

## CALENDAR YEAR 2024 EQUITY IMPACT PLAN



**Leadership Sponsor: Elizabeth D. Teare**

**Equity Lead(s): Corinne N. Lockett**

**Departmental Equity Guiding Statement:** In addition to promoting the Office of the County Attorney to prospective and current employees as a welcoming and inclusive environment in which everyone can work and grow, this Office seeks to continue to excel in our role as legal counsel to the Board of Supervisors and the County, following and encouraging others to follow a unified and cohesive social and equitable policy which promotes and supports an understanding of diverse perspectives, backgrounds, and experiences so that these policies can be legally implemented in order for the County to meet its One Fairfax goals.

**Context:** As in previous years, One Fairfax continues to provide this Office with opportunities to interact with and support a growing and necessary movement towards additional and new avenues of public outreach in recruitment and promotion of employees from diverse racial and ethnic backgrounds, gender identity, religions, sexual orientation, age, and physical abilities within all levels of the office and across the County. This Office seeks to continue to broaden its impact on equity, both internally and throughout the County, to increase our ability to attract and retain highly qualified individuals with backgrounds, cultures, and traditions that reflect our county's rich diversity, and encourage attorneys and staff to explore and implement both One Fairfax and outside diversity-related resources and share individual perspectives on diversity within the office. This Office continues to strive to promote legal and professional excellence by preserving a culture of equity and fairness for all employees.

**System-Level Infrastructure:** This Office will continue to expand our participation in additional diversity related CLE's, membership to additional specialty local, state, and national bar associations, and attend events throughout the region which address increasing diversity both in our office and throughout the County. To date, it has not been necessary to seek additional funding for this purpose, but our office will reach out to the One Fairfax Central Team and/or Department of Management and Budget with funding assistance if needed in the future.

# OFFICE OF THE COUNTY ATTORNEY

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### DEPARTMENT GOALS

**Goal 1:** Proactively assist County staff in achieving One Fairfax equity goals in each department’s Equity Impact Plan.

**One Fairfax Area(s) of Focus:** 18. Other, depending on the department served

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

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

Strategy EEG 25. Develop, pilot, and institute Fairfax County equity-based decision-making tools for planning, projects, decision making and resource allocation.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>1a.</b> Continue to use an equity lens when reviewing County legal initiatives, changes in policy, Board Administrative and Action Items, and statutory amendments to the County Code.	All agencies		OCA	1/1/2024 through 12/31/2024	When drafting and reviewing legal responses and opinions issued by this Office, attorneys will ensure that equity and diversity are considered and discuss with the County department staff, including encouraging discussion with County department equity leads and or OCA Small Group Equity Team before approving response.
<b>1b.</b> Continue to initiate conversations with department staff to encourage ideas on how to incorporate equity into County practice and procedure through office wide discussions and presentations.	All agencies		OCA	1/1/2024 through 12/31/2024	

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<p><b>1c.</b> Continue to respond efficiently and effectively to requests from County staff, while ensuring that the focus on equity is not lost in the process.</p>	<p>All agencies</p>		<p>OCA</p>	<p>1/1/2024 through 12/31/2024</p>	
<p><b>1d.</b> Continue to implement legal and policy proposals and, as office attorneys are made aware of potential areas of improvement, to encourage incorporation of equity policies in all aspects of Fairfax County government.</p>	<p>All agencies</p>		<p>OCA</p>	<p>1/1/2024 through 12/31/2024</p>	

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**Goal 2:** Expand focused recruitment efforts that encourage a diverse applicant pool for open positions throughout the office in the county, and support culturally and ethnically diverse staff to succeed within the office.

**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):** Effective and Efficient Government (EEG)

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

Strategy 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
<p><b>2a.</b> Continue to advertise employment and internship openings to an expanded legal community through bar associations that promote inclusion and diversity in the profession, regional law schools, local bar associations within the region, and on culturally diverse employment websites.</p>			OCA	1/1/2024 through 12/31/2024	<ol style="list-style-type: none"> <li>1. Maintain a checklist of employment opportunities and employment advertisements with each.</li> <li>2. Maintain a list of when and how many office attorneys attended law school recruitment events and regional career fairs.</li> <li>3. Maintain a list of incoming law school recruitment events.</li> </ol>
<p><b>2b.</b> Encourage attorneys to attend recruitment days at local law schools and regional career fairs to promote employment at the office to a wider range of applicants.</p>			OCA	1/1/2024 through 12/31/2024	

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Goal 3: Promote education and learning throughout OCA by encouraging office wide participation in quarterly brown bag get togethers to share ideas about books, essays, poems, etc., selections with an emphasis on keeping an open mind and learning from each other.

**One Fairfax Area(s) of Focus:** 18. Other

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

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

Strategy EEG 13. Implement a workplace culture change effort to actively promote equity and inclusion, collaboration, excellence, innovation, customer service, transparency, accountability and trustworthiness.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<p><b>3a.</b> The OCA Small Group Equity Team will continue to encourage office attorneys and staff to share and suggest discussion materials for reading and viewing.</p>			OCA	1/1/2024 through 12/31/2024	<ol style="list-style-type: none"> <li>1. The OCA Small Group Equity Team will select written materials from suggested sources and encourage participation in meetings and brown bag lunches via e-mail.</li> <li>2. The OCA Small Group Equity Team will provide preview and select written literature and video presentations and facilitate related discussions for quarterly meetings.</li> <li>3. The OCA Equity Ambassador will create and maintain an equity-based resource library with access to all OCA staff.</li> </ol>

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					<ol style="list-style-type: none"> <li>4. OCA Small Group Equity Team will plan, organize, and lead quarterly brown bag lunches for OCA staff on various law and equity topics.</li> <li>5. The OCA Small Group Equity Team will recruit speakers to attend brown bag lunches to present and facilitate discussions on diversity and equity issues.</li> </ol>
<p><b>3b.</b> Continue to maintain an electronic office Resource Center for equity focused reading and learning materials as well as upcoming events within the office and across the Commonwealth.</p>			<p>OCA</p>	<p>1/1/2024 through 12/31/2024</p>	

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**Goal 4:** Work with the Fairfax County Legislative Team to address current Virginia law which negatively impacts racial equity.

**One Fairfax Area(s) of Focus:** 18. Other; may affect all areas depending on the law

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

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

Strategy EEG 17. Ensure local leaders, public and private, have the knowledge and capacity to understand the drivers of racial inequity and their contribution to structural racism, and use their power to build more equitable communities.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
4a. Consult with staff regarding potential racial equities in state law and how they impact local policy.			OCA	1/1/2024 through 12/31/2024	Advice provided to the BOS and department staff.
4b. Continue to coordinate with staff and the County legislative team with drafting assistance and support for legislation needed in order to address inequities in the Virginia code as directed by the Board of Supervisors.			OCA	1/1/2024 through 12/31/2024	

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

