
CALENDAR YEAR 2023 EQUITY IMPACT PLAN ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Animal Sheltering

Equity Lead(s): Lauren Krzywicki

Date: 11/15/2023

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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 and expand community outreach programs to improve the quality of life for pets and people in underserved communities.

Goal 1 Progress:

1a Staff and resource PAWS so it serves as a core function of DAS. Add additional FTEs to support the program and create continuity and redundancy.

- Complete: Manager and Coordinator for this programming have been hired. Program name has changed to "Pet Resource Center (PRC)."

1b Continued implementation of programs via events, outreach to target communities, ongoing communications with clients.

- Ongoing: Progress on our Equity goals was paused in 2023 due to the departure of former Equity Lead in the Spring of 2023. With the hiring of a new Equity Lead in August, we are proud to say the agency hit the ground running to continue our work and expect to expand our scope in 2024. Since August 2023, three low-cost Vaccine and Microchip Clinics were added to the latter part of 2023 at both shelter campuses. This allowed the department to expand service delivery to south county residents who have been identified as vulnerable through a combination of Fairfax County's Vulnerability Index analysis and shelter animal data.
- Pet Pantry services were expanded to include the presence of community resource tables at Vaccine and Microchip Clinics. This allowed Fairfax County residents to take home needed pet supplies while attending clinics.

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1c Provide adequate staffing/support to events.

- Complete: Three Microchip and Vaccine Clinics hosted between January-May, with varying numbers of staff and volunteer combination teams. Five Microchip and Vaccine Clinics hosted from August-December by a combination staff and volunteer team of 10 per clinic. .

1d: Increase capacity of program to serve the target number of individuals/families to meet program goals and bandwidth.

- Ongoing: PRC team is working on increased capacity as well as an increase in the services offered. Programming is expanding to include a Pet Pantry, Spay/Neuter Voucher program, and an Urgent Care Clinic at our Lorton Campus. In addition, efficiencies were added to our existing low-cost vaccine and microchip clinics to better serve our residents. Access to services was also improved with the addition of an e-mail address for the program.
- 25,016 pounds of pet food distributed into the community.
- 867 community pets served through Vaccine and Microchip Clinics.

1e. Remove transportation and technological barriers preventing individuals from accessing services.

- No progress

1f. Research ways to improve program implementation.

- Ongoing: The PRC team has been looking at the programming holistically, researching improvements, and looking at referencing local and national best practices to determine optimum accessibility in service delivery.

Goal 2: Increase accessibility of DAS information and content, including digital content to include other languages and accessibility features.

Goal 2 Progress:

2a. Perform audit of website to identify opportunities to increase accessibility.

- Completed: Fairfax County integrated translation tool onto all web pages.

2b. Establish a multilingual social media presence.

- No progress

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2c. Create multilingual informational materials and other materials to increase accessibility for all DAS services.

- Ongoing: The majority of PRC materials are available in both English and Spanish. More multilingual materials are planned. Customer Service Staff also received additional training and support in using the county translation services when assisting residents.

2d. Implement ASL interpreters and language translators at live events and presentations as needed.

- No progress

Goal 3: Increase diversity of staff, volunteers, fosters, and applicants to match the county's diverse population.

Goal 3 Progress:

3a. Advertise job postings in locations and methods that are accessible to diverse audiences, regardless of access to technology or familiarity with FFX regular job posting locations.

- Ongoing: Job postings are advertised on a variety of industry websites, including Humane Society of the United States, Virginia Federation of Humane Societies, and the Association for the Advancement of Animal Welfare. More research needs to be done on other ways to bring our postings to a more diverse audience.

3b. Develop a list of professional organizations which can advertise job postings to communities not already reached and/or diverse communities.

- No progress

Goal 4: Expand access to affordable, pet friendly housing for Fairfax County residents.

Goal 4 Progress:

4a. Work with the Department of Housing and Community Development and other stakeholders to develop a pet friendly housing policy for Fairfax County supported affordable housing units.

- No progress. DAS has had difficulty engaging other stakeholders.

4b. Develop resources and support for families with pets in crisis due to housing.

- Ongoing: The PRC team is looking at ways we can update our program policies to better assist those who are unhoused. There is an opportunity for cross agency collaboration on the development of pet friendly sheltering for unhoused persons.

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Goal 5: Increase access to veterinary care - including wellness care and low-cost spay/neuter for Fairfax County residents.

Goal 5 Progress:

5a. Create a spay /neuter /wellness care voucher program in partnership with private veterinary practices located in underserved communities.

- Complete: the Spay/Neuter Voucher program has been developed, and Veterinary partnerships for those areas in the most need have been established. We plan to launch in 2024.

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.

Opened second campus in October 2023. The Lorton Campus is located at 8875 Lorton Road, Lorton, VA. The south county area of Fairfax has been identified as a community in need of more pet resources according to shelter data. There is a disproportionate number of stray animals and/or animals being relinquished to shelter coming from neighborhoods located along the Route 1 corridor. Expanding services to this community will greatly enhance pet resource support.