A FRAMEWORK FOR BECOMING one FAIRFAX

DISCUSSION AT THE NVAHA COMMUNITY FORUM ON PRESERVATION
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Facts and Stats: Equity and Opportunity in Fairfax County, VA

- Population: 1.1 million people
- 180+ languages spoken in homes
- 28% of school population eligible for free and reduced meals
- 6% of County population lives in poverty – and 15% have incomes under 200% of poverty
- Reports from PolicyLink, Northern Virginia Health Foundation, Community Foundation of Northern Virginia and Urban Institute document variances in opportunity within Fairfax County and across region
Key Concepts Guiding the County’s Efforts

• We recognize that RACE and PLACE matter in terms of actual levels of access to Opportunity in Fairfax.

• We understand that people of color are driving Fairfax County’s population growth, and their ability to participate and thrive is central to the county’s success.

• We must act with intention and urgency, recognizing that projects already underway or on the horizon are prime opportunities to help us to realize the vision of One Fairfax.

• We believe that “We ALL do better, when we ALL do better!”
One Fairfax Resolution adopted by the Fairfax County Board of Supervisors and School Board in July, 2016

- Directed the development of a racial and social equity policy to be applied in the planning and delivery of all public services

One Fairfax policy adopted by BOS and SB in November, 2017

- Recognizes equity as an economic imperative
- Commits the county government and school system to intentionally consider equity when making policies, planning and delivering programs and services
- First joint policy action between BOS and School Board
Becoming *One Fairfax* is vital to our community’s future success

- **FOCAL AREAS**
  - Building Opportunity for:
    - Cradle to Career Success
    - Community Health & Well-Being
    - Just and Safe Communities
    - Equitable Development
    - Inclusive Prosperity

- **CORE APPROACHES**
  - Cross-Agency/System Efforts to:
    - Act Early
    - Use Data Better
    - Close gaps
    - Engage Community, Stakeholders, & Partners
    - Share Accountability

 résultat : Thriving People, Thriving Communities, Thriving Economy

Becoming *One Fairfax* is vital to our community’s future success
Using an Equity Lens

- **Proposal**: What is the policy, program, practice or decision under consideration?
- **Desired Results**: What are the community-level conditions we aim to impact? What are the outcomes we want to achieve?
- **Analysis of Data**: What data do we have? What does the data tell us?
- **Community Engagement**: How have communities been engaged? Are there opportunities to expand engagement?
- **Strategies for Equity**: Who will benefit from or be burdened by this proposal? What are the strategies for advancing racial equity or mitigating unintended consequences?
- **Implementation**: Is the plan feasible? Adequately resourced?
- **Accountability**: How will impacts be documented and evaluated? Are we achieving anticipated outcomes?
- **Communication**: What messages will we use to counter implicit bias? How are we changing the narrative?
Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia  
Northern Virginia Health Foundation, November 2017  

Racial Inequities in Fairfax County 2011-15  
Urban Institute  
https://www.urban.org/research/publication/racial-inequities-fairfax-county-2011-15

The Opportunity Index: Indicators of Success and Challenges in Northern Virginia  
The Community Foundation for Northern Virginia, February 2018  

The Fairfax County Equitable Growth Profile  
PolicyLink and USC Program for Environmental & Regional Equity, June 2015  

Strategic Plan to Facilitate the Economic Success of Fairfax County  

One Fairfax Websites: County and Schools  
https://www.fairfaxcounty.gov/topics/one-fairfax  
https://www.fcps.edu/onefairfax

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