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# CALENDAR YEAR 2023 EQUITY IMPACT PLAN

## ANNUAL REPORT

### BACKGROUND INFORMATION

Department Name: JDRDC

Equity Lead(s): Daud Harris and Lauren Madigan

Date: November 17, 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 Access to Substance Abuse and Mental Health Services**

Goal 1 Progress:

*1a: The RED team will collect data on the number of adult clients served by JDRDC in need of substance abuse/mental health assessment and services through a new uniform data collection document.*

- We started gathering substance abuse and mental health service recommendations for Community Corrections clients, though we still need to gain access to the racial breakdown of that data.

*1b: To explore gaining access to the DCJS and VASAP data systems for further data gap analysis on adults served by JDRDC in need of MH/SA services.*

- We completed qualitative data analysis on the gap in Mental Health (MH) and Substance Abuse (SA) services for our adult population. The full report, and presentation of results on this analysis was provided to the agency director and leadership. The report indicated that level 1 treatment services, the lowest level of outpatient MH and SA services, is not currently being provided by Fairfax County's CSB. This creates a barrier to compliance with court ordered evaluations and services for our adult population that is under insured and/or low income; we know due to research this population tends to be the minority population, those from communities of opportunity. Following that presentation, our committee received the approval in early November to move forward with reaching out to the Virginia Department of Criminal Justice Services and the Virginia Alcohol Safety Action Program to request access to their data systems.

#### **Goal 2: Ensure the JDRDC Workforce reflects the population we serve**

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### Goal 2 Progress:

#### *2a: Build relationships with HBCUs and community colleges in the DMV area.*

- A proposal was created around building relationships with other colleges and universities. Prior to getting the proposal approved, every person on that team has either retired or separated from the county, which has delayed moving forward with it.

#### *2b: Develop a hiring managers checklist with the assistance of JDRDC HR staff to include the expectation of panel members reviewing the implicit bias bench card together.*

- There have been productive conversations around developing a hiring managers checklist to include reviewing the implicit bias bench card. However, due to staff turnover and issues with hiring an HR Manager – a position which has been vacant since June – we have not been able to finalize these plans. We have support for moving forward with it once we are able to secure a new HR Manager.

#### *Additional Goal 2 progress:*

- Within the last year, the research unit put together a Staff Demographic Report to gauge the current makeup of the agency workforce. The report broke down the demographics by both units and front line vs. supervisory staff.
  - What we found was that for our Residential Facilities, Juvenile Intake, and Juvenile Probation, our direct service providers do not reflect the population that we serve.
  - The report was shared with agency leadership, and we plan on doing an update to this report to see any changes that have been made since the original report.

### **Goal 3: Apply an equity lens to both new and existing JDRDC policies, practices, and programming**

### Goal 3 Progress:

#### *3a: Implement the new process of Equity Lens Review.*

- After working closely with our agency intranet architect, our team was able to create a Nintex form for users to be able to submit requests for an equity lens review through our agency SharePoint page.
  - The new process was reviewed and approved by our agency leadership and was rolled out officially and announced to agency staff about midway through the year.
  - Since then we have had one equity lens review which was on the Graduated Responses initiative, making several recommendations to that team which mainly centered around specific data collection and analysis efforts and additional research. Graduated Responses is an evidenced-based practice utilized in effecting positive behavior change in youth. It has been implemented in our juvenile Court Services units to recognize and

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address both compliance and non-compliance alike with court ordered services. Research shows that recognizing the successes compared to the non-compliant behaviors of our youth at a ratio of 4:1 has the best outcomes in effecting positive behavior change.

- The research unit has put forward four quarterly reports over the past year on data results from the Graduated Responses program, including racial and ethnic breakdown, and is working closely with the team to monitor progress and proper usage of Graduated Responses.

*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.*

- Lauren Madigan, JDRDC Co-Equity Lead to One Fairfax completed the Anti-Racist Results Based Accountability (RBA) and Root Cause Analysis cohort; Tabitha Harris and Mary Snobar, members of the Racial and Ethnic Disparities (RED) team, are participating in the Government Alliance on Race and Equity (GARE) and Metropolitan Washington Council of Governments (COG) 3<sup>rd</sup> Metro DC Racial Equity Learning cohort; Lisa Vega, a RED team member was trained in and facilitated County wide trainings to include the Race the Power of an Illusion series and the Advancing Racial Equity the Role of the Government.