

# Next Steps in the Fairfax Journey to Advance Equity

Presentation to Successful Children and Youth Policy Team  
February 26, 2014

Disproportionality & Disparity Prevention and Elimination Team (DDPET)

# Why a Race Equity Lens?

- ▶ Growing body of research shows that African Americans, Latinos, and other racial, ethnic and linguistic minority groups continue to fare worse on key indicators of well-being than their White counterparts.
- ▶ Universal policies and practices alone maintain – or even worsen outcomes.
- ▶ Both race– *and* class–based solutions are necessary to improve the life chances for people of color.



# Definition: Racial Equity

When people in a society have equal chance to reach their full potential and are no more likely to encounter life's burdens or benefits just because of the color of their skin.

# Milestones in the Fairfax Journey

Minority Student Achievement Oversight Committee  
Early Intervention Strategy Team (EIST)  
Chantilly Pyramid Minority Student Achievement Committee

1990's

Building on the Strengths of the African American Family Summit  
Together We're the Answer Community Collaborative

mid-2000's

Closing the Minority Achievement Gap Plan (FCPS)  
Institutional Analysis (IA)  
Disproportionality and Disparity Prevention and Elimination Team

2010

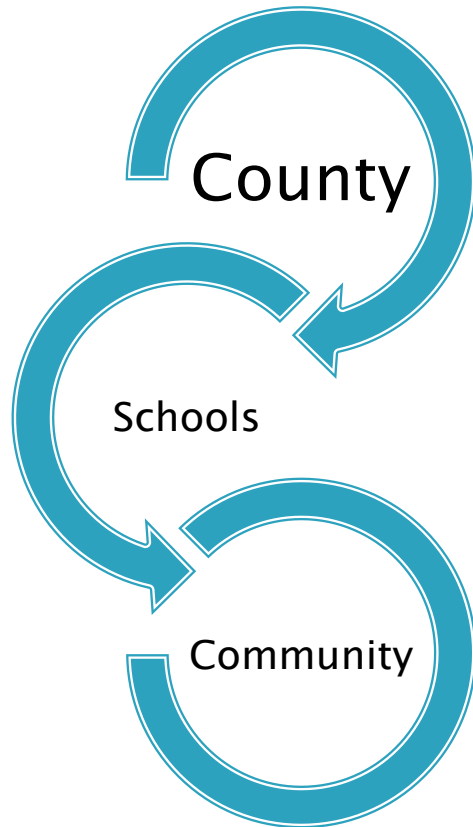
IA: Disproportionate Minority Contact for African American and Hispanic Youth: The Story Behind the Numbers and the Path to Action  
Successful Children and Youth Policy Team

2012

Next Steps to advance equity

2014

# Achieving Results



## *Determinants*

Behavioral Health

Education

Engagement

English Literacy

Family Stability

Financial Stability

Health Literacy

Living Conditions

Personal Safety

Physical Health

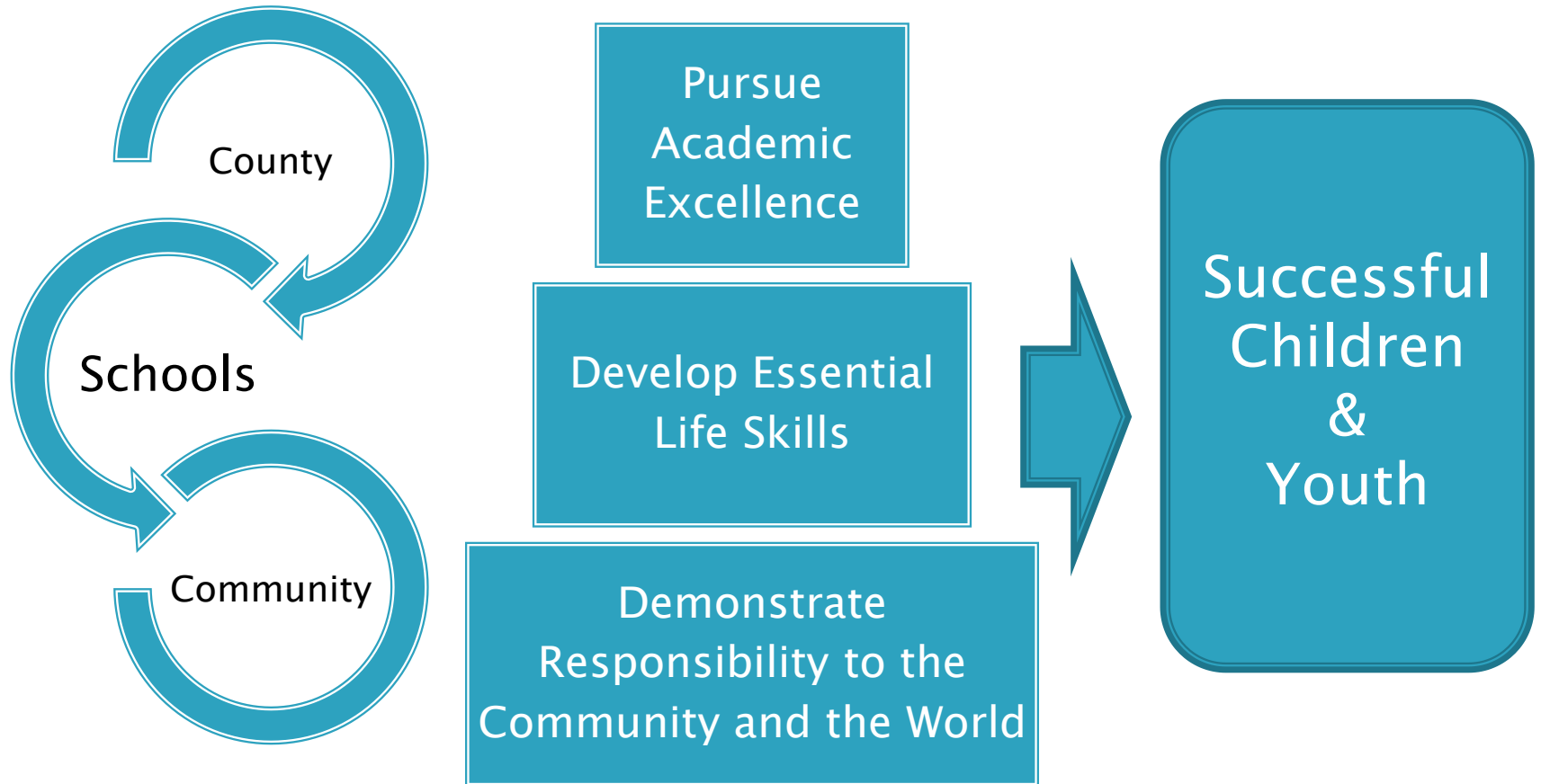
Social Wellness

Support Networks



Successful  
Children  
&  
Youth

# Achieving Results





# The Institutional Analysis (IA)

- ▶ A qualitative, diagnostic process to reveal the gap between what a youth and their family needs to be safe, stable and successful and what institutions are actually set up to do
- ▶ IA examines institutional features that unintentionally produce worse outcomes for youth and families of color
- ▶ Focus on front door of juvenile justice system
- ▶ Discretely examined lived experiences of African American and Hispanic youth and families
- ▶ Led by Center for the Study of Social Policy



# IA Findings lead to Results

1: Inadequate prevention services for some populations.

2: Often mental health, substance abuse and special education needs not sufficiently addressed.

6: Mixed documentation status of households compromises access.

3: Common, cross-system vision emphasizing collaboration not fully developed or implemented.

4: Systems privilege its need for efficiency over individual needs of families.

8: Interventions do not account for language and cultural barriers.

5: System interventions do not consistently support youth to stay connected to and complete school.

7: Truancy often a warning sign of more significant underlying needs of youth and family.

Prevention and intervention efforts reach youth & families most likely to have poor outcomes because of race, language, cultural and economic barriers.

A common, cross-system vision promoting the well-being of youth and families guides collaborative work among county agencies and community organizations.

Approaches to working with families are trauma informed, culturally humble, flexible and individualized.

Youth, especially those most likely to be hindered by socio-economic, race and/or cultural barriers are consistently supported to remain connected to and complete school.

# Dialogue with Directors Series

Topics	Human Services	Schools	Police	Partners
JJ Front Door – Restorative Justice	✓	✓	✓	
Mental Health – Depression / Suicide	✓	✓		✓
Truancy – Out of School Time	✓	✓	✓	✓
Homeless/Transitional Living	✓	✓		
Health & Wellness	✓	✓		✓
Graduation & Student Achievement	✓	✓		✓
Family Engagement – Reunified Families	✓	✓		✓
Domestic Violence – Victim Services	✓	✓	✓	✓
Community Outreach	✓	✓	✓	✓

# Today's "Asks" of SCYPT

1. Adopt intentional equity strategies
2. Use data to promote and assess equity progress
3. Identify & build infrastructure to advance race equity work, including:
  - Establish data policy to mandate disaggregated data
  - Institute an equity "bench card" for all leaders
  - Establish equity goals, measure and share progress
  - Establish a dedicated structure and institute mechanism(s) to maximize collective impact through an equity lens
  - Define SCYPT leadership role to advance race equity

# Intentional Equity Strategies

Apply racial equity to programs and projects

Build racial equity into policies and initiatives

Partner with other institutions and community

*Source:* City of Seattle, WA  
Race and Social Justice Initiative Strategic Plan

# Data used to promote and assess progress:

- ▶ Ensures informed decisions
- ▶ Increases understanding of racial inequities that influence people's lives
- ▶ Establishes racially equitable community outcomes in education, health, criminal justice, child welfare and other indicators of well-being

# Equity Infrastructure: Establish Data Policy

- ▶ The data policy establishes a standard for the collection of race and ethnicity data consistent across all organizations and systems
- ▶ Mandates the disaggregation of data by both ethnicity and race
- ▶ Data policy designed to be compatible with state, federal and other funder requirements

# Multnomah County Example

Policy establishes standard for the collection of race and ethnicity data for all activities, programs and systems.

Mandates that race/ethnicity data be collected in accordance with this standard in all future data systems, surveys, ad hoc data collection and new iterations of current data systems.

## Key Principles:

Self-identification

Multiple identities

Consistency with reporting requirements

Granularity

Flexibility

Visibility

## Procedures:

Data System Implementation

Data Collection Training

Contracting

Data Analysis

Source: Multnomah County, Oregon  
Department of County Human Services  
OPP14, effective July 31, 2012



# Equity Infrastructure: Institute an Equity “Bench Card”

To generate more equitable outcomes, decision makers at *ALL* levels *MUST* ask these questions *EVERY* time:

- 1 Who are the racial/ethnic groups affected by the policy/practice/decision, and are they at the table?

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- 2 How will the policy/practice/decision affect each group?

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- 3 How will the policy/practice/decision be perceived by each group?

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- 4 Does the policy/practice/decision ignore or worsen existing disparities, or produce other unintended consequences?

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- 5 Based on the above responses, what revisions are needed in the policy/practice/decision under discussion?

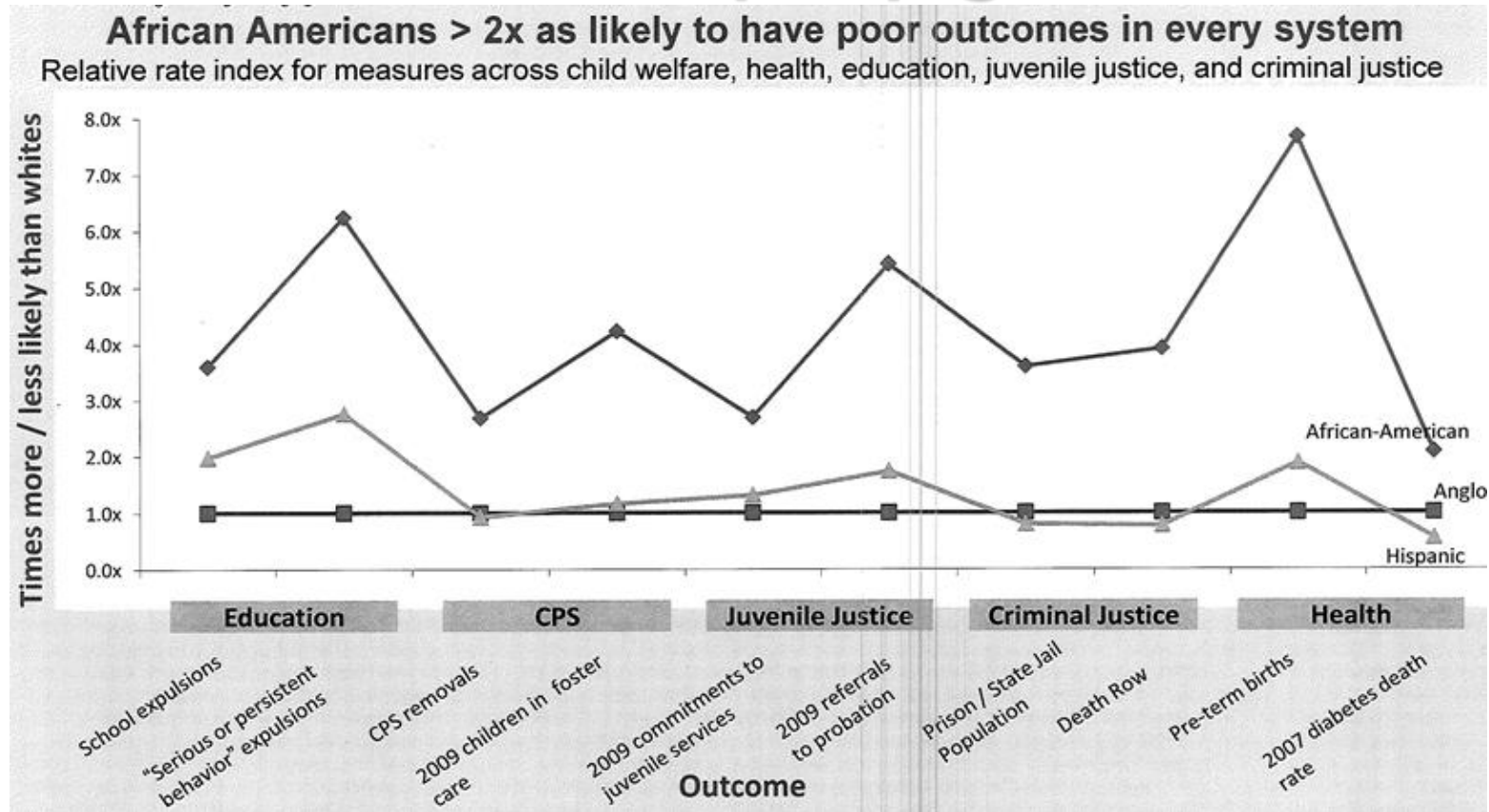
Source: Annie E. Casey Foundation  
Race Matters Tool Kit

# Equity infrastructure: Establish equity goals

- ▶ Set topic-specific explicit equity goals
- ▶ Example:  
ThrivebyFive  
WASHINGTON  
With Foundation  
for Early Learning



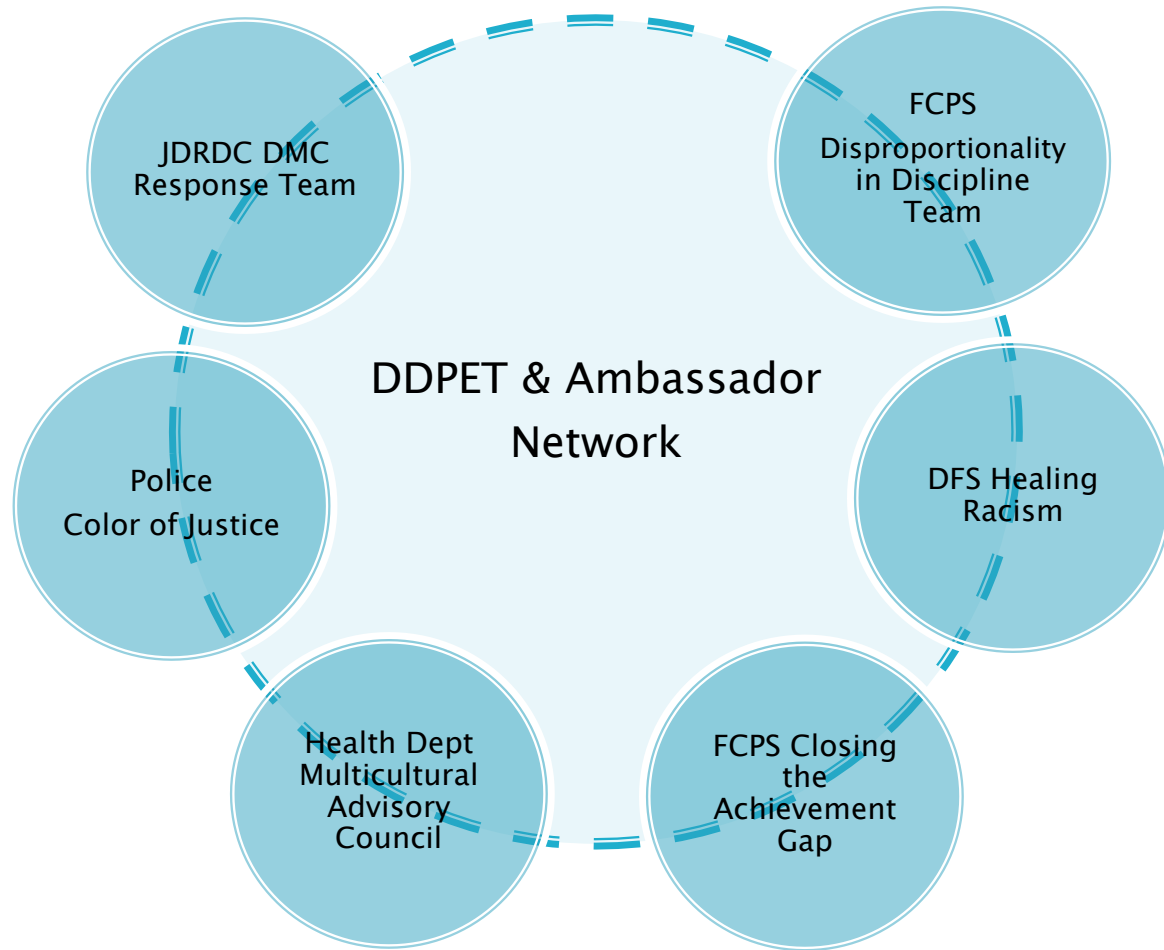
# Equity infrastructure: Establish equity goals



- ▶ Cross-System key indicators
- ▶ Example: Interagency Council for Addressing Disproportionality (2011); Texas Health and Human Services Cross System Data

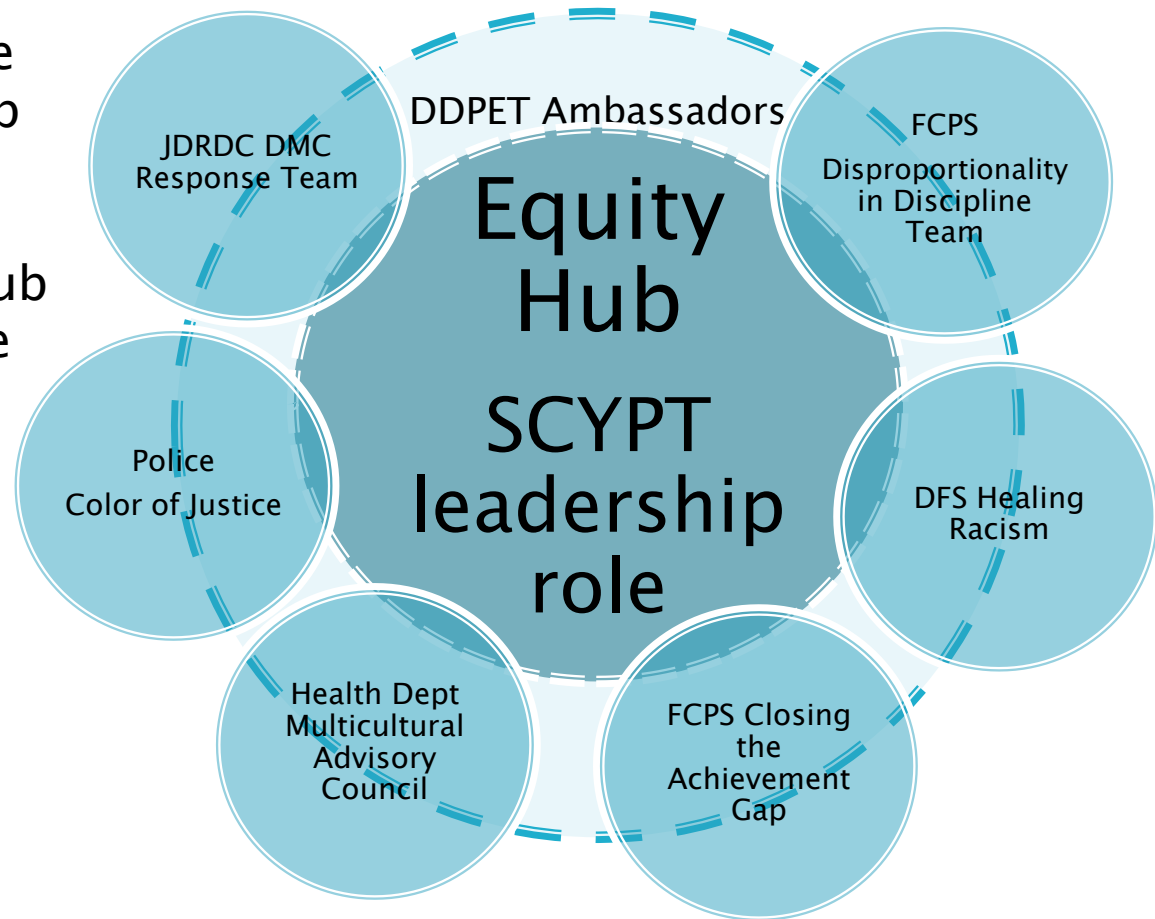
# Equity infrastructure: Align and Lead Equity Work

- DDPET & Ambassadors – current internal systems focus to raise awareness of structural racism comprised of human services, schools and police
- Since DDPET inception, multiple organizations now have ‘teams’ working to advance equity at an agency level



# Equity infrastructure: Intentional structure to maximize collective impact through an equity lens

- Dedicated “Hub” to provide visible, strategic leadership
- The “job” of equity is everyone’s work but the hub serves to amplify collective impact
- Equity work goes well beyond a generalized diversity or cultural competency initiative
- Leadership Role of SCYPT





# Collectively Achieving *Equitable* Results



# Next Steps



1. Adopt intentional equity strategies
2. Use data to promote and assess equity progress
3. Identify and build infrastructure to advance equity work