

Department of Planning and Development CY 2023 Equity Impact Plan



Leadership Sponsor: Tracy Strunk, DPD Director

Equity Lead(s): Michelle Stahlhut, Equity Program Manager, DPD

Departmental Equity Guiding Statement:

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

Context:

Fairfax County is a large and relatively developed jurisdiction with land use recommendations and decisions made by the Planning Commission and Board of Supervisors. Land use development in the county is fundamentally guided by the Concept for Future Development which is used in conjunction with countywide objectives and policies to provide a foundation and framework for planning. Land use recommendations often undergo extensive community outreach including review at a district level by local land use committees. DPD's work encompasses both a County-wide focus with the regulations of the Zoning Ordinance and the guidance of the Policy Plan portion of the Comprehensive Plan, and a localized focus which includes review and approval of specific permits and development proposals and work in specific areas of county interest, such as the Commercial Revitalization Districts or Urban Centers such as Tysons.

The Department of Planning and Development (DPD) continues to work to advance the One Fairfax effort. Central to this effort was the mid-year 2022 hiring of an Equity Program Manager, as well as an ongoing department-wide education effort led by an internal staff team to incorporate the One Fairfax policy into DPD work. Progress was made in several areas including the incorporation of previous EIP goals into the business process of the department. For example, DPD now incorporates an equity question into all interviews during the recruitment process, so that item has been removed from the 2023 EIP.

With the hiring of an Equity Program Manager, DPD is moving forward on three major efforts: 1) The department has begun to provide equity impact assessments and statements for policy-level BOS items, as recommended by the Chairman's Task Force on Equity and Opportunity; 2) the Planning Division has been authorized by the BOS to incorporate equity into the Comprehensive Plan Policy Plan as part of the Policy Plan amendment; and 3) the department is expanding community engagement efforts using the County's proposed Inclusive Community Engagement framework. In addition to these major efforts, DPD has continued work in the focus areas of community outreach, staff support and research with partner agencies especially in the areas of historic resources and housing, and continuing staff education.

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:

DPD works closely with agencies across the county in coordination of land development and related community outreach. For example, some of our partners include Land Development Services, Fairfax County Department of Transportation, Housing and Community Development, Fairfax County Park Authority, Departments of Public Works and Environmental Services, Office of Environmental and Energy Coordination, Department of Family Services, Health and Human Services, and the Office of Economic Initiatives, all of whom will play roles to varying degrees in the first and second goals of incorporating the consideration of equity into planning and development policies, plans, and processes, and expanding community outreach.

In addition, much of DPD’s work is reviewed and/or approved by Boards, Authorities and Commissions such as the Board of Zoning Appeals and Planning Commission, and then is further reviewed via public hearing by the Board of Supervisors. Ensuring that these decision-making groups have the education and background to fully consider One Fairfax policy into their decision-making is necessary in order to ensure that the equity work done by staff is reflected in land use decisions.

In addition, much of this work involves extensive community engagement efforts. One emerging need is easier access to language services for written materials as well as live meeting translation.

DEPARTMENT OF PLANNING AND DEVELOPMENT CALENDAR YEAR 2023 EQUITY IMPACT PLAN

| Goals | One Fairfax Area of Focus | Actions | Stakeholders | Timeline | Resources and Supports | Responsible Parties | Performance Measures |
|---|---------------------------|--|------------------|--------------------------------|------------------------|--|---|
| 1. Incorporate the consideration of equity in planning and development policies, plans, and processes. | 1, 2, 8, 11, 14 | 1a. Incorporate equity analysis into review and update of the Comprehensive Plan Policy Plan | DPD Community | Ongoing; Multi-year project | Equity Program Mgr.; | Equity Program Mgr.; Staff | % of policies that include language to promote racial and social equity |
| | | 1b. Develop Equity Policy for Comprehensive Plan Policy Plan as appropriate | DPD Community | Ongoing | | Equity Program Mgr.; Staff | # of policy items that include an equity impact assessment |
| | | 1c. Implement equity impact assessment of all policy work where applicable | DPD Board | Ongoing | | Staff; Equity Program Mgr. | Progress of equity policy development |
| | | 1e. Develop strategies to incorporate equity into DPD business processes, including supporting other agencies. | DPD | Ongoing | | Equity Program Mgr.; Staff | |
| 2. Expand Community Engagement in order to ensure the breadth of interests, ideas, and values of all people are heard and considered. | 1,8, 11,17 | 2a. Implement the inclusive community engagement framework into existing and new processes | Community | Ongoing | OPA; NCS | Community Engagement Specialist; Staff | # of inclusive community engagement plans produced |
| | | 2b. Continue expansion of language access for meetings, materials | Community | Ongoing | OPA; NCS | Community Engagement Specialist; Staff | # of requests for translation accommodated # of pro-active translation services provided |

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| 3. Support County's work toward telling the history of communities of color in Fairfax County. | 11 | 3a. Continue to provide staff with current and historical resources in support of equity goals | DPD/Community | Ongoing | | Staff | Survey progress statistic |
| | | 3b. Lead Heritage Resources Survey work for Gum Springs | Community | Ongoing | One Fairfax, FCPA | Staff | |
| | | 3c. Work with community to advance recommendations from the African American Heritage Resources Survey | Community | Spring 2023 | | Staff | |
| 4. Create an equity culture within DPD in order to implement One Fairfax into the work of the department. | 1, 16 | 4a. Review and revise as appropriate DPD hiring procedures to promote equitable practices and increase diversity of hiring pools | DPD | Ongoing | | HR | % of people of color at every hiring stage # of staff participants in education, discussion, and/or equity training sessions # of staff trained in EIA |
| | | 4b. Offer additional opportunities for land use and equity education (ex. newsletters, book clubs) | DPD | Monthly | | Equity Education Team; Equity Program Mgr. | |
| | | 4c. EIA Analysis training for all staff involved in BOS policy work | DPD Board | Ongoing | | Equity Program Mgr. | |
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Director's Signature: _____