



Facilities Management Department CY 2023 Equity Impact Plan

Leadership Sponsor: Jose A. Comayagua, Jr., Director

Equity Lead(s): Michael N Izadi, Assistant Director, Administration

Departmental Equity Guiding Statement: The mission of the Facilities Management Department is to provide safe and well-maintained facilities that fulfill the needs of our customers. FMD's commitment to equity in the workplace ensures that the agency is able to field staff possessing a wide array of racial and socio-economic backgrounds to interact with an increasingly diverse County population. FMD recognizes that diversity in the workplace is a source of strength for the organization, providing a greater variety of skill sets and life experiences on which to draw that will help guide FMD initiatives as it fulfills its mission.

Context: With few barriers to entry, the construction trades are often the first port of entry for immigrant populations seeking to enter the workforce. Consequently, it should not be surprising that many FMD employees speak English as a second language. Being multilingual is often an advantage when dealing with contractors who also employ many nonnative English speakers, but the lack of proficiency in English can be an obstacle to clear communication within FMD and with staff in other County agencies. In addition, because jobs in the building trades are predominantly occupied by men, the agency struggles to recruit female technicians and project managers into the ranks of its Operations and Maintenance staff. Eighty-five percent of the FMD workforce is male; only two of the managers in the Operations branch are female. In addition, all positions at FMD are designated as "critical positions," meaning the employees must be willing to show up for work during such emergency events as snowstorms or equipment failures at public safety facilities. This open-ended commitment to facility functionality may conflict with the time constraints female staff often confront when carrying out family-related responsibilities.

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: Even excluding schools, parks, housing and other residential facilities, Fairfax County will have a projected FY 2023 facility inventory of 240 buildings containing over 12 million square feet of space. This inventory continues to expand with the addition of newly constructed facilities, the renovation and expansion of existing facilities and the acquisition of additional property. The age of a major portion of this inventory, particularly in the eastern portions of the County that were the first to suburbanize in the 1960's and 1970's, is reaching a point where

major reinvestments are required just to keep the building subsystems operational. Currently, 65 percent of the buildings for which FMD has responsibility for infrastructure replacement and upgrades are over 20 years old.

Ensuring County residents have equal access to facilities of comparable condition means that decision makers may need to target the revitalization of certain of these long-developed areas with a disproportionate share of the available capital funding. Currently the County has programs in place such as Commercial Revitalization Districts to encourage the strategic redevelopment of privately-owned properties. However, One Fairfax's pledge to provide comparable opportunities to residents of all ethnicities and socio-economic circumstances may compel County policymakers to commit substantial funding toward the renovation of public buildings to implement the vision of social equity set forth in the One Fairfax policy.

Facilities Management Department Staffing	
Total FTE 12/03/2022	214
Vacant	30
Filled	182
Male	156
Female	26
Veteran	2
Hispanic/Latino	32
Not Hispanic-American Indian or Alaskan Native	1
Not Hispanic-Asian	17
Not Hispanic-Black or African American	36
Not Hispanic-White	91

FACILITIES MANAGEMENT DEPARTMENT CALENDAR YEAR 2023 EQUITY IMPACT PLAN

Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
1. Recruit and hire diverse staff	16	1a. Remove names from resumes	FMD employees	Jan-Dec 2023	FMD HR staff	FMD, DHR	% of resumes with names removed
		1b. Appoint interview panel with diversity representative of agency	FMD employees	Jan-Dec 2023	FMD HR staff	FMD	% of diverse interview panels
2. Provide opportunities for training to facilitate career growth for staff	3	2a. Pay for cost of coursework for International Facility Management Association certification	FMD employees	Jan-Dec 2023	FMD HR staff	FMD	100% completion by IFMA enrollees
		2b. Help enroll employees in FCPS Adult Community Education Apprenticeship Program	FMD employees	Jan-Dec 2023	FMD HR staff	FMD, FCPS	Number of enrollees
		2c. Fund the ongoing cost of required job certifications	FMD employees	Jan-Dec 2023	FMD Funding and HR staff hours	FMD Director, Admin Division	100% compliance
		2d. Connect staff with certificate, apprenticeship, and tuition assistance programs	FMD employees	Jan-Dec 2023	FMD HR staff	FMD Director, Admin Division	Number of enrollees. Percentage of enrollees who complete programs

3. Engage supervisors and employees in retention activities	3	3a. Meet with managers to discuss how they can engage their staff around career advancement opportunities	FMD employees	Jan-Dec 2023	FMD Senior Management Team	HR	Participation records
		3b. Recognize employees with annual manager-selected awards	FMD employees	Jan-Dec 2023	FMD Funding	Senior Management Team	Number of recipients
		3c. Provide mentoring of employees (particularly female technicians in Operations)	FMD employees	Jan-Dec 2023	FMD DEC Supervisors	FMD Operation and DEC branch Supervisors	Number of staff being mentored
4. Provide data and information to contribute to equitable decision making	10	4a. Maintain inventory of leases and licenses by district for analysis of nonprofit resource distribution	DMB Human Services Non-profits	Jan-Dec 2023	FMD Real Estate staff hours	FMD Real Estate Services Branch	Updated database of agreements with third parties and associated expenditures
		4b. Supply maps of locations owned, leased, and licensed facilities for spatial analysis of resource distribution	DMB Human Services Non-profits	Jan-Dec 2023	FMD Real Estate staff hours	FMD Real Estate Services Branch	Maps of all owned facilities in each district and leased and licensed facilities in targeted areas

Director's Signature: _____

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Jose Comayagua

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