

# Department of Transportation

## CALENDAR YEAR 2025 EQUITY IMPACT PLAN



**Leadership Sponsor:** Gregg Steverson, Acting Director, FCDOT

**Equity Lead(s):** Martha Coello, Neil Freschman, Mena Nakhla

**Departmental Equity Guiding Statement:** Fairfax County Department of Transportation aims to improve mobility for Fairfax County residents, workers, and visitors regardless of race, gender, age, sexual orientation, national origin, language ability or disability, by planning, coordinating, funding, implementing, sustaining, and providing equitable access to a multi-modal transportation system that is consistent with the needs and values of the community.

### **Context:**

The Fairfax County Department of Transportation (FCDOT) aims to enhance mobility, safety and the quality of life of residents, businesses and visitors through planning, coordinating, funding, implementing and sustaining a multi-modal transportation system that moves people and goods.

FCDOT established a ground level understanding of equity over the last few years where basic equity concepts are normalized and socialized in projects and services within the Department. As the Department moves forward, there is even more of an emphasis on equitable results, improving access, and removing barriers.

Inclusive community engagement remains a key focus for the Department across all studies, projects, and. According to Census data, 36% of residents identify as non-white or two or more races. Despite this diversity, we believe some communities continue to be underrepresented in transportation decision-making. Demographic data from the Census Bureau, Fairfax County Economic, Demographic and Statistical Research Unit and the Fairfax County Vulnerability Index will be used to identify communities with high vulnerability for engagement. During bus routes changes or modifications, for example, Transit Services goes through an extensive community engagement and data collection process to ensure there is no adverse impact for protected classes: race, color, and national origin. Additionally, Transit Services receives feedback from stakeholders, which helps guide and inform decisions regarding bus routes. Transit Services continues to do this at an exceptionally outstanding level.

FCDOT identified two community organizations to partner with over the course of the next year and will continue to identify additional organizations as we strive to engage in inclusive community outreach. Lorton Community Action Center (LCAC) and the Mason District Council agreed to partner with FCDOT to help share transportation information, gather

community feedback, and ensure resident voices – particularly from historically underserved populations – are reflected in planning and decision-making . Through inclusive community engagement, FCDOT will collaborate with trusted community partners, use demographic and vulnerability data to guide outreach, and ensure that all residents, especially those in underserved areas, have a voice in shaping transportation solutions

As FCDOT focuses on sustainable, equitable, safe, connected, and affordable transportation modes, staff will continue to examine data to identify inequities and disparities in different communities within Fairfax County. The Active Transportation Section of the Department has spent considerable time examining crash data collected by the Virginia Department of Transportation (VDOT). In 2021 a survey conducted as part of the ActiveFairfax Transportation Plan project revealed that 27% of respondents feel the current active transportation network is unsafe. The scale of the problem is further illustrated by recent crash data. Between 2019 and 2023, there were 828 pedestrian-related crashes (an average of 166 per year) and 274 cyclist-related crashes (an average of 55 per year). These numbers reflect a significant and persistent risk for non-motorized users, contributing to injury, death, and reduced quality of life. Virginia Department of Transportation (VDOT) identified the Richmond Highway (US 1) in Fairfax County as a priority crash cluster. Community engagement is an extremely important component of active transportation, as it helps focus on communities that have been historically underserved or disproportionately affected by transportation infrastructure projects.

FCDOT, in collaboration with regional and state partners, opened the Monument Drive and Springfield parking garages in 2024. These two facilities will provide affordable, equitable, and safe transportation options to Fairfax County residents by offering free park-and-ride service to users of the facilities. These facilities help to encourage the use of public transportation, and include EV charging stations, secure bike rooms for bicycle storage, and convenient points of access for residents who commute via nearby Interstates. The Springfield garage also includes an overpass passage for pedestrians to connect the garage to an adjacent retail area.

### **System-Level Infrastructure:**

There are external policies and processes at the state, regional and national level that impact the availability of funding to support efforts to enhance equity in transportation. These policies and processes also impact the ability for localities to implement projects, programs, and services in an equitable manner. There are also internal county policies and processes that may need to be reviewed and revised to provide more support for advancing equity in transportation. Some of the agencies that need to be engaged in this work are:

- Virginia Department of Transportation (VDOT)

- Virginia Department of Rail and Public Transportation (VDRPT)
- Metropolitan Washington Council of Governments (MWCOG)
- Washington Metropolitan Area Transit Authority (WMATA)
- Metropolitan Washington Airports Authority (MWAA)
- Fairfax County Board of Supervisors (BOS)
- Fairfax County Planning Commission
- Fairfax County Board of Zoning Appeals
- Fairfax County Department of Planning and Development (DPD)
- Fairfax County Land Development Services (LDS)
- Fairfax County Department of Management and Budget (DMB)
- Fairfax County Department of Neighborhood and Community Services (NCS)
- Fairfax County Department of Information and Technology (DIT)
- Fairfax County Office of Public Affairs (OPA)
- Fairfax County Department of Human Resources (DHR)
- Fairfax County Department of Procurement and Materials Management (DPMM)
- Fairfax County Department of Public Works and Environmental Services (DPWES)
- Fairfax County Department of Family Services (DFS)
- Fairfax County Office to Prevent and End Homelessness (OPEH)
- Northern Virginia Transportation Authority (NVTA)
- Northern Virginia Transportation Commission (NVTC)
- Virginia Passenger Rail Authority (VPRA)
- Virginia Railway Express (VRE)

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### DEPARTMENT GOALS

**Goal 1: Promote meaningful and equitable participation by ensuring community members, especially those from underrepresented and marginalized groups, have opportunities to actively engage with FCDOT staff regarding decisions that impact transportation in Fairfax County.**

**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.

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 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
1a. Build diverse partnerships across Fairfax County	FCDOT Community Members	NCS Community members	FCDOT Equity Manager, MarCom Section	CY2025	# new unduplicated FCDOT partners
1b. Collaborate with identified community partners to co-host outreach events, share transportation updates, and gather community-driven input on project planning, with a focus on reaching underserved populations and building long-term, trust-based relationships.	FCDOT	NCS, One Fairfax, Community members	FCDOT Equity Manager, MarCom Section	Ongoing	# of outreach events # of community meetings advertised by community partners
1c. Provide inclusive community engagement training and technical support to staff	FCDOT		FCDOT Equity Manager	Ongoing	# of training sessions

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**Goal 2: Ensure equity analysis is systemically applied to all work aspects within FCDOT to identify and address disparities, fostering fair and inclusive outcomes for all in Fairfax County.**

**One Fairfax Area(s) of Focus:**

14. A multi-modal transportation system that supports the economic growth, health, congestion mitigation, and prosperity goals of Fairfax County and provide accessible mobility solutions that are based on the principles associated with sustainability, diversity, and community health.

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), and Mobility and Transportation (MT)

**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.

MT 13. Prioritize safe, healthy, accessible transportation options for all with a focus on equitable access for residents facing economic, health, housing, and other challenges.

Actions	Stakeholders	Resources/Supports	Responsible	Timeline	Performance Measures
2a. Pilot project prioritization equity assessment tool	FCDOT all staff		FCDOT Equity Team	CY2025	# of projects using assessment
2b. Increase staff knowledge of equity by including an equity component in FCDOT's all staff internal coordination meetings	FCDOT all staff		FCDOT Equity Team	CY2025	# of equity lead discussions % of projects or initiatives that include at least one documented equity-led discussion as part of their development process

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### Goal 3: Enhance staff diversity by implementing inclusive recruitment, retention, and advancement practices that reflect communities served.

#### One Fairfax Area(s) of Focus:

16. Intentional, focused recruitment efforts that bolster a diverse applicant pool; hiring and evaluation practices, and processes for employee feedback, to achieve and preserve a culture of equity and fairness for all employees.

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

#### Countywide Strategic Plan Strategies/Metric(s):

EEG 9. Make onboarding process for all new employees streamlined, consistent and compelling so that staff have the information, tools and technology they need to begin their county careers effectively.

EEG 11. Expand employee learning opportunities to increase staff competencies and experiences in the areas of leadership, equity, cultural proficiency, use of technology and innovation to meet the needs of 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
3a. Conduct equity orientation for new employees	FCDOT all staff		FCDOT Equity Manager	CY2025	# of equity orientations  % of new staff that complete the equity orientation
3b. Use equity questions during interviews across the Department	FCDOT hiring manager	FCDOT HR	FCDOT Equity Manager FCDOT HR	CY2025	# of interviews using equity questions  % of interviews using equity questions
3c. Conduct realistic job previews in partnership with identified colleges and universities	FCDOT staff	Local colleges and universities	FCDOT Executive Team, Equity Manager	CY2025	# of realistic job previews events  # of university partners

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**Goal 4: Utilize data to drive equitable decision-making by identifying disparities and ensuring policies and practices promote fairness and inclusion for all communities.**

**One Fairfax Area(s) of Focus:**

14. A multi-modal transportation system that supports the economic growth, health, congestion mitigation, and prosperity goals of Fairfax County and provide accessible mobility solutions that are based on the principles associated with sustainability, diversity, and community health.

**Countywide Strategic Plan Community Outcome Area(s):** Mobility and Transportation (MT)

**Countywide Strategic Plan Strategies/Metric(s):**

MT13. Prioritize safe, healthy, accessible transportation options for all with a focus on equitable access for residents facing economic, health, housing and other challenges

Actions	Stakeholders	Resources/Supports	Responsible	Timeline	Performance Measures
4a. Continue collecting and disaggregating pedestrian and cyclist crash data by location, and in CY 2025, conduct an equity-focused analysis to identify geographic and demographic trends in high-risk areas.	FCDOT all staff	VDOT data FCDPT data	Active Transportation Section staff	CY2025	% of transportation funding spent on proven pedestrian safety countermeasures along high-risk pedestrian safety corridors
4b. Conduct staff trainings on vulnerability index and communities of opportunities index	FCDOT all staff	One Fairfax	FCDOT Equity Leads	CY2025	# of training sessions for FCDOT staff  % of all staff trained
4c. Conduct a disaggregated spatial analysis of sidewalk and street lighting coverage to identify gaps in infrastructure and prioritize improvements in underserved and high-vulnerability communities.	FCDOT all staff	VDOT data GIS maps	Active Transportation Section staff	CY2025	# of identified sidewalk and lighting gaps in high-vulnerability areas % of proposed sidewalk or lighting improvement projects in CY25 directly addressing infrastructure gaps identified through equity analysis

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COUNTYWIDE GOALS

Goal 1: Expand access and affordability of public transportation for members of protected classes			
Key Equity Driver(s): Equitable Community Development, Inclusive Prosperity			
Countywide Initiative: Metropolitan Washington Regional Fair Housing Plan			
Countywide Strategic Plan Community Outcome Area(s): Mobility and Transportation			
Countywide Strategic Plan Strategies/Metric(s): MT13. Prioritize safe, healthy, accessible transportation options for all with a focus on equitable access for residents facing economic, health, housing, and other challenges			
Department Actions	Stakeholders	Timeline	Performance Measures
1a. Identify resources to expand free or reduced-fare bus and paratransit transportation to low-income households	FCDOT; NCS; OPEH; OHREP	In progress	% of increase in transit ridership # of SmartTrip custom cards distributed
1b. Study and make recommendations to improve, expand, and coordinate bus routes across jurisdictions to ensure that members of protected classes can access jobs in employment centers	FCDOT; OHREP	In progress	% of increase in transit ridership % of low-income being served by transit services

Department Director’s Signature: 