

## BACKGROUND INFORMATION

Department Name: Department of Vehicle Services

Equity Lead(s): Marguerite Guarino and Maurice Farrington

Date: December 20, 2023

## 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: Increase opportunities for participation and discussion of housing options (incentives, programs, and vouchers).**

Goal 1 Progress: Progress was limited. DVS leadership spoke with HCD leadership and requested information on neighborhoods and communities in Fairfax County with low-income housing near vehicle maintenance facilities and learned that funding mechanisms did not enable DVS staff to receive vouchers. All parties agreed to meet again.

### **Goal 2: Promote equitable access to the fleet – including electric vehicles – for staff.**

Goal 2 Progress: Approximately 373 vehicles were on the low mileage list, and 44, or 12%, were turned into the Department of Vehicle Services. This reduced the number of vehicles assigned to departments and increased the number of vehicles in the shared pool.

During low mileage reviews in summer 2023, DVS discussed the fleet share system and kiosk with all departments and agencies and emphasized the economic and environmental benefits of sharing.

Electric vehicle charging infrastructure was included in the design of all new facilities.

Electric vehicle charging infrastructure was constructed and stations were activated at four existing facilities. Electric vehicles were added to the shared motor pools at the Herrity Building and Fairfax County Government Center.

### **Goal 3: Address disparities in the employment and hiring process.**

Goal 3 Progress: Progress was limited. DVS has not identified a means to collect disaggregated data to better identify disparities within the employment/hiring process.

*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.*

On November 16, 2023, DVS management attended Advancing Racial Equity – the Role of Government Planning.

Maurice Farrington joined Fairfax County DVS and the One Fairfax Team. Mr. Farrington attended the GARE training.