

# Fairfax County Sheriff's Office CY 2023 Equity Impact Plan



**Leadership Sponsor:** Lieutenant Colonel J.J. Snyder

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

## **Departmental Equity Guiding Statement:**

The Fairfax County Sheriff's Office is committed to building trust within our community and serving all those we encounter equitably. We will accomplish this by maintaining the highest level of professionalism, while striving to continually review and improve practices to ensure that all members of the Fairfax County community feel safe and valued.

## **Context:**

Inequities have been observed in the community for individuals with behavioral health issues, disabilities, substance use disorders, and other at-risk groups within the community. Many times, individuals dealing with these issues find themselves interacting with the Criminal Justice System and the Sheriff's Office through the Civil Enforcement process, the court system or in a confinement setting.

The Sheriff's Office has spearheaded numerous efforts to expand services and treatments offered to these marginalized community members. The demand for these services continues to increase and we are committed to growing with the demand.

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

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| <input type="checkbox"/> Cultural and Recreational Opportunities                               | <input checked="" 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:**

The Sheriff's Office will make a concerted effort to work with the other key stakeholders in the county with whom most of our services overlap. This would include the Fairfax County Police Department, the Community Services Board, and all divisions of Fairfax County Court Services. The goal of this involvement will be to ensure that all partner agencies are following industry best practices in recognizing and mitigating social inequities throughout the criminal justice system in Fairfax County. Additionally, the Sheriff's Office will continue to partner with agencies outside of Fairfax County such as the Department of Justice, the Department of Criminal Justice Services, and the Virginia Department of Behavioral Health & Developmental Services. Through these partnerships, the Sheriff's Office will continue to offer training and development opportunities for its staff and provide them with the tools needed to best serve marginalized members of the Fairfax County community.

**SHERIFF'S OFFICE CALENDAR YEAR 2023 EQUITY IMPACT PLAN**

Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
1. Continue regular communication with other county stakeholders whose services are intertwined with the Sheriff's Office to collaborate and to identify support needs.	#7 Criminal Justice	1a. Routine meetings with stakeholders to ensure industry best practices are being followed and continuity achieved.	<ul style="list-style-type: none"> <li>- Police Department</li> <li>- CSB</li> <li>- Court Services</li> <li>- Health Department</li> </ul>	Jan 2023 – Dec 2023	-Commitment from partner agencies to communicate and collaborate.	<ul style="list-style-type: none"> <li>- Equity Leads</li> <li>- Agency Leadership</li> <li>- General Staff</li> </ul>	<ul style="list-style-type: none"> <li>- Routine review of information exchanged and share what practices/policies have been reviewed or changed by each partner agency as a result of collaborative meetings and joint efforts.</li> <li>- Identify tangible results of collaborative efforts across judicial system (e.g. identifying veterans entering judicial system that are eligible to enter veterans docket program).</li> <li>- Compile list of accomplishments and number of individuals impacted by programs over course of year (Dec 2023) displaying community benefit.</li> </ul>
2. Educate staff on industry best practices in recognizing and taking corrective	#6 Community and Public Safety	2a. Create/adopt/review training curriculums.	-Sheriff's Office employees	Jan 2023 – Dec 2023	-Staff required to both launch and continue training initiatives.	<ul style="list-style-type: none"> <li>- Sheriff's Office Equity Lead and Equity Team.</li> <li>- Agency subject matter</li> </ul>	<ul style="list-style-type: none"> <li>-Continue with 100% of staff having received agency led Disability Awareness Training.</li> </ul>

actions to lessen social inequities through training and treatment programs.

2b. Require continued employee participation/enrollment and education	-Virginia Dept. of Behavioral Health & Developmental Services (Disability Awareness) -U.S. Department of Justice (MAT Program)	Jan 2023 - Dec 2023	-New positions created/funded/supported for medical staff to facilitate MAT program.	experts in related fields - Sheriff's Office Support Services Division (Medical Services Branch)	- Continue to support Medication Assisted Treatment (MAT) program implementation. Success measured with successful treatment of individuals in custody suffering from substance use disorders. Compile yearly statistics on program success (Dec 2023). -100% completion of ICAT (Integrating Communications Assessment and Tactics) de-escalation training by all sworn staff. Tracked successful completion through Fairfax County Criminal Academy. (Dec 2023)
2c. Require all sworn staff to complete ICAT training.	-Employees -FCSO Command -FCSO Training Branch	Jan 2023 - Dec 2023	-Work hours dedicated to completing training.	-Sheriff's Office Equity Team -Sheriff's Office Command / Supervisors	

3.



Director's Signature: Stacy A. Kincaid