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# EQUITY IMPACT PLAN ANNUAL REPORT

## CALENDAR YEAR 2024

### BACKGROUND INFORMATION

Department Name: Fire and Rescue Department

Equity Lead(s): Marlon Murphy

Date: March 25, 2025

### EQUITY IMPACT PLAN REPORT

#### 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: Implement the Community Risk Reduction plan and its goals to reduce the risk(s) experienced by residents, which lead to emergency calls for FRD.**

Goal 1 Progress: In April 2024, the Fairfax County Fire and Rescue Department (FRD) developed and implemented its inaugural Community Risk Reduction (CRR) Plan, marking a significant milestone in the department's proactive approach to public safety. In May 2024, FRD presented this plan at the 2024 International Association of Fire Chiefs Community Risk Reduction Leadership Conference in Phoenix, Arizona, demonstrating its commitment to data-driven risk reduction strategies.

Using FRD-Data Analytics, the CRR section identified and prioritized the top three risks across Fairfax County—falls false alarms, and cardiovascular emergencies—based on collective data from the department's Community Risk Assessment. These priorities reflect their ranking among the 39 Community Profiles associated with each fire station. The CRR Plan outlines specific objectives, strategies, internal participants, strategic partners, resources, and performance measures, ensuring a structured, practical, and impactful approach to community interventions.

Recognizing that communities face unique challenges and have varying levels of resources, the CRR Plan provides a framework for intentional, prescriptive interventions at the community level. It also grants decision-making flexibility to division, battalion, and community leaders, allowing them to address risks as they evolve. The CRR Plan undergoes continuous evaluation as a living document, with performance measures reported annually. The plan follows a bi-annual update cycle to ensure ongoing relevance and effectiveness.

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FRD continued its intentional, collaborative efforts to enhance safety awareness and outcomes in prefabricated home communities across Fairfax County. In partnership with the American Red Cross, elected officials trusted non-governmental organizations (NGOs), and community volunteers, FRD focused on assisting communities facing heightened vulnerabilities, where over 90% of residents speak English as a second language.

As a result of these efforts, FRD achieved the following outcomes:

Smoke and Carbon Monoxide Alarms Installed: 662

Homes Made Safer: 279

People Served: 977

Through these initiatives, FRD continues prioritizing equitable, data-informed risk reduction strategies, ensuring all residents have access to fire and life safety resources.

To increase cardiac arrest survival rates in Fairfax County, CRR created a "class in a box" and partnered with the Volunteer Fire and Rescue Department to deliver the training to the community. The minutes from collapse to EMS arrival are crucial in determining a patient's chance of neurologically intact survival. Immediate high-quality CPR and early defibrillation save lives.

In its second year, the Hands-Only CPR class continues to be in high demand within the community. 1,941 residents at 26 events learned how to deliver effective chest compressions and use an AED in CY2024. This program will be expanded to incorporate data analytics and address community-level trends throughout Fairfax County, focusing on communities increasingly vulnerable to cardiac events.

### **Goal 2: Implement equity/implicit bias training for all FRD personnel.**

Goal 2 Progress: FRD successfully identified a public safety-focused vendor to design and implement FRD-specific training that considers the unique organizational environment of the fire service with a focus on Procedural Justice and Cultural Intelligence. The Fairfax County Department of Material Management approved the contract in March of 2025.

FRD hosted the Commonwealth's 24th Annual Virginia Fire Programs Equity and Diversity Conference in Fairfax. Almost 200 attendees from across the Commonwealth, region, and the United States gathered for three days to hear from various professionals, with an emphasis on "From Words to Practice: Making Equity Real."

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### **Goal 3: Recruit, Develop, and Retain a diverse workforce.**

Goal 3 Progress: FRD has observed notable trends in its applicant demographics from 2020 to 2024. Over this period, the department has intentionally enhanced its recruitment strategies, increasing diversity and engagement across several underrepresented groups. Implementing intentional initiatives and refining outreach strategies has strengthened community partnerships and contributed to these improvements.

A key factor in the department's recruitment success has been the evolution of its recruitment personnel and the strategic use of data analytics to inform decision-making. By leveraging demographic data, tracking application trends, and assessing outreach effectiveness, FRD has refined its approach and allocated resources more efficiently. This data-driven strategy has allowed the department to identify gaps, tailor its messaging to different communities, and ensure a more inclusive recruitment process.

The shift toward a more proactive and community-focused recruitment model has also helped expand the department's reach. Participation in cultural events, collaboration with local organizations, and engagement with educational institutions have contributed to a more diverse and broader applicant pool. The department's efforts have increased the overall number of applications and improved retention throughout the hiring process, ensuring that more candidates complete each stage.

As a result of these strategic efforts, the FRD Recruiting Section was honored with the 2024 Outstanding Performance Award. This recognition underscores the department's commitment to cultivating a diverse workforce, advocating for equitable hiring practices, and continually refining recruitment initiatives to reflect better the community it serves. FRD remains dedicated to refining its recruitment approach, sustaining successful initiatives, and exploring new opportunities to enhance our workforce further.

### **Key Findings**

#### **Overall Recruitment Conclusion**

- Applicant demographics continue to diversify, with some groups experiencing an increase in representation while others are gradually declining.
- Ensuring equitable outreach and engagement across all communities remains a key priority.

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### **Female Applicants**

- Female applicants experienced a slight increase in 2024 (13.77%) compared to 2023 (12.83%), marking a positive trend.
- However, the highest percentage of female applicants was recorded in 2020 (16.78%), suggesting that further analysis is needed to understand what contributed to the higher engagement that year.
- Regaining momentum, the department will continue to explore ways to enhance or introduce new female-focused recruitment initiatives in 2025.

### **Asian Applicants**

- The number of Asian applicants rose in 2024 (5.01%) after a steady decline from 2020 (4.30%) to 2023 (3.83%).
- Intentional recruitment initiatives and events appear to have successfully increased applications from the Asian community.
- Continued efforts in this area will be maintained to sustain growth.

### **American Indian (AI) and Native Hawaiian/Pacific Islander (NHPI) Applicants**

- The percentage of AI applicants has remained relatively low and stable over the past five years, with a slight decline in 2024 at 0.41%.
- NHPI applicants experienced a decrease in 2024 (0.15%) compared to 2023 (0.56%), with overall numbers remaining relatively small.
- This population is small numbers locally. However, outreach efforts will continue to engage these underrepresented groups.

### **Black or African American Applicants**

- After four years of stagnation, the percentage of Black or African American applicants increased by 1% in 2024, reaching 28.86%.
- This increase aligns with multiple intentional recruitment initiatives aimed at the Black or African American community.

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### Hispanic Applicants

- Hispanic applicants have consistently increased over the past five years, from 11.07% in 2020 to 14.22% in 2024.
- The increase after 2023 coincides with integrating Spanish-speaking personnel into recruitment efforts.
- Maintaining and expanding these networks is vital to sustaining and driving continued growth.

### Two or More Races (TMR) Applicants

- The percentage of TMR applicants has seen a slow but steady rise, reaching 5.78% in 2024.
- A dip in 2021 (2.5%) is directly related to the impact of the COVID-19 pandemic on application rates.

### Promotion

Any analysis of promotion and certification should begin with the 2024 base population of uniform personnel disaggregated by protected classes. The following table presents FRD's actual uniform personnel numbers and percentages.

**Figure 1.0-Fairfax County FRD Demographics 2024**

<b>Uniformed Personnel (UP) EEO Summary</b>	<b>Number</b>	<b>Percentage of UP</b>	
Female - Asian/Pacific Islander	5	.35%	
Female - Black or African American	19	1.32%	
Female - Hispanic/Latino	11	.76%	
Female – Two + Races	1	.07%	
Female - Unknown	24	1.67%	
Female - White	97	6.74%	
Male - American Indian or Alaskan Native	5	.35%	
Male - Asian/Pacific Islander	78	5.42%	
Male - Black or African American	177	12.29%	
Male - Hispanic/Latino	101	7.01%	
Male - Two + Races	9	.63%	
Male - Unknown	204	14.17%	
Male - White	709	49.24%	
<b>TOTAL</b>	<b>1440</b>		
	Female	157	10.90%
	Male	1283	89.10%

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In 2024, FRD advanced its commitment to equitable workforce development through the administration of multiple promotional and certification exams. The Promotional Exams Program oversaw assessments for the following positions: Battalion Chief, Captain, Emergency Medical Services (EMS) Technician, Technical Rescue Operations Team (TROT) Technician, and Hazardous Materials (HazMat) Technician.

A total of 482 members were eligible to participate in these processes. Of those, 278 members submitted applications, 268 were certified to test, and 239 ultimately participated in the examinations. All 239 candidates were subsequently ranked based on performance within their respective promotional or certification processes (see Figure 2.0 – Fairfax County FRD Promotion Outcomes).

FRD recognizes that participation in promotional exams is voluntary and reflects individual career goals and timing. However, to uphold our commitment to equity and inclusive advancement, FRD, through its FCEIC, will continue to assess internal practices to ensure equitable access and awareness of promotional opportunities for all personnel. Specific efforts will include:

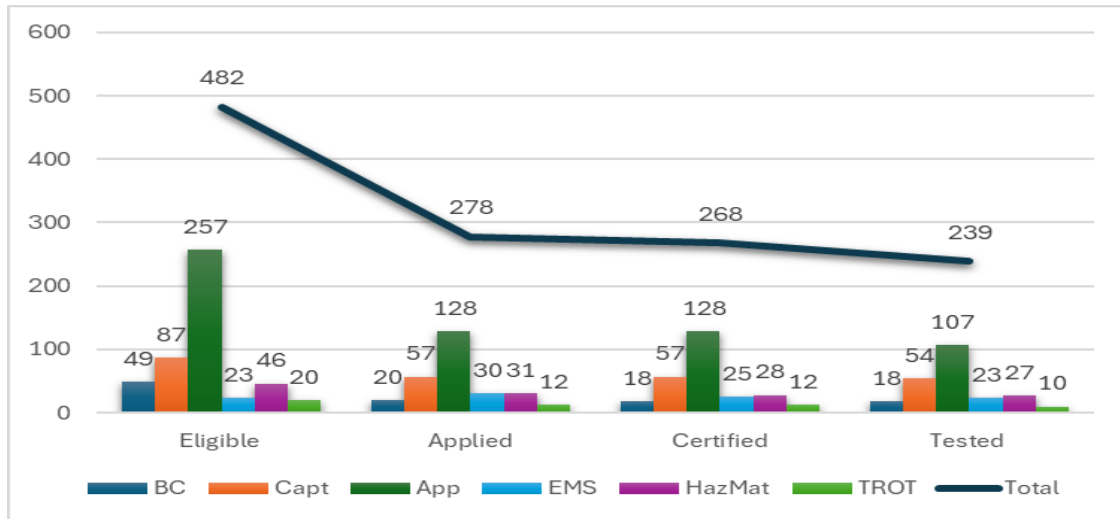
- Increasing awareness of the promotional process through targeted outreach and communications;
- Identifying and removing potential barriers that may discourage participation, particularly among underrepresented or protected class populations;
- Leveraging data from 2024 as a baseline for monitoring trends in application, testing, and success rates across all demographics.

These efforts will help ensure that FRD's promotional processes are fair, transparent, and inclusive—providing every member with a clear and supported path to professional growth and leadership development.

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**Figure 2.0-Fairfax County FRD Promotion Outcomes**



### 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.