
EQUITY IMPACT PLAN ANNUAL REPORT

CALENDAR YEAR 2024

BACKGROUND INFORMATION

Department Name: Government Relations

Equity Lead(s): Arielle McAloon

Date: April 30, 2025

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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: Improve/streamline opportunities to provide equity impact information during review of legislation during the General Assembly (GA) session.

Goal 1 Progress:

Government Relations worked with the Department of Information Technology (DIT) to add an "Equity Impact" field to the legislative tracking database. This field includes both a checkbox where legislative review team members (agency legislative contacts) can indicate whether a bill has an equity impact as well as a text field where they can provide comments. While Government Relations staff previously shared guidance on considering equity during legislative review, this new field will more directly prompt agencies to provide equity-related feedback and streamline Government Relations staff review of that feedback. Government Relations staff have also worked with the One Fairfax Central Team to consider ways to enhance the information shared with legislative review team members when they receive training on using the legislative tracking database in December prior to the 2025 GA session. Additionally, some preliminary discussions have taken place between Government Relations staff and the One Fairfax Central Team relating to possible ways to give County agencies more time to evaluate the equity impact of legislation, and this is an area that Government Relations will plan to explore further in CY 2025.

Goal 2: Enhance opportunities to incorporate equity in the development of the state and federal legislative programs.

Goal 2 Progress:

When starting the process for the 2025 GA, Government Relations, in collaboration with the One Fairfax Central Team, determined that rather than forwarding the annual solicitation email for

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Legislative Program submissions to the Equity Leads (points of contact for equity work in each department), a reminder about the County's One Fairfax Policy being a guiding principle of the Legislative Program would be included when forwarding the email to the legislative review team. The specific process going forward will be finalized as part of the implementation of Government Relations' CY 2025 Equity Impact Plan and may include a specific prompt to include equity impact information for new proposals. The primary goal will be to ensure that both Equity Leads and legislative review team members receive additional context around how they can collaborate to ensure an equity lens is used during the legislative review process, and that equity leads receive additional information on the legislative process.

Government Relations staff also updated the existing One Fairfax language in the legislative program to more directly mirror the language in the One Fairfax Policy. Additionally, each year, Government Relations receives proposals from various County agencies and Boards, Authorities, and Commissions (BACs). As Government Relations reviewed these items, discussions (both internal and with other County agencies) took place regarding possible equity implications. Government Relations staff determined that there could be additional opportunities to add equity-related language elsewhere in the legislative program, as well as investigate the equity implications of new proposals, and this can be explored further in CY 2025.

Goal 3: Examine office policies related to the planning and organization of the legislative review process with an equity lens and identify potential updates to enhance equity.

Goal 3 Progress:

Government Relations staff worked with DIT staff to automate several reports that had previously been created manually, requiring a significant amount of staff time (generally after hours or on weekends). Automating these reports not only increases the efficiency of agency operations but also provides for a more equitable division of work and better work-life balance for staff. This work will continue in CY 2025 as staff identify additional areas where agency business processes can be automated/streamlined. Further, after adding an additional full-time position, Government Relations will also consider equity in distributing work across team members. Potential areas for further review include event planning, review of the Governor's amendments to legislation passed by the GA, and other work during the Virginia GA session.

OTHER EQUITY-RELATED WORK

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

N/A