

A FRAMEWORK FOR *BECOMING* FAIRFAX

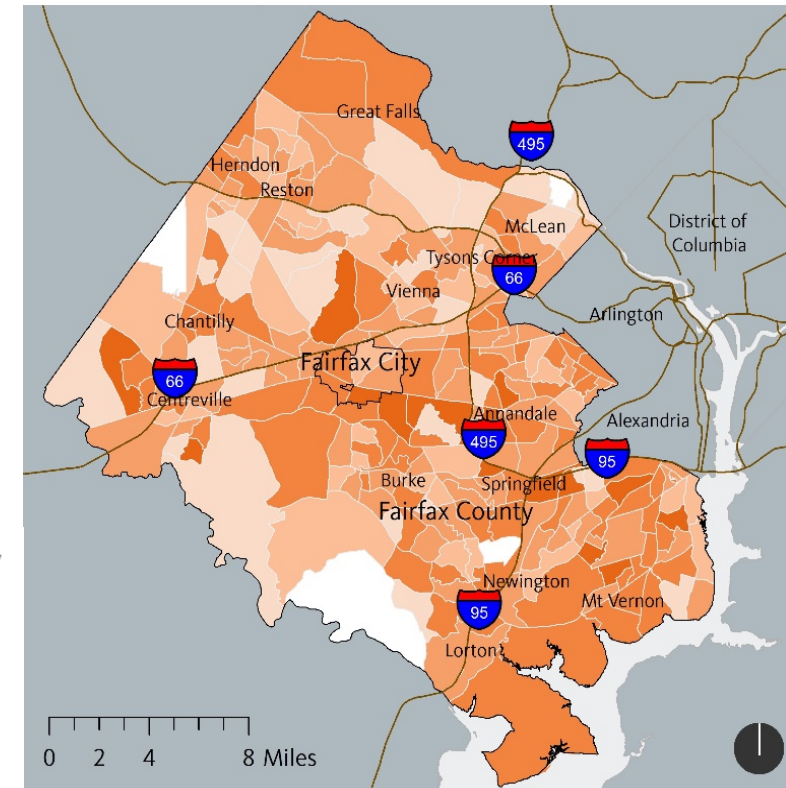
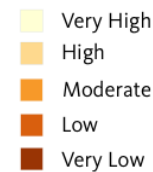
DISCUSSION AT THE NVAHA COMMUNITY FORUM ON PRESERVATION
KARLA BRUCE, FAIRFAX COUNTY CHIEF EQUITY OFFICER
JULY 25, 2018



Facts and Stats: Equity and Opportunity in Fairfax County, VA

- Population: 1.1 million people
- Median Household Income: \$114,329 (2016)
- 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

Composite Child Opportunity Index by Census Tract



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!"



RESOLUTION



Whereas, Fairfax County takes pride as a great place to live, learn, work, and play; and,
Whereas, Fairfax County is the largest and strongest economy in the Washington Metropolitan area and one of the strongest in the nation; and,
Whereas, county and school leaders and staff are committed to providing excellent services for every resident of Fairfax; and,
Whereas, Fairfax County government has established a vision of Safe and Caring Communities, Livable Spaces, Connected People and Places, Healthy Economies, Environmental Stewardship, Culture of Engagement and Corporate Stewardship; and
Fairfax County Public Schools has established goals of Student Success, a Caring Culture, a Premier Workforce, and Resource Stewardship; and,
Whereas, Fairfax County embraces its growing diverse population and recognizes it as a tremendous economic asset but recognizes that racial and social inequities still exist; and,

The time is now to move beyond embracing diversity as an asset and implement a new growth model driven by equity – just and fair inclusion into “One Fairfax,” a community in which everyone can participate and prosper.

Whereas, an extensive body of research has established that a community's access to an interconnected web of opportunities shapes the quality of life for all; and,
Whereas, to truly create opportunity, we need to understand and improve our work through a racial and social equity lens from the very core of the organization outward, focusing intentionally and deliberately towards sustainable structural changes; and,
Whereas, a growing number of local jurisdictions across the United States are adopting intentional equity strategies and see equity as an economic growth model;

NOW, THEREFORE, BE IT RESOLVED BY THE FAIRFAX COUNTY BOARD OF SUPERVISORS AND THE FAIRFAX COUNTY SCHOOL BOARD that:

The time is now to move beyond embracing diversity as an asset and implement a new growth model driven by equity — just and fair inclusion into “One Fairfax,” a community in which everyone can participate and prosper.

“One Fairfax” can only be realized with an intentional racial and social equity policy for all publicly delivered services. A racial and social equity policy will intentionally identify and eliminate disparities, and work together to build a vibrant and equitable community.

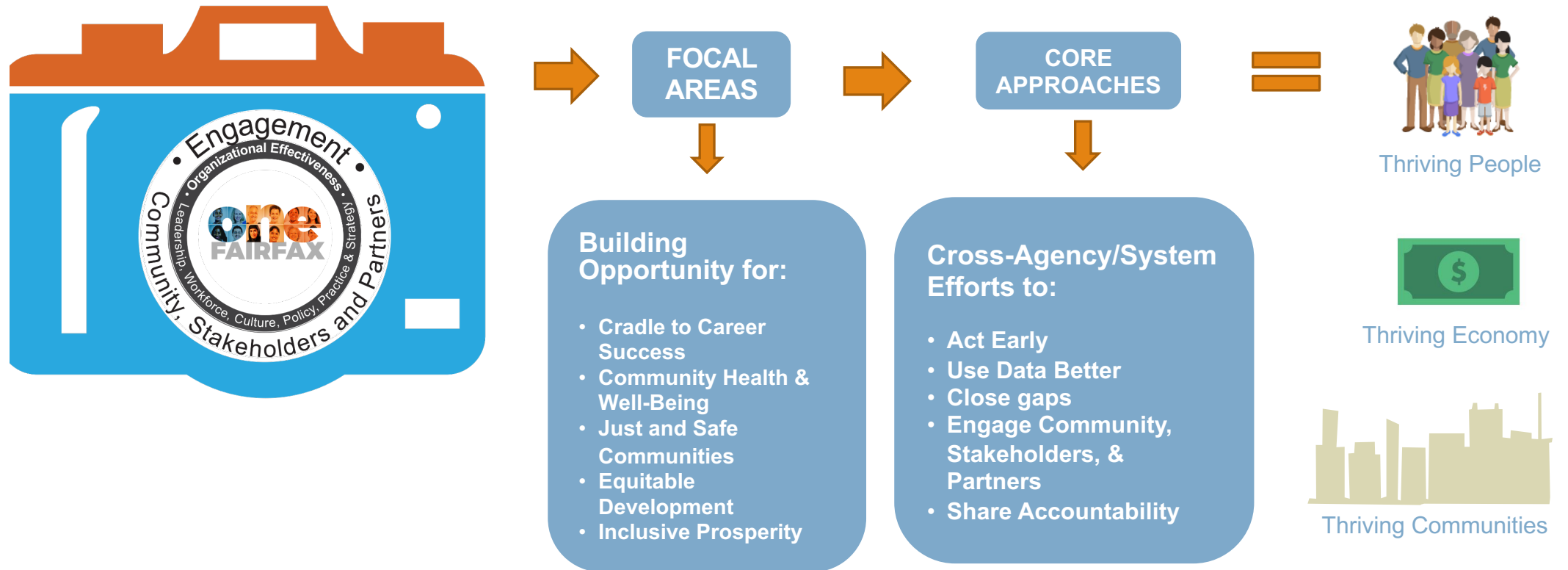
In July 2016, the Fairfax Board of Supervisors and School Board adopted a racial and social equity policy for all publicly delivered services. This policy is a course of action that will intentionally identify and eliminate disparities, and work together to build a vibrant and equitable community. In July 2017, the Fairfax Board of Supervisors and School Board adopted a racial and social equity policy for all publicly delivered services. This policy is a course of action that will intentionally identify and eliminate disparities, and work together to build a vibrant and equitable community.

July 12, 2016



- **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



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

<https://novahealthfdn.org/wp-content/uploads/NVHF-Issue-Brief-FINAL.pdf>

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

https://opportunityindex.cfnova.org/images/CFNV_TCI_2017-final-web.pdf

The Fairfax County Equitable Growth Profile

PolicyLink and USC Program for Environmental & Regional Equity, June 2015

<http://nationalequityatlas.org/sites/default/files/Fairfax-Profile-6June2015-final.pdf>

http://www.policylink.org/sites/default/files/Fairfax_Summary_16June2015_Final.pdf

Strategic Plan to Facilitate the Economic Success of Fairfax County

<https://www.fairfaxcounty.gov/economic-success/economic-success-plan>

One Fairfax Websites: County and Schools

<https://www.fairfaxcounty.gov/topics/one-fairfax>

<https://www.fcps.edu/onefairfax>

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