

BECOMING FAIRFAX

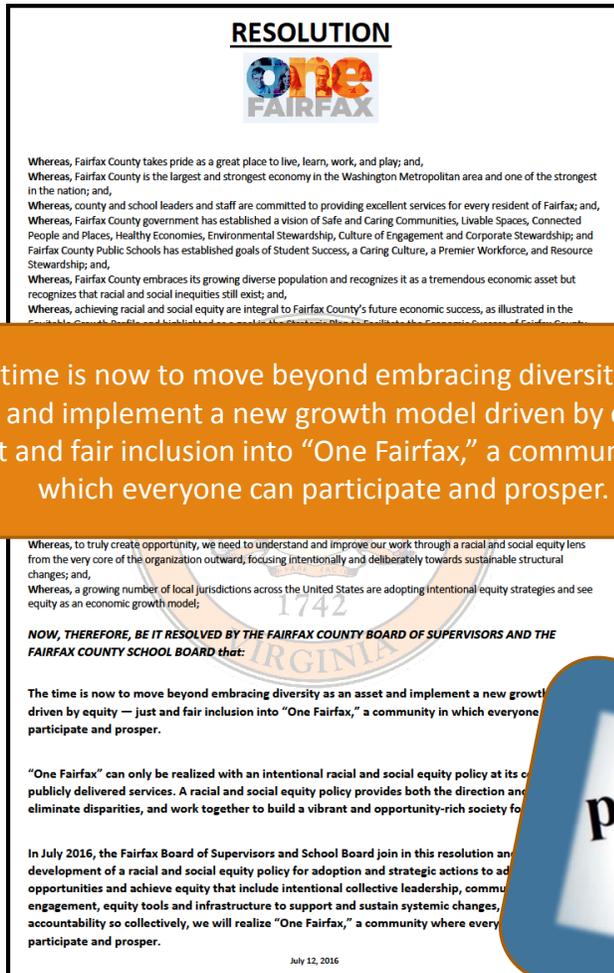
UPDATE TO THE BOARD OF SUPERVISORS AND SCHOOL BOARD

KARLA BRUCE, CHIEF EQUITY OFFICER, FAIRFAX COUNTY GOVERNMENT

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NOVEMBER 27, 2018

Moving *One Fairfax* from Words to Action

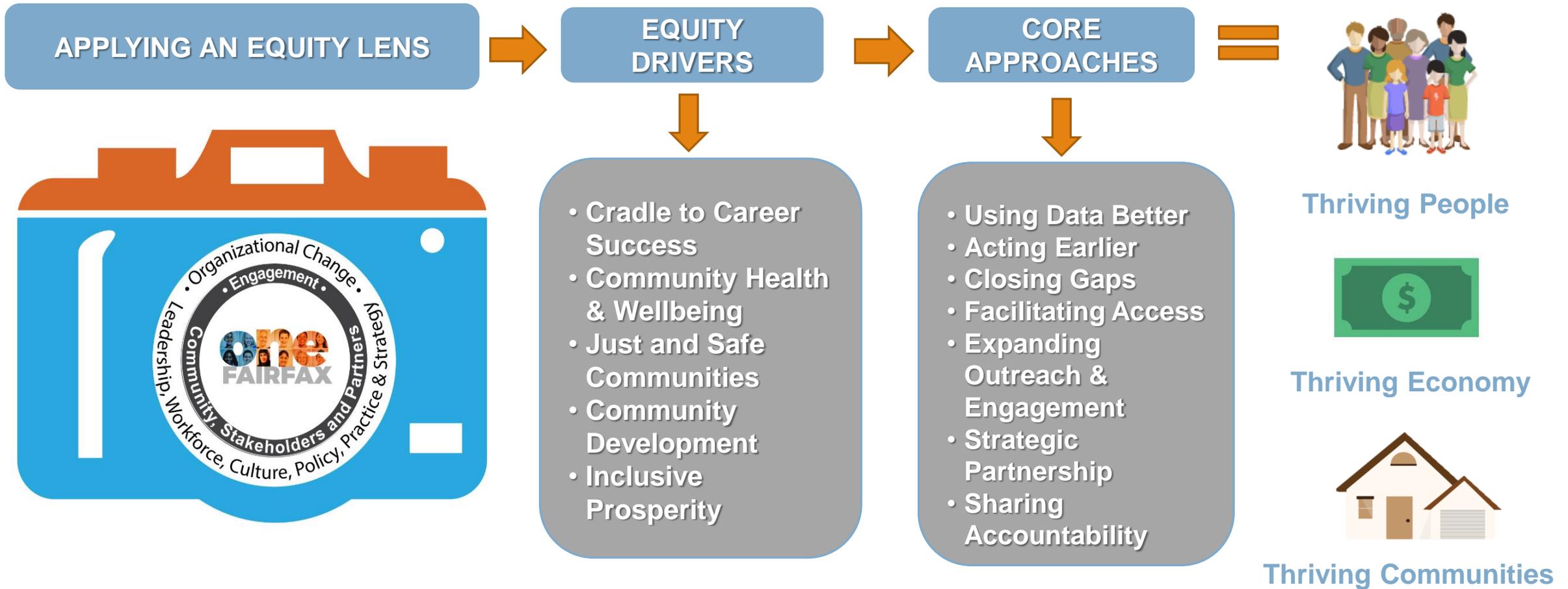


The time is now to move beyond embracing diversity as an asset and implement a new growth model driven by equity — just and fair inclusion into “One Fairfax,” a community in which everyone can participate and prosper.

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adopted

- **One Fairfax Resolution** adopted by the Board of Supervisors and School Board July 2016
 - Directed the development of a racial and social equity policy to be applied in the planning and delivery of all public services.
- **One Fairfax Policy** adopted by Board of Supervisors and School Board November 2017
 - Recognizes equity as an economic imperative
 - Committed the county government and school system to intentionally consider equity when making policies, planning and delivering programs and services.
- FCPS named **Chief Equity Officer** October 2017
- County appointed **Chief Equity Officer** June 2018

Our High-level Strategy for Becoming *One Fairfax*



We ALL do better when we ALL do better!



In Applying an Equity Lens, Consider...

- **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?

The County's *One Fairfax* Implementation Infrastructure



Moving *One Fairfax* - FCPS

To further enhance our work and support our focus, **equity is embedded across all FCPS offices** and not siloed into a singular office.

Positions with a sole focus on Equity:

Chief Equity Officer

Closing the Achievement Gap Manager

Coordinator, Professional Learning and Cultural Responsiveness

Equity and Culturally Responsive Specialist (one per Region)

Equity Leads in every school and department

Family and Student Ombudsman

Equity Profile

Our Equity Profile will publish data on an annual basis that can be disaggregated and analyzed.

- The Equity Profile will begin with a cover page which will consist of a high-level dashboard of information, broken down by all students, various demographic groups, and specific student populations.
- The subsequent pages of the Profile will be aligned to each of the four goals of our Strategic Plan, with information outlining our work around division-wide desired outcomes and metrics that will assist in ensuring that gaps in achievement, opportunity, access, and attainment are being addressed.
- Our Equity Profile will be interactive and allow for the ability to disaggregate data in many different ways.

County and FCPS Shared *One Fairfax Work*

Current

- Early Childhood Education/School Readiness
- Opportunity Neighborhoods
- Community Schools
- Alternative Accountability
- ESSP initiatives – STEM/STEAM, Future Workforce
- Others???

Future

- Procurement
- Human Resources
- Training
- Shared Space
- School Boundaries
- Others???

One Fairfax: Whose Job is it?

- *WE* must have a common understanding of the challenges we face, and a commitment to working collectively to address them.
- *WE* must align our actions around the shared value of EQUITY:
 - Expanding **Perspectives**
 - Consciously creating the space for “**Courageous Conversations**”
 - Leveraging and building upon **Strengths**
 - Knowing the difference between **Symptoms** and **Root Causes**
 - Challenging the **Status Quo**
 - Clarifying and focusing attention on our core **Purpose**, our **Why**
 - Understanding our collective responsibility to **Unlock the Potential of Every Resident**

the
BEST
JOURNEYS
ANSWER QUESTIONS
— THAT IN THE —
BEGINNING
YOU DIDN'T EVEN
THINK TO ASK

Discussion and Questions