



# FAIRFAX COUNTY PARK AUTHORITY

## CALENDAR YEAR 2024 EQUITY IMPACT PLAN

**Leadership Sponsor:** Jai Cole, Executive Director

**Equity Lead:** Sara Baldwin, Deputy Director and Matt Peters, HR Manager

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

The Fairfax County Park Authority (FCPA) serves an integral role in sustaining and improving the quality of life, health, and well-being of our community and workforce by providing opportunities including parks, recreation, education, and a vibrant natural environment.

FCPA's mission, vision, and values demonstrate our longstanding commitment to ensuring our community and workforce have access to and are involved in the planning, development, and use of park and recreation programs and facilities. Additionally, the FCPA Board passed a resolution on September 28, 2016, confirming FCPA's commitment to One Fairfax.

FCPA's Great Parks, Great Communities Master Plan further defines FCPA's commitment through the Guiding Principle, *Be Equitable and Inclusive – provide quality facilities, programs, and services to all communities; balance the distribution of parks, programs, and facilities, ensure these are accessible and affordable*. The goals and action steps outlined in the Master Plan will guide how FCPA creates more equitable parks and recreational opportunities for our community.

Ultimately, FCPA's goal is to ensure our community regardless of race and/or income has access to high quality, parks, programs, and services.

### **Context:**

Fairfax County Park Authority is committed to cultivating a park system that embodies equity, diversity, and inclusion at its core. FCPA's equity strategy encompasses a dual-pronged approach, focused on establishing a strong organizational framework to support equity projects forward, while also creating an environment that fosters safety and belonging in the workplace and actively addresses racial biases and systemic racism.

FCPA leadership places equity at the front and center of all efforts. An Equity Officer was hired to focus on supporting the equity initiatives listed in the FCPA Equity Impact Plan. The goal is to continue to build a resilient and inclusive organizational structure that champions equity initiatives throughout our Park Authority.

Equitable hiring processes are in place to encourage hiring Black, Indigenous, and people of color (BIPOC) across the organization to reflect the county demographics. In 2023, FCPA's BIPOC staff increased by almost 7%. To develop lasting change, an Intern Program was created, focusing on recruiting minorities and developing a talent pipeline of future FCPA employees.

FCPA uses an equity lens in all decision-making processes. The Parks, Recreation, Open Space and Access (PROSA) Plan, an equity tool developed and approved in 2023, assesses the quality, quantity, and access to parks throughout the county with a particular focus on the opportunity areas (vulnerability areas) in the county. This tool will guide all FCPA's acquisitions and capital improvements in the future.



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In order to achieve its equity goals, FCPA built upon One Fairfax's Vulnerability Index and customized it to meet FCPA's data needs by adding a race layer. The Park Authority Race and Equity Index (PAREI) is another equity tool to guide the decision-making process at all levels, showing the commitment to equity of the organization.

In 2024, FCPA will work on strengthening equity communication and outreach efforts as well as setting baselines and refining the performance indicators in the EIP.

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

FCPA's main focus will continue to be advocating for equitable and sustainable change in FCPA's revenue model. The county mandate that requires FCPA's programs and services be self-sustaining has led to a poor system accessible exclusively to those with financial means to pay for our programs and services; those without have limited to no access.

As an organization that relies on over 60% of its budget through fees and charges while providing access to important programs and services, addressing the inherent inequity of our current revenue model will be critical.

FCPA continues to advocate for changes in our operating model to address the inequity that exists in access to FCPA programs, camps, and Rec Centers. The county mandate that requires FCPA's programs and services be self-sustaining has led to a poor system accessible exclusively to those with financial means to pay for our programs and services; those without have limited to no access.

The result has been participation in FCPA programs and facilities that don't reflect the demographics of Fairfax County. Through joint efforts of the FCPA Board and the County Board of Supervisors, FCPA has partnered with consultants to help determine what the fee-based programs should look like with an eye towards equity and is engaging other agencies, including Neighborhood and Community Services and Fairfax County Public Library, to explore programmatic and operational changes to support equity. Recommendations including feedback from advocates and the community will be presented to FCPA's Board and County Board of Supervisors.

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## DEPARTMENT GOALS

**Goal 1:** Increase the diversity in FCPA staff at all levels of the organization.

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

- 1. Community and economic development policies and programs that promote wealth creation and ensure fair access for all people.
- 13. A parks and recreation system that is equitable and inclusive by providing quality facilities, programs, and services to all communities; balancing the distribution of parks, programs and facilities; and providing accessible and affordable facilities and programs.
- 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):** EEG Indicator: Effective and Representative County and School Workforce

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<p><b>1a.</b> Increase the diversity of FCPA staff at all levels of the organization.</p> <ul style="list-style-type: none"> <li>• Continue to measure and increase merit BIPOC representation over CY2023 levels.</li> <li>• Measure non-merit BIPOC representation to create a baseline.</li> <li>• Measure Division level BIPOC representation to create a baseline.</li> <li>• Attend local College, University and FCPS job fairs.</li> <li>• Merit: Advertise all jobs through NEOGOV platform to include Diversityjobs.com</li> <li>• Non-merit: Connect with county academic institutions to increase the visibility of FCPA job and career opportunities.</li> <li>• Non-merit: Enhance relationships with FCPS to expand the applicant pool of diverse candidates.</li> </ul>	<p>FCPA/Community</p>	<p>DHR support and approval to use NeoGov applicant tracking system for non-merit applications required for more in depth analysis</p>	<p>FCPA Staff</p>	<p>January – December 2024</p>	<ul style="list-style-type: none"> <li>• % BIPOC representation on FCPA merit workforce (CY2024 Goal: increase to 45%)</li> <li>• Establish BIPOC representation baselines at the Division and non-merit levels</li> </ul>

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<p><b>1b.</b> Ensure racial and social equity during FCPA applicant selection process.</p> <ul style="list-style-type: none"> <li>• Ensure all merit hiring panels have appropriate ethnic and gender diversification.</li> <li>• Provide aggregate applicant demographic information for 100% of merit CertLists (from OHREP) and track outcomes for analysis on merit hires.</li> <li>• Include questions related to racial and social equity as part of the interview process.</li> <li>• Ensure HR pre-brief to all merit Hiring Panels before interviews are conducted is completed.</li> <li>• Employ Equity Question bank in hiring panels.</li> <li>• Record and load Park Authority Hiring Panel pre-brief into Employee U and roll out requirement.</li> <li>• Participate in HBCU job fairs.</li> </ul>	FCPA/Community	HR funding	FCPA Staff	January – December 2024	<ul style="list-style-type: none"> <li>• % of hiring panels have required diversification representation (Goal: 95%)</li> <li>• 9% of hiring managers receive a demographic summary of their CertList (Goal: 95%)</li> <li>• % of merit hiring panels take PA pre-brief training or have pre-brief meeting with HR (every 6 months) (Goal: 95%)</li> </ul>
<p><b>1c.</b> Manage the paid Intern Program as a key input to FCPA’s future workforce.</p> <ul style="list-style-type: none"> <li>• Request funding during annual budget process.</li> <li>• Implement a phased in approach, using existing G-status positions.</li> <li>• Identify and reclassify FCPA Status G positions to Work Student II/III and move to report in the HR Structure.</li> <li>• Use existing funding (Friends Groups, etc.) to the highest degree possible.</li> <li>• Plan advertisement and marketing of internship program starting January 1, 2024.</li> <li>• Continue to offer unpaid internship positions.</li> </ul>	FCPA/Community	HR funding	FCPA Staff	January – December 2024	<ul style="list-style-type: none"> <li>• Number of paid/unpaid interns (Goal: 40 paid; unlimited unpaid)</li> <li>• % of interns that are people of color (Goal: 65%)</li> <li>• % of previous year’s paid intern positions reclassified to Work Student II/III (Goal: 100%)</li> </ul>

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- Attend local College, University and FCPS job fairs to market intern program.
- Advertise internship opportunities on Diversityjobs.com and through social media channels.

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**Goal 2:** Create a culture within FCPA that considers One Fairfax in all decision making and foster opportunities that advance racial and social equity.

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

1. Community and economic development policies and programs that promote wealth creation and ensure fair access for all people.
13. A parks and recreation system that is equitable and inclusive by providing quality facilities, programs, and services to all communities; balancing the distribution of parks, programs and facilities; and providing accessible and affordable facilities and programs.

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

**Relationship to Countywide Strategic Plan Strategies/Metric(s):** EEG Indicator: Effective and Representative County and School Workforce

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<p><b>2a.</b> Deliver racial and social equity trainings to normalize One Fairfax.</p> <ul style="list-style-type: none"> <li>• Maximize availability of One Fairfax RTPPI and ARETRG courses.</li> <li>• Conduct Cultural Intelligence training for merit and Status E employees (12 courses).</li> </ul>	FCPA/Community	HR funding	FCPA Staff	January – December 2024	<ul style="list-style-type: none"> <li>• % attendance by the FCPA merit workforce (Goal: 85%)</li> <li>• # staff trained (Program goal for FCPA paid training: 200-300 students)</li> </ul>
<p><b>2b.</b> Include One Fairfax training in FCPA new employee orientation.</p> <ul style="list-style-type: none"> <li>• New merit and Status E hires are required to view the One Fairfax 32-minute One Fairfax Equity Training within 30 days.</li> </ul>	FCPA/Community	HR funding	FCPA Staff	January – December 2024	% of new merit and Status E employees complete One Fairfax video within 30 days of starting (Goal: 95%)
<p><b>2c.</b> Improve FCPA's workforce engagement with One Fairfax through the GARE employee survey.</p> <ul style="list-style-type: none"> <li>• Build internal infrastructure to guide and coordinate racial equity efforts.</li> <li>• Normalize conversations about race across the Agency.</li> <li>• Facilitate cross-divisional collaboration.</li> </ul>	FCPA/Community	HR funding	FCPA Staff	January – December 2024	<ul style="list-style-type: none"> <li>• Conduct focus groups: SMT, Divisions Management Teams, and employee groups</li> <li>• Implement Action Plans resulting from focus group discussions</li> </ul>

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<ul style="list-style-type: none"> <li>Enhance communication of racial equity efforts to strengthen knowledge and awareness.</li> <li>Identify key focus areas and opportunities for improvement.</li> <li>Conduct groups to discuss 2023 GARE survey results.</li> </ul>					
<p><b>2d.</b> Conduct Racial and Social Equity discussions to accelerate the operationalization of One Fairfax concepts and precepts within FCPA.</p> <ul style="list-style-type: none"> <li>Train facilitators and restart discussions.</li> </ul>	FCPA/Community	HR funding	FCPA Staff	January – December 2024	<ul style="list-style-type: none"> <li># of facilitators (Target: 10 facilitators)</li> <li># sessions per month (Goal: two sessions/month (once facilitators trained))</li> </ul>

**Goal 3:** To provide accessible, high quality, complete parks within a 10-minute walk of all Fairfax County residents.

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

- Community and economic development policies and programs that promote wealth creation and ensure fair access for all people.
- Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.
- A health and human services system where opportunities exist for all individuals and families to be safe, be healthy and realize their potential through the provision of accessible, high quality, affordable and culturally appropriate services.
- A healthy and quality environment to live and work in that acknowledges the need to breathe clean air, to drink clean water now and for future generations.
- A parks and recreation system that is equitable and inclusive by providing quality facilities, programs, and services to all communities; balancing the distribution of parks, programs and facilities; and providing accessible and affordable facilities and programs.
- 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):** Empowerment and Support for Residents Facing Vulnerability (ESRFV)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**  
 Strategy ESRFV 7. Facilitate better access and utilization of services frequently needed by those facing vulnerability through greater co-location of county departments and community-based organizations and through the use of access points in community locations such as schools and libraries, as well as recreation, shopping and community centers.

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Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>3a.</b> Yearly review of Mastenbrook Grants	FCPA/Community/Board	PAREI/PROSA	Park Operations Division	On Going	Number of grants in opportunity areas
<b>3b.</b> Identify distribution of parkland and recreational facilities in opportunity areas (high and very high Park Authority Racial Equity Index (PAREI) areas). Compare to the distribution of parkland and recreational facilities to the countywide average.	FCPA/Community/Board/County Agencies	PAREI/PROSA	Planning and Business Office	On Going	Based on park data in GIS analyze Parkland and recreational facilities in opportunity areas (Goal: % increase)
<b>3c.</b> Apply PROSA to inform FCPA CIP, Bond, Land acquisition and updates to the comprehensive plan	FCPA/Community/Board	PAREI/PROSA	Planning Division	Ongoing	Parkland and recreational facilities in opportunity areas (annual percent increase) Use park score-GIS
<b>3d.</b> Develop an implementation plan/strategy and a training for PROSA with the goal to embed it on planning and operations for all divisions.	FCPA/Community/Board	PAREI/PROSA	ALL DIVISIONS	Dec. 2024	TBD

**Goal 4:** All Fairfax County residents have a safe 10- minute walk to a park via trails, sidewalks, crossings, etc.

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

1. Community and economic development policies and programs that promote wealth creation and ensure fair access for all people.
8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.
10. A health and human services system where opportunities exist for all individuals and families to be safe, be healthy and realize their potential through the provision of accessible, high quality, affordable and culturally appropriate services.
12. A healthy and quality environment to live and work in that acknowledges the need to breathe clean air, to drink clean water now and for future generations.
13. A parks and recreation system that is equitable and inclusive by providing quality facilities, programs, and services to all communities; balancing the distribution of parks, programs and facilities; and providing accessible and affordable facilities and programs.
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.



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**Countywide Strategic Plan Community Outcome Area(s):** Empowerment and Support for Residents Facing Vulnerability (ESRFV); Cultural and Recreational Opportunities (CRO)

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

Strategy ESRFV 4. Use all available sources of data to identify and understand emerging and existing vulnerabilities in order to proactively engage impacted residents, identify service gaps and efficiently allocate resources.

CRO 2. Evaluate and address barriers (including transportation, language, virtual access and technology gaps) to cultural and recreational opportunities.

CRO 3. Evaluate the existing business models for agencies and organizations that support cultural and recreational opportunities, with the goal of devising a consolidated funding methodology that ensures more affordable and equitable access.

CRO 4. Ensure land development practices integrate the needs of the community to achieve the equitable (and culturally and racially sensitive) development of cultural and recreational opportunities

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>4a.</b> Continue participation in ActiveFairfax working group to ensure equitable and walkable park access is a focus area in the plan.	FCPA/ Community/ other county agencies	PAREI/PROSA	FCPA Planning, FCDOT, & FCPA GIS	Ongoing	# meetings
<b>4b.</b> Identify needs for mid-block crossings.	FCPA/ Community/ other county agencies	PAREI/PROSA	FCPA GIS, FCDOT, and FCPA Planning	Ongoing	TBD
<b>4c.</b> Continue to inform the scoping of the Countywide Trails Plan/ Bike Master Plan to ensure it incorporates improvements for nonmotorized access to parks, trails, and recreation facilities.	FCPA/ Community/ other county agencies	PAREI/PROSA	FCPA Planning, FCDOT		TBD
<b>4d.</b> Create an agencywide trails team to assess the availability and quality of trails countywide.	FCPA/ Community	PAREI/PROSA	FCPA Planning and Real State		TBD
<b>4e.</b> Continue to map, track, and assess the past and future capital investments in parks in relation to opportunity areas.	FCPA/ Community/ Park Board		Business Office/Asset Management		

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**Goal 5:** Provide safe parks countywide.

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

- 6. Community and public safety that includes services such as fire, emergency medical services, police, health, emergency management and code enforcement that are responsive to all residents so that everyone feels safe to live, work, learn, and play in any neighborhood of Fairfax County.
- 8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.
- 10. A health and human services system where opportunities exist for all individuals and families to be safe, be healthy and realize their potential through the provision of accessible, high quality, affordable and culturally appropriate services.
- 13. A parks and recreation system that is equitable and inclusive by providing quality facilities, programs, and services to all communities; balancing the distribution of parks, programs and facilities; and providing accessible and affordable facilities and programs.

**Countywide Strategic Plan Community Outcome Area(s):** Safety and Security (SS)

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

SS 8. Develop and implement risk-reduction programs to prevent or mitigate the loss of life, property and resources associated with emergencies and other disasters within the community.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>5a.</b> Present analysis of Park Ranger program to PAB.	FCPA/ Community		POD	2024	Future: Regardless of area of the county, residents report a similar level of safety within parks (based on analysis of crime statistics)
<b>5b.</b> Continue the work with FCPD to determine the best approach for improving safety in all parks.	FCPA/ Community	FCPD	Safety Office	2024	

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**Goal 6:** Provide parks that are clean and litter-free in all areas of the County.

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

6. Community and public safety that includes services such as fire, emergency medical services, police, health, emergency management and code enforcement that are responsive to all residents so that everyone feels safe to live, work, learn, and play in any neighborhood of Fairfax County.
8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.
10. A health and human services system where opportunities exist for all individuals and families to be safe, be healthy and realize their potential through the provision of accessible, high quality, affordable and culturally appropriate services.
13. A parks and recreation system that is equitable and inclusive by providing quality facilities, programs, and services to all communities; balancing the distribution of parks, programs and facilities; and providing accessible and affordable facilities and programs.

**Countywide Strategic Plan Community Outcome Area(s):** Healthy Communities (HC)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):** None

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>6a.</b> When identifying parks for volunteer cleanups, prioritize parks that serve neighborhoods ranked high to very high on the PAREI.	FCPA/ Community	PAREI	POD	Ongoing	# of cleanups in opportunity areas
<b>6b.</b> Ensure that frequency of litter cleanups and standards for trash removal consider both usage levels of parks as well as proximity of vulnerable areas to litter originating in commercial, industrial areas and transportation corridors.	FCPA/ Community	PAREI	POD	Ongoing	Future: Regardless of area of the county, residents report a similar level of cleanliness within parks

**Goal 7:** Enhance Community Engagement opportunities for people of color.

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

8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.
12. A healthy and quality environment to live and work in that acknowledges the need to breathe clean air, to drink clean water now and for future generations.
13. A parks and recreation system that is equitable and inclusive by providing quality facilities, programs, and services to all communities; balancing the distribution of parks, programs and facilities; and providing accessible and affordable facilities and programs.

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**Countywide Strategic Plan Community Outcome Area(s):** Cultural and Recreational Opportunities (CRO)

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

CRO8. Provide varied modes and forums (including virtual platforms) to engage and involve diverse community voices to determine the types of offerings, programming and supports the community is seeking. Utilize the feedback to modify programs to ensure greater participation.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>7a.</b> Increase promotion of Rec Center Open Houses to focus on communities of color.	FCPA/ Community	FCPA Staff	Park Services/Marketing & Communications Division	April, August, December 2024	#open houses  # places promoted to Rec Center Ethnicities (Placer.ai)  Deliverable: summary of meeting with NCS to hear about connecting with communities of color
<b>7b.</b> Expand the use of PublicInput.com's web-based tools (i.e., surveys, analytics, etc.) to reach beyond the typical attendees at public meetings to greatly expand the diversity of public engagement and exposure to Park Authority initiatives, issues, and opportunities. Utilize analytical tools to determine if strategies are reaching communities of color.	FCPA/ Community	FCPA Staff	Marketing and Communications Office	Ongoing	Data analysis of engagement using PublicInput by geography and population
<b>7c.</b> Use Fairfax County approved social media platforms that best reach communities of color.	FCPA/ Community OPA				
<b>7d.</b> Utilize and train staff on the best practices outlined in the County's inclusive community engagement framework.	FCPA/ Community	FCPA Staff	Marketing and Communications	Ongoing	% of staff participating on events trained (Goal: 100%)
<b>7e.</b> Continue to promote and expand multi-cultural celebrations.	FCPA/ Community		Marketing and Communications	Ongoing	

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<p><b>7f.</b> Develop a Standard Operating Procedure regarding language access and translation services and include prioritization of programs for translation services.</p>	<p>FCPA/ Community</p>		<p>Marketing and Communications</p>	<p>Complete in 2024</p>	
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**Goal 8:** Increase access to recreation/ wellness opportunities regardless of income.

- One Fairfax Area(s) of Focus:**
- 1. Community and economic development policies and programs that promote wealth creation and ensure fair access for all people.
  - 8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.
  - 10. A health and human services system where opportunities exist for all individuals and families to be safe, be healthy and realize their potential through the provision of accessible, high quality, affordable and culturally appropriate services.
  - 12. A healthy and quality environment to live and work in that acknowledges the need to breathe clean air, to drink clean water now and for future generations.
  - 13. A parks and recreation system that is equitable and inclusive by providing quality facilities, programs, and services to all communities; balancing the distribution of parks, programs and facilities; and providing accessible and affordable facilities and programs.
  - 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):** Cultural and Recreational Opportunities (CRO)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):** CRO Indicators: Access to local arts, sports, and cultural opportunities; Awareness and appreciation of diverse cultures and representation of diverse cultures

<b>Actions</b>	<b>Stakeholders</b>	<b>Resources/ Supports</b>	<b>Responsible Parties</b>	<b>Timeline</b>	<b>Performance Measures</b>
<p><b>8a.</b> Train all Rec Center front desk staff to thoroughly explain the scholarship application process and the appropriate approach for requesting race information during the registration process.</p>	<p>FCPA/ Community</p>	<p>FCPA staff</p>	<p>PSD, Business Office, Equity Officer</p>	<p>March-April 2024</p>	<p>% of staff trained (Goal: All staff trained by Dec 2024)</p>
<p><b>8b.</b> Explore partnership opportunities available with NCS and FCPS for recreation offered at Title I schools.</p>	<p>FCPA/ Community</p>	<p>FCPA staff</p>	<p>PSD-Programs</p>	<p>November 2024</p>	<p>Number of program/attendees organized per year disaggregated by race</p>

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<b>8c.</b> Expand Rec Center recreation program offerings into parks. <i>Examples: A&amp;I walking program, Healthy Strides events, offering recreation classes at RMD sites</i>	FCPA/ Community	FCPA staff	PSD-Programs	Ongoing	# New programs offered # New programs run # Unique participants
<b>8d.</b> Promote the free fishing gear FCPA received from DWR grant.	FCPA/ Community	FCPA staff		Ongoing	
<b>8e.</b> Implement Mobile Nature Center equipped with a variety of natural and cultural resources, interpretative media, and interactive supplies. The mobile center creates a park without borders that can directly engage with community members in their local unstaffed parks and public spaces (schools, community centers, etc.). Seek alternative funding, where appropriate.	FCPA/ Community	FCPA staff	RMD/Park Foundation	Spring 2024	TBD
<b>8f.</b> New programs will be analyzed through a One Fairfax lens.	FCPA/ Community	FCPA staff	PSD/Park Council/MarComm	Summer 2024	Deliverable: tool/tracker for new programs & One Fairfax application  Deliverable: programmer workshop  Deliverable: recreation program survey – community wants
<b>8g.</b> Increase presentations to schools about FCPA scholarship program.	FCPA/ Community	FCPA staff	PSD/Programs/MarComm	2025	# scholarship presentations
<b>8h.</b> Enhance the Park Authority's ability to analyze participation in programs, facilities, and parks by adding a race question to the registration system and utilizing Placer A.I.	FCPA/ Community	FCPA staff	Admin Division/ Business Office	Ongoing for PlacerAI Race Question by March 2024	

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**Goal 9:** Enhance the engagement of the Latino community in parks and recreation.

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

- 1. Community and economic development policies and programs that promote wealth creation and ensure fair access for all people.
- 8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.
- 10. A health and human services system where opportunities exist for all individuals and families to be safe, be healthy and realize their potential through the provision of accessible, high quality, affordable and culturally appropriate services.
- 12. A healthy and quality environment to live and work in that acknowledges the need to breathe clean air, to drink clean water now and for future generations.
- 13. A parks and recreation system that is equitable and inclusive by providing quality facilities, programs, and services to all communities; balancing the distribution of parks, programs and facilities; and providing accessible and affordable facilities and programs.

**Countywide Strategic Plan Community Outcome Area(s):** Cultural and Recreational Opportunities (CRO)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):** CRO Indicators: Awareness and appreciation of diverse cultures and representation of diverse cultures; Access to local arts, sports, and cultural opportunities

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
9a. Create social media and web content to highlight Latino Conservation Week in July. Host event in September throughout Hispanic Heritage Month.	FCPA/ Community	FCPA Staff	Supervisor Office, Defensores de la Cuenca, NVSWCD, FCPA, NCS, Second Story, Annadale, FCPS-Justice HS, Young FLAPPers Challenge.	2024	# viewers of content # attendees

**Goal 10:** Expand and enhance programming and interpretation related to the history of Black people in Fairfax County.

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

- 5. Education that promotes a responsive, caring, and inclusive culture where all feel valued, supported, and hopeful, and that every child is reached, challenged, and prepared for success in school and life.
- 13. A parks and recreation system that is equitable and inclusive by providing quality facilities, programs, and services to all communities; balancing the distribution of parks, programs and facilities; and providing accessible and affordable facilities and programs.

# FAIRFAX COUNTY PARK AUTHORITY

## CALENDAR YEAR 2024 EQUITY IMPACT PLAN



**Countywide Strategic Plan Community Outcome Area(s):** Cultural and Recreational Opportunities (CRO)

**Relationship to Countywide Strategic Plan Strategies/Metric(s): CRO Indicator:** Awareness and appreciation of diverse cultures and representation of diverse cultures

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>10a.</b> Research and develop an interpretative guide and short orientation video for site staff that includes strategies for teaching about and discussion of Black history (terminology, how to address feelings, how to handle uncomfortable conversations, etc.).	FCPA/ Community	FCPA Staff	NCS / NAACP / Equity Ambassadors		Established baseline of programs offered in CY23  Enhance programs based on customer survey feedback  % of staff who feel confident in delivery of programs through peer coaching (based on employee surveys)  Number of facilities and properties related to people of color with interpretation.
<b>10b.</b> Continue to utilize the program planning JEDI checklist to assess if programs are welcoming for people of color and accommodating for people of all abilities.	FCPA/ Community	FCPA Staff	FCPA staff	Ongoing	% of events assessed (Goal: 100%)
<b>10c.</b> Continue peer coaching and Black History Month program review at Colvin Run Mill, Frying Pan Farm Park, Green Spring Gardens, Historic Huntley, and EC Lawrence Parks.	FCPA/ Community				% of staff who feel confident in delivery of programs through peer coaching (based on employee surveys)



# FAIRFAX COUNTY PARK AUTHORITY CALENDAR YEAR 2024 EQUITY IMPACT PLAN



<b>10d.</b> Continue to work on the approach and budget for updating the interpretative plan for Sully Historic Site.	FCPA/ Community	FCPA staff	RMD/DO	2025	Future – Increased visitation and customer satisfaction.
<b>10e.</b> Provide technical assistance to the Gum Springs Historical Museum in the care of its collection.	FCPA/ Gum Springs Historical Museum	FCPA/ Gum Springs Historical Museum	RMD	Ongoing	
<b>10f.</b> Continue to utilize the History Commission’s African American History Inventory document and searchable database, created by GMU, and DCR’s African American Resource Survey in Fairfax County, as resources for interpretation.	History Commission		RMD	Ongoing	

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Department Director’s Signature: \_\_\_\_\_