

Transportation CY 2022 Equity Impact Plan



Leadership Sponsor: Tom Biesiadny, Director, FCDOT

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Departmental Equity Guiding Statement: Fairfax County Department of Transportation aims to improve mobility for Fairfax County residents, workers, and visitors regardless of race, gender, age, sexual orientation, national origin, language ability or disability, by planning, coordinating, funding, implementing, sustaining, and providing equal access to a multi-modal transportation system that is consistent with the needs and values of the community.

Context:

Impacts of COVID-19 Recovery

As Fairfax County and the region continue to recover from the coronavirus pandemic, many aspects of advancing equity in transportation from securing future funding to effective community outreach and providing transit service to vulnerable populations have been impacted. FCDOT is working with county, regional, state, and federal partners to better understand the changing transportation landscape and what to expect in the post-pandemic world. Some of the efforts underway include various surveys to develop a baseline on the changing travel needs and patterns statewide and in the National Capital Region and collaborating with funding partners to understand future revenue outlook statewide and nationally. FCDOT is also collaborating with partner agencies to better understand how to effectively reach and engage marginalized populations as the region recovers and how to involve these individuals and groups most effectively in planning for the future of transportation.

Community Engagement and Influence on Decision Making

FCDOT continues to work with local, state, and regional partners to enhance equity in community outreach and engagement efforts and increase the ability for all residents and stakeholders to influence decision making in transportation systems planning, design and implementation. FCDOT continues to make strides in developing and fostering partnerships with community organizations and human services agencies, including Fairfax County Department of Neighborhood and Community Services (NCS), to identify the best ways to reach and engage underserved populations and those who may be at a disadvantage based on historical decisions regarding existing transportation framework and infrastructure. This has resulted in FCDOT working to engage residents and stakeholders where they are instead of requesting them to come to FCDOT with input.

Some examples of where this strategy is currently being successfully implemented in collaboration with the community and NCS include the ActiveFairfax Transportation Plan development, Richmond Highway Bus Rapid Transit (BRT) project, Seven Corners Phasing Study, and the Fairfax Connector Route Optimization efforts in the Reston-Herndon and Centreville-Chantilly-Vienna-Tysons areas. As FCDOT continues to enhance community outreach and engagement efforts to provide more equitable access for all residents and stakeholders to influence decision making, additional funding and staff resources are needed for successful implementation of this approach for all transportation projects, studies, and programs. Some FCDOT managed programs, including traffic calming, cut through traffic mitigation and the residential parking permit program, are currently structured to be complaint or request based. This approach may result in disproportionate and inequitable distribution of some transportation projects and services across Fairfax County.

Long-term Outcome(s):

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

System-Level Infrastructure:

There are external policies and processes at the state, regional and national level that impact the availability of funding to support efforts to enhance equity in transportation. These policies and processes also impact the ability for localities to implement projects, programs, and services in an equitable manner. There are also internal county policies and processes that may need to be reviewed and revised to provide more support for advancing equity in transportation. Some of the agencies that need to be engaged in this work are:

- Virginia Department of Transportation (VDOT)
- Virginia Department of Rail and Public Transportation (VDRPT)
- Metropolitan Washington Council of Governments (MWCOG)
- Washington Metropolitan Area Transit Authority (WMATA)
- Metropolitan Washington Airports Authority (MWAA)
- Fairfax County Board of Supervisors (BOS)
- Fairfax County Planning Commission
- Fairfax County Board of Zoning Appeals
- Fairfax County Department of Planning and Development (DPD)
- Fairfax County Land Development Services (LDS)
- Fairfax County Department of Management and Budget (DMB)
- Fairfax County Department of Neighborhood and Community Services (NCS)
- Fairfax County Department of Information and Technology (DIT)
- Fairfax County Office of Public Affairs (OPA)
- Fairfax County Department of Human Resources (DHR)
- Fairfax County Department of Procurement and Materials Management (DPMM)
- Fairfax County Department of Public Works and Environmental Services (DPWES)
- Fairfax County Department of Family Services (DFS)
- Fairfax County Office to Prevent and End Homelessness (OPEH)
- Public Works and Environmental Services (DPWES)
- Northern Virginia Transportation Authority (NVTA)
- Northern Virginia Transportation Commission (NVTC)
- Virginia Railway Express (VRE)

FCDOT CALENDAR YEAR 2022 EQUITY IMPACT PLAN

Short-Term Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and supports	Responsible Parties	Performance Measures
1. Build awareness of equity among FCDOT staff.	1, 2, 3, 5, 6, 7, 8, 10, 11, 12, 13, 14, 16, 17	<p>1a. Implement DEI Manager Position (if funded)</p> <p>1b. Review processes related to hiring, promotion, and retention for equity in collaboration with DHR.</p> <p>1c. Encourage staff to participate in specialized equity training related to transportation issues and performance measurement.</p> <p>1d. Prepare quarterly newsletter for DOT staff to discuss equity issues in general, equity issues related to transportation and specific actions to promote equity in the department</p>	<p>DOT Executive Staff</p> <p>DOT Equity Team</p> <p>DOT Staff</p>	1/2022 to 12/2022	<p>DOT Executive Staff</p> <p>DOT Equity Team</p> <p>DOT Staff</p> <p>Equity Office</p> <p>DHR</p> <p>Other agencies TBD</p>	<p>DOT Executive Staff</p> <p>DOT Equity Team</p> <p>DOT Admin / HR</p>	<p>By end of CY2022, percent of DOT staff, as measured by survey, has awareness of DOT equity work and their role in it.</p> <p>By end of CY2022, percent of processes related to hiring, promotion and retention have been reviewed.</p>

<p>2. Continue Incorporating Equity into FCDOT Planning, Projects, and Services</p>	<p>1, 2, 3, 5, 6, 7, 8, 10, 11, 12, 13, 14, 16, 17</p>	<p>2a. Train FCDOT staff on County's Vulnerability Index and Race Forwards Racial Equity Toolkit, where applicable, to perform equity analysis on projects, studies, programs, and services.</p> <p>2b. Review the TPP/projects selected, or being considered, for study and/or implementation for equity.</p> <p>2c. Continue baseline analysis work in each FCDOT division.</p>	<p>DOT Executive Staff</p> <p>DOT Equity Team</p> <p>DOT Staff</p>	<p>1/2022 to 12/2022</p>	<p>DOT Executive Staff</p> <p>DOT Equity Team</p> <p>DOT Staff</p> <p>Equity Office</p> <p>NCS</p> <p>DPD</p> <p>DIT</p> <p>MWCOG</p> <p>Other agencies</p> <p>TBD</p>	<p>DOT Executive Staff</p> <p>DOT Equity Team</p> <p>DOT Subject Matter Experts to measure and analyze baseline, and review TPP</p>	<p>By end of CY2022, FY 2020-2025 TPP reviewed for equity.</p> <p>By end of CY2022, percent of available baseline data analyzed for DOT programs.</p> <p>By end of CY2022, percent of FCDOT divisions engaged in some form of equity analysis.</p>
<p>3. Continue to Build FCDOT Capacity to Implement Inclusive Community Engagement Efforts.</p>	<p>1, 2, 3, 5, 6, 7, 8, 10, 11, 12, 13, 14, 16, 17</p>	<p>3a. Determine resource requirements for full implementation of the countywide framework for inclusive community engagement.</p> <p>3b. Train staff on inclusive community engagement tactics.</p>	<p>DOT Executive Staff</p> <p>DOT Equity Team</p> <p>DOT Staff</p> <p>Community Partners</p>	<p>1/2022 to 12/2022</p>	<p>DOT Executive Staff</p> <p>DOT Equity Team</p> <p>DOT Staff</p> <p>Equity Office</p> <p>NCS</p> <p>OPA</p>	<p>DOT Executive Staff</p> <p>DOT Equity Team</p> <p>DOT MARCOM</p> <p>DOT Subject Matter Experts engaging in community outreach</p>	<p>By end of CY2022, develop proposal for full implementation of the countywide framework for inclusive community engagement for FCDOT.</p> <p>By end of CY2022, percent of staff engaging in</p>

		<p>3c. Incorporate applicable inclusive engagement tactics into all FCDOT community engagement efforts.</p> <p>3d. Develop and test a process for analyzing FCDOT community engagement efforts for inclusivity.</p>			<p>DIT</p> <p>Community partners</p>		<p>community engagement trained on inclusive community engagement tactics.</p> <p>By end of CY2022, applicable inclusive engagement tactics incorporated into percent of FCDOT community engagement efforts.</p> <p>By end of CY2022, a process developed and tested for analyzing FCDOT community engagement for inclusivity.</p>
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Director's Signature:



For reference - One Fairfax Areas of Focus

1. Community and **economic development** policies and programs that promote wealth creation and ensure fair access for all people.
2. **Housing** policies that encourage all who want to live in Fairfax to be able to do so, and the provision of a full spectrum of housing opportunities across the county, most notably those in mixed-use areas that are accessible to multiple modes of transport.
3. **Workforce development** pathways that provide all residents with opportunity to develop knowledge and skills to participate in a diverse economy and earn sufficient income to support themselves and their families.
4. An **early childhood education** system that ensures all children enter kindergarten at their optimal developmental level with equitable opportunity for success.
5. **Education** that promotes a responsive, caring, and inclusive culture where all feel valued, supported, and hopeful, and that every child is reached, challenged, and prepared for success in school and life.
6. **Community and public safety** that includes services such as fire, emergency medical services, police, health, emergency management and code enforcement that are responsive to all residents so that everyone feels safe to live, work, learn, and play in any neighborhood of Fairfax County.
7. A **criminal justice** system that provides equitable access and fair treatment for all people.
8. **Neighborhoods** that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.
9. A vibrant **food system** where healthy, accessible, and affordable food is valued as a basic human necessity.
10. A **health and human services system** where opportunities exist for all individuals and families to be safe, be healthy and realize their potential through the provision of accessible, high quality, affordable and culturally appropriate services.
11. A **quality built and natural environment** that accommodates anticipated growth and change in an economically, socially, and environmentally sustainable and equitable manner that includes mixes of land use that protects existing stable neighborhoods and green spaces, supports sustainability, supports a high quality of life, and promotes employment opportunities, housing, amenities, and services for all people.
12. A **healthy and quality environment** to live and work in that acknowledges the need to breathe clean air, to drink clean water now and for future generations.
13. A **parks and recreation system** that is equitable and inclusive by providing quality facilities, programs, and services to all communities; balancing the distribution of parks, programs, and facilities; and providing accessible and affordable facilities and programs.
14. A multi-modal **transportation system** that supports the economic growth, health, congestion mitigation, and prosperity goals of Fairfax County and provides accessible mobility solutions that are based on the principles associated with sustainability, diversity, and community health.
15. **Digital access and literacy** for all residents.

16. Intentional, focused recruitment efforts that bolster a diverse applicant pool; hiring and evaluation practices, and processes for employee feedback, to achieve and preserve a culture of **equity and fairness for all employees**.

17. Policies that **prohibit all forms of discrimination** under Federal and State law in county and school system activities and ensure that all practices provide fair treatment for all employees, contractors, clients, community partners, residents, and other sectors who interact with Fairfax County including higher education, business, nonprofit, faith, philanthropy, and civic.

18. **Other** – anything not listed in the 17 areas above .