selection of native species |
| | | 2) Streetlight replacement, converting mercury-based streetlights to LED and high-pressure sodium streetlights to LED | Fairfax County Residents | 4Q22 | External Equity Team | Chief, Streetlights & Developer Defaults, Capital Facilities | CY2022 - # of streetlights annually |
| | | 3) Stormwater management /flood plain outreach | Fairfax County Residents | FY2022 | External Equity Team/SWMP | Director, and Planner Stormwater Planning Division Director, | TBD |

| | | | | | Team/ WWM | Monitoring Division | |
|---|--------------------|--|--------------------------|--------------|--|---------------------------|--|
| 3. Develop community outreach and public participation processes to be inclusive and equitable for all residents | 1,3,5,6,8,11,12,18 | Utilizing methods for equitable community engagement Target geographic areas that require the most need | Fairfax County Residents | FY20222/2023 | DPWES Executive Leadership, DPWES External Equity, NCS | Executive Leadership Team | Creating a DPWES vulnerability map for departmental use. Improve% of outreach department wide |

Director's Signature: _____

