

BECOMING FAIRFAX

FAIRFAX COUNTY BOARD OF SUPERVISORS & SCHOOL BOARD

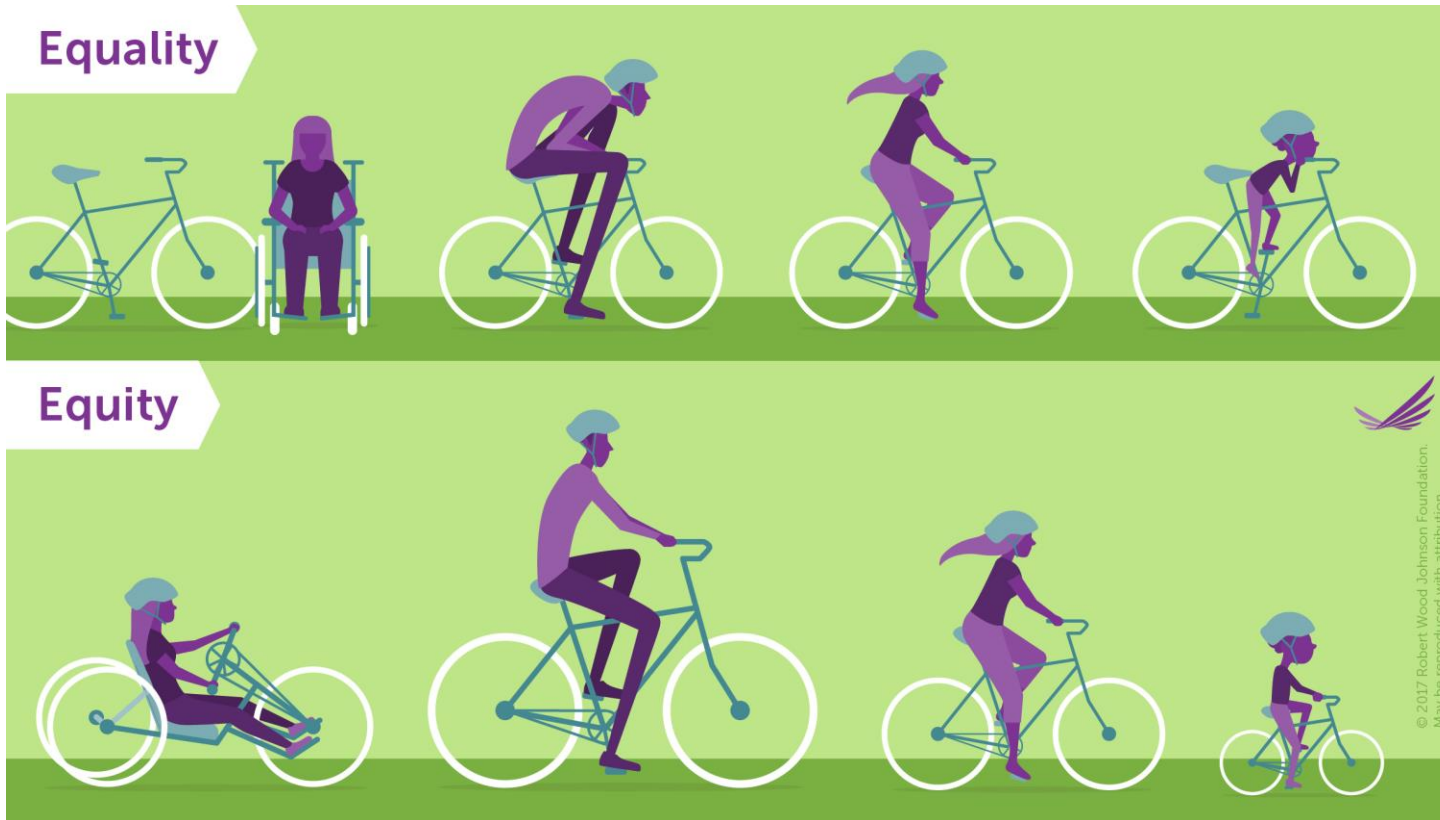
JOINT RETREAT

FEBRUARY 3, 2020

- 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 and stakeholder engagement, training and organizational capacity building, data analysis, collective planning and action, and shared accountability mechanisms**
- Core questions:
 - Who **benefits** and who is **burdened** by **past** and **current** actions?
 - How can **burdens be mitigated** and **benefits more broadly shared**?



Equity is Fairness not Sameness

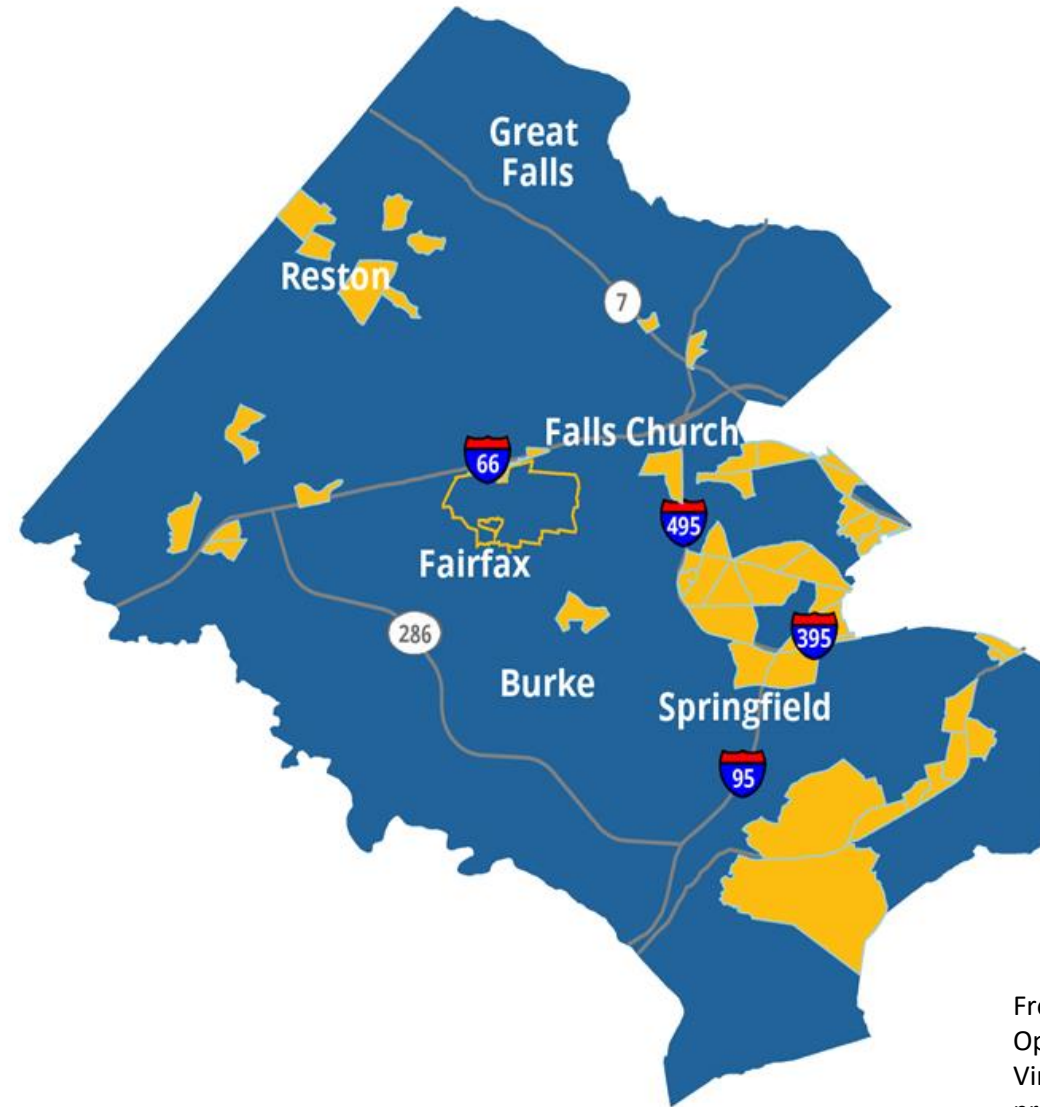




County Overview

There is an “uneven opportunity landscape” in Fairfax County

- Reports from the *Northern Virginia Health Foundation*, *PolicyLink*, and *Urban Institute* and our own analysis document **variances in opportunity and vulnerability** within Fairfax County and across the Northern Virginia and Metropolitan Washington regions.
- The most effective solutions must be **place-based** and **system-focused** and **address the spatial inequities** that constrain opportunity and ensure equitable access to services and resources that **promote economic mobility**.

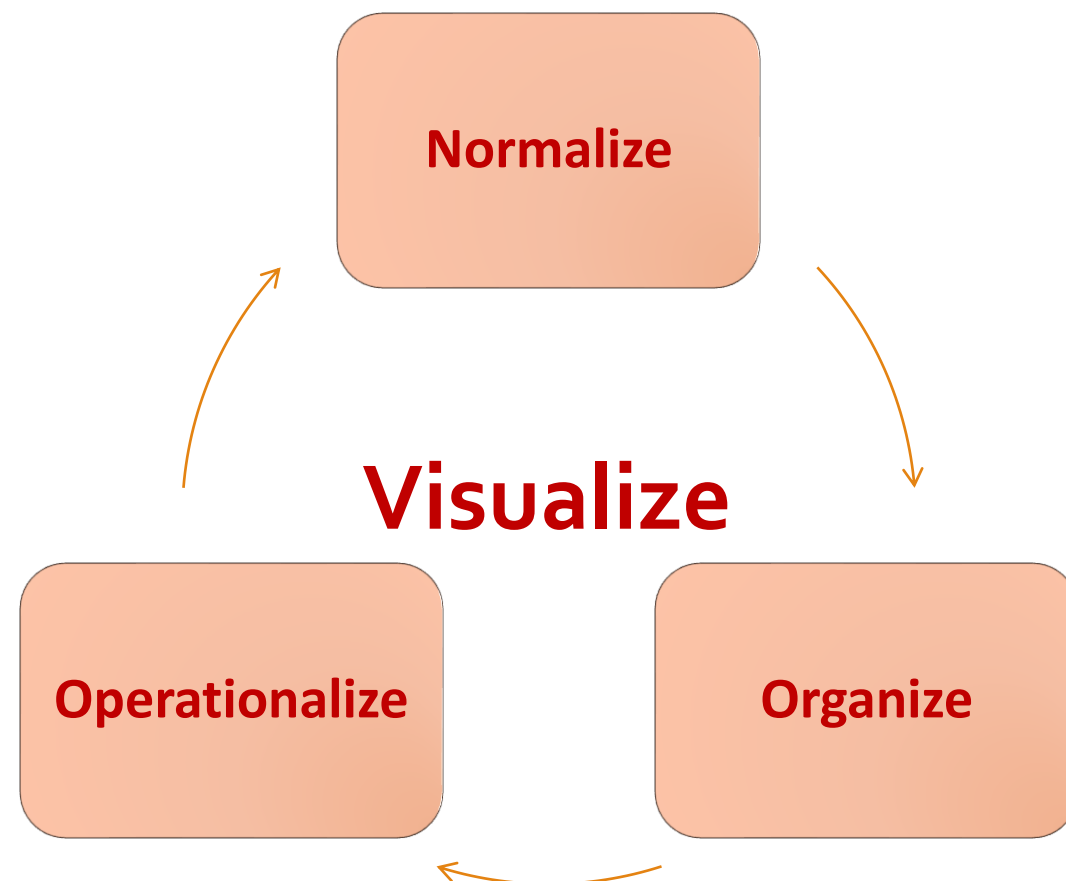


From Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia
produced by The Center on Society and Health with the support of The Northern Virginia Health Foundation
<https://novahealthfdn.org/getting-ahead-report/>

Governing & Managing for Equity

One Fairfax gives us a way of thinking about and approaching the governance and management of the county:

- To face our history and our current reality
- To understand where we are and what we want
- To establish clear priorities and make explicit choices
- To commit to bold and innovative approaches
- To meaningfully engage community and key stakeholders



We have an organization-wide focus on *Becoming One Fairfax*



Examples of Strategies from Department Equity Impact Plans

Fairfax County Public Library

- Making sure materials collection represents the diversity of Fairfax County
- Reducing barriers to service by eliminating overdue fines

Department of Information Technology

- Maximizing broadband/Wi-Fi access

Fairfax County Park Authority

- Increasing to recreation/wellness opportunities
- Baseline the countywide distribution of park land and recreation facilities

Housing and Community Development

- Using vouchers to increase affordable housing choices in high opportunity communities

Office of Environmental and Energy Coordination

- Developing and implementing environmental energy programs that provide benefits to vulnerable populations

Department of Procurement and Materials Management

- Disaggregating data to better identify disparities within the contracting and procurement processes and their root causes

Department of Tax Administration

- Adding payment options for people who are underbanked and unbanked

Department of Cable and Consumer Services

- Reviewing regulation and licensing requirements to eliminate barriers

Office of Strategy Management

- Building a care coordination service model with a focus on addressing disparities in health outcomes and evaluation methods to monitor progress



Placing a strategic focus on turning *Islands of Disadvantage* into *Communities of Opportunity*

KEY CONCEPTS FOR PROMOTING
THE SUCCESS OF ALL
NEIGHBORHOODS AND
POPULATIONS IN FAIRFAX COUNTY



Understanding Vulnerability & Opportunity



Targeting Interventions to Build Opportunity



Targeting Interventions to Connect to Opportunity



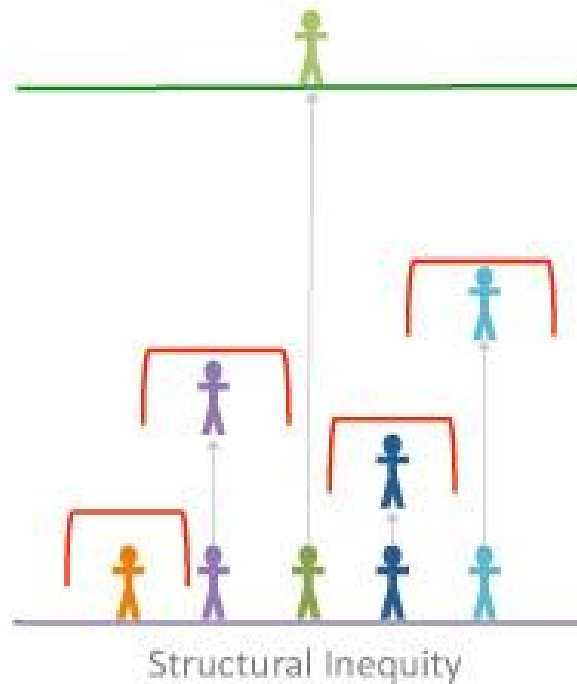
Encouraging the Development of an Inclusive Economy

The Principle of Targeted Universalism:

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

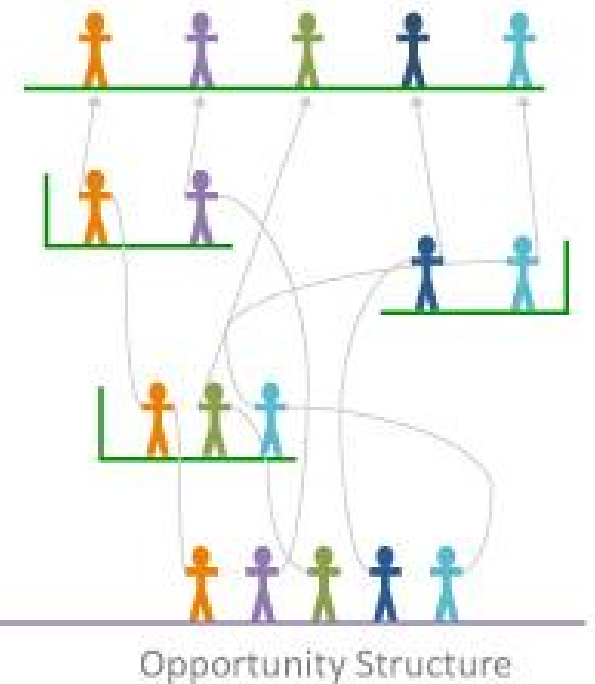
Universal Goal with Targeted Solutions

Structural Inequity produces consistently different outcomes for different communities.



vs.

Opportunity Structures respond with necessary resources and multiple paths needed for different communities & individuals to thrive.



Opportunity = Access to things such as...



EDUCATION



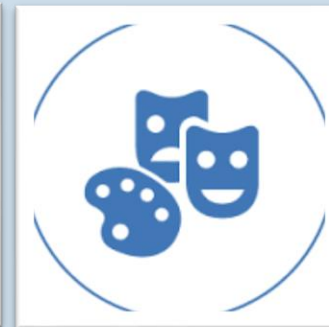
EMPLOYMENT



MOBILITY



FOOD



RECREATION/CULTURE



HOUSING



JUSTICE



HEALTHCARE



COMMUNICATIONS



QUALITY CHILDCARE



FCPS Overview

Shift to FCPS slides

Getting to a Unified Understanding of One Fairfax

One Fairfax isn't...

- Just the “moral” thing to do
- One size fits all solutions
- General collaboration
- Divided accountability

One Fairfax is...

- An economic imperative
- Solutions tailored to the unique situations and conditions of populations and places
- Collective planning and action
- Shared accountability

Questions & Discussion

Resources

One Fairfax Websites: County and Fairfax County Public Schools

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

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

Report to the Fairfax County Board of Supervisors from Chairman Bulova's Stakeholders Council on Race

<https://www.fairfaxcounty.gov/topics/sites/topics/files/assets/documents/pdf/fairfax-county-council-on-race-report.pdf>

Center for the Study of Social Policy Case Study on One Fairfax

<https://cssp.org/resource/one-fairfax/>

Healthy Places Index Issue Brief and Interactive Map

<https://novahealthfdn.org/healthy-places-index/>

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 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

Resources

Fairfax County 2019 Demographics Report

<https://www.fairfaxcounty.gov/demographics/sites/demographics/files/assets/demographicreports/fullreport.pdf>

Human Service Needs Assessment 2019

<https://www.fairfaxcounty.gov/health-humanservices/human-services-needs-assessment>

Communitywide Housing Strategic Plan – Phases 1 and 2

<https://www.fairfaxcounty.gov/housing/communitywide-housing-strategic-plan-phase1>

<https://www.fairfaxcounty.gov/housing/affordable-housing-resources-panel>

Equitable School Readiness Strategic Plan

<https://www.fairfaxcounty.gov/office-for-children/sites/office-for-children/files/assets/school-readiness/pdfs/fairfax-county-equitable-school-readiness-strategic-plan.pdf>

School Readiness Resources Panel

<https://www.fairfaxcounty.gov/boardofsupervisors/sites/boardofsupervisors/files/assets/meeting-materials/2019/sept17-health-housing-human-services-revised-school-readiness-resource-panel-recommendations.pdf>