

# Department of Management & Budget CY 2022 Equity Impact Plan



**Leadership Sponsor:** Christina Jackson, Director; Phil Hagen, Deputy Director

**Equity Lead(s):** Dana Thompson

**Departmental Equity Guiding Statement:** The Department of Management and Budget is committed to the furtherance of racial and social equity in the workplace, in access to data and information, and through the creation of more equitable outcomes in resource allocation and community engagement.

## Context:

- DMB-managed community engagement related to the budget is not consistently conducted at times, locations and in formats that are accessible to all members of the community.
- Equity is an important consideration when making resource allocation and service delivery decisions and needs to be incorporated consistently by promoting the collection and review of equity related data when determining recommendations and collaborating with One Fairfax staff.
- DMB should be proactively encouraging agencies in identifying where interventions and funding changes are needed to help with disparities in the community and promote equity.
- Funding assistance for the communities who have been burdened the most by negative impacts of the global COVID-19 pandemic should be considered when making resource recommendations.
- All DMB employees should continue to have opportunities for work-based skill development, project involvement and substantive input regardless of racial or social background.
- Diversity should be an important consideration in the department's recruiting and hiring process. Open jobs are not consistently advertised in publications or at universities that have a broader and more diverse audience.

## Long-term Outcome(s):

- |   |  |
|---|--|
| <input type="checkbox"/> Cultural and Recreational Opportunities                    | <input type="checkbox"/> Health                              |
| <input type="checkbox"/> Economic Opportunity                                       | <input type="checkbox"/> Housing and Neighborhood Livability |
| <input checked="" type="checkbox"/> Efficient and Effective Government              | <input type="checkbox"/> Lifelong Education and Learning     |
| <input type="checkbox"/> Empowerment and Support for Residents Facing Vulnerability | <input type="checkbox"/> Mobility and Transportation         |
| <input type="checkbox"/> Environment  | <input type="checkbox"/> Safety and Security                 |

## System-Level Infrastructure:

- Increase the collection and availability of disaggregated data to analyze equity and incorporate in decision-making. Expand use of targeted metrics and strategies to set goals, guide decisions and evaluate performance. *(DMB, One Fairfax, DIT, OCA)*
- Integrate One Fairfax more formally into the recruitment of individuals to serve on the county's boards, authorities, and commissions. *(Board of Supervisors)*
- All community engagement should be conducted at times, locations and in formats that are accessible to all members of the community. *(OPA, One Fairfax)*
- The county's facilities and technological infrastructure should incorporate equity considerations to ensure access for all. *(Department of Information Technology)*

- Increase and diversify revenue streams to enhance the ability to promote equity through the distribution and allocation of resources. (*Board of Supervisors, Legislative*)
- Incorporate equity considerations more broadly in countywide recruiting and hiring processes. (*Department of Human Resources*)

## DEPARTMENT OF MANAGEMENT AND BUDGET CALENDAR YEAR 2022 EQUITY IMPACT PLAN

Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
<b>1. Allocate County resources in a racially/ socially equitable manner and apply equity lens to community engagement on budget</b>	All	1a. Apply equity lens to budget documents/information by incorporating equity information in program area summaries	DMB, CEX, agencies	Spring 2022	NA	DMB Budget Process Redesign Group	Number of budget documents that are now translated into top seven languages spoken in Fairfax County.
		1b. Translate the budget citizen guide into multiple languages	County residents	Fall 2021 & Spring 2022	NA	Countywide Strategic Plan Communication Manager (Lori Epp)	Inclusion of equity as part of a program area summary.
		1c. Translate DMB budget video on website into multiple languages to ensure messages are easily understood by all members of the community.	County residents	CY 2022	NA	Countywide Strategic Plan Communication Manager (Lori Epp)	
		1d. Disseminate budget information to harder to reach communities.	County residents	CY 2022	Partner with OPA	DMB Leadership	
<b>2. Support countywide effort for data-driven decision making in pursuit of greater racial/social equity</b>		2a. Coordinate with agencies to develop multi-agency or countywide data policies to facilitate data-sharing and disaggregation of population level data – establish standard methodology and	Agencies, leadership, community residents	Fall 2022	Vendor, Department of Information Technology (DIT)	Data Analytics Unit	Consistency in data available on the county website. Web hits. Agencies that acknowledge the new policy or tool directly supported their agency or work.

**3. Continue with DMB learning and discussion re racial/social equity and One Fairfax**

begin establishing baseline.						
2b. Conduct a needs assessment with an equity focus	Agencies, leadership, community residents	Fall 2022	DIT, SQL Database, GIS, Microsoft BI	Data Analytics Unit	Number of times information from the publication is referenced or cited for other projects, decisions, or publications. Web hits.	
2c. Connect data in the budget document to the Strategic Plan	Agencies, leadership, community residents	Winter 2022	NA	Strategic Planning Unit, Data Analytics Unit		
2d. Disseminate countywide guidance on the collection of race, ethnicity, and gender data.	Agencies, leadership, community residents	Winter 2022	NA	Data Analytics Unit		Alignment of budget with strategic plan outcomes and strategies.
3a. Conduct DMB-specific training with One Fairfax racial/equity experts	DMB staff	CY 2022	One Fairfax Team	Equity Team	Number of DMB trainings conducted/staff trained.	
3b. Educate DMB staff on social and racial equity issues, share best practices, and develop a short video for DMB staff on the connection between One Fairfax and the budget process	DMB staff	Summer 2022	One Fairfax Team	Equity Team and Countywide Strategic Plan Communication Manager (Lori Epp)	Development of an FAQ for staff who submit budgets.	
3c. Promote One Fairfax and educate agencies through the budget submission process; develop an FAQ and/or best practices for addressing equity in budget for inclusion with FY 2024 budget development instructions.	DMB staff; agencies	Summer/Fall 2022	NA	Equity Team leads, budget analysts		

Director's Signature: \_\_\_\_\_

A handwritten signature in blue ink, appearing to be "A. C. Patel", is written over a horizontal line. The signature is contained within a light blue rectangular box.