
CALENDAR YEAR 2023 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Department of Management and Budget

Equity Lead(s): Jesse Ellis

Date: November 30, 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: Allocate County resources in a racially/socially equitable manner and apply equity lens to community engagement on the budget.

Goal 1 Progress:

DMB continued to integrate equity into the budget development process by requiring agencies to address the equity impact of all proposed new spending and budget reductions. Those impact assessments are incorporated into the review, discussion, and decision-making at key points of the budget development process with DMB staff, County leadership, and the Board of Supervisors.

This goal includes actions that seek to make DMB products and processes – including those related to the budget, strategic planning, and data analytics – more accessible and relevant to the County's diverse residents. Highlights from 2023 include:

- Translation of the *Citizen's Guide to the Budget*, and enhanced translation capacity of the County website in general, make the budget more accessible and help facilitate various community engagement efforts countywide.
- Translation of key documents related to the Fairfax County Youth Survey (including the questionnaire itself) also helped to ensure more representative data and accessibility to FCYS information and results.
- To support awareness and accessibility of the Countywide Strategic Plan, a point-in-time "highlights reel" of significant strategic planning and equity-related actions was published (the *2023 Annual Report*).

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Goal 2: Support countywide effort for data-driven decision-making in pursuit of greater racial/social equity.

Goal 2 Progress:

Timely and disaggregated data are key to the County's equity-related efforts. To support this, DMB automated the incorporation of economic and demographic data from public and administrative data sources to be made available for all county use including the Countywide Strategic Plan dashboards and Health Needs Assessment, allowing decision-makers and the public access to the latest data. A format and methodology are now in place to support expanded implementation. DMB published a Health Needs Assessment with trends and analysis to inform the status of equity. To address three strategic plan community outcomes: Healthy Communities, Mobility and Transportation, and Efficient and Effective Government, dashboards were developed with disaggregated data to assess equitable outcomes. All three will be finalized in 2023 and data analysis has already begun for Safety and Security. A framework for regular updates has been established and has been implemented to support the Economic Opportunity dashboard.

A countywide data policy was developed to provide consistency and guidance to agencies collecting demographic data. This policy also includes a question for agencies to assess the benefits of collecting demographic data if they are not currently. This will allow for better analysis of County administrative data.

Budget addendum requests – the process through which agencies request new funding in the County budget – include an equity impact assessment. DMB and County leadership are using this information to make funding recommendations to the Board of Supervisors, and are developing a formal process to ensure consistent consideration.

Goal 3: Continue with DMB learning and discussion regarding racial/social equity and One Fairfax.

Goal 3 Progress:

Work continued to build capacity among DMB staff to effectively incorporate equity into their work. Staff received training and resources on accessing language access services, and a DMB staff survey on language capacity resulted in an inventory of multi-lingual staff who are willing and able to provide assistance by serving customers, reviewing documents, etc. Another staff survey captured staff input to guide the development of a formal training plan and informal professional development opportunities for CY 2024.

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Other Work: *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.*

A group of 10 staff, representative of all levels of DMB's budget management team, attended a training series on Budgeting for Equity conducted by the Government Alliance on Race and Equity. That training directly informed the development of the agency's CY 2024 Equity Impact Plan. Additionally, three members of the DMB Equity Team participated in a training series on Equity in Budgeting hosted by the Government Finance Officers Association.

DMB published a number of reports that can help inform and support decision-making by the County and the public. Among those published in 2023 are the Fairfax County Youth Survey, Youth Survey Mental Health Report, Youth Survey Extracurricular Activities Report, Health Needs Assessment, Healthy Communities Dashboard, Mobility and Transportation Dashboard, Overview: Demographic Characteristics, and Language Spoken.

Teams assembled to support implementation of the Countywide Strategic Plan each include representation from the One Fairfax Central Team to help ensure an equity focus in action identification and implementation.

DMB launched a Communications and Inclusive Engagement Team, for the purpose of operationalizing the County's Inclusive Community Engagement Framework to inform the strategic plan and improve countywide communication.