
EQUITY IMPACT PLAN ANNUAL REPORT

CALENDAR YEAR 2024

BACKGROUND INFORMATION

Department Name: Emergency Management & Security

Equity Lead(s): Sulayman Brown

Date: May 15, 2025

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DEPARTMENTAL GOALS

Review your department's Equity Impact Plan for CY 2024 at [Equity Impact Plans | Topics \(fairfaxcounty.gov\)](https://www.fairfaxcounty.gov/equity-impact-plans). Add each department 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: Increase emergency preparedness levels throughout Fairfax County.

Goal 1 Progress: The Department of Emergency Management & Security (DEMS) has increased its use of county data and strategic plan goals to identify and target areas of inequities within the county. For example, our Community Engagement team recently conducted canvassing events in the Mount Vernon district (flooding) and the Mason district (language barriers) to help bridge these gaps. In addition, our Community Engagement Division, in coordination with other participants in public safety, have partnered in joint events, canvassing and providing content on preparedness tools to county residents.

Goal 2: Continue to learn and improve from past emergency management events.

Goal 2 Progress: DEMS considers each emergency management event as a learning opportunity and opening to reach more Fairfax County residents. As each event concludes, DEMS conducts an after-action meeting with staff and key partner agencies to determine successes and opportunities for improvement. The overall theme continues to be that “pooling resources” is the best and most effective way to succeed in achieving this goal. Community Based Organizations (CBOs) and agency partners are our most reliable partners. With the unhoused being an area of concern, our community engagement division is working with internal agencies to ensure accurate and timely information, such as potential weather dangers and safe location addresses are provided to this population.

Goal 3: Increase security staff sensitivity.

Goal 3 Progress: DEMS continues to identify training that fits our entire team of almost 30 staff. Specifically, our security team at some of our bi-weekly Thursday morning training sessions discussed general incidents, the impact and how it was addressed. DEMS continues to ensure all

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staff are in line with county policies and a yearly session for staff as well as contracted security to better support racial and social 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."

Not Applicable

OTHER EQUITY-RELATED WORK

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

For the last three years, the Department of Emergency Management and Security (DEMS) has actively served in coordination with the planning team for the Fairfax County Annual Interfaith Conference. This full-day event is dedicated to equipping faith leaders from all religions with public safety information and resources to share with their congregations. This year, DEMS hosted an outreach table throughout the conference and led a breakout session focused on emergency planning for communities.

These efforts promote equity by ensuring that Fairfax County reaches all residents through diverse channels and align with FEMA's best practices for engaging with faith-based and community organizations.