



Policy Development Update to Fairfax County Board of Supervisors and Fairfax County School Board

JUNE 13, 2017

Today's Objectives

- ❑ Review *One Fairfax* policy development process
- ❑ Provide overview of draft *One Fairfax* policy
- ❑ Discuss next steps

Critical Success Factors for One Fairfax

- ❑ Articulates equity as a priority sets a clear direction for all operations and efforts
 - Visible and intentional leadership
 - Alignment and acceleration of equity work through existing strategic initiatives
- ❑ Promotes shared accountability
 - Actions with measurable outcomes and processes in place to measure prevalence and progress
- ❑ Establishes long term vision grounded in factors relevant to the success of our jurisdiction
- ❑ Begins the transformation of culture and practice



Policy Development Work Structure

Leadership

Fairfax County Board of Supervisors and Fairfax County School Board
Cross-Systems Executive Leadership Team

- Embody the shared vision of One Fairfax by working collectively across systems and with the community to achieve established equity goals
 - Identify key operational and policy challenges

Policy Development Workgroup

- Cross-Systems team to develop policy and propose recommendations for implementation and sustainability

Phase 1: Policy Development Framework including:

- Shared values, definitions, tools & accountability standards
 - Foundational Learning
- Communications (internal & public facing)

Phase 2: Implementation & Sustainability Framework including:

- Structural, staffing & resource requirements
 - Continuous Learning
- Accountability Mechanisms & Policy Compliance Process

Supported by a Cross-Systems Coordinating Committee with Technical Assistance provided by the Government Alliance on Race & Equity / Center for Social Inclusion

Policy Development Process also informed by:

Benchmarking

Best Practices from Other Jurisdictions
Local and Regional Trends

Equity in Practice

Align Strategic Opportunities, Cross-Agency and Agency-Specific Business Processes to achieve equitable outcomes

Community Engagement

Visioning
Cross-Sector Strategizing
Developing Key Alliances

Local, State and Federal Policy

Policy and Practice Guidance
Implementation Resources

The *One Fairfax* Policy Structure

- Purpose
- Definitions
- Areas of Focus to Promote Equity
- Process – developed by Workgroup
 - Engagement
 - Training & Capacity Building
 - Equity Tools
 - Racial & Social Equity Action Plans
 - Accountability
- Roles

Major Milestones and Next Steps

Draft One Fairfax policy completed	June, 2017
SCYPT Executive Committee Briefing	June – July, 2017
Board Member Briefings	June – August, 2017
Communicators Workshop	July 12, 2017
Community & Stakeholder Engagement	Ongoing
Policy Adoption	September, 2017
Executive Leadership & Cross-Organizational Implementation Teams	Ongoing