

# Office of the County Attorney CY 2023 Equity Impact Plan



**Leadership Sponsor:** Elizabeth D. Teare

**Equity Lead(s):** Corinne N Lockett

**Departmental Equity Guiding Statement:** In addition to promoting the Office of the County Attorney to prospective and current employees as a welcoming and inclusive environment in which to work and grow, this Office seeks to continue to excel in our role as legal counsel to the Board of Supervisors and the County, following a unified and cohesive social and equitable policy which promotes an understanding of diverse perspectives, backgrounds and experiences so that these policies can be legally implemented in order for the County to meet its One Fairfax goals.

**Context:** One Fairfax continues to provide this Office with opportunities to join a growing and necessary movement towards additional and new avenues of public outreach in recruitment and promotion of employees from diverse racial and ethnic backgrounds, gender identity, religions, sexual orientation, age, and physical abilities within all levels in the Office. This Office seeks to continue to broaden its impact on equity both internally and throughout the County, to increase our ability to attract and retain highly qualified individuals with backgrounds, cultures, and traditions that reflect our County's rich diversity, and encourage attorneys and staff to explore both One Fairfax and outside diversity related resources and share individual perspectives on diversity within the office. This Office continues to strive to promote legal and professional excellence by preserving a culture of equity and fairness for all employees.

## **Long-term Outcome(s):**

- |   |   |
|---|---|
| <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 checked="" type="checkbox"/> Lifelong Education and Learning |
| <input 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:** This Office will continue to expand our participation in expanding the Office's participation in additional diversity related CLEs, membership to additional specialty local, state, and national bar associations, and attend events throughout the region which address increasing diversity both in our Office and throughout the County. To date, it has not been necessary to seek additional funding for this purpose but will reach out to Office of Equity staff and/or DMB with funding assistance if needed in the future.

TABLE 15 THE COUNTY ATTORNEY CALENDAR YEAR 2023 EQUITY IMPACT PLAN

Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures	
1. Proactively assist County staff in achieving equity goals in each department's One Fairfax Equity Impact Plan.	3, 17	1a. Continue to use an equity lens when reviewing new County legal initiatives, changes in policy, Board Administrative and Action Items, and statutory amendments to the County Code.	All agencies.				OCA	When reviewing legal responses and opinions issued by the office, attorneys will ensure that equity and diversity were considered and discussed with County agency staff, including encouraging discussion with County agency's Equity Lead and/or OCA Small Group Equity Team before approving response.
		1b. Continue to initiate conversations with agency staff to encourage ideas on how to incorporate equity into agency practice and procedure through office wide discussions and presentations.	All agencies.	1/1/2023 through 12/31/23			OCA	
		1c. Continue to respond efficiently and effectively to requests from County staff, while ensuring that the focus on equity is not lost in the process.	All agencies.	1/1/2023 through 12/31/2023			OCA	
		1d. Continue implementation of legal and policy proposals to encourage incorporation of	All agencies.	1/1/2023 through 12/31/2023			OCA	

2. Expand focused recruitment efforts that encourage a diverse applicant pool for open positions throughout the office and the County, and support culturally and ethnically diverse staff to succeed within the office.

3. Increase opportunities for office-wide participation and discussion on multiple One Fairfax initiatives

3, 16

3, 5, 7

equity policies in all aspects of Fairfax County government.

1e. Act as a sounding board for staff when completing equity impact statements for Board of Supervisor meetings.

2a. Continue to advertise employment and internship openings to an expanded legal community through bar associations that promote inclusion and diversity in the profession, regional law schools, local bar associations within the region, and on culturally diverse employment websites.

2b. Encourage attorneys to attend recruitment days at local law schools and regional career fairs to promote employment at the office to a wider range of applicants.

3a. Encourage office-wide participations in quarterly brown bag get togethers to share ideas about books, essays,

1/1/2023 through 12/31/2023

1/1/2023 through 12/31/2023

1/1/2023 through 12/31/2023

1/1/2023 through 12/31/2023

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1. Maintain a checklist of employment opportunities and advertisement with each.
  2. Maintain a list of when and how department attorneys attended law school recruitment events and regional career fairs.
  3. Update list of incoming law school recruitment events.
1. OCA Small Group Equity Team will select written materials from suggested sources and encourage participation in meetings and brown bag lunches via email.

and related issues.

4. Work with the Fairfax County Legislative Team to address current Virginia law which negatively impacts racial equity

All

poems, etc., selections with an emphasis on keeping an open mind and learning from each other.

3b. Encourage OCA attorneys and staff to share/suggest discussion materials for viewing and meetings.

3c. Share video presentations and other materials suggested by One Fairfax to OCA attorneys and staff and lead discussion of materials provided on the One Fairfax page.

3d. Maintain electronic office resource center for equity focused reading and learning materials as well as upcoming events both within the office and across the Commonwealth.

4a. Consult with staff and the Board of Supervisors regarding potential racial inequities in state law and how they impact local policy.

4b. Coordinate with staff and the County legislative team and

1/1/2023 through 12/31/2023

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Board of Supervisors, Legislative Team, staff, OCA

Board of Supervisors, Legislative

2. OCA Small Group Equity Team will preview and select video presentation and facilitate related discussion for these quarterly meetings.
3. Equity Ambassador will create and maintain an equity based resource library with access to all OCA staff.
4. OCA Small Group Equity Team will plan, organize, and lead quarterly brown bag luncheons for OCA staff on various law and equity topics.

Advice provided to the BOS



assist with drafting  
and support  
legislation needed to  
address inequities in  
the Virginia Code as  
directed by the Board  
of Supervisors.

Team, staff,  
OCA

Director's Signature: Elizabeth D. Jones