

# Office of the County Attorney CY 2022 Equity Impact Plan



**Leadership Sponsor:** Elizabeth D. Teare

**Equity Lead(s):** Corinne N. Lockett

**Departmental Equity Guiding Statement:** In addition to promoting the Office of the County Attorney to prospective and current employees as a welcoming and inclusive environment in which to work and grow, this Office seeks to continue to excel in our role as legal counsel to the Board of Supervisors and the County, following a unified and cohesive social and equitable policy which promotes an understanding of diverse perspectives, backgrounds and experiences so that these policies can be legally implemented in order for the County to meet its One Fairfax goals.

**Context:** One Fairfax continues to provide this Office with opportunities to join a growing and necessary movement towards additional and new avenues of public outreach in recruitment and promotion of employees from diverse racial and ethnic backgrounds, religions, sexual orientation, age, and physical abilities within all levels in the Office. This Office seeks to continue to broaden its impact on equity both internally and throughout the County, to increase our ability to attract and retain highly qualified individuals with backgrounds, cultures, and traditions that reflect our County's rich diversity, and encourage attorneys and staff to explore both One Fairfax and outside diversity related resources and share individual perspectives on diversity within the office. This Office continues to strive to promote legal and professional excellence by preserving a culture of equity and fairness for all employees.

## **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 checked="" 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 checked="" type="checkbox"/> Safety and Security             |

**System-Level Infrastructure:** This Office may need to work with the Department of Management and Budget to address some increased costs related to expanding the Office's participation in additional diversity related CLEs, membership to additional specialty local, state and national bar associations, and attend events throughout the region which address increasing diversity both in our Office and throughout the County.

## OFFICE OF THE COUNTY ATTORNEY CALENDAR YEAR 2022 EQUITY IMPACT PLAN

Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
1. Proactively assist County staff in achieving equity goals in each department's One Fairfax Equity Impact Plan.	3,17	1a. Continue to use an equity lens when reviewing new County legal initiatives, changes in policy, and statutory amendments to the County Code.	All agencies	1/1/2022 through 12/31/2022		OCA	When reviewing legal responses and opinions issued by the office, Senior Management will ensure that equity and diversity were considered and discussed with County agency before approving response.
		1b. Continue to initiate conversations with agency staff to encourage ideas on how to incorporate equity into agency practice and procedure through office wide discussions and presentations.	All agencies	1/1/2022 through 12/31/2022		OCA	
		1c. Continue to respond efficiently and effectively to requests from County staff, while ensuring that the focus on equity is not lost in the process.	All agencies	1/1/2022 through 12/31/2022		OCA	



		1d. Continue implementation of legal and policy proposals to encourage incorporation of equity policies in all aspects of Fairfax County government.	All agencies	1/1/2022 through 12/31/2022		OCA	
2. Expand focused recruitment efforts that encourage a diverse applicant pool for open positions throughout the office and the County, and support culturally and ethnically diverse staff to succeed within the office.	3, 16	2a. Continue to advertise employment and internship openings to an expanded legal community through bar associations that promote inclusion and diversity in the profession, regional law schools, local bar associations within the region, and on culturally diverse employment websites.		1/1/2022 through 12/31/2022		OCA	<ol style="list-style-type: none"> <li>1. Maintain a checklist of employment opportunities and advertisement with each.</li> <li>2. Maintain a list of when and how department attorneys attended law school recruitment events.</li> </ol>
		2b. Encourage attorneys to attend recruitment days at local law schools to promote employment at the		1/1/2022 through 12/31/2022		OCA	

		office to a wider range of applicants.					
<b>3. Increase opportunities for office-wide participation and discussion on multiple One Fairfax initiatives and related issues.</b>	3, 5, 17	3a. Encourage office-wide participations in quarterly brown bag get togethers to share ideas about books, essays, poems, etc., selections with an emphasis on keeping an open mind and learning from each other.		1/1/2022 through 12/31/2022		OCA	<ol style="list-style-type: none"> <li>Equity ambassador will select written materials from suggested sources and encourage participation in meetings via email.</li> <li>Equity ambassador will work with the Small Group Equity Team to preview and select video presentations and facilitate related discussion for these meetings.</li> </ol>
		3b. Encourage OCA attorneys and staff to share/suggest discussion materials for viewing and meetings.		1/1/2022 through 12/31/2022		OCA	
		3c. Share video presentations and other materials suggested by One Fairfax to OCA attorneys and staff and lead discussion of materials		1/1/2022 through 12/31/2022		OCA	



		provided on the One Fairfax page.				
<b>4. Work with the Fairfax County Legislative Team to address current Virginia law which negatively impacts racial equity.</b>	ALL	Advise the Board of Supervisors and staff regarding potential racial inequities in state law and how they impact local policy.		1/1/2022 through 12/31/2022		Board of Supervisors, Legislative Team, staff, OCA
						Coordinate with staff and the County legislative team in assisting with drafting and support legislation needed to address inequities in the Virginia Code as directed by the Board of Supervisors.

Director's Signature: Elizabeth D. Jones