
EQUITY IMPACT PLAN ANNUAL REPORT

CALENDAR YEAR 2024

BACKGROUND INFORMATION

Department Name: Department of Management and Budget

Equity Lead(s): Jesse Ellis

Date: 11/27/2024

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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 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: Allocate County resources in a racially and socially equitable manner, and apply an equity lens to community engagement on the budget.

Goal 1 Progress:

Since FY 2020, DMB has requested information from agencies on the equity impact of their budget requests. This year, DMB revamped the process to ensure more consistent data from the agencies and a more consistent approach to analyzing and using that data to inform budget development decisions. Agencies are now required to submit a seven-question Equity Impact Form (EIF) with most budget requests, and DMB has a structured process for assessing the EIF responses. The EIFs and analyses are incorporated into each step of the budget process so that equity can be fully considered along with other relevant factors.

DMB compiled a list of opportunities the agency has to engage with the public throughout the budget process (e.g., town halls, presentations to civic groups, publications). This information will help inform the agency's efforts to promote best practices for community engagement in the budget process.

As the Countywide Strategic Plan progresses into the implementation phase, DMB has developed criteria for prioritizing plan actions; the criteria emphasize equity and addressing root causes. Additionally, an action planning template for agencies implementing Strategic Plan actions emphasizes the inclusion of equity considerations. As the County budget reflects Strategic Plan priorities, ensuring equity throughout the process and ensuring clear public understanding of the Strategic Plan are paramount.

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DMB worked with the Office of Public Affairs (OPA) to ensure that the County's first Korean social media platforms – launched on Facebook and Instagram in March – were aligned with the Countywide Strategic Plan. Each post aligns and indicates one of the 10 Community Outcome Areas from the Countywide Strategic Plan. In addition, the Countywide Strategic Plan Highlights two-pager was translated into Korean and Spanish, and was tagged and referenced in the videos.

DMB worked with Channel 16 to produce a short video promo for each of the 10 Community Outcome Areas. Videos have been shared with County staff and on County social media, and are being featured in Channel 16 programming. The videos have also been translated into Spanish.

DMB and OPA also developed YouTube hashtags for each Community Outcome Area. All videos posted by OPA on YouTube will contain the corresponding hashtag, creating a playlist of videos falling into each area, kicked off by the promo video.

Goal 2: Support countywide efforts for data-driven decision making in pursuit of greater racial and social equity.

Goal 2 Progress:

DMB published new data dashboards related to the Countywide Strategic Plan Community Outcome Areas of Efficient and Effective Government (EEG) and Safety and Security (SS). There are now five dashboards published at <https://www.fairfaxcounty.gov/data/strategic-plan-dashboards>. Disaggregated EEG and SS data were incorporated into County budget materials, and the “Trends and Demographics” section of the County budget links to available demographic data.

DMB also developed best practice materials to for survey research, including information to support equitable survey research. These materials will be published and shared with County staff in CY 2025.

Goal 3: Enhance DMB staff capacity to implement One Fairfax and make equity-informed decisions.

Goal 3 Progress:

DMB and the One Fairfax Central Team provided training for County agencies (over 150 people attended live) on completing Equity Impact Forms as a part of their budget submission. Technical assistance and other supports provided to agencies included instructions, sample submissions, access to the recorded training, individual technical assistance appointments, and drop-in technical assistance opportunities.

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DMB and the One Fairfax Central Team provided training for DMB budget analysts on assessing and scoring Equity Impact Forms. Technical assistance and other supports provided to agencies included instructions, sample scores, access to the recorded training, individual technical assistance appointments, and drop-in technical assistance opportunities.

DMB staff participated in equity-related trainings such as the LEADing for Equity Conference and lunch and learn sessions on the Vulnerability Index and the Communities of Opportunity Dashboard.

The DMB Equity Team emailed bimonthly emails to all DMB staff with equity resources, including information on upcoming trainings, new data resources, relevant webinars and reports, updates on DMB equity work, and more.

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.

In addition to the annual budget process described above, DMB began incorporating equity impacts decision-making processes for the Capital Improvement Plan and for federal Community Project Funding requests.

In a study by the Institute on Race, Power, and Political Economy at the New School, Fairfax County ranked in the top 20 of 170 cities and counties evaluated for their commitment to racial and economic equity based on allocation of federal funds from the American Rescue Plan Act (ARPA), Coronavirus State and Local Fiscal Recovery Funds (SLFRF). Read more [here](#).