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# CALENDAR YEAR 2023 EQUITY IMPACT PLAN

## ANNUAL REPORT

### BACKGROUND INFORMATION

Department Name: Department of Emergency Management and Security

Equity Lead(s): Sulayman Brown and Moriah Kitaeff

Date: March 8<sup>th</sup>, 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 the diversity of applicants to match the county's population.

Goal 1 Progress: The Department has continued to ensure that all interview panels are inclusive of interviewers from a multitude of locations, including one interviewer consistently being someone that works outside of Fairfax County Government.

DEMS decided to follow the footsteps of the hiring subject matter experts, the Department of Human Resources, and will continue to follow any rules or guidelines that the agency may set.

**Goal 2:** Produce outreach materials that are in the eight most spoken languages within Fairfax County.

Goal 2 Progress: The Fairfax County Mini – Community Emergency Response Guide has been successfully translated into the five most spoken languages within Fairfax County. This includes a digital translation, allowing for a digitally accessible option on the Fairfax County website, as well as physical hard – copy printing of the guide in the five languages.

DEMS is using past equity knowledge, such as through GIS mapping as well as Census data, to ensure that the most likely to be needed language resources are always brought to community engagement events. DEMS is also currently Evaluating software applications that allow for provision of materials in languages requested, as they are requested.

**Goal 3:** Increased awareness of notification and preparedness within the public as well as county staff.

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DEMS is using past equity knowledge, such as through GIS mapping as well as Census data, to have a more accurate understanding of the areas of Fairfax County that are statistically less likely to be signed up for Fairfax Alerts. DEMS is also currently working with other public safety agencies, as well as multiple CBOs, that are able to carry DEMS message into a variety of communities .

Goal 3 Progress: Increased education on the importance of the monthly WebEOC drills, to ensure that those internal to DEMS, as well as external partners, are aware of how to request for assistance in times of an emergency operations center activation, before it is needed. An online training program has also been released to allow for county partners to review in a self-paced manner.

**Goal 4:** Increased awareness of equity and community cultural awareness between county staff and volunteers.

Goal 4 Progress: The Department of Emergency Management and Security is committed to an increase of equity and cultural awareness education throughout the agency. Multiple members of the department that are not equity leads or ambassadors have been through the One Fairfax trainings to ensure that the knowledge of equity and cultural awareness surpasses the equity team within the Department.

*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.*

DEMS has a preparedness awareness survey that is being advertised throughout the county in ways such as 1. QR code advertised at outreach events, 2. Facebook and Twitter (X) social media posts via Ready Fairfax, and 3. submission into partner newsletters that concentrate on a subpopulation, such as Golden Gazette, to ensure that the largest variety of responses are received.

The data received is then being compared to the identical survey that was released the previous year, to have an understanding if we have effectively increased preparedness efforts in islands of inequity or not.