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# CALENDAR YEAR 2022 EQUITY IMPACT PLAN

## ANNUAL REPORT

### BACKGROUND INFORMATION

Department Name: Department of Public Works and Environmental Services

Equity Lead(s): Courtney Willis-Banks

Date: 11/23/2022

### EQUITY IMPACT PLAN REPORT

*Review your department's Equity Impact Plan for CY 2022 at [Equity Impact Plans | Topics \(fairfaxcounty.gov\)](#). Using that plan, add each 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 in your CY 2022 Equity Impact Plan, report them. Add more goals as needed.*

**Goal 1:** Internal Goal: Implement policies and programs that further our diversity and equity goals in employee: 1) Recruitment 2) Retention 3) Development 4) Employee Training

Goal 1 Progress: Thru the development of the DPWES Equity Charter Groups, several equity sub-committees were created to work on the internal work goals. The three committees are Employee Survey Team, Employee Development/Training and Recruitment/Selection Team. The three teams began working in the fall of 2022 to apply the equity lens to work in the four areas specified in our 2022 goals.

**Goal 2:** External Goal: 1) Evaluating the impact of DPWES programs based on social vulnerability 2) Determining if services are provided equitably

Goal 2 Progress: The DPWES External Equity Team-Assessments has worked tirelessly through extensive data analysis to identify services provided by DPWES. The team is using the data to create strategies for improving the delivery of services equitably in vulnerable areas. This has also allowed teams to work cross functionally to create new programs to serve residents more equitably.

**Goal 3:** Develop community outreach and public participation processes to be inclusive and equitable for all residents

Goal 3 Progress: The Community Involvement Committee (CIC), a sub-committee of the External Equity Team, continues to work to develop strategies which are inclusive for all residents. The CIC Team includes employees in the field of outreach and education. The team works cross functionally within multiple divisions in DPWES to create a framework for all departments to utilize for equitable programs for all residents. The CIC developed the Inclusive Community Involvement Framework. This will be used to assist departments within DPWES to equitably deliver service and encourage inclusive public engagement.

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

One of the projects identified in the 2022 Equity Impact Plan was The Light Emitting Diode (LED) conversion program which was funded by the Fairfax County Operational Energy Strategy initiative approved by the Board of Supervisors to cut energy use, reduce carbon emissions, and lower operational cost among other benefits. This is a 5-year capital project that will convert 56,000 antiquated streetlights, High Pressure Sodium Vapor and Mercury Vapor, the most energy consuming fixtures; to LED which lead to energy reduction goals and efficiencies. This LED conversion program is currently in year four. The antiquated streetlights are typically located within the older communities of Fairfax County as they were established prior to LED technology thus making these lights an easy selection criterion.

The progress in converting streetlights to LED technology was evaluated through an equity lens from the start of the program until the end of Fiscal Year 2022. To date, the LED program has replaced roughly 30,000 lights and 9,000 additional lights are currently in the process of being replaced. Approximately 30% of the 39,000 replacements are inside of High and Very High Vulnerable Index areas. These older communities concentrate in the east of the county as the newer communities radiate through the western parts of the county