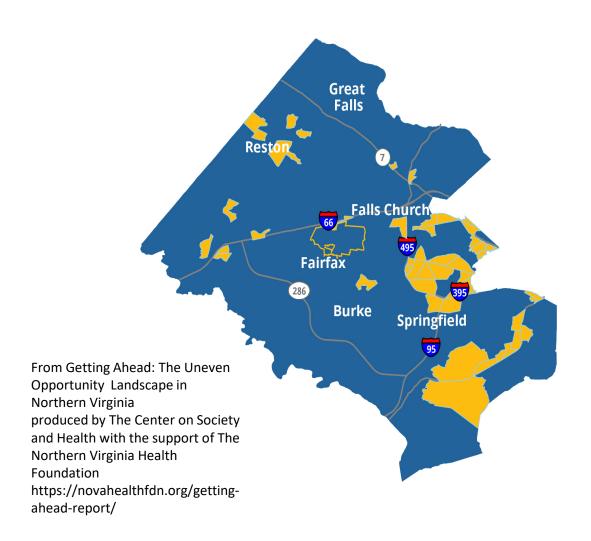
BECOMINGFAX

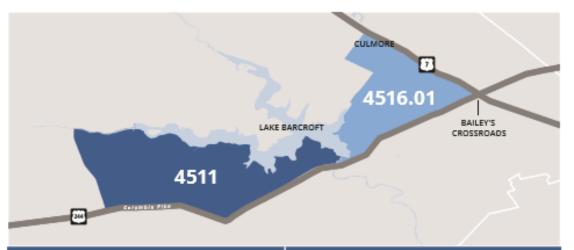
CREATING AN EQUITABLE FOOD SYSTEM

MAY 22, 2019

Why One Fairfax? The Tale of Two Counties



- Reports from PolicyLink, Northern Virginia
 Health Foundation, Community Foundation of
 Northern Virginia and Urban Institute
 document variances in opportunity and
 vulnerability within Fairfax County and across
 region.
- Places where people face multiple challenges are interspersed among some of the county's wealthiest communities.
- The solutions that will be most impactful in creating communities of opportunity for all are those that focus on sustaining and growing our local economy through investments in areas such as housing, education, workforce development, and infrastructure.



Census tracts	4511	4516.01		4511	4516.01
EDUCATION			ECONOMIC RESOURCE	:S	
Age 3-4 not enrolled in school	16%	100%	Unemployment	2%	10%
Teens not enrolled in school	<0.1%	23%	Median household income	\$192,750	\$47,214
High school or higher	100%	40%	Poverty	3%	21%
Some college or higher	92%	24%	Child poverty	<0.1%	34%
Bachelor's degree or higher	78%	14%	Public assistance	2%	25%
Limited English	1%	14%	Single-parent households	5%	52%
TRANSPORTATION			HOUSING		
No vehicle	2%	28%	Homes built before 1950	5%	52%
Commute to work by car	85%	64%	Renter occupied housing	5%	89%
Single-parent households	5%	52%	Substandard rental housing*	17%	76%
HEALTH INSURANCE			Overcrowding	2%	29%
Uninsured	3%	57%			
Private insurance (only)	72%	10%			

^{*}Substandard rental housing: incomplete plumbing or kitchen facilities, overcrowding, or cost burdens in excess of 30%.

Life experiences vary depending on where you live

Lake Barcroft vs. Bailey's Crossroads	Lake Barcroft	Bailey's Crossroads	
	4511	4516.01	
Hispanics	8%	76%	
Non-Hispanics			
Whites	76%	13%	
Blacks	5%	1%	
American Indians/ Alaskan Natives	0%	2%	
Asians	5%	6%	
Foreign-Born Population	18%	61%	
Continent of origin			
Europe	39%	1%	
Asia	25%	7%	
Africa	6%	5%	
Oceania	5%	0	
Latin America	23%	86%	
North America	4%	0	
Years of entry			
Pre-1990	71%	17%	
1990s	13%	18%	
2000s	11%	65%	
2010 or later	5%	0	

Source: Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia, Northern Virginia Health Foundation

Moving One Fairfax from Words to Action

RESOLUTION



Whereas, Fairfax County takes pride as a great place to live, learn, work, and play; and,

Whereas, Fairfax County is the largest and strongest economy in the Washington Metropolitan area and one of the strongest in the nation; and,

Whereas, county and school leaders and staff are committed to providing excellent services for every resident of Fairfaç and, Whereas, Fairfax County government has established a vision of Safe and Caring Communities, Livable Spaces, Connected People and Places, Healthy Economies, Environmental Stewardship, Culture of Engagement and Corporate Stewardship, and Fairfax County Public Schools has established goals of Student Success, a Caring Culture, a Premier Workforce, and Resource Stewardship; and

Whereas, Fairfax County embraces its growing diverse population and recognizes it as a tremendous economic asset but recognizes that racial and social inequities still exist: and.

Whereas, achieving racial and social equity are integral to Fairfax County's future economic success, as illustrated in the

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.

Whereas, to truly create opportunity, we need to understand and improve our work through a racial and social equity lens from the very core of the organization outward, focusing intentionally and deliberately towards sustainable structural changes; and

Whereas, a growing number of local jurisdictions across the United States are adopting intentional equity strategies and see

NOW, THEREFORE, BE IT RES<mark>OLVED BY THE FAIRFAX COUNTY BOARD OF S</mark>UPERVISORS AND THE FAIRFAX COUNTY SCHOOL BOARD that:

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

"One Fairfax" can only be realized with an intentional racial and social equity policy at its of publicly delivered services. A racial and social equity policy provides both the direction and eliminate disparities, and work together to build a vibrant and opportunity-rich society fo

In July 2016, the Fairfax Board of Supervisors and School Board join in this resolution an development of a racial and social equity policy for adoption and strategic actions to ad opportunities and achieve equity that include intentional collective leadership, commu engagement, equity tools and infrastructure to support and sustain systemic changes, accountability so collectively, we will realize "One Fairfax," a community where every participate and prosper.

July 12, 2016

policy. nounce course of adopted of

- 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
- Policy Advisors started in January 2019

Our High-level Strategy for Becoming *One Fairfax*

APPLYING AN EQUITY LENS



EQUITY DRIVERS



CORE APPROACHES





Thriving People



Thriving Economy



Thriving Communities





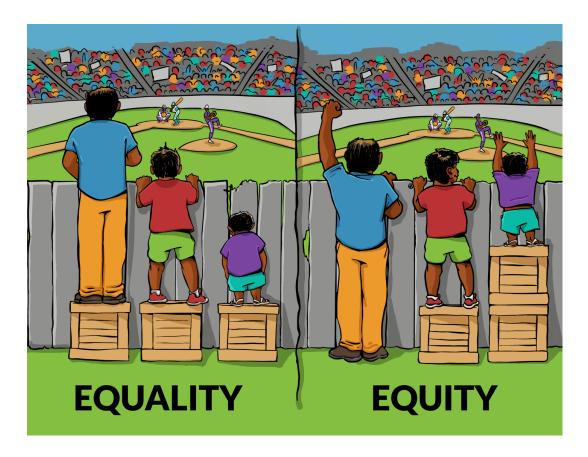
- Cradle to Career
 Success
- Community Health& Wellbeing
- Just and Safe Communities
- Community Development
- Inclusive Prosperity



- Acting Earlier
- Closing Gaps
- Facilitating Access
- ExpandingOutreach &Engagement
- StrategicPartnership
- Sharing Accountability

Key Equity Concepts







The Groundwater Approach: Building a Practical Understanding of Structural Racism









Individual racism:

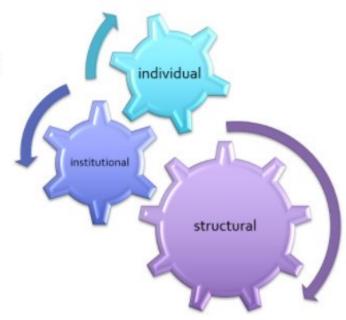
Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism:

 Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism:

 A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.







Effective National Practice to Institutionalize Equity

NORMALIZE

- A shared analysis and definitions
- Urgency / prioritize

Visualize

OPERATIONALIZE

- Racial equity tools
- Data to develop strategies and drive results

ORGANIZE

- Internal infrastructure
- Partnerships

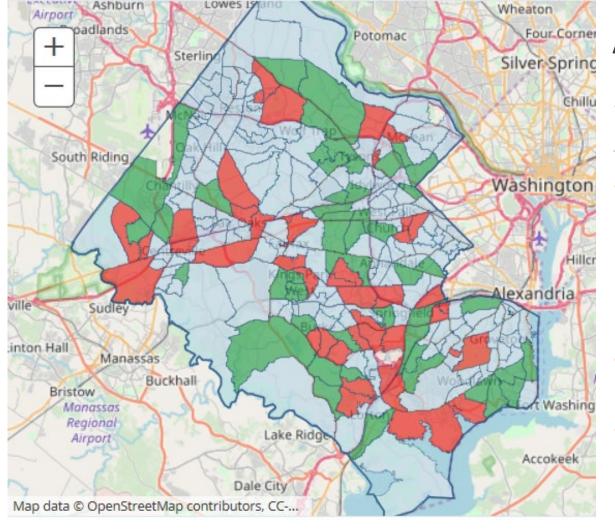


Understanding Food Inequity



Food Insecurity is an Equity Issue

- Food Insecurity is the limited or uncertain availability of nutritionally adequate and safe foods or the inability to access foods in socially acceptable ways;
- Does not occur in isolation individuals and families may make tradeoffs between food and other necessities (housing, education or parents may forgo eating so their children can eat);
- Can be sporadic or chronic food insecurity can happen often or on occasion;
 Differs from hunger (related, but more about the physical and personal experience) and food access (geographic proximity)



Access to Grocery Stores 2010-2015

- •Low access is defined as the percentage of individuals living more than one mile from a supermarket or large grocery store if in an urban area, or more than 10 miles from a supermarket or large grocery store if in a rural area.
- •Map illustrates change in access between 2010 to 2015 by census tract.
- •Red indicates areas where access worsened.



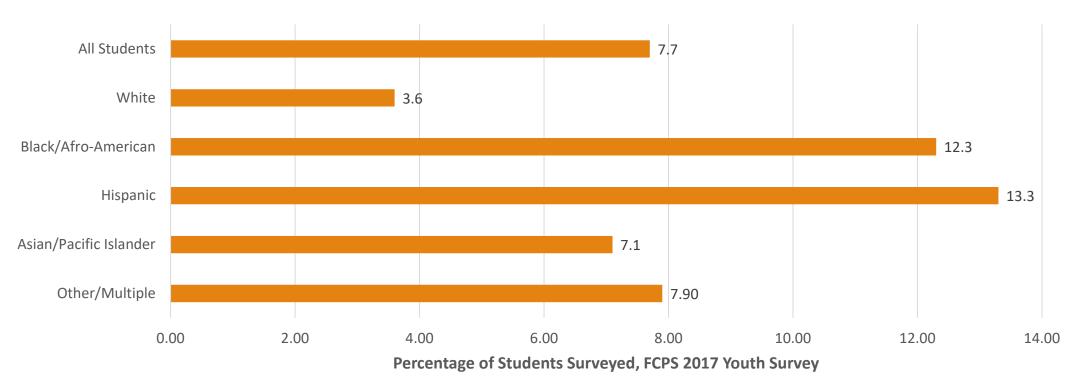




Data Source: Community Health Dashboard Live Healthy FairfaxLow

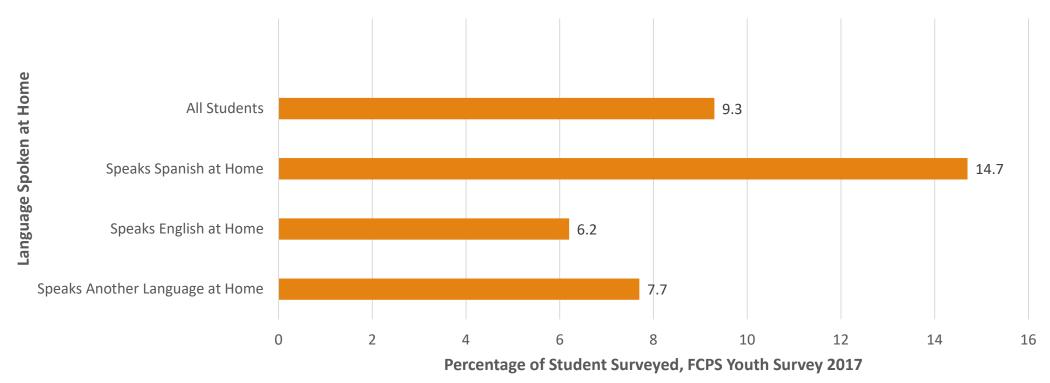
Food Insecurity Rates Among Racial/Ethnic Groups

During the past 30 days, how often did you go hungry because there was not enough food in your home?



Food Insecurity Rates Among Home Language Groups

During the past 30 days, how often did you go hungry because there was not enough food in your home?



Policy & Actions



The CHIP and Food Equity Actions in Fairfax

PRIORITY ISSUE

HEALTHY EATING-

Promoting the accessibility, availability, and affordability of healthy eating for all

GOAL

- Increase resources to identify and address food insecurity.
- Increase access to fresh and healthy foods for all.
- Increase the consumption of healthy foods and beverages.

ACTIONS

- Mapping and expansion of gardens to areas that do not have access
- Expansion of SNAP matching at markets
- Targeted healthy eating messaging that is not "one size fits all"
- Food Insecurity Report that is a "comprehensive report examining assets, barriers, and recommendations to address food insecurity and promote food equity"
- Educate donors to food pantries about the need for healthy, culturally-appropriate and allergysensitive food donations

What can you do to become One Fairfax?

Influencing Policy and Legislation

Mobilizing Neighborhoods and Communities

Fostering Coalitions and Networks

Changing Organizational Practices

Educating Staff and Volunteers

Promoting Community Education

Strengthening Individual Knowledge and Skills



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?

Racial Equity in the Food System – Center for Social Inclusion

https://www.centerforsocialinclusion.org/publication/building-the-case-for-racial-equity-in-the-food-system/

Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia Northern Virginia Health Foundation, November 2017

https://novahealthfdn.org/wp-content/uploads/NVHF-Issue-Brief-FINAL.pdf

Racial Inequities in Fairfax County 2011-2015 - Urban Institute

https://www.urban.org/research/publication/racial-inequities-fairfax-county-2011-15

The Opportunity Index: Indicators of Success and Challenges in Northern Virginia

The Community Foundation for Northern Virginia, February 2018

https://opportunityindex.cfnova.org/images/CFNV_TCI_2017-final-web.pdf

Disproportionate Minority Contact for African American and Hispanic Youth: The Story Behind the

Numbers and the Path to Action, Center for the Study of Social Policy, September 2012

https://www.cssp.org/publications/child-welfare/institutional-analysis/The-Story-Behind-the-Numbers September-2012.pdf

The Fairfax County Equitable Growth Profile

PolicyLink and USC Program for Environmental & Regional Equity, June 2015

 $\underline{http://national equity at las.org/sites/default/files/Fairfax-Profile-6 June 2015-final.pdf}$

http://www.policylink.org/sites/default/files/Fairfax Summary 16June2015 Final.pdf

One Fairfax Websites: County and Schools

https://www.fairfaxcounty.gov/topics/one-fairfax

https://www.fcps.edu/onefairfax

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