

---

# EQUITY IMPACT PLAN ANNUAL REPORT

## CALENDAR YEAR 2024

### BACKGROUND INFORMATION

Department Name: Juvenile and Domestic Relations District Court (JDRDC)

Equity Lead(s): Lauren Madigan and Daud Harris

Date: November 12, 2024

### EQUITY IMPACT PLAN REPORT

#### 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:** Increase equitable access and availability of mental health and substance abuse services for all adult clients served by JDRDC, to increase positive outcomes and reduce criminal conduct.

**Goal 1 Progress:** The Racial and Ethnic Disparities Reduction (RED) Team has collaborated with the Community Services Board (CSB) to establish a public-private partnership between Fairfax County and community-based treatment providers to provide Level 1 services at a reduced rate for clients with financial hardships. As of November 2024, the CSB has received grant funding and identified two private providers to bring this vision to reality. The JDRDC research team has established uniform data measures for both adult units and will utilize these measures to determine the number of clients served and to assess any further gaps in services needs to ensure this partnership is sustainable.

**Goal 2:** Build internal capacity to consider equity in decision making and planning.

**Goal 2 Progress:** JDRDC has faced some challenges related to imbedding the consideration for equity into the day-to-day work at JDRDC due to some internal capacity limitations. The agency's Equity Leads, who also serve as program managers, have managed these responsibilities alongside their primary duties, assisted by volunteers from the Racial and Ethnic Disparities (RED) reduction team. Despite these challenges, we have continued to assess inequities across our system and look for ways we can affect change. We have identified and begun collecting new data measures to better understand where we have direct impact and control regarding internal policies and procedures. New data measures being collected include the racial and ethnic makeup of intake complaints in Domestic Relations, and the racial and ethnic makeup of youth who are placed on probation against the recommendations of our Assessment Unit. These measures have been identified as ones that

---

# EQUITY IMPACT PLAN ANNUAL REPORT

## CALENDAR YEAR 2024

may bring to light potential disparities in decision makes processes. Additionally, the agency hired a Strategic Initiatives and Priorities Manager, who will work alongside other operations team staff that are critical to the successful implementation of the Equity Impact Plan (HR, training, continuous quality improvement, research) and will be well positioned to support the integration of equity work into operations across the agency with a focus on strategic planning in support of agency priorities.

**Goal 3:** Implement equitable recruitment and retention policies and practices to better serve JDRDC clients.

**Goal 3 Progress:** JDRDC was one of eight jurisdictions across the country selected through a competitive application process by Georgetown University Center for Juvenile Justice Reform (CJJR) to participate in the 2024 Reimagining Youth Justice Workforce Innovation Network. The goal of the Innovation Network is to develop and share strategies that address the field's current staffing challenges, including strategies designed to fundamentally transform systemic structures, policies, practices, and approaches. Joining this network is helping us focus on surveying staff, not only when they are exiting the agency, but also while they are employed by JDRDC. Through these surveys we're assessing positions that historically have high turnover rates to better understand what drew staff to the agency, what keeps them here, and what reasons, if any, they've considered leaving the agency. Additionally, we have worked on building a welcome kit for new employees which will include an agency branded lanyard, notebook, water bottle, a welcome message from the director, a brochure about the Racial and Ethnic Disparities team and more; The intention is to foster inclusion and retention by ensuring new staff feel welcomed. Additionally, we are continuing our work of broadening our connections with DC metropolitan colleges and universities to access a more diverse applicant pool.

### COUNTYWIDE GOALS

*Not applicable.*

### OTHER EQUITY-RELATED WORK

Both JDRDC Equity Leads attended the Facing Race Conference hosted by Race Forward in St. Louis, Missouri to continue growing our knowledge of racial justice practices taking place around the country.

---

# EQUITY IMPACT PLAN ANNUAL REPORT CALENDAR YEAR 2024