
EQUITY IMPACT PLAN ANNUAL REPORT

CALENDAR YEAR 2024

BACKGROUND INFORMATION

Department Name: Department of Vehicle Services

Equity Lead(s): Marguerite Guarino, Deputy Director and Maurice Farrington, IT Manager

Date: 11/10/2024

EQUITY IMPACT PLAN REPORT

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: Increase opportunities for participation and discussion of housing options for DVS employees.

Goal 1 Progress: Informed DVS employees about the availability of low-income housing options within the county by forwarding property listings and application information posted on the Fairfax County Housing and Community Development website. Reached out to the Department of Housing and Community Development (HCD) for further information on housing assistance. Housing in Fairfax County continues to be cost-prohibitive, consequently, the percentage of employees residing in the county has remained unchanged.

Goal 2: Promoting equitable access to the motor pool fleet.

Goal 2 Progress: Collaborated with various agencies to identify low-mileage vehicles that could be integrated into the motor pool. As a result of this initiative, the number of agency low-mileage vehicles has decreased, as has the number of vehicles assigned to individual departments. Conversely, the inventory of motor pool vehicles has increased, providing employees with access to a more expansive fleet of vehicles. By May 2025, all vehicles at the Pennino Building used by Health and Human Services Departments will be in the shared kiosk. This enhancement not only promotes efficiency but also optimizes resource utilization across the organization.

EQUITY IMPACT PLAN ANNUAL REPORT

CALENDAR YEAR 2024

Goal 3: Address disparities in the employment and hiring process.

Goal 3 Progress: Worked with DHR to identify disparities in hiring. We have observed that the diversity of the talent pool remains consistent. Additionally, the diversity of applicants has not shown any significant changes over this period. It is also noteworthy that we have not recorded any improvements in the percentage of employees with intellectual disabilities.

COUNTYWIDE GOALS

Not applicable

OTHER EQUITY-RELATED WORK

In accordance with our commitment to fostering an inclusive workplace, we mandated that all managers and supervisors undergo equity training. In calendar year 2024, every manager and supervisor successfully completed a minimum of four hours of equity training offered by One Fairfax . Topics of the training included The Story We Tell (episode 2), The House We Live In (episode 3) and Implicit Bias. This initiative is essential in ensuring that our leadership is equipped with the knowledge and skills necessary to promote fairness and equity within our organization.