

Next Steps in the Fairfax Journey to Advance Equity

Presentation to Successful Children and Youth Policy Team
May 14, 2014

Disproportionality & Disparity Prevention and Elimination Team (DDPET)

Reminder... February's "Asks"

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

Since then,

- ▶ Attended “Governing for Racial Equity” (GRE) Conference sponsored by the GRE Network

GRE Network:

- a regional partnership of government jurisdictions working to achieve racial equity
 - works to eliminate institutional and structural racism, as they are the root causes of racial inequities
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- ▶ SCYPT Equity Subgroup convened
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- ▶ Talked with youth to better understand if and how they believe their “race/ethnicity” impacts their life

Budget Guidance

- ▶ Successful Children and Youth
 - Both boards are committed to boosting achievement at our neediest schools yet some of our students are slipping through the cracks because of lack of coordination
 - With Board's support, SCYPT will work to revamp our approach to improving academics; and
 - Work to develop a comprehensive plan that replaces piecemeal programming, develops better communication among organizations, and creates an overarching support infrastructure for children and youth.

Budget Guidance

▶ Disproportionality

- Addressing disparities requires us as policy makers to view all our policies through an “equity lens.” The following should be undertaken expeditiously:
 - 1. Direct staff to report progress and the existing strategy plan at a Joint meeting with Fairfax County School Board and the Board of Supervisors; and
 - 2. Urge the BOS and School Board to determine the cost, identify funding source(s), and seek an independent review of disproportionate and disparate impact outcomes for youth and families of color and other vulnerable youth in schools and the County Human Service agencies.

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:
Collective, intentional Leadership

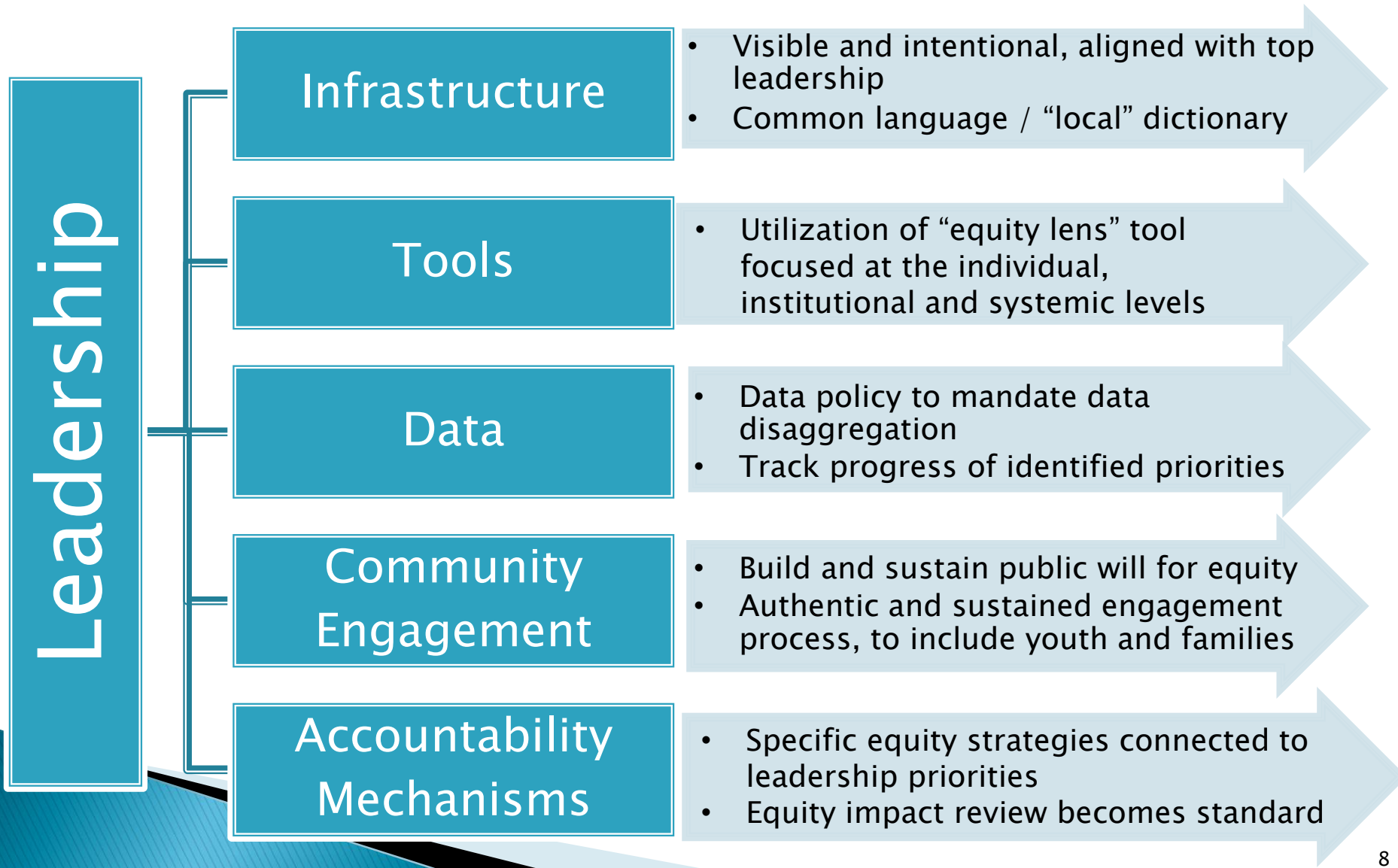
2014

How do we get to this Result? Leadership is Essential



- ▶ Express *EQUITY* as a priority through a documented position that requires intentional actions
- ▶ Equity requires the intentional examination of systemic policies and practices that, even when they appear to be fair – may, in effect, serve to marginalize some and perpetuate disparities

Strategic Plan to Advance Equity



Urgent Action Steps to get results

Leadership

Leadership Work (starting NOW)

1. Engage board members on equity
 - Proposed method: Convene 3 + 3 Board group to prepare for joint board retreat
2. Design local collective leadership approach to making racial equity a visible priority

Some Examples:

1. King County, Washington
2. Multnomah County, Oregon
3. Madison–Dane County, Wisconsin