

Crosswalk of Community Action Purpose and Fairfax County Related County-Wide Initiatives

Fairfax County Strategic Plan (Shaping the Future Together)	Community Action Purpose and Goals	Chairman's Taskforce on Equity & Opportunity Vision and Recommendations (Rec.)	Alignment to Economic Recovery Framework
<p>Economic Opportunity Fairfax County is a place where all people, businesses and places are thriving economically.</p>	<p>Community Action Agencies reduce poverty, revitalize low-income communities, and empower low-income families and individuals to become fully self-sufficient. To accomplish these goals CAAs:</p> <ul style="list-style-type: none"> • Respond to local needs & conditions • Organize a range of services to impact causes of poverty • Innovate to attack the causes and effects of poverty & community breakdown • Maximum participation of residents of low-income communities and members <p>Assist families and individuals to secure and retain meaningful employment.</p>	<p>Vision: Cradle to Career Success All people in Fairfax County, from cradle to career and beyond, are taking advantage of inclusive, responsive, high quality, and accessible learning opportunities that enable them to grow, prosper, and thrive, to become self-sufficient and engaged county residents.</p> <p>Vision: Equitable Communities Fairfax County is a place where all people live in communities of opportunity with the ability to engage fully in decisions that affect their lives and neighborhoods.</p> <p>Rec. 3. Expand Career and Technical Education offerings through FCPS and community-based providers to be more accessible and to align with projected area of job demand. (CAAB listed as a related board and commission)</p>	<p><u>Rec. 3. Workforce and Talent Support:</u> Hire local workers to support pandemic recovery effort. Strengthen job training and placement programs. Coordinate improvements to certification and reskilling programs; bring the opportunities to low-income communities and communities of color. Pilot Neighborhood job and entrepreneur center.</p>

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<i>Economic Opportunity Continued</i>		<p>Rec. 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. (CAAB listed as a related board and commission)</p> <p>Rec. 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.</p>	<p><u>Rec. 4. Workforce and Talent Support:</u> See items in Rec. 3 above.</p> <p><u>Rec. 12 Business Recovery and Resilience:</u> Launch targeted small business recovery and resilience programs focused on delivering technical support to businesses most impacted by pandemic. Roll out a dynamic "buy local" campaign for small businesses throughout the county, focused on goods Made in Fairfax and elevating minority-owned businesses.</p> <p><u>Regulatory Action:</u> Continue advocating for legislation that prioritizes local purchasing, and procurement from minority owned businesses.</p> <p><u>Physical & Community Planning:</u> Support corridor-level recovery by establishing "boots on the ground" corridor teams to provide day to day support to businesses.</p>

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<i>Economic Opportunity Continued</i>		<p>Rec. 14. Evaluate Fairfax County systems, including the development process/proffers and the contracting and procurement systems, to promote equitable and transparent asset, investment, and resource distribution county-wide. (Note: “Teams are exploring options for the new CCFP cycle so that funding allocation will be targeted to vulnerable communities. Information can be found in this CCFAC NIP.”)</p> <p>Rec. 15. Help close the racial wealth gap by building ecosystems that facilitate locally owned investment and economic opportunities for BIPOC.</p>	<p><u>Rec. 14 Business Recovery and Resilience:</u> Launch targeted small business recovery and resilience programs focused on delivering technical support to businesses most impacted by pandemic. <u>Regulatory Action:</u> Continue advocating for legislation that prioritizes local purchasing, and procurement from minority owned businesses.</p> <p><u>Rec. 15. Business Recovery and Resilience:</u> Launch targeted small business recovery and resilience programs focused on delivering technical support to businesses most impacted by pandemic. Roll out a dynamic “buy local” campaign for small businesses throughout the county, focused on goods Made in Fairfax and elevating minority-owned businesses. <u>Regulatory Action:</u> Continue advocating for legislation that prioritizes local purchasing, and procurement from minority owned businesses. <u>Workforce and Talent Support:</u> Leverage County resources to link job seekers with employment opportunities by hiring local workers to support pandemic recovery efforts; Strengthen job training and placement programs, focusing on individuals and communities impacted by the pandemic.</p>

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<p><i>Economic Opportunity Continued</i></p>		<p>Rec. 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.</p>	<p>Coordinate improvements to certification and skill-based job training and reskilling programs and bring those opportunities to low-income communities and communities of color. Pilot a neighborhood job and entrepreneur center, building toward a long-term investment strategy to be deployed throughout the county.</p> <p><u><i>Rec. 17. Workforce & Talent Support</i></u> Provide a one-stop shop for job resources including training, placement, and counseling programs offered by nonprofit and workforce development partners and County resources. Gather and streamline information about job training, certification, education, and reskilling programs. Align employer needs with existing programs. Create local job corps for emerging sectors like clean energy. Continue efforts to employ displaced workers. Secure commitments from private developers for local hiring.</p> <p><u><i>Business Recovery & Resilience</i></u> Campaign to communicate opportunities directly to low-income communities and communities of color, and assist interested job seekers in accessing programs (online and in neighborhoods).</p>

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Empowerment and Support for Residents Facing Vulnerability: Fairfax County is a place where all people facing vulnerability are empowered and supported to live independent lives to their fullest potential.	<p>Community Action Agencies reduce poverty, revitalize low-income communities, and empower low-income families and individuals to become fully self-sufficient. To accomplish these goals CAAs:</p> <ul style="list-style-type: none"> • Respond to local needs & conditions • Organize a range of services to impact causes of poverty • Innovate to attack the causes and effects of poverty & community breakdown • Maximum participation of residents of low-income 	<p>Vision: Equitable Communities Fairfax County is a place where all people live in communities of opportunity with the ability to engage fully in decisions that affect their lives and neighborhoods.</p> <p>Rec. 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 to in demand careers. (CAAB listed as a related board and commission)</p> <p>Rec. 13. Require agency operations – systems processes, and programs -align with the needs and priorities of clients using the principles of human centered design.</p>	<p><u>Rec. 4. Workforce and Talent Support:</u> See Rec. 4. above.</p> <p><u>Rec. 13 Integration:</u> Create efficient and integrated client facing access to Fairfax County and partner-provided health, housing, and human services.</p>
Health and Environment: Fairfax County is a place where all people can attain their highest level of health and well-being within a healthy and sustainable environment.	<p>Community Action Agencies reduce poverty, revitalize low-income communities, and empower low-income families and individuals to become fully self-sufficient. To accomplish these goals CAAs:</p> <ul style="list-style-type: none"> • Respond to local needs & conditions • Organize a range of services to impact causes of poverty 	<p>Vision: Community Health and Wellness Fairfax County is a place where all people can attain their highest level of health and wellbeing.</p> <p>Vision: Equitable Communities Fairfax County is a place where all people live in communities of opportunity with the ability to engage fully in decisions that affect their lives and neighborhoods.</p>	

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Health and Environment Continued	<ul style="list-style-type: none"> • Innovate to attack the causes and effects of poverty & community breakdown • Maximum participation of residents of low-income 	<p>Rec. 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, FQHCs, oral and behavioral health providers, public and private health insurers, employers, schools, and community and faith-based organizations.</p> <p>Rec. 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.</p> <p>Rec. 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.</p>	<p><i>Rec. 10. Nothing Noted</i></p> <p><u>Rec. 11. Physical and Community Planning:</u> Strategically employ a health in all policies approach to community development</p> <p><u>Rec. 12 Business Recovery and Resilience:</u> Launch targeted small business recovery and resilience programs focused on delivering technical support to businesses most impacted by pandemic. Roll out a dynamic “buy local” campaign for small businesses throughout the county, focused on goods Made in Fairfax and elevating minority-owned businesses. Review approaches to use Opportunity Zones.</p>

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<i>Health and Environment Continued</i>			<p>Fairfax Rise (Relief Initiative to Support Employers) Grant program to provide relief to small businesses and non-profits impacted by COVID-19</p> <p>Board adopted Economic Incentive Program (EIP) providing a tax abatement to developers.</p> <p>PIVOT Business Recovery Grant program</p>
<p>Housing and Neighborhood Livability: Fairfax County is a place where all people live in communities that foster safe, enjoyable, and affordable living experiences.</p>	<p>Community Action Agencies reduce poverty, revitalize low-income communities, and empower low-income families and individuals to become fully self-sufficient. To accomplish these goals CAAs:</p> <ul style="list-style-type: none"> • Respond to local needs & conditions • Organize a range of services to impact causes of poverty • Innovate to attach the causes and effects of poverty & community breakdown • Maximum participation of residents of low-income <p>Assist families and individuals to obtain and maintain adequate housing and a suitable living environment.</p>	<p>Vision: Equitable Communities Fairfax County is a place where all people live in communities of opportunity with the ability to engage fully in decisions that affect their lives and neighborhoods.</p> <p>Rec. 11. Aggressively pursue strategies to increase the amount of housing and address the affordability of housing for low-income residents (e.g., social determinants, tax, zoning changes to require low-income housing, lobbying in the General Assembly to pass a Medicaid waiver to authorize housing supplements, etc.) as a social determinate off health.</p> <p>Rec. 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.</p>	<p><u>Rec. 11. Physical and Community Planning:</u> Strategically employ a Health in All Policies approach to community development</p> <p><u>Rec. 12 Business Recovery and Resilience</u> See above.</p>

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<i>Housing and Neighborhood Livability Continued</i>		Rec. 14. Evaluate Fairfax County systems, including the development process/proffers and the contracting and procurement systems, to promote equitable and transparent asset, investment, and resource distribution county-wide. (Note: "Teams are exploring options for the new CCFP cycle so that funding allocation will be targeted to vulnerable communities. Information can be found in the CCFAC NIP)	<u>Rec. 14. Business Recovery & Resilience</u> <u>See above.</u>
Lifelong Education and Learning: Fairfax County is a place where all residents at every stage of life are taking advantage of inclusive, responsive, and accessible learning opportunities that enable them to grow, prosper and thrive.	Community Action Agencies reduce poverty, revitalize low-income communities, and empower low-income families and individuals to become fully self-sufficient. To accomplish these goals CAAs: <ul style="list-style-type: none">• Respond to local needs & conditions• Organize a range of services to impact causes of poverty• Innovate to attack the causes and effects of poverty & community breakdown• Maximum participation of residents of low-income Assist families and individuals to attain an adequate education, with particular attention toward improving literacy skills.	Vision: Cradle to Career Success All people in Fairfax County, from cradle to career and beyond, are taking advantage of inclusive, responsive, high quality, and accessible learning opportunities that enable them to grow, prosper, and thrive, to become self-sufficient and engaged county residents. Vision: Equitable Communities Fairfax County is a place where all people live in communities of opportunity with the ability to engage fully in decisions that affect their lives and neighborhoods. Rec. 1. Ensure all families with children under age 5 have access to affordable, quality early childhood available through the public and private sectors (centers, family childcare homes and FCPS). (CAAB listed as a related board and commission)	<u>Rec. 1. Support for Workers and Families</u> Expand access to affordable childcare to enable more parents, particularly women, to take part in the workforce.

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<i>Lifelong Education and Learning Continued</i>		<p>Rec. 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. (CAAB listed as a related board and commission)</p> <p>Rec. 3. Expand Career and Technical Education offerings through FCPS and community-based providers to be more accessible and to align with projected area of job demand. (CAAB listed as a related board and commission)</p> <p>Rec. 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. (CAAB listed as a related board and commission)</p> <p>Rec. 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. (CAAB listed as a related board and commission)</p>	<p><u>Rec.2. Workforce and Talent Support</u> See Rec. 3 above.</p> <p><u>Rec. 3. Workforce and Talent Support:</u> See Rec. 3. above.</p> <p><u>Rec. 4. Workforce and Talent Support:</u> See Rec. 4. Above.</p> <p><u>Rec. 5. Workforce & Talent Support</u> Strengthen job training and placement programs. Coordinate improvements to certification and reskilling programs: bring opportunities to low-income communities and communities of color. Pilot a neighborhood job and entrepreneur center.</p>

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<i>Lifelong Education and Learning Continued</i>		<p>Rec.15. Help close the racial wealth gap by building ecosystems that facilitate locally owned investment and economic opportunities for BIPOC.</p> <p>Rec. 17. Develop 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.</p>	<p><u>Rec. 15. Business Recovery & Resilience; Regulatory Action; Workforce & Talent Support</u> See Above.</p> <p><u>Rec. 17. Workforce & Talent Support; Business Recovery & Resilience</u> See Above.</p>
Mobility and Transportation: Fairfax County is a place where all residents, businesses, visitors, and goods can move efficiently, affordably, and safely throughout the county and beyond via our well-designed and maintained network of roads, sidewalks, trails, and transit options.	<p>Community Action Agencies reduce poverty, revitalize low-income communities, and empower low-income families and individuals to become fully self-sufficient. To accomplish these goals CAAs:</p> <ul style="list-style-type: none"> • Respond to local needs & conditions • Organize a range of services to impact causes of poverty • Innovate to attack the causes and effects of poverty & community breakdown • Maximum participation of residents of low-income <p>Assist families to obtain emergency assistance through loans, grants, or other means to meet immediate and urgent needs.</p>	<p>Vision: Equitable Communities Fairfax County is a place where all people live in communities of opportunity with the ability to engage fully in decisions that affect their lives and neighborhoods.</p> <p>None noted</p>	<p>None noted</p>

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<p>Safety and Security: Fairfax County is a place where all people feel safe at home, school, work and in the community.</p>	<p>Community Action Agencies reduce poverty, revitalize low-income communities, and empower low-income families and individuals to become fully self-sufficient. To accomplish these goals CAAs:</p> <ul style="list-style-type: none"> • Respond to local needs & conditions • Organize a range of services to impact causes of poverty • Innovate to attach the causes and effects of poverty & community breakdown • Maximum participation of residents of low-income <p>Assist families to obtain emergency assistance through loans, grants, or other means to meet immediate and urgent needs.</p>	<p>Vision: Community Safety and Justice All persons in Fairfax County are entitled to expect that their law enforcement and other public safety departments provide service consistent with the roles defined for them through community involvement and input, and that they should do so in a manner that (i) is fully transparent and accountable to the public, (ii) ensures through implicit bias and cultural competency training that all persons are treated equally and that racial, cultural or other profiling does not occur, and (iii) prevents the excessive and unnecessary use of force.</p> <p>Vision: Equitable Communities Fairfax County is a place where all people live in communities of opportunity with the ability to engage fully in decisions that affect their lives and neighborhoods.</p> <p>Rec. 6. Create meaningful opportunities for the community to be involved in defining the role of law enforcement and other public safety personnel.</p>	<p>Rec. 6. Workforce and Talent Support: Leverage County resources to link job seekers with employment opportunities by hiring local workers to support pandemic recovery efforts. FCEDA is leading and involved in local, regional, and statewide efforts to promote job opportunities.</p>

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<i>Safety and Security Continued</i>		<p>Rec. 7. Implement policies to enable public safety personnel to live in and come from the communities they serve.</p> <p>Rec. 8. Implement trainings such as implicit bias, cultural competency, and community engagement in the public safety academies and annually for first responder personnel.</p> <p>Rec. 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.</p>	<p><u><i>Rec. 7. Supports for Workers and Families</i></u> (Long-term- Commitment to and implantation of affordable housing production goals.)</p> <p><u><i>Rec. 8. Nothing Noted</i></u></p> <p><u><i>Rec. 9. Nothing Noted</i></u></p>
Cultural and Recreational Opportunities: Fairfax County is a place where all residents, business and visitors are aware of and able to participate in quality arts, sports, recreation, and culturally enriching activities.	<p>Community Action Agencies reduce poverty, revitalize low-income communities, and empower low-income families and individuals to become fully self-sufficient. To accomplish these goals CAAs:</p> <ul style="list-style-type: none"> • Respond to local needs & conditions • Organize a range of services to impact causes of poverty • Innovate to attack the causes and effects of poverty & community breakdown • Maximum participation of residents of low-income 	<p>Vision: Equitable Communities Fairfax County is a place where all people live in communities of opportunity with the ability to engage fully in decisions that affect their lives and neighborhoods.</p> <p>Rec. 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.</p>	<p><u><i>Rec. 12. Business Recovery and Resilience</i></u> See Rec. 12. above.</p>

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<p>Effective and Efficient Government: Fairfax County is a place where all people trust that their government responsibly manages resources, provides exceptional services, and equitably represents them.</p>	<p>Community Action Agencies reduce poverty, revitalize low-income communities, and empower low-income families and individuals to become fully self-sufficient. To accomplish these goals CAAs:</p> <ul style="list-style-type: none"> • Respond to local needs & conditions • Organize a range of services to impact causes of poverty • Innovate to attack the causes and effects of poverty & community breakdown • Maximum participation of residents of low-income <p>Assist families and individuals to achieve greater participation in the affairs of the communities involved, including the development of public and private grassroots partnerships with local cross-sector partners.</p>	<p>Vision: Equitable Communities Fairfax County is a place where all people live in communities of opportunity with the ability to engage fully in decisions that affect their lives and neighborhoods.</p> <p>Rec. 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.</p> <p>Rec. 16. Develop, pilot, and institute Fairfax County equity-based decision-making tools for planning, projects, decision making and resource allocation. (County Stakeholder- CCFP Advisory Committee)</p> <p>Rec. 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.</p>	<p><u>Rec. 13 Create efficient and integrated client facing access to Fairfax County and partner-provided health, housing, and human services</u> See Rec. 13 above.</p> <p><u>Rec. 16 Just and Resilient Economy</u> The objective of the Economic Recovery Framework is to create a more just and resilient economy. Specific recommendations are focused on the short-to-medium term (12-18 months) and targeted at the most impacted businesses, workers, and sectors. But the Framework does not specifically highlight decision-making tools.</p> <p><u>Rec. 17. Workforce & Talent Support; Business Recovery and Resilience</u> See Rec. 17 above.</p>

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<i>Effective and Efficient Government Continued</i>		<p>Rec. 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. (CAAB listed as a related board and commission)</p> <p>Rec. 19. Demonstrate intentionality in ensuring diverse representation and inclusiveness in power and decision-making opportunities. (Related BACs: All BACs)</p> <p>Rec. 20. Ensure our local leaders, public and private, have the knowledge and capacity to understand the drivers of racial inequality and their contribution to structural racism, and use their power to build more equitable communities. (Related BACs: All BACs)</p>	<p><u>Rec. 18. Nothing noted</u></p> <p><u>Rec. 19. Creating a more just and resilient economy</u></p> <p><u>Rec. 20. Nothing Noted</u></p>