

Chairman's Task Force on Equity and Opportunity Recommendations

February 23, 2021

1. Ensure all families with children under age 5 have access to affordable, quality early childhood programs available through the public and private sectors (centers, family childcare homes and FCPS). *(long term, county led)*
2. Ensure all early childhood education (ECE) providers have access to professional development and skill building opportunities, in order to ensure the highest quality ECE services for every child, regardless of setting or program type. *(long term, county led)*
3. Expand Career and Technical Education offerings through FCPS and community-based providers to be more accessible and to align with projected areas of job demand. *(long term; partner led, with county resources)*
4. Engage educators, business, government, and nonprofits, and involving youth and young adults, to align their resources and initiatives to create an education-to-career system that better connects Fairfax's youth ages 16-24 who are not in school or working (opportunity youth) to in-demand careers. *(long term, partner led with county resources)*
5. Ensure residents are aware of academic and career enrichment opportunities, early enough and in ways that encourage Blacks and Hispanics to take advantage of them. *(short term, county and partner led)*
6. Create meaningful opportunities for the community to be involved in defining the role of law enforcement and other public safety personnel. *(short term and long term, county led with partner input)*
7. Implement policies to enable public safety personnel to live in and come from the communities they serve. *(long term, county led with partner input)*
8. Implement trainings such as implicit bias, cultural competency, and community engagement in the public safety academies and annually for first responder personnel. *(short term and long term, county led with partner input)*
9. Develop and institutionalize accountability mechanisms that monitor and evaluate occurrences of racial profiling and excessive use of force by law enforcement and other first responders. *(short term and long term; county led with partner input, and partner-led with county resources)*

10. Bring together executive leadership from multiple sectors to create a model for collective, holistic community healthcare delivery to include the county, hospitals, primary care, and other community health providers, Federally Qualified Health Centers, oral and behavioral health providers, public and private health insurers, employers, schools, and community and faith-based organizations. *(long term, partner led with county resources)*
11. Aggressively pursue strategies to increase the amount of affordable housing and address the affordability of housing for low-income residents (e.g., social determinants tax, zoning changes to require low-income housing, lobbying the General Assembly to pass a Medicaid waiver to authorize housing supplements, etc.) as a social determinant of health. *(short and long term, both county and partner led with county resources)*
12. Promote the use of social impact funds or other investment opportunities to attract capital investment in the built environment of BIPOC and low-income communities to improve and expand housing stock and other neighborhood amenities and require plans to avoid displacement as neighborhoods change. *(long term, county led)*
13. Require agency operations – systems, processes, and programs – align with the needs and priorities of clients following the principles of human centered (client centered/culturally competent) design. *(long term, county led)*
14. Evaluate Fairfax County systems, including the proffer system and the contracting and procurement systems, to promote equitable and transparent asset, investment, and resource distribution county-wide. *(long term, county led)*
15. Help close the racial wealth gap by building ecosystems that facilitate locally owned investment and economic opportunities for BIPOC. *(long term; county led, and partner led)*
16. Develop, pilot, and institute Fairfax County equity-based decision-making tools for planning, projects, decision making and resource allocation. *(short term; county led, and partner led with county resources)*
17. Develop and operationalize policies and procedures – to include stated goals and quantitative targets – to equitably recruit, hire, mentor, and promote women and people of color, recognizing that representation is different in various systems, professions, and job classes. *(long term, county led)*
18. Establish a Community Advisory Board, with representation by BIPOC and low-income individuals, to monitor the degree to which each county agency has prioritized the needs of BIPOC and lower income communities. *(short term, county led)*

19. Demonstrate intentionality in ensuring diverse representation and inclusiveness in power and decision-making opportunities. (*long term, county led*)

20. Ensure our local leaders, public and private, have the knowledge and capacity to understand the drivers of racial inequity and their contribution to structural racism, and use their power to build more equitable communities. (*short term and long term, county and partner led*)