
CALENDAR YEAR 2023 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Neighborhood and Community Services

Equity Lead(s): Ramona Carroll

Date: 12/29/23

EQUITY IMPACT PLAN REPORT

Review your department's Equity Impact Plan for CY 2023 at [Equity Impact Plans | Topics \(fairfaxcounty.gov\)](#). Using that plan, fill in 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 2023 Equity Impact Plan, report them. Add more goals as needed.

Goal 1: COMMUNITY AWARENESS: Increase the community's awareness of equity-related issues and their capacity to address them, to include work with formal Boards Authorities, and Commissions, as well as informal groups such as center advisory councils, the TR Advisory Council, youth councils, and others.

Goal 1 Progress: In 2023 NCS started the 'NCS Equity 101 Bundle' for staff. This includes the One Fairfax foundational elements and 'Race the Power of an Illusion Part Three – The House We Live In.' In 2024, we will offer this training combination to our informal and formal BACs and community groups.

Goal 2: POLICIES AND PRACTICES: Enhance NCS's organizational commitment to racial and social equity by developing new agency practices and policies, and improving existing practices and policies, to identify, address, and promote racial and social equity.

Goal 2 Progress: NCS is continuing to review our policies and practices to ensure that we are promoting racial and social equity and using the appropriate tools to do so.

Goal 3: TRAINING: Increase NCS's staff capacity to understand and address racial and social equity principles.

Goal 3 Progress: NCS has worked with One Fairfax for the training of our 8 Equity 101 facilitators. This combines the One Fairfax foundational elements and 'Race the Power of an Illusion Part Three – The House We Live In.' We follow the Power Equity Ambassadors (volunteer trainers) use. This training is done with internal staff and is offered monthly as well provided for individual units and business areas. In 2023, over 500 NCS have participated in this training.

In addition, 4 NCS participated in Metropolitan Washington Council of Governments /Government Alliance on Race and Equity (GARE) Introductory Cohort, as well as 5 staff took part in the regional GARE

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topic-specific training on community engagement. Our Management Team served as a pilot for the Implicit Bias and Structural Racism training, some CSP staff including the Economic Mobility Partners participated in the full training. Staff also attended the GARE Annual Conference virtually.

Goal 4: STAFF SURVEY: Assess staff knowledge and attitudes regarding equity to inform ongoing and future efforts.

Goal 4 Progress: We received the feedback for the 2023 GARE Survey and have shared the results with all staff through our staff retreat on November 30th as well as shared the report with the agency. We will be implementing the recommendations made by GARE.

Goal 5: **SCHOOL READINESS:** As a key element of Communities of Opportunity, build a whole community commitment to supporting all children's school readiness and expanding the County's equitable early childhood system.

Goal 5 Progress: This continues to be a standalone plan and is in the process of being updated.

Goal 6: INCLUSIVE COMMUNITY ENGAGEMENT: Operationalize the countywide Inclusive Community Engagement Framework (Engage Fairfax) by implementing the framework within NCS and supporting other county agencies in their implementation of it.

Goal 6 Progress: NCS has worked with the Engage Fairfax Steering Committee to develop training for the Inclusive Engagement Framework. This training will be rolled out to NCS staff, the Community of Practice Committee (COPC) and identified agencies. Training will be offered in 2024.

Describe other equity-related work completed in CY 2023 (efforts that advance racial and social equity that your department was involved in within the department or countywide) not in the department's Equity Impact Plan.

- NCS was the lead for the African American Historical Marker Project, which was a joint effort with Fairfax County Public Schools. Students conducted research, and the top 14 submissions were selected to become a historical marker.
- Changed internal processes which reduced barriers and created promotional opportunities for staff who work in the School Aged Child Care Program; this affected staff that are at the S-15 level and work 32.5 hours.
- Working with Fairfax County Park Authority and Fairfax County Public Library to explore partnerships, as well as programmatic and operational changes to support equity.