

# Emergency Management and Security CY 2023 Equity Impact Plan



**Leadership Sponsor:** Seamus Mooney, Coordinator

**Equity Lead(s):** Sulayman Brown, Deputy Coordinator and Moriah Kitaeff, Community Engagement Specialist

**Departmental Equity Guiding Statement:** The Department of Emergency Management and Security promotes equity and diversity in the workplace and fosters inclusive and accessible emergency management programs and services for all the population in Fairfax County. The Department works to protect the lives, environment, and property of Fairfax County residents from emergencies and disasters by leading and coordinating the county's emergency preparedness, mitigation, response, and recovery efforts.

**Context:** Fairfax County Department of Emergency Management and Security has seen that not all communities within Fairfax County are equally prepared for natural or man-made disasters. It is important that all county residents feel prepared, regardless of the language they speak, financial status, or other variables that could make it more of a challenge to receive emergency information or resources. Fairfax County residents with less financial security are affected more than others during natural disasters, or other kinds of emergencies, as they are not always able to evacuate or prepare to the level of someone who has more financial security. The Department also sees the importance of security staff sensitivity when residents come into the building and interact with staff and wants to proactively ensure that all residents feel welcomed and safe walking into County facilities. Areas of Fairfax County Where Preparedness Initiatives Needs Improvement. Based on previous preparedness program engagements, county agencies have observed economic disparities that correlate to lower preparedness in the following districts: Mason District, Dranesville District, Mount Vernon, Sully District

## Long-term Outcome(s):

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

## System-Level Infrastructure:

- Language Access
  - Shortage of access to staff that can verify translation documents to ensure up-to-date translation standards.
- Better understanding of NGO resources as well as inter-departmental resources.
  - Will work with other departments to help improve in these areas.
    - Department of Family Services
    - Fairfax County Health Department

- Office of Public Affairs
- Fairfax County Fire Department
- Fairfax County Police Department
- Encouragement of contract security staff to be informed on the one Fairfax initiative.
  - Will develop a One Fairfax summary to be distributed to each post.

## DEPARTMENT OF EMERGENCY MANAGEMENT AND SECURITY CALENDAR YEAR 2023 EQUITY IMPACT PLAN

Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and supports	Responsible Parties	Performance Measures
1. Increase the diversity of applicants to match the county's population.	17	1a. Interview selection committee. The committee varies per position and is used to ensure that subject matter experts are involved in interview panels.	Department Hiring Manager	6-8 months	DEMS HR staff ensure that applications are prepared in the most equitable fashion.	DEMS Human Resources Senior leadership, Subject matter experts	Data collected from candidates such as gender, location, and ethnicity Diversity within candidate pools.
		1b. Develop a list of professional organizations that represent diverse communities to advertise a job announcement as a baseline for talent recruitment.	County HR	6-8 months	DEMS equity leads developing a list of suitable organizations to advertise job opportunities.	Internal HR Senior leadership Agency Equity Leads	Standard list of organizations that Fairfax County commonly advertises jobs to, as well as professional emergency management groups and colleges/universities.
2. To produce emergency preparedness outreach materials in the eight most spoken languages within Fairfax County to lessen the amount of community	6 5 17	2a. Access to staff who can verify translation accuracy to ensure it is up-to standard	County HR County agencies who receive language stipend	10-12 Months	Working alongside the language division within the Office of Public Affairs as well as the County community engagement committee	Office of Public Affairs Development of an agency taskforce	Number of documents translated in various languages. A system established to identify language resources Inclusion of subject matter experts during early phases of a project or program Annual operational budget for language translation. Increase of translation documents Development of a

members negatively affected by disasters.		2b. Involve subject matter experts in the early stages of project or program development to ensure cultural competencies are considered.	Senior leadership One Fairfax Community Outreach Professionals group	6-8 Months	DEMS community engagement staff and the involvement of our community partners	One Fairfax Development of a taskforce	tech tool to improve language services
		2c. Continue to explore technology solutions that focuses on providing diverse language solutions.	DIT, HR, DEMS	2-3 Years	DEMS community engagement working with technical services within DEMS to find the best solution to the language diversity of Fairfax County.	DIT, HR, DEMS, OPA	
3. Increased awareness of notification and preparedness within the public as well as County staff.	6 8 10	3a. Train County agencies on use of the notification system.	County agencies	1-2 Years	Continued efforts with County agencies who specialize in community preparedness	OPA, DEMS	Increasing of alert subscriptions
		3b. Increased preparedness initiatives on the areas and populations that are most vulnerable. Vulnerability data is identified using the federal Social Vulnerability Index (SVI)	Whole community	5-6 Months	Continue to develop and enhance our standardized preparedness. integration of disaster principals amongst all county agencies.	OPA, DEMS	

					Community engagement events are tracked by location as a method to ensure that islands of inequity within the county are reached.		
4. Increased awareness of equity and community cultural awareness between county staff and volunteers.	3 5 10 16	4a. Quarterly trainings for agency staff with the purpose of educating the importance of equity and community cultural awareness Trainings include how to interact in times of emergency with those that have access and functional needs, as well as the appropriate questions staff may ask a person with a dog.	DEMS One Fairfax	3-4 months	Integration of equity training into the DEMS bi-weekly trainings, on a quarterly basis.	DEMS Equity leads One Fairfax	Pre and post training surveys on the understanding and retention of equity concepts
		4b. DEMS will explore the creation of a One Fairfax Summary to be distributed to each security contract post	DEMS One Fairfax	6-8 months	Integration of equity training into a more condensed format.	DEMS Security DEMS Equity Leads One Fairfax	
		4c. DEMS will explore opportunities of enhanced equity	DEMS	6-8 months	Exploration of different avenues of success to	DEMS DEMS Equity Leads	

training for Allied  
Security personnel

educated Allied  
Security  
personnel

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*Seamus Mooney*

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Director's Signature:

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Document Pages: 6	Signatures: 1
Certificate Pages: 5	Initials: 0
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<b>Notary Events</b>	<b>Signature</b>	<b>Timestamp</b>
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<b>Envelope Summary Events</b>	<b>Status</b>	<b>Timestamps</b>
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