
CALENDAR YEAR 2022 EQUITY IMPACT PLAN

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BACKGROUND INFORMATION

Department Name: Department of Planning and Development

Equity Lead(s): Michelle Stahlhut

Date: 1/12/23

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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: Create an Equity Culture Within DPD

Goal 1 Progress: DPD hired the County's first department Equity Program Manager position in the second half of 2022. The Program Manager serves as the equity lead and works toward the implementation of One Fairfax within the department.

Goal 2: Equity Education, Training, and Information Sharing

Goal 2 Progress: DPD has a department equity education team that has organized and facilitated several opportunities for staff to continue the equity conversation within DPD. This has included publishing a monthly newsletter focused on equity-related issues associated with planning and land use, two book club discussions, and an annual three-part discussion series using the One Fairfax resource Race: Power of an Illusion videos. This video series began with the entire department participation in 2020 and has continued in 2021 and 2022 on an annual basis for all new employees to DPD.

Additional training efforts have focused on preparing staff for implementing an Equity Impact Analysis for policy related board items including an introduction to using One Fairfax map resources such as the Vulnerability Index and Communities of Opportunity.

Goal 3: Expand Community Engagement Practices

Goal 3 Progress: DPD continues to work toward improved and expanded community engagement, including implementing the County's Inclusive Community Engagement framework. This is a major area of focus throughout the department and is ongoing. Highlights include the continuation of virtual meetings, providing meeting recordings, as well as working with other agencies to determine if hybrid or in-person meetings are best suited to individual communities. The DPD Community Engagement Specialist

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has utilized the online platform PublicInput to engage with communities and begin to collect data on the success of these efforts. In 2022, DPD engaged with more than 1,000 people through PublicInput and gathered more than 7,000 responses. Finally, staff has worked with other agencies to expand language access services, which includes posting i-Speak posters in public areas, providing translated letters, facilitating the staffing of interpreters for public meetings, and sharing translated community meeting flyers in area specific languages.

Goal 4: Strengthen the Incorporation of Equity into DPD Human Resources

Goal 4 Progress: DPD HR continues to implement practices introduced previously such as including a question related to equity for interview panels, including equity policy education during onboarding of new employees, and working to advertise new positions to a diverse audience through targeted distribution lists.

Goal 5: Incorporate Equity in all DPD Work

Goal 5 Progress:

DPD has begun to implement Equity Impact Analysis for policy work within the department including producing Equity Impact Statements for a limited number of projects that have moved forward to the Board in the last two months of 2022. Moving forward, DPD is working toward incorporating Equity Impact Analysis at the authorization of projects.

Additionally, the Planning Division has been authorized to update the Comprehensive Plan Policy Plan to incorporate the County's Strategic Plan as well as One Fairfax, which may include additional policies focused specifically on Equity as well as Community Health. This will be a major focus of equity work in DPD in 2023.

Goal 6: Research and compile FFX County historical and current resources related to equity

Goal 6 Progress:

Heritage Resources staff have scanned existing DPD resources and begun to collect and organize additional external historic resources. The following support was provided in 2022:

- In collaboration with the History Commission and the Architectural Review Board, secured a cost share grant from VDHR to complete a historical context and architectural survey for African American heritage resources county-wide.
- Secured a VDHR Certified Local Government Grant to hire a consultant to complete a National Register Nomination for The Pride of Fairfax, Lodge #298 in Gum Springs, the original Odd Fellows Hall. The Pride of Fairfax Lodge was approved by the State Review Board for listing in the Virginia Landmarks Register at the December 6, 2021 meeting, and approved by the National Park Service for listing in the National Register of Historic Places on April 14, 2022.

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- Actively working with a group of community leaders in Gum Springs to secure a consultant to conduct a heritage resources study for the community which will provide recommendations for appropriate preservation treatments and next steps.
- Supported Confederate Names Task Force on the renaming efforts for Lee Highway and Lee Jackson Memorial Highway.

Goal 7: Islands of Disadvantage and Communities of Opportunity

Goal 7 Progress:

Staff is beginning to incorporate analysis related to islands of disadvantage and Communities of Opportunity into the background research for planning policy and projects, including using the maps generated by the One Fairfax Central Team in the Office of the County Executive, as part of Equity Impact Assessments.

Goal 8: Continue use of information technology resources in support of the Equity Impact Plan

Goal 8 Progress:

The information technology team supports all work of the department. Equity specific work has included managing accessibility of the department website, incorporating relevant One Fairfax GIS layers into department mapping applications used by staff, and facilitating the technology for virtual outreach meetings.

Goal 9: Expand Efforts Related to the Provision of Affordable Housing and Potential Displacement Resulting from Redevelopment

Goal 9 Progress:

DPD continues to work closely with HCD on policies and regulations to achieve Countywide Affordable Housing goals. Staff is currently engaged in the final stages of working with HCD on amending the Comprehensive Plan with a new Affordable Housing Preservation Policy.

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