
CALENDAR YEAR 2023 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Sheriff's Office

Equity Lead(s): Captain Sommer Grasty/ 2nd Lt. Darrell Carty

Date: 11/21/2023

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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: Continue regular communication with other county stakeholders whose services are intertwined with the Sheriff's Office to collaborate and identify support needs.

Goal 1 Progress:

Police Department (PD):

PD's ongoing Implicit Bias training was reviewed for appropriateness for our Office. Our Equity Lead met with PD's Lead to discuss and evaluate the success of the expanded training with guest consultant, rather than the online course only, currently offered through our office. The Sheriff's Office has decided to interview industry consultants for future course offerings.

The Sheriff's Office, Police Department, and Fire Department Leads discussed ideas for future community and staff engagement, emphasizing equity awareness. The Communities of Trust committee, of which we are all members, hosts Public Safety Days as a way of engaging the community and providing awareness. These events, along with individual agency-sponsored events, are perfect opportunities to share the One Fairfax message of equity and inclusion through its public safety partners. A commitment to future collaboration has been established.

Community Services Board (CSB):

Continual review of step-by-step procedures and statistical information between agencies while working together at the Sharon Bulova Center for Community Health (SBCCH) and within the Adult Detention Center (ADC). Within the ADC, CSB and Sheriff's Office staff collaborate twice a week in formal meetings to review current cases for individuals being held in the facility. These meetings examine treatment plans, treatment access, and ways each agency can adjust policy and practices to best accommodate unique

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situations for individuals with behavioral issues. Our staff assigned full time at the SBCCH collaborate with CSB staff as well as the Police Department, Fire Department, and the Department of Information Technology on a routine basis to examine operations, and applicable legislative topics that impact services offered to community consumers.

Equity Leads from the Sheriff's Office and CSB met to establish goals of increased engagement between jail-based services stakeholders. A review of current policies and practices is ongoing and will continue into the new year.

Court Services:

The Court Services Division contributes to the rehabilitation of individuals enrolled in the Drug Court, Mental Health, and Veteran's docket. The Sheriff's Office is closely involved with these specialty dockets that hold participants accountable for their actions and provide quality care and support based on best practices. The docket teams connect participants with resources in the community, help monitor progress in the program, and address behavioral health and basic needs.

Since their respective inceptions, the courts have served:

Υ **39** participants in Drug Court

Υ **33** participants on Mental Health Docket

Υ **82** participants on Veterans Treatment Docket

At this time, a request to expand our role from primary deputies in Drug Court to become part of the court's treatment team full-time will be reserved when staffing levels improve. The Sheriff's Office will continue active primary duties, prisoner escorts, warrant service, and collaborating with the treatment team in coordinating services for incarcerated participants.

Health Department:

Routine collaboration and reporting to identify best practices for dealing with the Covid Pandemic continues. Over the past year, the Sheriff's Office has adjusted practices for quarantining inmates that enter the ADC as well as dealing with individuals in our custody that are introduced as or become COVID positive. Through continued collaboration, we've addressed the recent spike in Covid cases in the Confinement Division. Modifications were made with the day-to-day operations in the jail and court services for inmates, with a focus of utilizing iPads to conduct court hearings for those inmates currently in quarantine. We will continue to ensure that inmates are afforded the opportunity to attend their court appearance via iPad with interpreter access if needed, when under quarantine status.

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Goal 2: Educate staff on best practices in recognizing and taking corrective actions to lessen social inequities through training and treatment programs.

Goal 2 Progress:

Disability Awareness Training: 100% of sworn staff certified.

Medication Assisted Treatment Program Training: 100% of sworn staff completed training.

October 2022- October 2023 – Treated 1,890 inmates and helping to reduce overdose death rate and treating Opioid Use Disorder.

Unconscious Bias Training: 100% of Sheriff Office staff completed Unconscious Bias Training in 2023.

The Sheriff's Office will interview industry consultants related to DEI for consideration of expanding the current training.

Women Leading When the Heat is On: Course offered and currently available for career development.

Coach Lisa Gilbert Instructor/CEO NO-NONSENSE TRAINING SOLUTIONS, INC.

Preventing Discrimination & Harassment: 95% Completion. FCSO employees (sworn and civilian), assigned one of the following mandatory trainings titled Preventing Discrimination & Harassment: U.S. for Employee or U.S. for Manager by Traliant Company. This training is in addition to any county-led training.

PREA Training: 100% completion. Prison Rape Elimination Act annual training & refresher every 2 years.

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.

Equity Work (Team): Re-establish the Sheriff' Office Equity team and scope of work. The Equity Ambassador (trainer) transitioned to the Equity Lead role and completed training accordingly. Identified and secured a new equity co-lead and ambassador. Identified and met with members of the agency's morale committee who will also serve as members of the Equity Team, charged with identifying, developing, and reviewing goals for our annual plan.