



DEPARTMENT OF PLANNING AND DEVELOPMENT CALENDAR YEAR 2025 EQUITY IMPACT PLAN

Leadership Sponsor: Tracy Strunk, DPD Director

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

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, respectively. 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 supervisory district level by local land use committees. DPD's work is both countywide – utilizing Zoning Ordinance regulations and Comprehensive Plan guidance – and localized, focusing on the review and approval of specific permits and development proposals, often in the Commercial Revitalization Districts or the Reston and Tysons urban centers.

DPD continues to advance the One Fairfax effort. Staff new to the department are annually trained on the “Race: The Power of an Illusion” video series. In 2024, staff expanded our use of the county’s Vulnerability Index and Equity Impact Assessment tools in our policy and plan development processes and produced equity impact statements for Board items. DPD led or partnered in major policy efforts contributing to goals of the Regional Fair Housing Plan including updating Workforce Dwelling Units (WDU), and continued work on strengthening existing manufactured housing policies in the Comprehensive Plan and modifying accessible parking requirements.

DPD continues to work in the focus areas of community outreach, staff support and research with partner agencies especially in the areas of housing, historic resources, project development review, policy guidance, and continuing staff education.

System-Level Infrastructure:

DPD works closely with agencies across the county in coordination of land development review, process improvements, and related community outreach. DPD 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 agencies, and the Department of Economic Initiatives. Each play roles of varying degrees in the consideration of equity into planning and development policies, plan, and processes, and expanding community outreach.

Most 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.

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DEPARTMENT GOALS

Goal 1: Incorporate the consideration of equity in planning and development policies, plans, and processes.

One Fairfax Area(s) of Focus:

- 2. Housing policies that encourage all who want to live in Fairfax to be able to do so, and the provision of a full spectrum of housing opportunities across the county, most notably those in mixed-use areas that are accessible to multiple modes of transport.
- 8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.
- 11. A quality built and natural environment that accommodates anticipated growth and change in an economically, socially, and environmentally sustainable and equitable manner that includes mixes of land use that protects existing stable neighborhoods and green spaces, supports sustainability, supports a high quality of life, and promotes employment opportunities, housing, amenities and services for all people.
- 14. A multi-modal transportation system that supports the economic growth, health, congestion mitigation, and prosperity goals of Fairfax County and provides accessible mobility solutions that are based on the principles associated with sustainability, diversity, and community health.

Countywide Strategic Plan Community Outcome Area(s): Effective and Efficient Government (EEG)

Countywide Strategic Plan Strategies/Metric(s):

EEG 25. Develop, pilot, and institute Fairfax County equity-based decision-making tools for planning, projects, decision making and resource allocation.

| Actions | Stakeholders | Resources/Supports | Responsible | Timeline | Performance Measures |
|---|----------------|--------------------|--|-----------|---|
| 1a. Continue incorporation of equity into the Comprehensive Plan Policy Plan process. | DPD; Community | | Equity Program Mgr.; Policy Plan staff | Fall 2025 | Policy adoption |
| 1b. Develop equity impact assessment template specific to DPD work. | DPD | | Equity Program Mgr. | CY2025 | # projects that include completed equity impact assessment template |
| 1c. Develop format for equity development review comments. | DPD | | Equity Program Mgr. | CY2025 | Template completed |

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Goal 2: Expand community engagement in order to ensure the breadth of interests, ideas, and values of all people are heard and considered.

One Fairfax Area(s) of Focus:

- 8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.
- 11. A quality built and natural environment that accommodates anticipated growth and change in an economically, socially, and environmentally sustainable and equitable manner that includes mixes of land use that protects existing stable neighborhoods and green spaces, supports sustainability, supports a high quality of life, and promotes employment opportunities, housing, amenities and services for all people.
- 17. Policies that prohibit all forms of discrimination under Federal and State law in county and school system activities and ensure that all practices provide fair treatment for all employees, contractors, clients, community partners, residents, and other sectors who interact with Fairfax County including higher education, business, nonprofit, faith, philanthropy, and civic.

Countywide Strategic Plan Community Outcome Area(s): Effective and Efficient Government (EEG)

Countywide Strategic Plan Strategies/Metric(s):

- EEG 3. Enhance communication and outreach to the community by using all available communication methods and tailoring messaging to individual needs.
- EEG 4. Improve public participation and engagement opportunities to ensure all facets of the community are represented and have the physical, technological, and language access necessary to engage and participate in community discussions and decisions.
- EEG 6. Expand capacity to meaningfully engage the community in places that are accessible and in ways that consider needs, traditions, and values of diverse ethnic, racial, and cultural groups.

| Actions | Stakeholders | Resources/Supports | Responsible | Timeline | Performance Measures |
|---|--------------|--------------------|--|----------|---|
| 2a. Develop a DPD-specific language access plan in order to tailor county resources to the specific land use communication needs. | Staff | OPA | Community Engagement Specialist | CY2025 | Initial draft of language access plan created |
| 2b. Begin development of Community Engagement Guidebook resource for staff. | Staff | | Community Engagement Specialist; Equity Program Mgr. | CY2025 | Guidebook published |

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Goal 3: Support the County’s work toward telling the history of communities of color in Fairfax County.

One Fairfax Area(s) of Focus:
 11. A quality built and natural environment that accommodates anticipated growth and change in an economically, socially, and environmentally sustainable and equitable manner that includes mixes of land use that protects existing stable neighborhoods and green spaces, supports sustainability, supports a high quality of life, and promotes employment opportunities, housing, amenities and services for all people.

Countywide Strategic Plan Community Outcome Area(s): Effective and Efficient Government (EEG)

Countywide Strategic Plan Strategies/Metric(s):
 EEG 6. Expand capacity to meaningfully engage the community in places that are accessible and in ways that consider needs, traditions, and values of diverse ethnic, racial, and cultural groups.

| Actions | Stakeholders | Resources/Supports | Responsible | Timeline | Performance Measures |
|--|--------------|--------------------|-------------|-----------|--|
| 3a. Lead Heritage Resources Survey work for Gum Springs. | Community | One Fairfax; NCS | Staff | Fall 2025 | Survey completed |
| 3b. Create a dynamic story map based on the African American Historic Resources Survey. | Community | | Staff | CY2025 | Request for proposal issued; progress on story map |
| 3c. Continue Black/African American Historical Marker Project Historic markers work with three markers anticipated in 2025. | Community | | Staff | Ongoing | Marker installations completed. |
| 3d. Prepare National Register nomination through a consultant for the historically African American neighborhood of Randall Estates. | Community | | Staff | CY2025 | |

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Goal 4: Create an equity culture within DPD in order to implement One Fairfax into the work of the department.

One Fairfax Area(s) of Focus:
18. Other

Countywide Strategic Plan Community Outcome Area(s): Effective and Efficient Government (EEG)

Countywide Strategic Plan Strategies/Metric(s):
EEG 11. Expand employee learning opportunities to increase staff competencies and experience in the areas of leadership, equity, cultural proficiency, use of technology and innovation to meet the needs of a changing environment.
EEG 13. Implement a workplace culture change effort to actively promote equity and inclusion, collaboration, excellence, innovation, customer service, transparency, accountability and trustworthiness.

| Actions | Stakeholders | Resources/Supports | Responsible | Timeline | Performance Measures |
|---|--------------|--------------------|---------------------|----------|--|
| 4a. Provide ongoing training for all staff on key topics such as equity assessment, land use language guide, equity in planning examples. | Staff | One Fairfax | Equity Program Mgr. | CY2025 | # of trainings offered # and % of staff trained |

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COUNTYWIDE GOALS

Goal 1: Increase the supply of housing that is affordable to low- and moderate-income families in the region, particularly in areas that have historically lacked such housing. (Regional Goal 1)

Strategy A: Use best practices from other jurisdictions and explore policies and programs that increase the supply of housing affordable to lower- and moderate-income households, such as housing bonds, real estate transfer taxes, mandatory inclusionary housing where permitted, as-of-right accessory dwelling units (ADUs), public land set aside for affordable housing, community land trusts, expedited permitting and review, and relaxation of parking requirements for affordable housing developments.

Key Equity Driver(s): Equitable Community Development, Inclusive Prosperity

Countywide Initiative: Metropolitan Washington Regional Fair Housing Plan

Countywide Strategic Plan Community Outcome Area(s): Housing and Neighborhood Livability (HNL)

Countywide Strategic Plan Strategies/Metric(s):

HNL 1. Produce, preserve and improve affordable housing units through partnerships with traditional and innovative housing developers consistent with the recommendations in county policies and plans, but also exploring new approaches. Track new units, lost units and total units as well as risk of displacement as a means of measuring the preservation of and access to affordable units in the county.

| Department Actions | Stakeholders | Timeline | Performance Measures |
|--|--|---|----------------------|
| 1a. Increase affordable housing by using mandatory inclusionary housing where permitted. (Regional Goal 1, Regional Strategy A) | HCD; tenants; property owners; affordable housing advocates; industry professionals. | Ongoing monitoring. The Affordable Dwelling Unit (ADU) Ordinance was established in July 1990. | #ADUs permitted |
| 1b. Increase affordable housing by using as-of-right accessory dwelling units (Accessory Living Units, ALUs). (Regional Goal 1, Regional Strategy A) | HCD; tenants; property owners; affordable housing advocates; industry professionals. | Ongoing monitoring. The Zoning Ordinance was revised in 2021 to allow Accessory Living Units (Accessory Dwelling Units) by right in most cases. Staff will begin studying further action in CY2025. | #ALUs permitted; |

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Goal 2: Reform zoning and land use policies to expand access to fair housing choice by increasing the development, geographic distribution, and supply of affordable housing. (Regional Goal 2)

Key Equity Driver(s): Equitable Community Development, Inclusive Prosperity

Countywide Initiative: Metropolitan Washington Regional Fair Housing Plan

Countywide Strategic Plan Community Outcome Area(s): Housing and Neighborhood Livability (HNL)

Countywide Strategic Plan Strategies/Metric(s):
 HNL 1. Produce, preserve and improve affordable housing units through partnerships with traditional and innovative housing developers consistent with the recommendations in county policies and plans, but also exploring new approaches. Track new units, lost units and total units as well as risk of displacement as a means of measuring the preservation of and access to affordable units in the county.

| Department Actions | Stakeholders | Timeline | Performance Measures |
|--|---|-------------|--|
| 1a. Revise zoning regulations to allow as-of-right ADUs (Accessory Living Units, ALUs). (Regional Goal 2, Regional Strategy A) | HCD; property owners; affordable housing advocates; industry professionals. | In Progress | # of ALUs permitted |
| 1b. Incorporate equity into future updates to the Comprehensive Plan Policy Plan and identify criteria for fair housing equity analysis of planning studies and/or rezoning applications. (Regional Goal 2, Regional Strategy D) | HCD; OHREP; tenants; property owners; affordable housing advocates; industry professionals. | In Progress | BOS adoption of Comprehensive Plan amendment |

Future Actions – Regional Fair Housing Plan

Regional Goal 2: Reform zoning and land use policies to expand access to fair housing choice by increasing the development, geographic distribution, and supply of affordable housing.

Strategy B: Increase inclusionary zoning incentives for creating on-site affordable housing and increase fees in lieu of providing on-site affordable housing.

Action: Examine how and when “fees in lieu of” option is utilized, whether the amount of the “fees in lieu of” is appropriate and effective, and if additional incentives for inclusionary zoning are appropriate.

Strategy C: Adopt zoning changes that facilitate the development of affordable housing as of right.

Action: Examine Zoning Ordinance and Comprehensive Plan policies to identify opportunities for affordable multifamily Housing developments in designated Activity Centers where denser, mixed-use development near jobs and transit is

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planned.

Action: Examine the use of overlay districts or other redevelopment districts to incentivize the construction of affordable housing (Increased density bonuses, increased allowable heights, lower parking requirements, as-of-right or administrative project approval, streamlined permitting, and impact fee waivers.)

Regional Goal 4: Increase the number of homeowners in the region and reduce inequities and discriminatory practices that limit homeownership opportunities for members of protected classes.

Strategy A: Increase homeownership opportunities for low- and moderate-income members of protected classes through the following action.

Action: Examine the policies and incentives that could increase the supply of affordable homeownership.

Department Director's Signature:  AE184B7E5A76464...