
EQUITY IMPACT PLAN ANNUAL REPORT

CALENDAR YEAR 2024

BACKGROUND INFORMATION

Department Name: Neighborhood and Community Services (NCS)

Equity Lead(s): Ramona S. Carroll, MSW

Date: 1/15/25

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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: Increase the knowledge, skills, and abilities of staff to operationalize equity principles internally and externally to support the development and implementation of programs, services, and policies, and the development and allocation of budgets.

Goal 1 Progress: The goal of increasing the skills and ability of staff to operationalize equity principles internally and externally is an ongoing goal for our agency.

- Identifying what the training needs are in the agency at what level and how to create a sustainable knowledge base across our agency has been our priority.
- To date, 954 staff have completed training for Race – The Power of an Illusion, Episode 3 and 1,671 have watched the Becoming One Fairfax Video. Through recruitment and attrition, we now have 17 trainers. This allows us to expand the offering and types of training to our staff. Our new trainers have been onboarded to provide Race the Power of an Illusion Episode 3: The House We Live In. We are wrapping up a train-the-trainer series with Cultures Connecting so that we can offer three new trainings: Norms for Engaging Conversations, Understanding and Mitigating the Impact of Implicit Bias and Stereotype Threat, and Intersection of Race and Privilege.
- In addition to the new NCS Equity Ambassadors, we have a cross-system group participating in a cross-agency Dynamic Engagement Cohort. This is a cohort of NCS staff who participated in facilitated monthly workshops on community engagement, centering both internal and external community. The goal is for this group to now become an internal Community of Practice for the agency.
- As we continue to build more capacity internally, we will be able to develop a training curriculum and schedule for community members and our partners.

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- Through our Strategic Planning and Data Analytics Unit, we have been able to work across the agency to incorporate the expanded demographics for race, ethnicity and gender for all survey responses, whether they are internal or external surveys. This gives us the disaggregated data will better inform program development and participation.

Goal 2: Create space for those with lived experiences and marginalized communities to have voice in county decision making utilizing collective power to promote the understanding of historic inequities.

Goal 2 Progress:

- The framework for People With Lived Experiences (PWLE) is moving to the next phase of partnering with sister agencies across the Health and Human Services System.
- The training of the Inclusive Engagement Framework has been done within NCS. Training around the framework for individual agencies as well as how to work together across the system will roll out in 2025. This will be led by our Inclusive Engagement and Targeted Interventions Division.
- NCS continues to be the lead for the Historical Marker Project. Two of the four markers have been installed, and it is anticipated that the remaining three will be installed in 2025. Our work with communities around preservation and visioning is ongoing.

Goal 3: Engage in cross system collaborations that establish communities of practice and/or initiatives along the life span with shared goals to improve outcomes for vulnerable populations and communities.

Goal 3 Progress:

- Our work in the Economic Mobility Pilot continues. NCS is represented on the Executive Committee, Research & Data, Economic Mobility Network, Communications and Messaging and the coaching and Customer Service teams. Five Social Services Specialists II, 1 Social Services Supervisor, 1 Operations Manager, and 1 Program Manager have completed the Economic Mobility Partner training. The Economic and Mobility Network completed a gap and asset map, communication tools have been created, and the Customer and Customer Service team created the supportive resource and step-down documents.
- We are finalizing equity considerations for use in our internal RFP process. We will look for opportunities to partner in the upcoming year.

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."

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Not Applicable

OTHER EQUITY-RELATED WORK

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

- We are members of the countywide digital equity team of county agencies working to collectively address the digital divide in Fairfax County by ensuring all Fairfax County residents have access to affordable and reliable high speed (broadband) internet services, devices, software, training, and tools.
- NCS also actively participated in the 2024 Digital Equity Summit, which brought together county departments, state representatives, education institutions, internet service providers, local community-based organizations, faith-based groups, and the business community to foster collaboration that ensures access and opportunity for all Fairfax County residents. NCS was among the speakers on a panel of county staff which discussed ways in which county government agencies are working to ensure that all Fairfax County residents have the resources and skills to participate and thrive in digitally connected communities.
- On Friday, January 12, 2024, NCS and members of the Fairfax County Board of Supervisors and leaders from Northern Virginia Community College (NOVA) came together to proclaim Tuesday, January 16, 2024, a National Day of Racial Healing in the County. The proclamation event officially recognized the partnership between NCS and NOVA, formed to promote racial healing and upward mobility in pursuit of a more equitable, just and inclusive world.
- Our Agency Director Lloyd Tucker is a part of the Directors Learning Lab focusing on the Buckman Road Loop in South County
- Two staff attended the Race Forward Conference in St. Louis in November of 2024.
- The work of our Early School Readiness Plan can be reviewed [HERE](#)
- We also have a cross-system Successful Children and Youth Policy Team (SCYPT) Plan that will be submitted separately.