
EQUITY IMPACT PLAN ANNUAL REPORT

CALENDAR YEAR 2024

BACKGROUND INFORMATION

Department Name: Fairfax County Sheriff's Office

Equity Lead(s): Captain Sommer Grasty

Date: 3/28/2025

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DEPARTMENTAL GOALS

Review your department's Equity Impact Plan for CY 2024 at [Equity Impact Plans | Topics \(fairfaxcounty.gov\)](https://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: Continue regular communication with other county stakeholders whose services are intertwined with the Sheriff's Office to collaborate and identify support needs.

Goal 1 Progress:

Community Engagement:

The Sheriff's Office, Police Department, and Fire Department Leads discussed future community and staff engagement ideas, emphasizing equity awareness. The Communities of Trust Committee hosts Public Safety events to engage the community and provide awareness. These and individual agency-sponsored events are perfect opportunities to share the One Fairfax message of equity through its public safety partners.

The Sheriff's office and its partners held quarterly meetings and scheduled 4 community engagement events this year. Our committee goals were reviewed and adjusted based on meeting many of our original goals of strengthening and building positive relationships over the last 10 years. We will focus our efforts on engaging county businesses, faith-based institutions, and cultural groups within the county. The Sheriff's Office participated in over 80 community events to include Child Safety Seat, Child I.D., National Night Out, and Assisted Living Senior Prom. A commitment to future collaboration continues between our public safety agencies and the diverse communities they serve.

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Community Services Board (CSB):

The Sheriff's Office partners with the Community Services Board (CSB) and the Chris Atwood Foundation (CAF) in serving the behavioral health needs of the inmate population, including mental illness and substance use disorders. Together and separately, these organizations provide clinicians, peer recovery specialists, cell phones at release, backpacks with basic hygiene items, recovery housing grants, and much more.

Continual review of step-by-step procedures and statistical information between agencies while working together at the Sharon Bulova Center for Community Health (SBCCH) and within the Adult Detention Center (ADC). Within the ADC, CSB and Sheriff's Office staff collaborate twice a week in formal meetings to review current cases for individuals being held in the facility. These meetings examine treatment plans, treatment access, and ways each agency can adjust policy and practices to best accommodate unique situations for individuals with behavioral issues. Our staff assigned full-time at the SBCCH collaborate with CSB staff as well as the Police Department, Fire Department, and the Department of Information Technology on a routine basis to examine operations, and applicable legislative topics that impact services offered to community consumers.

Equity Leads from the Sheriff's Office and CSB met to establish goals of increased engagement between jail-based services stakeholders. A review of current policies and practices is ongoing and will continue into the new year.

At year's end, medication for Opioid Use Disorder (OUD) treatment was provided to 89.4% of the 2,413 who screened positive for OUD. 14.7% of the total individuals booked tested positive for OUD Policies and procedures have been updated to meet current practices.

Goal 2: Diversify staff at all levels through recruitment, retention, hiring, and promotion.

Goal 2 Progress:

The Sheriff's Office seeks to employ committed individuals who are interested in serving alongside a diverse and multi-talented group of law enforcement officers. In reviewing staffing numbers, the percentage of female staff remained the same, while persons of

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color increased by 18% of 44 employees hired. The Sheriff's Office saw an increase in the percentage of applications received, background investigations, recruits hired, and lateral law enforcement hires since reporting last year. Of those applications received, an increase in female applicants and applicants with diverse backgrounds was noted.

Recruiting efforts remain a strong focus for the Sheriff's Office. Communication between the recruitment team and academy personnel increased, and meetings were held twice to discuss new programs and initiatives to increase the visibility of the Sheriff's Office and ideas for retaining recruits. An idea that stemmed from the meetings was the formation of the Sheriff's Office Mentorship Program. Dedicated Sheriff's Office mentors play a critical role in shaping the future of our department by guiding our recruits through training. The intent is to better address the multifaceted challenges Sheriff's Office recruits face, from managing stress to mastering effective study techniques and developing effective public interaction skills. We create a supportive environment that fosters growth, resilience, and excellence in our future colleagues. The Mentorship Program focuses on Six areas: 1) knowledge and experience transfer, 2) skill development, 3) enhanced confidence and well being, 4) professional network, 5) improved retention and job satisfaction, and 6) ethical development. The program has been established and implemented, beginning with each new Sheriff School and ending after Field Training has concluded.

A commitment to continue the use of the following platforms was agreed upon by recruitment staff to capture various demographics: Facebook Ads, Instagram Ads, Geo-Fence Display Ads, Google Search Engine Ads, YouTube Ads, and Reddit Ads. A concentrated effort was also made to select areas outside of the county for recruiting. The demographics of the areas varied according to the region of the event, including adding Baltimore Maryland; Jacksonville, Florida; Lexington Park, Maryland; and Philadelphia, Pennsylvania to the list of 14 regions visited this year.

So far this year, we attended 31 career fairs. Three of these career fairs were attended virtually.

Military Career Fairs attended: 15

College Career Fairs attended: 7

Professional Career Fairs attended: 6

Law Enforcement Specific Career Fairs attended: 3

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Goal 3: Educate staff on industry best practices in recognizing and taking corrective actions to lessen social inequities through training and treatment programs.

Goal 3 Progress:

The Fairfax County Sheriff's Office provides model programs for incarcerated individuals with substance use disorders through our addiction treatment and recovery programs. From November 2023 to November 2024 2,158 inmates were treated, which helped to reduce the overdose death rate and treat Opioid Use Disorder.

As with any program or initiative, training, reviewing, and updating policy is vital to the success of the organization in accomplishing its goals and should remain at the forefront. Staff within the Professional Services section worked diligently and collaborated with the Equity Lead to ensure our goals in policy and planning were met.

Continued employee participation/enrollment, education, and mandatory staff training conducted over the year: (ADA) Disability Awareness - Medication Assisted Treatment - Diversion First Services - S.T.A.R Program - F.C.S.O. Prohibited Association - Unconscious Bias Training - Preventing Discrimination & Harassment - U.S. for Employee or U.S. for Manager by Traliant Company. PREA Training Prison Rape Elimination Act – Suicide Prevention – Medical/Health Care Training Sworn – Guidance on Cross Gender and Trans Gender Pat Searches - Round Table Sessions/Critical Incidents.

The Sheriff's Office will continue research related to racial and social equity to expand our current training.

COUNTYWIDE GOALS

Report progress on Countywide goals related to the Regional Fair Housing Plan, if relevant to your department. As above, copy 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

Not applicable

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