

## CAAB Policies and Procedures Review

Diversity, Equity, and Inclusion Committee

Crosswalk between CAAB DEI Committee recommendations and the Fairfax County Chairman's Task Force on Equity and Opportunity recommendations.

Issue	CAAB DEI Recommendations DRAFT FORMAT	Chairman's Task Force recommendations
<b>Bylaws/Recruitment</b>	In alignment with the One Fairfax policy, CAAB is recommending the Board of Supervisors to consider using an equity lens when selecting appointees to the CAAB.	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.
	Understand outreach to specific populations underrepresented on the CAAB	
	Develop a CAAB Community Engagement Plan using the Engage Fairfax template, currently under development.	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)
	Review the petition process using an equity lens. Identify areas for improvement to ensure inclusivity. Consider whether the process is the most equitable democratic process for selecting representatives from the low-income community.	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)
<b>CSBG Administration</b>	Recommend CCFAC to apply the One Fairfax policy and use an equity lens when considering contractors.	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)

Issue	CAAB DEI Recommendations DRAFT FORMAT	Chairman's Task Force recommendations
	Recommend CSBG Contractors review the One Fairfax Policy, One Fairfax Introduction Video and complete the policy acknowledgment form.	
	Recommend CSBG Contractors implement a Client Satisfaction Survey, if not already in place and provide results of survey to CAAB	
	Undertake outreach to specific population underrepresented on the CAAB (e.g Town Halls).	
	Develop a CAAB Community Engagement Plan using the Engage Fairfax template, currently under development	
	Recommend CAAB members to visit contracted organizations at their site and interact with clients	
<b>Advocacy</b>	Crosswalk budget priorities with One Fairfax Equity Action Plans and the Chairman's Task Force for Diversity & Inclusion	
	Utilize the Racial Equity Toolkit Assessment when evaluating potential budget issues/positions	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)