FAIRFAX COUNTY PARK AUTHORITY

M E M O R A N D U M

TO: Chairman and Members
Park Authority Board

VIA: Kirk W. Kincannon, Executive Director

FROM: Sara Baldwin, Deputy Director/COO

DATE: December 5, 2019

Agenda
Diversity and Succession Committee
(Committee of the Whole)
Wednesday, December 11, 2019 – 6 p.m.
Boardroom – Herrity Building
Chairman: Timothy Hackman
Vice Chair: Linwood Gorham

1. One Fairfax – Information*

*Enclosures

Committee Agenda Item
December 11, 2019

INFORMATION

One Fairfax

On September 28, 2016, the Park Authority Board adopted the One Fairfax Resolution and joining with the Board of Supervisors and School Board in pursuing an intentional leadership-oriented approach to equity, which includes the development and achieve equity with intentional collective leadership, community engagement, equity tools and infrastructure to support and sustain systemic changes, and shared accountability. Karla Bruce, Chief Equity Officer for Fairfax County will present an overview of One Fairfax and the work being done by the County to address this important topic.
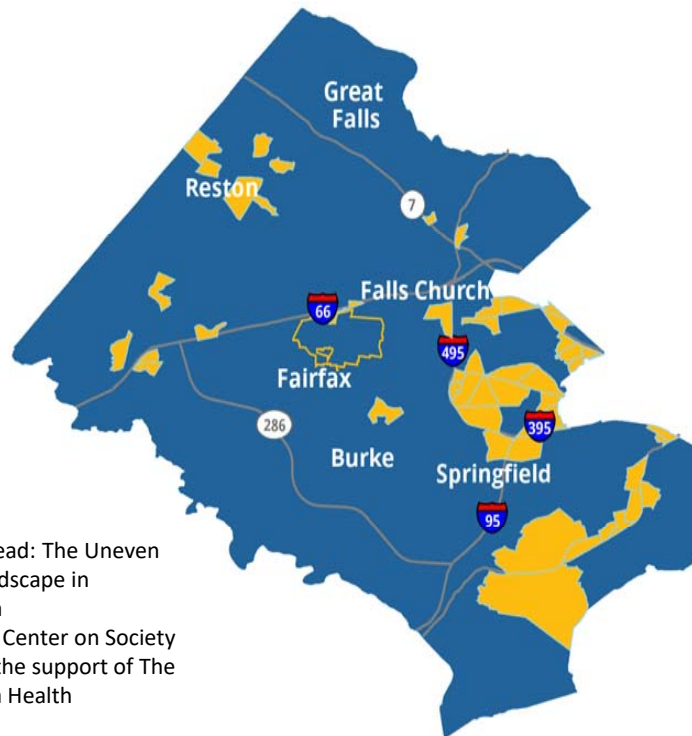
BECOMING one FAIRFAX

DISCUSSION WITH THE PARK AUTHORITY BOARD

DECEMBER 11, 2019

- A **Racial and Social Equity** Resolution and Policy
- Commits the county and FCPS to **intentionally consider equity** when making policies, planning and delivering programs and services
- Involves **community engagement, data analysis, collective action planning, and shared accountability**
- The key questions:
  - Who **benefits** and who is **burdened** by the **past** and **current** actions?
  - How can burden be **mitigated**?

Why *One Fairfax*? The Tale of Two Counties

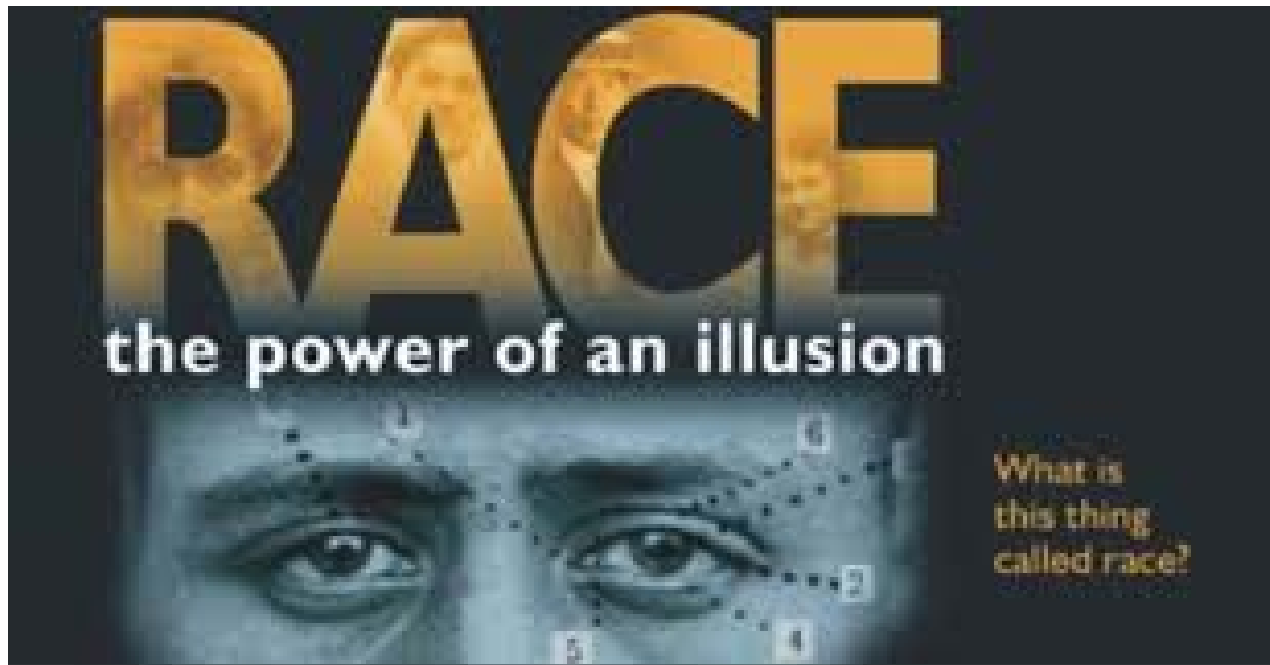From Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia
produced by The Center on Society and Health with the support of The Northern Virginia Health Foundation
https://novahealthfdn.org/getting-ahead-report/

- Reports from *Community Foundation of Northern Virginia, Northern Virginia Health Foundation, PolicyLink, and Urban Institute* document **variances in opportunity and vulnerability** within Fairfax County and across the Northern Virginia and Metropolitan Washington region.
- Places where people face multiple challenges are interspersed among some of the county's wealthiest communities.
- The most impactful solutions for creating *communities of opportunity* for all must focus on building and/or ensuring access to **economic, education, housing and health opportunity.**

Equity is Fairness not Sameness

Centering RACE
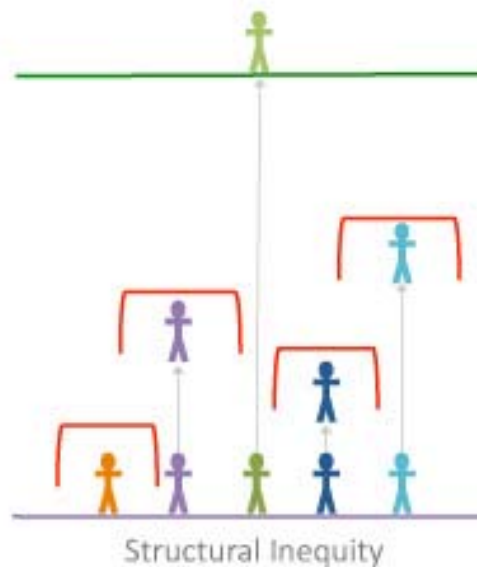

https://vimeo.com/133506632

Following the Principles of Targeted Universalism:

Abandoning the one-size-fits-all formula commonly used in the development of policy in favor of an approach that is more inclusive and outcome-oriented
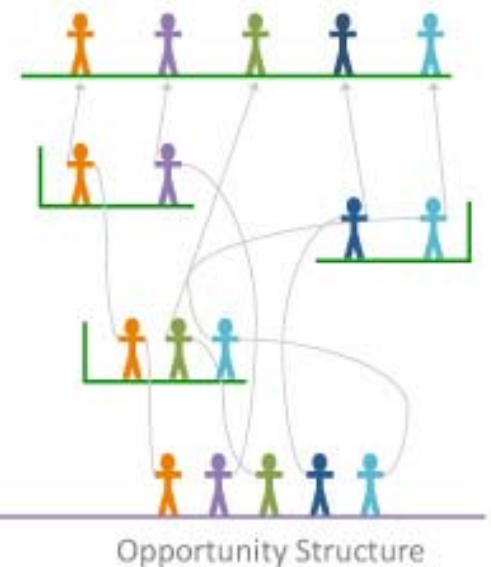

Universal Goal with Targeted Solutions

Structural Inequity produces consistently different outcomes for different communities.
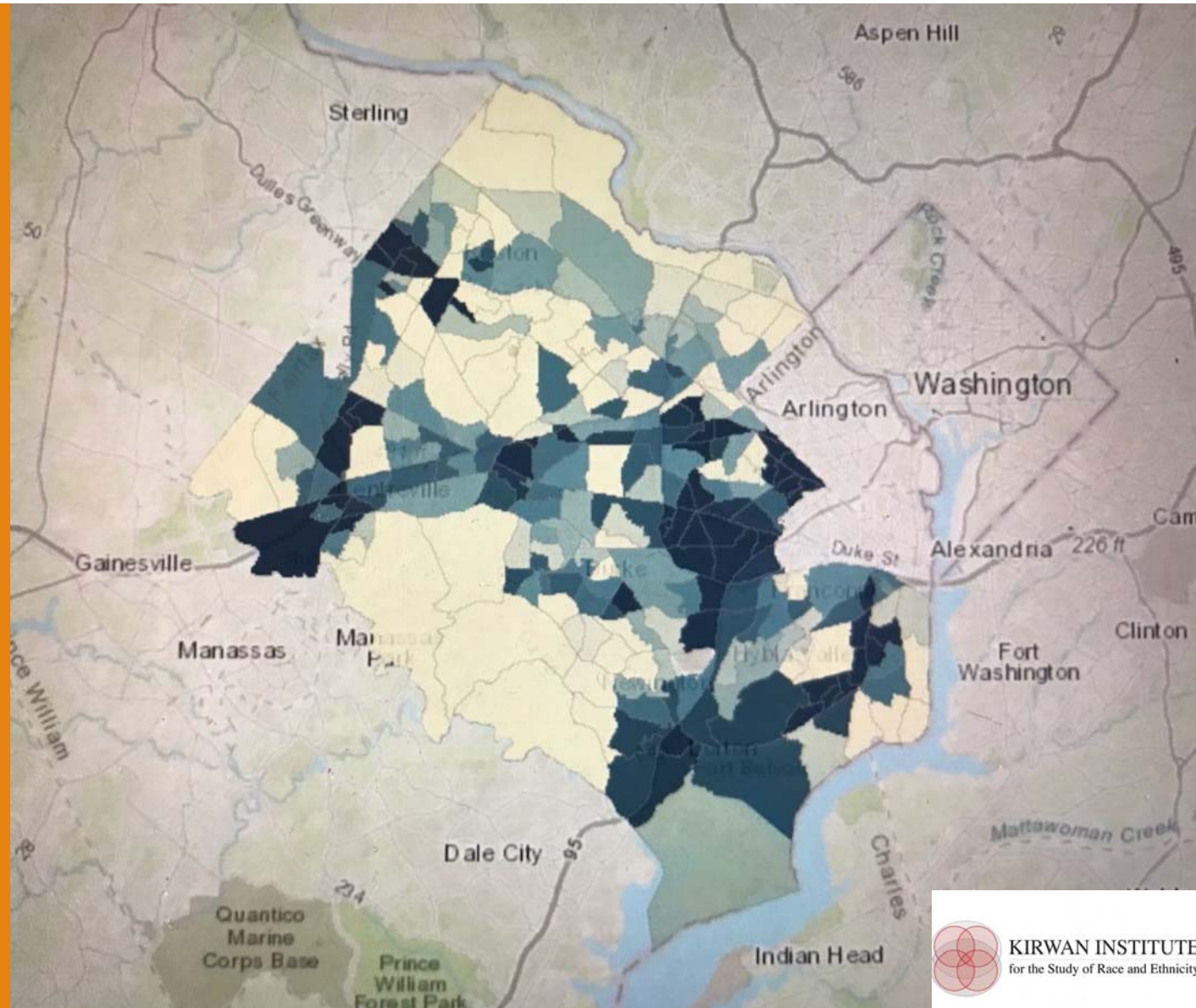
Opportunity Structures respond with necessary resources and multiple paths needed for different communities & individuals to thrive.

VS.

Structural Inequity

Opportunity Structure

haas institute
FOR A FAIR AND INCLUSIVE SOCIETY

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Understanding Opportunity & Vulnerability

Using analytical tools to better understand and represent the dynamics of opportunity and vulnerability within the county

- Mapping opportunity and vulnerability to measure comprehensively and comparatively
- Examining structural drivers of disparities
  - Who has access to opportunity?
  - Who does not?
  - What needs to be remedied in opportunity-poor communities?
- Proactively identifying where policy interventions and practice changes are needed

Targeting Interventions to *Build* Opportunity

Facilitate the development of targeted, strategic interventions in low-opportunity areas to cultivate critical opportunity structures for residents

- Engaging businesses and anchor institutions, such as schools, universities and hospitals as partners
- Supporting equitable investment in public infrastructure for low-opportunity neighborhoods
- Leveraging public investment to attract private investment to areas of low opportunity
- Ensuring that existing residents have fair access to emerging opportunities and are not displaced

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Targeting Interventions to *Connect* to Opportunity

Affirmatively connect low-income and otherwise marginalized individuals and families to existing opportunity

- ◦ Promoting development in areas of high opportunity and in historically racially and economically segregated areas
- ◦ Fostering mobility through a multi-modal transportation network
- ◦ Connecting low-income families to existing areas of opportunity through tools such as inclusionary zoning mandates and aiding housing voucher holders looking for affordable housing in higher-opportunity communities
- ◦ Providing services and supports to vulnerable children and youth through the Opportunity Neighborhoods organizing framework

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Fostering Inclusive Prosperity

Support wealth creation and asset building for residents in low-opportunity areas and for low-income residents

◦ Promoting broad-based local ownership models such as worker cooperatives and social enterprises
◦ Keeping dollars spent by the county and other anchor institutions circulating locally
◦ Closing the loop in traditional workforce development by linking training to actual employers

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Putting One Fairfax into Practice

- **The 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?

- **Assumptions:** What are our beliefs and ideas about the issue, situation, and people involved? How can we counter implicit bias?

- **Analysis of Data:** What data do we have? What data do we need? What does it tell us?

- **Community Engagement:** How have the people affected by the proposal been engaged? Are there opportunities to expand engagement?

- **Strategies for Equity:** Who will benefit from or be burdened by this action? What strategies will address vulnerability or build opportunity? How can we mitigate unintended consequences?

- **Implementation:** Is the plan feasible? Is it adequately resourced? How can we think and act creatively to make "it" happen?

- **Accountability:** How will impacts be documented and evaluated? Are anticipated outcomes being achieved? How can we course correct?

- **Contextual Factors:** What factors might influence the proposal? What factors might the proposal influence? What factors are in and/or out of our control?

LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

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

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 2011-2015, 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

Disproportionate Minority Contact for African American and Hispanic Youth: The Story Behind the Numbers and the Path to Action, Center for the Study of Social Policy, September 2012
https://www.cssp.org/publications/child-welfare/institutional-analysis/The-Story-Behind-the-Numbers_September-2012.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

Countywide Strategic Plan
https://www.fairfaxcounty.gov/strategicplan/

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