



# GOVERNMENT RELATIONS CALENDAR YEAR 2025 EQUITY IMPACT PLAN

**Leadership Sponsor:** Ellicia Seard-McCormick, Deputy County Executive

**Equity Lead(s):** Arielle McAloon, Human Services Legislative Liaison

**Departmental Equity Guiding Statement:** The Government Relations office is committed to advocating at the state and federal level to advance legislation protecting and enhancing the County's ability to enact equitable policies.

## **Context:**

State and federal legislation can be a powerful tool to advance equity. While significant legislative efforts have been made to update or repeal laws that undermine social and racial equity, inequities remain. It is also important to note that some well-intentioned legislation can have unintended consequences, making careful analysis critical.

Government Relations oversees all state and federal legislative activity for the County, including development of the County's annual legislative program of state and federal budgetary initiatives, positions and principles; management of the Countywide review and analysis of proposed legislation; coordination and management of legislative advocacy on behalf of the County; and, at the direction of the Board, development of legislation to address specific issues. The office also serves as the principal County liaison with federal and state officials. Government Relations connects with most aspects of the Strategic Plan and One Fairfax Areas of Focus through advocacy for funding, state or federal legislative authority, and the wide range of topics covered by the state and federal legislative programs, including education, housing, the environment, health and human services, and transportation.

Because Virginia is a Dillon Rule state, local governments are significantly restricted in their authority, which impedes their ability to react quickly and efficiently to emerging problems. Existing local government authority must be preserved and expanded to ensure local governments can respond to community standards and priorities, including equity.

## **System-Level Infrastructure:**

- Coordinate with One Fairfax Central Team on connecting Equity Leads and legislative review team members.
- Coordinate with various County departments to consider equity in the development of the state and federal legislative programs.
- Coordinate with Department of Information Technology (DIT) on changes to the legislative tracking database.

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## DEPARTMENT GOALS

Goal 1: Improve/streamline opportunities to provide equity impact information during review of legislation during the General Assembly session.					
<b>One Fairfax Area(s) of Focus:</b> All (State and federal legislation covers a wide range of topics)					
<b>Countywide Strategic Plan Community Outcome Area(s):</b> All (State and federal legislation covers a wide range of topics)					
<b>Countywide Strategic Plan Strategies/Metric(s):</b> EEG 1. Implement a human-centered, highly responsive design approach across County and school programs and services to improve the customer experience. EEG 24. Pursue policy, fiscal and legislative options to provide County leaders with the flexibility and tools needed to respond to the challenges associated with becoming an increasingly urban county. EO 12. Identify, and work to remove at the state level, obstacles to targeted economic opportunity enhancement and sustainability in areas such as local procurement. ESRFV 5. Pursue legislative initiatives to amend federal, state and local laws and regulations that create barriers to the provision of programs and services for residents facing vulnerability.					
Actions	Stakeholders	Resources/Supports	Responsible	Timeline	Performance Measures
1a. Identify cross-disciplinary issues of interest for the 2026 General Assembly session where forming inter-disciplinary teams could be helpful to evaluate equity impact.	Government Relations staff, One Fairfax Central Team	Staff time	Jennifer Van Ee, Arielle McAloon	1/2025-12/2025	Number of issues identified; number of interdisciplinary teams formed
1b. Formalize guidance on evaluating equity impact to share with Equity Leads and legislative review team members.	One Fairfax team	Staff time	Arielle McAloon	1/2025-10/2025	Guidance finalized and shared
1c. Review how new “Equity Impact” field in legislative tracking database works in practice, and whether any adjustments are needed.	DIT staff	Staff time	Jennifer Van Ee, Arielle McAloon	3/2025-10/2025	Review completed; adjustments made as needed
1d. Consider adjustments to the legislative review process to allow County agencies more time to evaluate the equity impact of legislation.	Government Relations staff	Staff time	Jennifer Van Ee, Arielle McAloon	5/2025-12/2025	Assessment completed and action steps identified

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

**One Fairfax Area(s) of Focus:** All (state and federal legislative programs cover a wide range of topics)

**Countywide Strategic Plan Community Outcome Area(s):** All (state and federal legislative programs cover a wide range of topics)

**Countywide Strategic Plan Strategies/Metric(s):**  
 EO 12. Identify, and work to remove at the state level, obstacles to targeted economic opportunity enhancement and sustainability in areas such as local procurement.  
 EEG 24. Pursue policy, fiscal and legislative options to provide County leaders with the flexibility and tools needed to respond to the challenges associated with becoming an increasingly urban county.  
 ESRFV 5. Pursue legislative initiatives to amend federal, state and local laws and regulations that create barriers to the provision of programs and services for residents facing vulnerability.

Actions	Stakeholders	Resources/ Supports	Responsible	Timeline	Performance Measures
2a. Provide Equity Leads with an overview of the legislative process. Plan for one presentation right before the GA session to highlight themes and then right after the GA session plan to conduct an after action to discuss and build muscle around how to effectively utilize the legislative process to make change.	One Fairfax Team, Legislative Review Team members	Staff time	Arielle McAloon	1/2025-12/2025	Overview presented
2b. Introduce Equity Leads and legislative review team members, and provide guidance on topics/questions they can consider throughout the legislative process when evaluating equity impact (including when submitting legislative proposals for the 2026 GA program as well as during legislative bill review).	One Fairfax team, County agencies, Legislative Review Team members	Staff time	Arielle McAloon	4/2025-12/2025	Introductions made; guidance created and shared with legislative review team members and Equity Leads
2c. Continue to identify opportunities to strengthen and add equity-related language in the Legislative Program.	County agencies, Legislative Review Team members	Staff time	Jennifer Van Ee, Arielle McAloon	7/2025-12/2025	Inclusion of relevant language in Legislative Program

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2d. Incorporate equity considerations into items for consideration for Legislative Committee meetings, including engaging with other County agencies to discuss equity impacts.	County agencies, Legislative Review Team members	Staff time	Jennifer Van Ee, Arielle McAloon	7/2025-12/2025	Frequency and type of agency engagement; inclusion of equity-related considerations in items presented to the Legislative Committee
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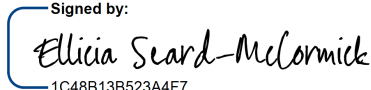
**Goal 3: Examine office policies related to the planning and organization of the legislative review process with an equity lens and identify potential updates to enhance equity.**

**One Fairfax Area(s) of Focus:** All (legislative work covers a wide range of topics)

**Countywide Strategic Plan Community Outcome Area(s):** All (legislative work covers a wide range of topics)

**Countywide Strategic Plan Strategies/Metric(s):**  
 EO 12. Identify, and work to remove at the state level, obstacles to targeted economic opportunity enhancement and sustainability in areas such as local procurement.  
 EEG 24. Pursue policy, fiscal and legislative options to provide County leaders with the flexibility and tools needed to respond to the challenges associated with becoming an increasingly urban county.  
 ESRFV 5. Pursue legislative initiatives to amend federal, state and local laws and regulations that create barriers to the provision of programs and services for residents facing vulnerability.

Actions	Stakeholders	Resources/Supports	Responsible	Timeline	Performance Measures
3a. Review Government Relations planning and organizational documents to determine areas for potential updates.	Government Relations staff, County agency staff	Staff time	Jennifer Van Ee, Arielle McAloon, Alexa Tellez-Mansy	5/2025-12/2025	Completion of assessment
3b. Incorporate equity into continued updating and formalization of office guidance documents.	Government Relations staff	Staff time	Jennifer Van Ee, Arielle McAloon, Alexa Tellez-Mansy	5/2025-12/2025	Completion of updates
3c. Work with DIT staff to make additional legislative tracking database and reporting updates to streamline Government Relations operations.	DIT staff, Government Relations staff	Staff time, financial resources	Jennifer Van Ee, Arielle McAloon	5/2025-11/2025	Completion of updates

**Department Director's Signature:**  Signed by: Ellicia Seard-McCormick  
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