

OFFICE OF THE COUNTY ATTORNEY CALENDAR YEAR 2025 EQUITY IMPACT PLAN



Leadership Sponsor: Elizabeth D. Teare, County Attorney

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

Departmental Equity Guiding Statement: In addition to promoting the Office of the County Attorney to prospective and current employees as a welcoming and inclusive environment in which everyone can work and grow, this Office seeks to continue to excel in our role as legal counsel to the Board of Supervisors and the County, following and encouraging others to follow a unified and cohesive social and equitable policy which promotes and supports an understanding of diverse perspectives, backgrounds, and experiences so that these policies can be legally implemented in order for the County to meet its One Fairfax goals.

Context: As in previous years, One Fairfax continues to provide this Office with opportunities to interact with and support a growing and necessary movement towards additional and new avenues of public outreach in recruitment of employees from diverse racial and ethnic backgrounds, gender identity, religions, sexual orientation, age, and physical abilities within all levels of the office and across the County. This Office also seeks to build an internal culture and principles that promote equity, fairness, opportunity, and inclusion for all employees. Moreover, the County Attorney's Office role in providing legal counsel to the Board of Supervisors and County boards, departments, and agencies supports these bodies' community outreach efforts as they implement the goals of One Fairfax.

System-Level Infrastructure: This Office will continue to expand our participation in additional equity-focused continuing legal education courses (CLEs), membership to additional specialty local, state, and national bar associations, and attendance at events throughout the region which address increasing equity and opportunity for all employees in our office and throughout the County. To date, it has not been necessary to seek additional funding for this purpose, but our office will reach out to the One Fairfax Central Team and/or Department of Management and Budget with funding assistance if needed in the future.

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DEPARTMENT GOALS

Goal 1: Share information and support the consideration of equity within the Office of the County Attorney and across County departments Office attorneys will continue to work with County staff to provide County staff with support to ensure that individual department equity impact goals are achieved.

One Fairfax Area(s) of Focus: 18. Other

Countywide Strategic Plan Community Outcome Area(s): Effective and Efficient Government (EEG)

Countywide Strategic Plan Strategies/Metric(s):

EEG 13. Implement a workplace culture change effort to actively promote equity and inclusion, collaboration, excellence, innovation, customer service, transparency, accountability and trustworthiness.

Actions	Stakeholders	Resources/Supports	Responsible	Timeline	Performance Measures
1a. Use an equity lens when reviewing County legal initiatives, changes in policy, Board Administrative and Action Items, and statutory amendments to the County Code.	All Departments	Staff	OCA	1/1/2025 through 1/1/2026	When drafting and reviewing legal responses and opinions issued by this Office, attorneys will ensure that equity and diversity are considered and discussed with the County department staff, including encouraging discussion with County department equity leads and/or OCA Small Group Equity Team before approving response.
1b. Continue to respond efficiently and effectively to requests from County staff, while ensuring that the focus on equity is not lost in the process.	All Departments	Staff	OCA	1/1/2025 through 1/1/2026	Same as above.
1c. Continue to implement legal and policy proposals and, as office attorneys are made aware of potential areas of improvement, to encourage incorporation of equity	All Departments	Staff	OCA	1/1/2025 through 1/1/2026	Same as above.

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policies in all aspects of Fairfax
County government.

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Goal 2: Expand focused recruitment efforts that encourage a diverse applicant pool and support culturally and ethnically diverse staff to succeed within the office.

One Fairfax Area(s) of Focus:

17. Policies that prohibit all forms of discrimination under Federal and State law in county and school system activities, and ensure that all practices provide fair treatment for all employees, contractors, clients, community partners, residents, and other sectors who interact with Fairfax County including higher education, business, nonprofit, faith, philanthropy, and civic.

Countywide Strategic Plan Community Outcome Area(s): Effective and Efficient Government (EEG)

Countywide Strategic Plan Strategies/Metric(s):

EEG 8. Improve the county’s competitiveness as an employer to recruit, hire and retain a diverse, highly qualified workforce utilizing data to determine barriers and target strategies for marginalized groups.

Actions	Stakeholders	Resources/Supports	Responsible	Timeline	Performance Measures
2a. Advertise employment and internship openings to an expanded legal community through bar associations that promote inclusion and diversity in the profession, regional law schools, local bar associations within the region, and on culturally diverse employment websites.		Staff	OCA	1/1/2025 through 1/1/2026	1. Maintain and update a checklist of employment opportunities and employment advertisements with each. 2. Maintain a list of when and how many office attorneys attended law school recruitment events and regional career fairs. 3. Maintain a list of upcoming law school recruitment events. 4. Connect with law student group organizations that support marginalized and minority students to advertise career opportunities in the County Attorney’s Office.
2b. Encourage attorneys to attend recruitment days at local law schools, with an emphasis on law student group organizations targeted at marginalized and minority communities, and regional career		Staff	OCA	1/1/2025 through 1/1/2026	Relative to the above, solicit office volunteers to attend and recruit at job and career fairs.

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fairs to promote employment at the office to a wider range of applicants.

Goal 3: Promote education and learning throughout OCA to increase understanding of racial and social equity

One Fairfax Area(s) of Focus: 18. Other

Countywide Strategic Plan Community Outcome Area(s): Effective and Efficient Government (EEG)

Countywide Strategic Plan Strategies/Metric(s): EEG 11. Expand employee learning opportunities to increase staff competencies and experience in the areas of leadership, equity, cultural proficiency, use of technology and innovation to meet the needs of a changing environment.

Actions	Stakeholders	Resources/Supports	Responsible	Timeline	Performance Measures
3a. Initiate conversations with department staff to encourage ideas on how to incorporate equity into County practice and procedure through office-wide discussions and presentations.	All Departments	Staff	OCA		Encourage awareness of culturally sensitive intra-office communication, awareness of dietary restrictions impacting office gatherings, and sharing of culturally significant figures, dates, and holidays.
3b. Bring OCA employees together to connect and discuss each other's diverse backgrounds to promote a more inclusive office environment.	OCA	Staff	OCA		Hold periodic lunch-and-learn discussions with OCA employees highlighting topics relating to equity and inclusion.
3c. The OCA Small Group Equity Team will solicit and select discussion materials for reading and viewing.	OCA	Staff	OCA		Bimonthly meetings and lunch-and-learn events (as described above).

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Quarterly office-wide activities (for example, trivia contests) highlighting notable facts and achievements of marginalized communities.

3d. Continue to maintain an electronic office Resource Center for equity focused reading and learning materials as well as upcoming events within the office and across the Commonwealth.

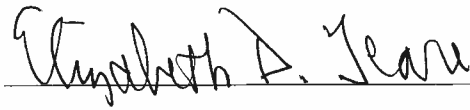
OCA

Staff

OCA

The Small Group Equity Team will highlight the Office's equity efforts and upcoming events at the quarterly all-hands meetings.

Department Director's Signature:

Handwritten signature of Elizabeth A. Leane in cursive script, written over a horizontal line.