

# DEPARTMENT OF TRANSPORTATION

## CALENDAR YEAR 2024 EQUITY IMPACT PLAN



**Leadership Sponsor:** Gregg Steverson, Acting Director, FCDOT

**Equity Lead(s):** Martha Coello, Division Chief, FCDOT; Neil Freshman, Section Chief, FCDOT; and Mena Nakhla, Diversity, Equity and Inclusion Manager, FCDOT

### **Departmental Equity Guiding Statement:**

Fairfax County Department of Transportation aims to improve mobility for Fairfax County residents, workers, and visitors regardless of race, gender, age, sexual orientation, national origin, language ability or disability, by planning, coordinating, funding, implementing, sustaining, and providing equal access to a multi-modal transportation system that is consistent with the needs and values of the community.

### **Context:**

The Fairfax County Department of Transportation (FCDOT) serves the community by enhancing mobility, safety and the quality for life of residents, businesses and visitors through planning, coordinating, funding, implementing and sustaining a multi-modal transportation system that moves people and goods. Within the scope of the Department's mission, FCDOT continues to advance the One Fairfax policy. FCDOT is in a unique position to advance equity; staff continue to consider equity in all aspects of their work to limit negative impacts on communities adversely impacted in the past. Recently, a newly formed Active Transportation Section was created to focus on accessible and equitable multimodal transportation in Fairfax County. The formation of this Section is in line with regional and national trends exploring new alternatives to vehicular transportation that are affordable, accessible, and equitable.

To advance equity within FCDOT the department began conducting equity impact assessments (EIA) and drafting equity impact statements (EIS), as directed by the One Fairfax Central Team in the Office of the County Executive, for projects, policies and other items being considered by the Board of Supervisors. An equity impact assessment clearly defines the issue and provides context and background information that assists members of the Board of Supervisors in considering equity in reviewing and deciding on Board items. FCDOT staff have been trained and continue to use various tools and datasets offered by One Fairfax to complete equity impact assessments and statements.

FCDOT continues to work towards inclusive community engagement by hearing directly from County residents during planning phases of projects. Additionally, FCDOT engages stakeholders, including local, state, and regional partners. FCDOT staff, including the Diversity, Equity and Inclusion Manager, work on implementing an inclusive community framework which promotes inclusive, equitable and authentic engagement. An emphasis is being placed on engaging communities in Fairfax County instead of "outreach." Engaging a community is a long-term process focusing on relationship building. Staff is also intentional in identifying marginalized communities who have been excluded from the decision-making process in the past. Through identifying communities affected, staff designs an engagement strategy that is inclusive and allows for open participation through the governance process by making the process more accessible for everyone.

Marginalized communities have traditionally been unaware, and sometimes excluded unintentionally, from participation in public meetings due to barriers constructed by local government. Also, in the past, performance measures for public engagement have been focused on the number of meetings. To address those two elements, public meetings are offered through different mediums, in-person or virtually, with interpretation services available to promote an inclusive environment. Staff is working towards an organizational mindset shift focusing on impact measures, such as changes to a proposed project or policy as a result of community feedback, instead of the quantity of public meetings.

Affected by Fairfax County's budgetary reduction, and similar to regional and national staffing challenges, FCDOT faces difficulties filling vacancies to support the mission of the organization. FCDOT is exploring areas to partner with colleges and universities to recruit staff. FCDOT Equity Team is currently exploring identifying inequities, if any, during the hiring process.

### **System-Level Infrastructure:**

There are external policies and processes at the state, regional and national level that impact the availability of funding to support efforts to enhance equity in transportation. These policies and processes also impact the ability for localities to implement projects, programs, and services in an equitable manner. There are also internal county policies and processes that may need to be reviewed and revised to provide more support for advancing equity in transportation. Some of the agencies that need to be engaged in this work are:

- Virginia Department of Transportation (VDOT)
- Virginia Department of Rail and Public Transportation (VDRPT)
- Metropolitan Washington Council of Governments (MWCOG)
- Washington Metropolitan Area Transit Authority (WMATA)
- Metropolitan Washington Airports Authority (MWAA)
- Fairfax County Board of Supervisors (BOS)
- Fairfax County Planning Commission
- Fairfax County Board of Zoning Appeals
- Fairfax County Department of Planning and Development (DPD)
- Fairfax County Land Development Services (LDS)
- Fairfax County Department of Management and Budget (DMB)
- Fairfax County Department of Neighborhood and Community Services (NCS)
- Fairfax County Department of Information and Technology (DIT)
- Fairfax County Office of Public Affairs (OPA)
- Fairfax County Department of Human Resources (DHR)
- Fairfax County Department of Procurement and Materials Management (DPMM)
- Fairfax County Department of Public Works and Environmental Services (DPWES)
- Fairfax County Department of Family Services (DFS)
- Fairfax County Office to Prevent and End Homelessness (OPEH)
- Northern Virginia Transportation Authority (NVTA)
- Northern Virginia Transportation Commission (NVTC)
- Virginia Passenger Rail Authority (VPRA)
- Virginia Railway Express (VRE)

# DEPARTMENT OF TRANSPORTATION

## CALENDAR YEAR 2024 EQUITY IMPACT PLAN

### DEPARTMENT GOALS

**Goal 1:** Develop and implement an inclusive community engagement framework for public participation ensuring all members of the community have the opportunity to participate in the decision-making process and express their views. The engagement process promotes equity, inclusion, and diversity leading to more informed, representative, and effective outcomes.

**One Fairfax Area(s) of Focus:** 14. A multi-modal transportation system that supports the economic growth, health, congestion mitigation, and prosperity goals of Fairfax County and provides accessible mobility solutions that are based on the principles associated with sustainability, diversity, and community health.

**Countywide Strategic Plan Community Outcome Area(s):** Effective and Efficient Government (EEG)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**

Strategy EEG 3. Enhance communication and outreach to the community by using all available communication methods and tailoring messaging to individual needs.  
 EEG 4. Improve public participation and engagement opportunities to ensure all facets of the community are represented and have the physical, technological, and language access necessary to engage and participate in community discussions and decisions.  
 EEG 6. Expand capacity to meaningfully engage the community in places that are accessible and in ways that consider needs, traditions, and values of diverse ethnic, racial, and cultural groups.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>1a.</b> Identify possible community partners in Fairfax County	FCDOT  NCS  District Supervisors Community Outreach Aides	Community liaisons from various Fairfax County Departments willing to share their contacts.	Marketing and Communications Section  Diversity, Equity, and Inclusion Manager	1 year	# of community organizations identified  # of successful contacts within community organization
<b>1b.</b> Engage Non-Governmental Organizations in planning and implementation of public meetings.	FCDOT  Community Based Organizations  NCS	Support from Non-Governmental Organizations and willingness to partner with FCDOT	Marketing and Communications Section  Diversity, Equity, and Inclusion Manager	2 – 3 years	% of non-governmental entities partnering with FCDOT  # of community members attending as a result of partnership with community partners

# DEPARTMENT OF TRANSPORTATION

## CALENDAR YEAR 2024 EQUITY IMPACT PLAN

<b>1c.</b> Develop staff trainings and provide technical assistance for staff to implement inclusive community engagement	FCDOT One Fairfax NCS	Best practices for inclusive community engagement	Diversity, Equity, and Inclusion Manager	1 year	# of training sessions held  # of staff trained
<b>1d.</b> Provide tracking mechanism for community engagement	FCDOT	Identify FCDOT staff as the caretaker to track community engagement	FCDOT Project Managers  Diversity, Equity, and Inclusion Manager	3-5 years	# of community meetings held  # of community representatives attending community engagement sessions

# DEPARTMENT OF TRANSPORTATION

## CALENDAR YEAR 2024 EQUITY IMPACT PLAN

**Goal 2:** Increase diversity among FCDOT staff through recruitment, retention, and promotion

**One Fairfax Area(s) of Focus:** 16. Intentional, focused recruitment efforts that bolster a diverse applicant pool; hiring and evaluation practices, and processes for employee feedback, to achieve and preserve a culture of equity and fairness for all employees.

**Countywide Strategic Plan Community Outcome Area(s):** Economic Opportunity (EO); Effective and Efficient Government (EEG)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**

Strategy EO 16. Facilitate improved connections between employers and qualified talent by increasing awareness of workforce services and incentives.  
 EO 19. Leverage the county’s position as a large employer to build a diverse, representative workforce, continually developing the skills of existing employees, increasing internships and other work-based learning opportunities for youth, and providing access to key employment supports such as affordable housing, childcare and transportation.

EEG 8. Improve the county’s competitiveness as an employer to recruit, hire and retain a diverse, highly qualified workforce utilizing data to determine barriers and target strategies for marginalized groups.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>2a.</b> Identify local Colleges and Universities with Diversity, Equity, and Inclusion Offices	FCDOT  Local Colleges and Universities  DHR	Research local Colleges and Universities with fields of Engineering and Planning	Diversity, Equity, and Inclusion Manager  FCDOT Equity Team  HR Manager	1 year	# of Colleges and Universities identified with DEI Offices  # of partnerships formed with campus DEI offices  # of recruitment events attended by FCDOT staff as a result of a connection with campus DEI offices
<b>2b.</b> Conduct realistic job preview for FCDOT job tracts specifically for colleges and universities	FCDOT  Local Colleges and Universities	Technology support to conduct realistic job preview  Hiring managers to staff a panel for the realistic job preview	HR Manager  Section Chiefs  Diversity, Equity, and Inclusion Manager	2 – 3 years	# of realistic job previews  # of follow up meetings with students attending a realistic job preview

**DEPARTMENT OF TRANSPORTATION  
CALENDAR YEAR 2024 EQUITY IMPACT PLAN**

					# of job applicants and interviews resulting from a realistic job preview
<b>2b.</b> Create sample equity interview questions related to each job classification	FCDOT	Time dedicated to research best practices and develop sample equity interview questions.	FCDOT Equity Team HR Manager Section Chiefs	1 year	# of questions developed for each job classification  % of interviews using one or more of the equity questions developed

# DEPARTMENT OF TRANSPORTATION

## CALENDAR YEAR 2024 EQUITY IMPACT PLAN

**Goal 3:** Apply equity analysis into FCDOT plans, projects, and services

**One Fairfax Area(s) of Focus:**

- 14. A multi-modal transportation system that supports the economic growth, health, congestion mitigation, and prosperity goals of Fairfax County and provides accessible mobility solutions that are based on the principles associated with sustainability, diversity, and community health.
- 17. Policies that prohibit all forms of discrimination under Federal and State law in county and school system activities and ensure that all practices provide fair treatment for all employees, contractors, clients, community partners, residents, and other sectors who interact with Fairfax County including higher education, business, nonprofit, faith, philanthropy, and civic.

**Countywide Strategic Plan Community Outcome Area(s):** Mobility and Transportation (MT)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**

- Strategy MT 2. Further develop and expand the multimodal network by a) increasing the number of routes and frequency of service connecting urban hubs and amenities, b) enhancing services on highly traveled corridors to reduce car volume in those corridors and c) improving pedestrian and bicycle access to transit services and activity centers.
- MT 5. Facilitate more active transportation (walking and biking) by adding, improving, and maintaining sidewalks and shared-use paths; enhancing bike facilities throughout the county; addressing “first/last mile” challenges; and educating the community on how to increase their use of active transportation modes safely.
- MT 13. Prioritize safe, healthy, accessible transportation options for all with a focus on equitable access for residents facing economic, health, housing, and other challenges.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<p><b>3a.</b> Evaluate FCDOT programs, policies and services using an equity lens</p>	<p>FCDOT</p>	<p>Fairfax County Vulnerability Index</p> <p>FCDOT staff time to consider equity implications for programs, policies and services.</p>	<p>Section Chiefs</p> <p>FCDOT Equity Team</p>	<p>1 year</p>	<p># of programs, policies, and services evaluated</p> <p># of changes made to programs, policies, and services based on equity lens findings</p> <p># of multimodal transportation programs, policies and services evaluated using an equity lens</p>

# DEPARTMENT OF TRANSPORTATION

## CALENDAR YEAR 2024 EQUITY IMPACT PLAN

<b>3b. Completing Equity Impact Assessments for Board items</b>	FCDOT	Fairfax County Vulnerability Index  Various data sources to support Equity Impact Assessments	Diversity, Equity, and Inclusion Manager  Division/Section Chiefs	1 year	# of Equity Impact Assessments submitted by staff  # and % of Board Items containing an Equity Impact Statement
<b>3c. Collect and analyze data pertaining to the Title VI Program</b>	FCDOT	Data collection and analysis by FCDOT Transit Services Division Service Planning Section	FCDOT Transit Services Division	3 years	# of outreach activities pertaining to Title VI % of distribution of transit amenities between minority and non-minority bus stops/stations.



# DEPARTMENT OF TRANSPORTATION

## CALENDAR YEAR 2024 EQUITY IMPACT PLAN

**Goal 1:** Expand access and affordability of public transportation for members of protected classes.

**Key Equity Driver(s):** Equitable Community Development, Inclusive Prosperity

**Countywide Initiative:** Metropolitan Washington Regional Fair Housing Plan

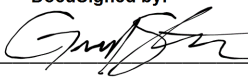
**Countywide Strategic Plan Community Outcome Area(s):** Mobility and Transportation

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**

MT 13. Prioritize safe, healthy, accessible transportation options for all with a focus on equitable access for residents facing economic, health, housing and other challenges.

Department Actions	Stakeholders	Timeline	Performance Measures
1a. Identify resources to expand free or reduced-fare bus and paratransit transportation to low-income households.	FCDOT NCS OPEH OHREP	5+ years	% of increase in transit ridership # of SmarTrip custom cards distributed
2a. Study and make recommendations to improve, expand, and coordinate bus routes across jurisdictions to ensure that members of protected classes can access jobs in employment centers.	FCDOT OHREP	In Progress	% of increase in transit ridership % of low-income being served by transit services

Department Director's Signature: \_\_\_\_\_

DocuSigned by:  
  
 03/19/2024 | 11:36:05 EDT  
 9F2FB34A424B4F9...