

The Fairfax Journey to Advance Opportunity & Achieve Equity

Presentation to The Fairfax Human Services Council
October 20, 2014

Disproportionality & Disparity Prevention and Elimination Team (DDPET)

Tonight's Presentation Objectives

1. Share progress of the Fairfax journey to address disproportionality and disparities
2. Provide a basic framework that's driving the components of strategic actions
3. Glean strategic lessons learned from other jurisdictions doing intentional racial equity work
4. Discuss next steps with a focus on collective leadership actions

Milestones in the Fairfax Journey

Minority Student Achievement Oversight Committee
Early Intervention Strategy Team (EIST)
Chantilly Pyramid Minority Student Achievement Committee

1990's

Building on Strengths of the African American Family Summit
Together We're the Answer Community Collaborative

mid-2000's

Closing the Minority Achievement Gap Plan (FCPS)
Institutional Analysis (IA)
Disproportionality and Disparity Prevention and Elimination Team

2010

IA: Disproportionate Minority Contact for African American and Hispanic Youth: The Story Behind the Numbers and the Path to Action
Successful Children and Youth Policy Team (SCYPT)

2012

Next Steps to advance opportunity & achieve equity:
Collective, intentional Leadership: One Fairfax

2014

Budget Guidance FY 2015– FY 2016

▶ Successful Children and Youth

- Both boards are committed to boosting achievement at our neediest schools yet some of our students are slipping through the cracks because of lack of coordination
- Work to develop a comprehensive plan that replaces piecemeal programming, develops better communication among organizations, and creates an overarching support infrastructure for children and youth.

▶ Disproportionality

- Addressing disparities requires us as policy makers to view all our policies through an “equity lens.” How can we ensure that we are considering the impacts on equity – equity of opportunity and equity of outcome – in our decisions? The following should be undertaken expeditiously:
 1. Direct staff to report progress and the existing strategy plan at a Joint meeting with Fairfax County School Board and the Board of Supervisors; and
 2. Urge the BOS and School Board to determine the cost, identify funding source(s), and seek an independent review of disproportionate and disparate impact outcomes for youth and families of color and other vulnerable youth in schools and the County Human Service agencies.



Why a Race Equity Lens?

- ▶ Growing body of research shows that African Americans, Latinos, and other racial, ethnic and linguistic minority groups continue to fare worse on key indicators of well-being than their White counterparts.
- ▶ Universal policies and practices alone maintain – or even worsen outcomes.
- ▶ Both race – *and* – class-based solutions are necessary to improve the life chances for people of color.

Definitions

Individual racism:

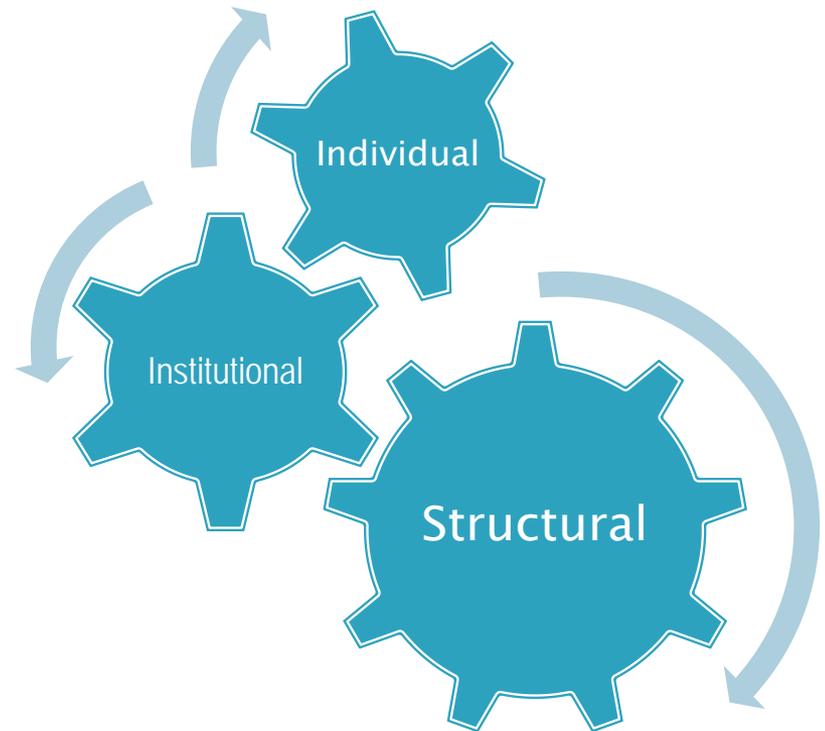
- Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism:

- Policies, practices and procedures that work to the benefit of white people and to the detriment of people of color, often unintentionally or inadvertently.

Structural racism:

- A history and current reality of institutional racism across all institutions. This combines to create a system that negatively impacts communities of color.



“Our real problem, then, is not our strength today; it is rather the vital necessity of action today to ensure our strength tomorrow.”

~ Dwight D. Eisenhower

What is Racial Equity?

The development of policies, practices and strategic investments to reverse racial disparity trends, eliminate institutional racism, and ensure that outcomes and opportunities for all people are no longer predictable by race.

2014 Local Progress Highlights

SCYPT Leadership Work

Introduced Equity Work –
February, 2014

Convened subgroup –
sought youth voice

Continued SCYPT dialogue –
May, 2014

Convened Elected SCYPT
members with experts –
July, 2014

Participated in Gov't Alliance for
Race & Equity convening –
August, 2014

Shared draft "One Fairfax" with
SCYPT – September, 2014

Equity as a Growth Model

"Bursting the Bubble" report
at Economic Advisory
Commission – October, 2014

Staff discussions pertaining
to Strategic Plan for
Economic Success in Fairfax
County

Community Engagement

Nonprofit Executive Directors
dialogue (Region 4) –
June, 2014

Faith Community in Action
dialogue – September, 2014

Clergy Leadership Council
dialogue – October, 2014

Human Services Council,
dialogue – October, 2014

Key Lessons Learned

- ▶ Access to opportunities shape quality of life
- ▶ Race ≠ Poverty
 - Race **AND** class strategies are necessary
 - Racism perpetuates poverty
 - Independent of poverty, racial disparities still exist
- ▶ Equity is beyond education and human services and includes the economy and built environment
- ▶ Align intentional collective leadership (Inside) with community mobilization strategies (Outside) to frame and achieve racial equity
- ▶ Urgency – cannot ‘normalize’ racial inequities
- ▶ **Without taking intentional actions every day, disparities are perpetuated and equity will not be achieved**

Best Practice Example

- ▶ Last fall, the Minneapolis School Board took a landmark step of voting to require an *equity impact assessment* be performed on every program and policy created in the district.
- ▶ Think of it as the race- and poverty-focused equivalent of an environmental impact study.

<https://www.raceforward.org/practice/tools/preventing-racial-inequity-schools-and-beyond>

King County Equity & Social Justice Overview



"We won't create equity working alone, nor will we get the job done overnight. But the only way we can start is by asking the important questions and digging deeper."

Dow Constantine, King County Executive

Expectation:

ESJ Ordinance 16948 defines and directs efforts to achieve the "Fair and Just" principle. The ordinance identifies the 14 determinants of equity shown below. All county employees will utilize the tool and take into account the 14 determinants of equity in their decisions and planning so everyone can attain their full potential!

Three Steps to Advancing Equity in King County:



Step 1: What is the impact on determinants of equity?
Determine whether there is a potential impact on equity.



Step 2: Who is affected?
Identify who is likely to be affected.



Step 3: What are the opportunities for action?
Identify the potential impacts from an equity perspective and develop a list of actions to mitigate negative impacts and enhance positive impacts.

14 Determinants of Equity:

1. Access to health and human services
2. Affordable, safe, quality housing
3. Access to parks and natural resources
4. Equity in County practices
5. Access to affordable, healthy, local food
6. Equitable law and justice system
7. Community and public safety
8. Access to safe and efficient transportation
9. Strong, vibrant neighborhoods
10. Economic development
11. Early childhood development
12. Family wage jobs and job training
13. Quality education
14. Healthy built and natural environments

Click link below for additional support:
[ESJ-2014 Budget Analytical Resources](#)

"Working Together for One King County"



Best Practice Example

CREATING AN ENVIRONMENT TO ADVANCE RACIAL EQUITY

IN WASHINGTON STATE'S EARLY LEARNING SYSTEM

Programs, policies, and funding decisions to implement the Early Learning Plan are well informed and prioritized in response to the experiences, perspectives, and needs of people of color.

Increase community voice and influence for those furthest from opportunity

Diverse parents, professionals, and community leaders provide insight, wisdom, and expertise to serving children and families

Decision making processes genuinely engage individuals, organizations, and tribes to participate

Members of diverse communities are supported, coached, and mentored as they participate in decision making processes

Inform practice with diverse measures and diverse stories

Data is gathered and interpreted in ways that builds trust and insight among diverse communities

Approaches accommodate the diverse racial, cultural, tribal, and language needs of children and the professionals who serve them

Communities of color are genuinely engaged in defining credible and relevant data and approaches

RACE IS ELIMINATED AS A PREDICTOR
of progress and success for children ages birth to 8

Make decisions that genuinely meet the requirements of communities of color

Value of, and insight about, diverse community needs are the foundation of the decisions made

Coordinated decision making is transparently and consistently inclusive of diverse communities

People of color are intentionally represented in the hiring, appointment, and election of decision makers

Design and implement systems that respond to children's diverse situations

State, tribal, and local agencies work together to support children's success

Programs are designed and refined to promote access and relevance to children's race, culture, and situation

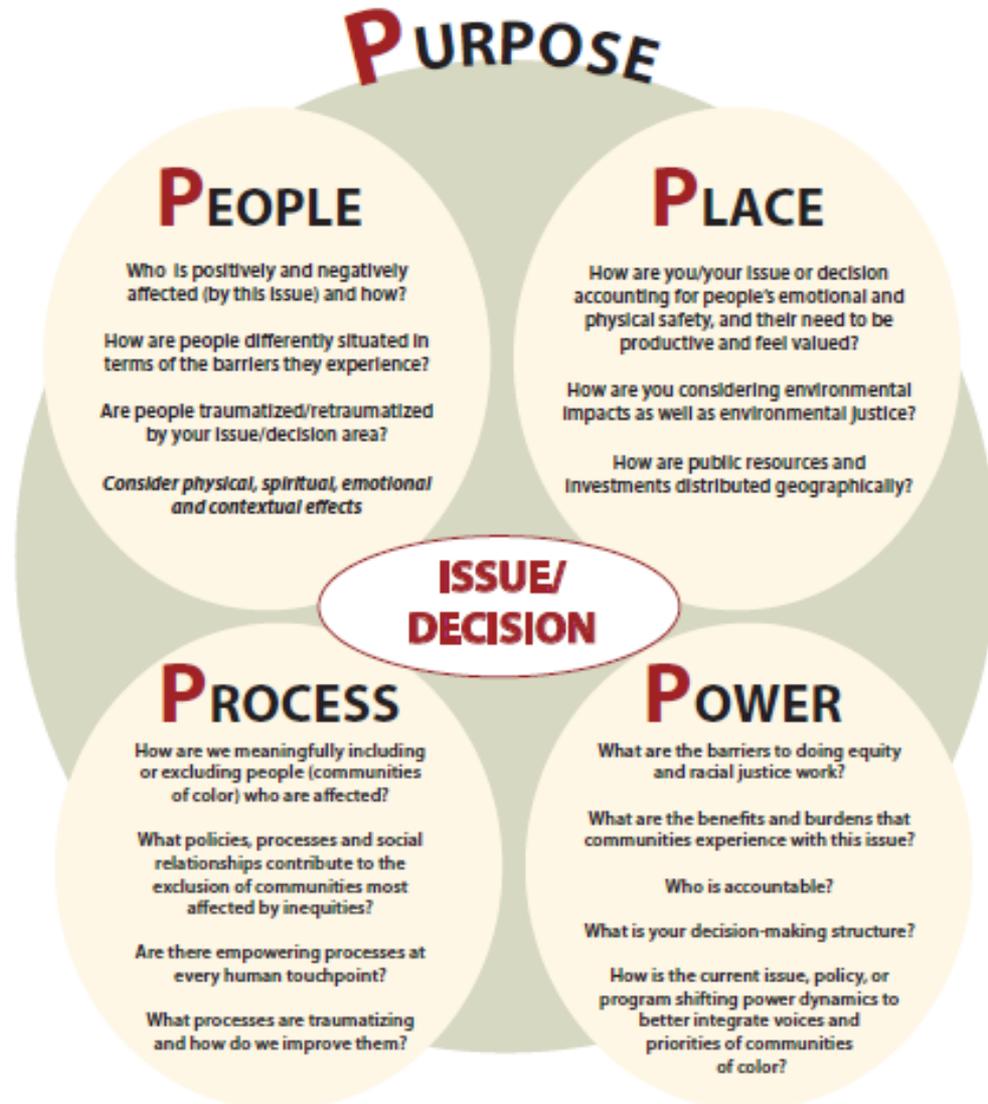
Cultural competence and linguistic relevance are seen as hallmarks of quality

HOW WE CAN LEAD FOR RACIAL EQUITY

- 1 Start conversations about why equity and opportunity matters to everyone
- 2 Listen, learn, and partner with communities of color to improve policies
- 3 Collaborate and build trust, relationships, and momentum

2013

Best Practice Example



Equity and Empowerment Lens



Best Practice Example



City of Tacoma W A S H I N G T O N

Equity and Empowerment is a Focus

Equity and Empowerment is a Focus

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FOR IMMEDIATE RELEASE

Oct. 2, 2014

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Equity and Empowerment is a Focus

Equity and empowerment are more than buzz words; they are part of the decision-making process at the City of Tacoma and with adoption of the Equity and Empowerment Initiative framework on Tuesday, Sept. 30, more focus will be given to how they are used.

The City Council in a unanimous vote approved the resolution that outlines the mission, vision and goals that will guide the initiative.

The initiative helps emphasize the City's commitment to providing equitable access to services and will help shape future organizational policy.

"The Equity and Empowerment Initiative will provide opportunities eliminate racial and other disparities as it provides a strong anchor point to reveal other forms of inequity," said Diane Powers, human services division manager. "Ultimately, we want to create an organization and a city that is welcoming, inclusive and accessible to everyone."

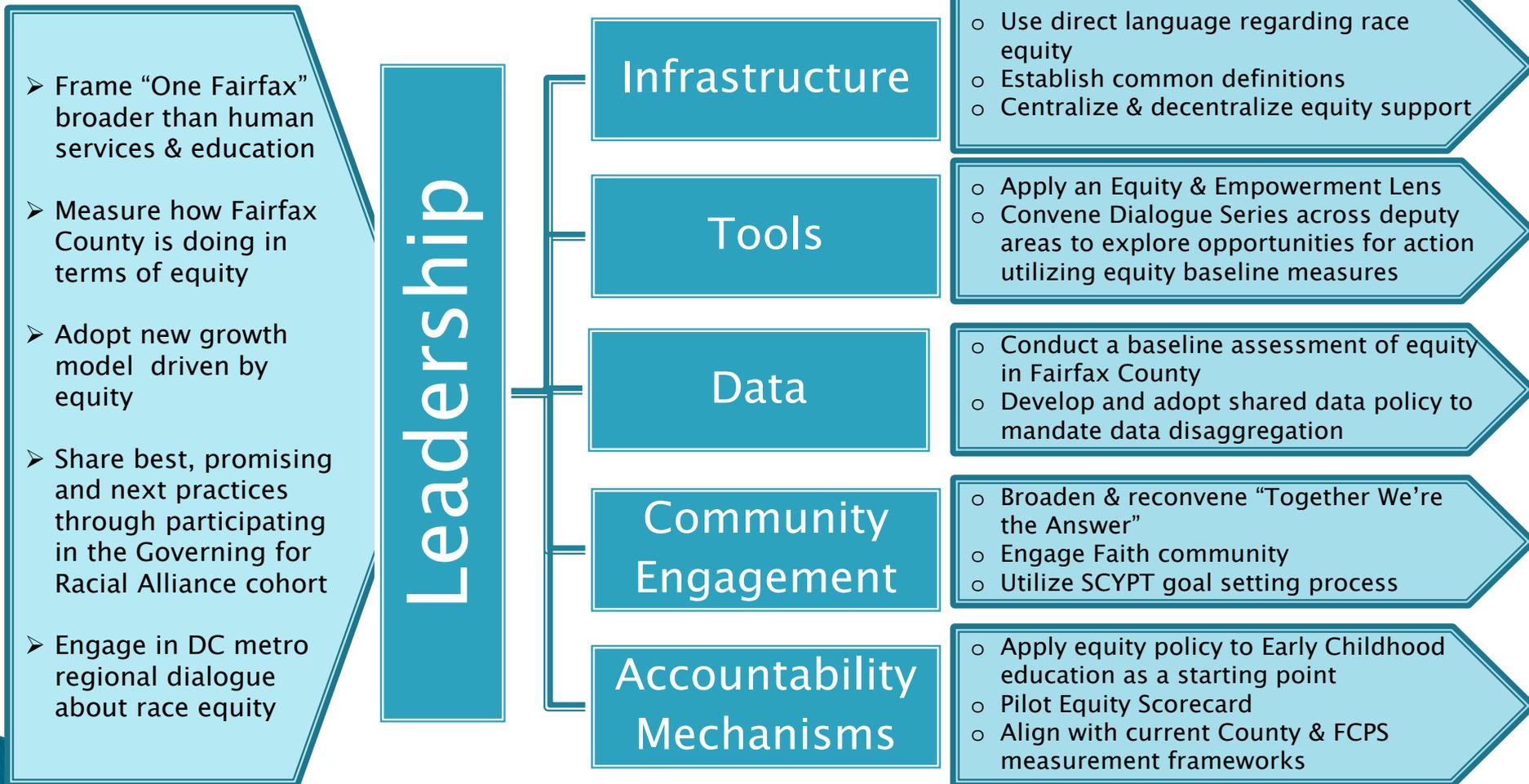
A committee of City staff from various departments worked on the initiative after receiving direction from the City Council and City Manager, T.C. Broadnax, who identified it as a top priority in 2014.

The initiative identifies five goals, which are:

1. For the City's workforce to better reflect the community it services
2. For more purposeful community outreach and engagement
3. For equitable service delivery to all residents and visitors
4. To support human rights and opportunities for everyone to achieve their full potential
5. To commit to equity in local government decision-making

Strategic Plan to Advance Opportunity and Achieve Racial Equity

(draft actions updated September, 2014)



“One Fairfax”

- ▶ The time is now to move beyond embracing diversity as an asset and implement a new growth model driven by equity – just and fair including into “One Fairfax,” a community in which everyone can participate and prosper
- ▶ Realized only with an intentional racial equity policy at its core for all publicly delivered services
- ▶ A racial equity policy provides both the direction and means to dismantle any and all structural arrangements that produce or maintain disparities, and work together to build a vibrant and opportunity-rich society for all.

Next Action Steps

- ▶ Presentation and dialogue with BOS Human Services Committee on October 21st
- ▶ Engage community around “One Fairfax”
- ▶ Seek joint board adoption of “One Fairfax” Resolution
- ▶ Pilot application of a racial equity policy in early childhood education system
- ▶ Develop and adopt a formal intentional racial equity policy for Fairfax County