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# CALENDAR YEAR 2023 EQUITY IMPACT PLAN

## ANNUAL REPORT

### BACKGROUND INFORMATION

Department Name: Department of Family Services, Domestic and Sexual Violence Services (DSVS)

Equity Lead(s): Toni Zollicoffer, Division Director, and Keesha Coke, Assistant Division Director

Date: 11/30/23

### 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:** Infuse leading with race as the core approach for equity work within DSVS.

Goal 1 Progress: The DSVS Equity Team received training on leading with race as the core equity approach. Each team member developed a personalized script for introducing leading with race and practiced it for comfort and competency. The DSVS Equity Team developed a communications plan for educating the DSVS workforce on leading with race. DSVS incorporated leading with race into its Racial and Social Justice workplan so that all equity approaches are grounded in race.

**Goal 2:** Transform workforce in knowledge base and skill set regarding racial equity.

Goal 2 Progress: DSVS trained its workforce in May 2023 on why we lead with race as the core equity approach. Results from pre and post tests showed a 14% increase in staff understanding of what it means to lead by race and a 14% increase in staff comfort engaging in discussions about race. As follow-up to this training, each DSVS service delivery team identified at least one policy or practice to infuse racial equity into utilizing the DFS equity tool, *DFS Equity Analysis for Proposed Business and Process Change*. Teams developed action steps and timelines and will implement their plans in CY2024.

**Goal 3:** Obtain feedback from marginalized populations regarding domestic and sexual violence, stalking, and human trafficking services to strengthen DSVS services provided to diverse communities.

Goal 3 Progress: George Mason University Department of Social Work conducted preliminary research on resources that marginalized populations utilize to address domestic and sexual violence, stalking, and human trafficking. Students surveyed individuals from the following marginalized communities: Teens,

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Disability, Transgender, Latinx, and European and East African Refugees. GMU has narrowed their research to southern Fairfax to focus resources and engagement on a greater pool of participants.

In response to data from the 2021-2022 Fairfax County Youth Survey that showed disparate outcomes for youth who speak Spanish as it relates to the category of “dating aggression,” DSVS applied for and was awarded an 18-month grant from the Virginia Department of Social Services to strengthen prevention services to Latinx high school youth in the county. DSVS hired a Spanish-speaking Youth Education Specialist to translate the existing HYPE (Healthy Youth, Prevention, and Education) curriculum from English to Spanish and incorporate cultural relevance for Latinx youth. HYPE, a promising practice eight session curriculum, teaches youth about dating and sexual violence prevention.

**Goal 4:** Continue to coordinate the County’s efforts to address disparities in access to systems and services through the work of the Council to End Domestic Violence (CEDV).

**Goal 4 Progress:** In CY 2023, the CEDV, through the work of the Equity subcommittee, revised its Bylaws to reflect a new leadership structure that included two new positions on the Council. The leadership structure now is comprised of Chair, Co-Chair, and Community Liaison. Also in 2023, the CEDV recruited and appointed the new leaders to the Council who will assume their leadership positions in January 2024. The CEDV was established in 2002 and for the first time in its history, is being governed by three women, two of which identify as women of color. In 2024, the CEDV will again open its Bylaws to reflect more community input into the work of the CEDV.

*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.*

In response to research that more than half of all cases of intimate partner violence and half of all cases of intimate partner homicides in Fairfax County involved the perpetrator having a boyfriend or girlfriend relationship with the victim, the Fairfax County Lethality Assessment Protocol (LAP) Team expanded the LAP criteria on 11/1/23 to include current and former dating and/or sexual partners. LAP – a partnership between DSVS, FCPD and the Victim Services Division, and Shelter House – is a multi-pronged intervention that helps first responders make a differentiated response with victims who have experienced intimate partner violence and are in high danger.

The expanded LAP criteria include the following covered relationships:

- Married couples
- Cohabiting couples
- Couples who share a child
- Current or former dating partners

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- Current or former sexual partners

Although it is too early to report on the impact of the expanded criteria, it is known that LAP call volume has increased since implementation.