
CALENDAR YEAR 2022 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Sheriff's Office

Equity Lead(s): Captain Kevin Aughavin / Captain Sommer Grasty

Date: 02/01/2023

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: Continue regular communication with other county stakeholders whose services are intertwined with the Sheriff's Office.

Goal 1 Progress:

Police Department: PD launched Implicit Bias training for their department. We sent our Equity Lead and Ambassador to attend and evaluate if training would be valuable for our agency. Valuable training but was geared more towards the police department and their role in the community. The Sheriff's Office decided to conduct similar but different training through Employee U titled Unconscious Bias (Focus: Unconscious cognitive bias -recognition and various tools and techniques to acknowledge and address bias). The training was assigned to all staff (sworn and civilian).

CSB: Continual review of step-by-step procedures and statistical information between agencies while working together at the Sharon Bulova Center for Community Health (SBCCH) and within the Adult Detention Center (ADC). Within the ADC, CSB and Sheriff's Office staff collaborate twice a week in formal meetings to review current cases for individuals being held in the facility. These meetings examine treatment plans, treatment access, and ways each agency can adjust policy and practices to best accommodate unique situations for individuals with behavioral issues. Our staff assigned full time at the SBCCH collaborate with CSB staff as well as the Police Department, Fire Department, and the Department of Information Technology on a routine basis to examine operations, and applicable legislative topics that impact services offered to community consumers.

Court Services: Work on a weekly basis on a joint initiative to assist eligible veterans with substance dependency and/or mental illness through our Veterans Docket. This program offers a specialized docket tailored to veterans to assist them in their recovery efforts. The Sheriff's Office works hand in hand with the Department of Veteran Affairs, Court Services and judges to find alternatives to

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incarceration through case dismissals, reduction in charges and reduction in supervision for criminal charged veterans.

Health Department: Routine collaboration to identify best practices for dealing with the COVID Pandemic. Over past year the Sheriff's Office has adjusted practices for quarantining inmates that enter the ADC as well as dealing with individuals in our custody that are introduced as or become COVID positive. Through collaboration we have been able to adjust policies to shorten the isolation (quarantine) times required for new inmates. We have also been able to work to mitigate exposure rates and have established streamlined processes to deal with positive cases.

Goal 2: Educate staff on industry best practices in recognizing and taking corrective actions to lessen social inequities through training and treatment programs.

Goal 2 Progress: -

Disability Awareness Training – 100% of sworn staff certified.

Support of MAT Program – Jan-Oct – Treated 799 inmates and helping to reduce overdose death rate and treating Opioid Use Disorder.

PREA Audit – Completed PREA Audit in August of 2022. Met all measurable standards and adjusted policy as needed.

Unconscious Bias Training – 88% of Sheriff's Office staff completed Unconscious Bias Training in 2022.