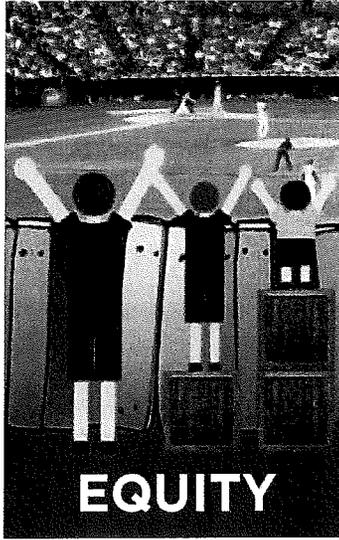
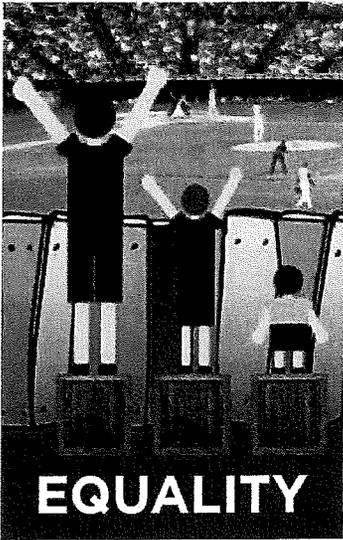


# EQUITY MATTERS

We **ALL** Do Better When We **ALL** Do Better!



With a median household income of \$110,292, Fairfax County, Virginia is one of the wealthiest counties in the nation—but not all residents share in this economic prosperity. As its population has grown and diversified over the past 25 years, inequities in income and opportunity by race and geography have also increased.

Fairfax County is committed to ensuring that we are an equitable county – where all residents – regardless of race/ethnicity, and nativity, age, gender, neighborhood of residence or other characteristics – can fully participate in the county’s economic vitality, contribute to its readiness for the future, and connect to its assets and resources.

In June, 2015, PolicyLink and the USC Program for Environmental & Regional Equity released the **Equitable Growth Profile of Fairfax County** in partnership with the County and other local leaders to support their efforts to build a stronger and more equitable county.

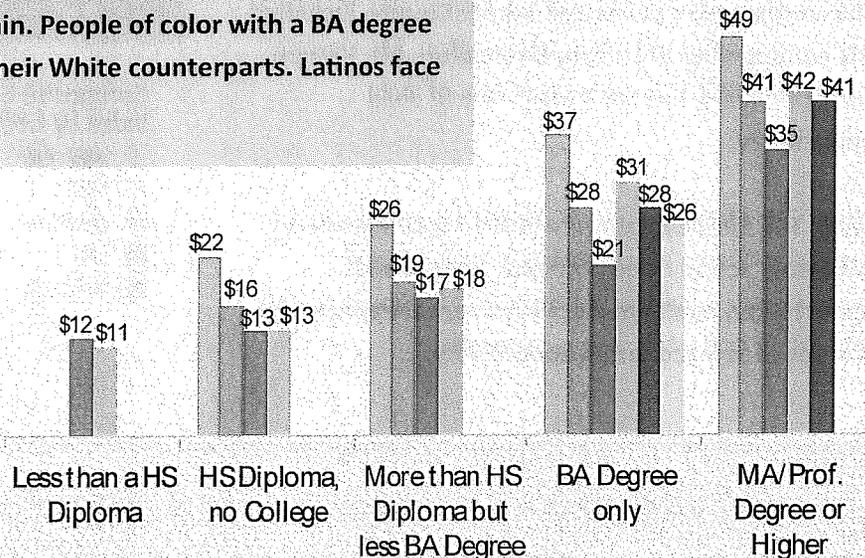
Achieving equity requires transformative and transactional actions that are interrelated and intentional in each of these essential component areas: leadership, organizational capacity building, community engagement work and data & accountability.

## Wage Gaps and Race

People of color earn lower wages than Whites at every education level in Fairfax. Wages rise with education, but gaps by race remain. People of color with a BA degree have median hourly wages that are \$9 less than their White counterparts. Latinos face the largest gap of \$16 at that educational level.

Median Hourly Wage by Educational Attainment and Race/Ethnicity, 2012

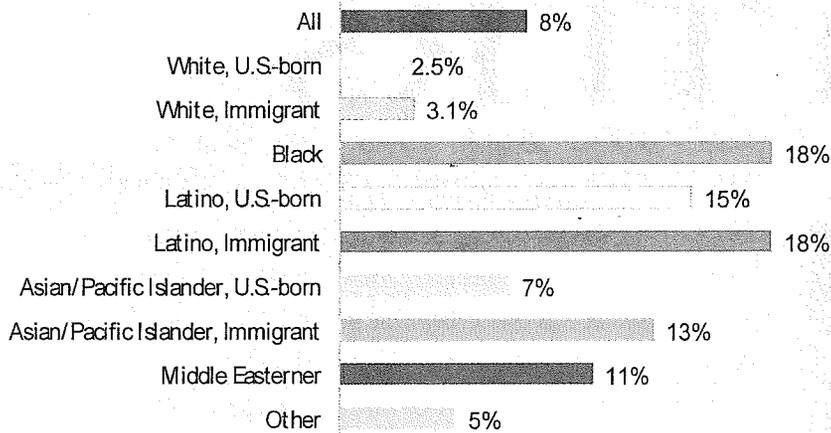
- White
- Black
- Latino
- Asian/Pacific Islander
- Middle Easterner
- Other



Source: IPUMS. Universe includes civilian noninstitutional full-time wage and salary workers ages 25 through 64.  
 Note: Wages for some racial/ethnic groups are excluded due to small sample size. Data represent a 2008 through 2012 average. Dollar values are in 2010 dollars.

## Poverty and Race

Child Poverty Rate by Race/Ethnicity and Nativity, 2012



Black and Latino children have the highest poverty rates. In 2012, child poverty rates for Blacks and Latino immigrants were 18 percent, more than double the Fairfax county average. By way of comparison, only about 3 percent of White children lived in poverty. The rate for children of color combined was 12 percent.

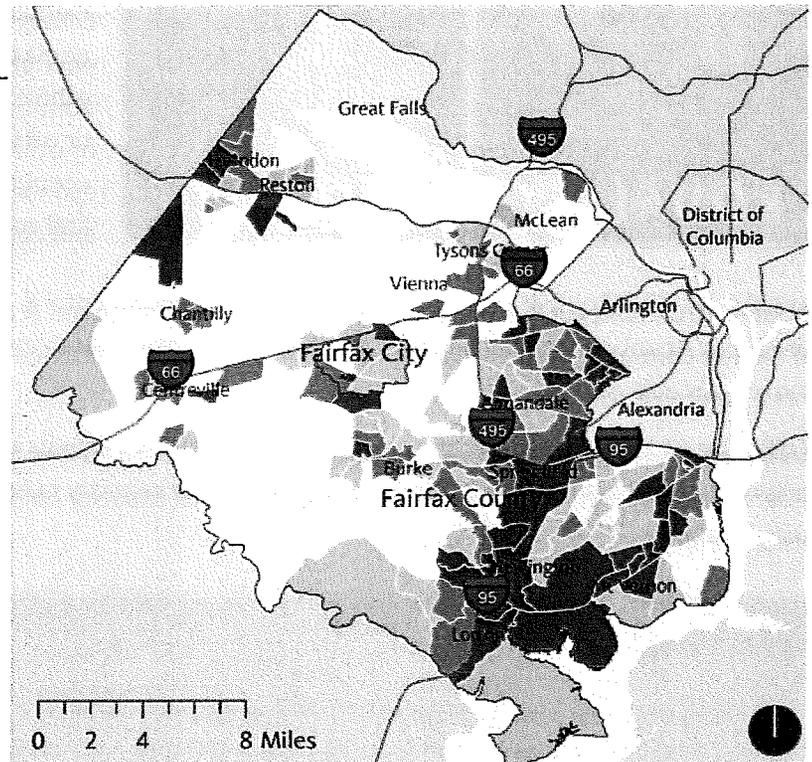
Source: IPUMS. Universe includes the population under age 18 not in group quarters.  
Note: Data for 2012 represent a 2008 through 2012 average. Data for the Black and Middle Eastern populations by nativity is not reported due to small sample sizes.

## Youth Opportunity

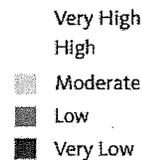
The county's future quite literally depends on the ability of its youth to power its economy in the years to come. Although the fact that more of the county's youth are getting high school degrees than in the past is a positive sign, the number of "disconnected youth" who are neither in school nor working is also on the rise. In the county, nearly 9,200 youth are currently disconnected, nearly half of whom are Black and Latino. On the positive side, dropout rates have improved significantly over the past decade for Blacks and U.S.-born Latinos, although more than a quarter of Latino immigrant youth still drop out of high school or lack a diploma, compared to only 1 percent of Whites.

The southeastern portion of Fairfax County, including the communities of Lorton, Newington, Mt. Vernon and Springfield, has the lowest rate of child opportunity.

Note: The *Child Opportunity Index* is a composite of indicators across three domains: **educational opportunity, health and environmental opportunity, and social and economic opportunity.**



Composite Child Opportunity Index by Census Tract



Sources: The diversitydatakids.org project and the Kirwin Institute for the Study of Race and Ethnicity

Want more information about the **Equitable Growth Profile of Fairfax County?**  
The full profile can be found at <http://bit.ly/EGPFairfax>