
EQUITY IMPACT PLAN ANNUAL REPORT

CALENDAR YEAR 2024

BACKGROUND INFORMATION

Department Name: Facilities Management Department

Equity Lead(s): Lauren Perkins

Date: November 27, 2024

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DEPARTMENTAL GOALS

Review your department's Equity Impact Plan for CY 2024 at [Equity Impact Plans | Topics \(fairfaxcounty.gov\)](#). Add each departmental goal below and describe: 1) what was done to make progress toward the goal, 2) with whom (partners), and 3) how work toward this goal was measured/evaluated and the results. If you have data for the performance measures listed in your CY 2024 Equity Impact Plan, report them. Add more goals as needed.

Goal 1: Recruit and hire diverse staff

Goal 1 Progress:

1a. Remove names from applications: FMD HR removed names from applications when any potential risks were identified; we will continue this goal in CY25 by removing names from applications if applicable. No risks were identified in CY24 that related to diversity or inequality of race/ethnicity.

1b. Outside hiring sources to bolster a diverse applicant pool: Outside of Fairfax County's advertising platform, FMD also worked with the Department of Human Resources to advertise on external platforms such as indeed, engineering platforms, construction platforms, etc. FMD will continue to advertise externally in CY25 and will plan to include additional platforms that target a diverse applicant pool. In addition, FMD has begun working with a temporary staffing agency to help with reaching additional candidates.

Goal 2: Provide opportunities for training to facilitate career growth for staff

Goal 2 Progress:

2a. Help enroll employees in certifications, etc., and fund ongoing costs of required certifications: FMD offered and paid for employees to gain their FMP certification (Facilities Maintenance Professional). 14 employees signed up for class and have 1 year to complete the course. All employees in CY2024 passed the FMP certification course. FMD will offer this course again in CY25, as there is already a waitlist.

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Goal 3: Provide data and information to contribute to equitable decision making

Goal 3 Progress:

3a. Maintain inventory of leases and licenses by district for analysis of nonprofit resource distribution: FMD Real Estate Services continues to maintain inventories for all districts of the County and shares as needed to contribute to equitable decision-making. FMD Real Estate Services will continue to maintain and provide this inventory in CY25. The inventory of leases and licenses assists human service agencies in determining whether there are geographic gaps in service delivery and identifies possible co-location opportunities for non-profit organizations.

3b. Supply maps of locations owned, leased, and licensed facilities for spatial analysis of resource distribution: FMD Real Estate Services continues to maintain and supply maps of County owned, leased, and licensed facilities for spatial analysis of resource distributions. The maps of locations assists human service agencies in determining whether there are geographic gaps in service delivery and identifies possible co-location opportunities for non-profit organizations. FMD Real Estate Services will continue this into CY25 and supply as needed to contribute to equitable resource distribution.

COUNTYWIDE GOALS

Report progress on Countywide goals related to the Regional Fair Housing Plan, if relevant to your department. As above, copy in each Countywide goal from your CY 2024 Equity Impact Plan, and describe progress made in CY 2024. If none, write "Not applicable."

Not applicable

OTHER EQUITY-RELATED WORK

Was other equity-related work completed in addition to the goals above? If so, please describe.

Not applicable