

Diversity, Equity and Inclusion Committee Recommendations

February 1, 2022

Bylaws Recommendations (Previously Reviewed)

- 1. In alignment with the One Fairfax policy, recommend the Board of Supervisors consider using an equity lens when selecting appointees to the CAAB.**
- 2. Add the CAAB's equity statement in the CAAB Bylaws.**
- 3. Undertake outreach to specific populations underrepresented on the CAAB.**
- 4. Develop a CAAB Community Engagement Plan using the Engage Fairfax template, currently under development.**

Bylaws Recommendations (Cont.)

- 5. 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.**
- 6. Modify the Conduct Policy beyond conduct “in the context of activities relating to the CAAB”;**
- 7. Add a procedure requiring a vote to seat all CAAB members; allowing for a vote to “unseat” CAAB members if they violate the conduct policy. Members who are not seated will not vote.**
- 8. Add a “Compliance with County Policy” section to the Bylaws**

CSBG Administration Recommendations

- 1. Recommend CCFAC apply the One Fairfax policy when recommending language for the community funding pool application and award process.**
- 2. Recommend contract staff include the One Fairfax Policy, One Fairfax Introduction Video and complete the policy acknowledgment form in CSBG funded contracts.**
- 3. Recommend the CAAB use an equity lens when choosing CCFP contractors**
- 4. Recommend CSBG Contractors implement Client Satisfaction Surveys, if not already in place and provide results of these survey to CAAB.**

CSBG Administration Recommendations

- 5. Undertake outreach to specific population underrepresented on the CAAB (e.g Town Halls) to improve representation on the board and to assess unmet needs in the community.**
- 6. Recommend periodic site visits with contracted organizations to foster relationships and receive feedback to increase advocacy by CAAB members on behalf of clients and the community. Procedures for site visits would be designed to ensure confidentiality and no disruption to services.**
- 7. Build CAAB members understanding of equity, diversity, and inclusion as it relates to board administration**

Advocacy Recommendations

- 1. Crosswalk CAAB's annual budget priorities with One Fairfax Equity Action Plan and the Chairman's Task Force for Equity & Opportunity**
- 2. Utilize the Racial Equity Toolkit Assessment when evaluating potential budget issues/positions**