
EQUITY IMPACT PLAN ANNUAL REPORT

CALENDAR YEAR 2024

BACKGROUND INFORMATION

Department Name: Office of the County Attorney

Equity Lead(s): Corinne Lockett, Deputy County Attorney, and Cherie H. Mack, Assistant County Attorney

Date: May 27, 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: Proactively assist County staff in achieving One Fairfax equity goals in each department's Equity Impact Plan.

Goal 1 Progress: Attorneys from the office took an increasingly proactive role in suggesting and considering equity impact when researching and reviewing agency initiatives brought before the office for review by County departments.

Goal 2: Expand focused recruitment efforts that encourage a diverse applicant pool for open positions throughout the office in the County, and support culturally and ethnically diverse staff to succeed within the office.

Goal 2 Progress: Office administrators utilized intra-office checklists to ensure that employment opportunities within the office were shared with local and state minority bar associations and law schools to encourage a diverse application pool for incoming employees. As a result, there was an increase in the number of applicants from diverse backgrounds.

Goal 3: Promote education and learning throughout OCA by encouraging office-wide participation in quarterly brown bag get togethers to share ideas about books, essays, poems, etc., selections with an emphasis on keeping an open mind and learning from each other.

Goal 3 Progress: The OCA Small Group Equity Team researched interesting material, promoted, and led several office-wide discussions including four lunch-and-learn gatherings related to federal changes to the race/ethnicity categories for data collection; book censorship due to topics involving race and gender; and other issues involving racial equity with a focus on law and government. This

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year, the Small Group Equity Team also held two highly popular trivia challenges where office staff competed amongst themselves to answer the most trivia questions to commemorate Black History Month and Pride Month.

Goal 4: Work with the Fairfax County Legislative Team to address current Virginia law which negatively impacts racial equity.

Goal 4 Progress: During the 2024 General Assembly legislative session, attorneys in the office reviewed numerous relevant bills highlighted by the Fairfax County Legislative Team for any proposed bills that negatively impact racial equity.

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."

While the Office of the County Attorney had not formally adopted goals related to the Regional Fair Housing Plan, attorneys from our office acted in a supportive role by assisting County agencies with advice and assistance to support County and regionwide goals of affirmatively addressing impediments to fair housing throughout the year.

OTHER EQUITY-RELATED WORK

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

Several OCA staff members attended the inaugural LEADing for Equity conference in June 2024.

The OCA Small Group Equity Team circulated a bimonthly newsletter to staff that promoted events related to the departmental goals listed above, and highlighted heritage months throughout the year in an effort to inform and celebrate cultural diversity (i.e., Arab American Heritage Month, Black History Month, Pride Month, Hispanic Heritage Month, Asian/Pacific Heritage Month, etc.).