

Next Steps in the Fairfax Journey to Advance Opportunity and Achieve Equity

Presentation to Successful Children and Youth Policy Team
September 17, 2014

Disproportionality & Disparity Prevention and Elimination Team (DDPET)



Reminder: “Asks” of SCYPT May 2014

Leadership

Leadership Work

1. Engage board members on equity

Convene SCYPT elected officials to consider action steps to engage full boards

- Engaged experts from Haas Institute for a Fair and Inclusive Society
- Team Fairfax participated in cohort convening of Government Alliance on Race & Equity in Minnesota (August, 2014)

2. Design local collective leadership approach to making racial equity a visible priority

- “One Fairfax “ - shift the community narrative
- Move beyond embracing diversity as an asset to implementing a new growth model driven by equity

Racial Equity

The development of policies, practices and strategic investments to reverse racial disparity trends, eliminate institutional racism, and ensure that outcomes and opportunities for all people are no longer predictable by race.

Learnings from Meetings with Experts

- ▶ “One Fairfax” – shift the community narrative in Fairfax County
- ▶ Access to opportunities shape quality of life
- ▶ Utilize tools to establish a baseline and track progress
 - How close is Fairfax County to achieving racial equity?
- ▶ Race ≠ Poverty
 - Race and class strategies are necessary
 - Racism perpetuates poverty
 - Independent of poverty, racial disparities still exist

Learnings from Convening in Minnesota

- ▶ Urgency – cannot ‘normalize’ racial inequities
- ▶ A growing number of local jurisdictions are working to achieve racial equity and advance opportunities for all
- ▶ Equity is beyond education and human services and includes the economy and built environment
- ▶ Align intentional collective leadership (Inside) with community mobilization strategies (Outside) to frame and achieve racial equity
- ▶ **Without taking intentional actions every day, disparities are perpetuated**

Next Steps – “Asks” of SCYPT

1. Engage the community and both boards around the vision of **“One Fairfax”** – a new narrative that moves Fairfax beyond embracing diversity towards adopting a new growth model driven by equity
 - Adopt Joint Board Resolution that leads to shared Equity Policy
2. Align with national movement – Fairfax County to enter into an MOA with the **Government Alliance on Race and Equity**
 - Alliance will provide technical assistance to
 - Operationalization of racial equity into targeted areas to include early childhood education and the juvenile justice system
 - Develop and implement a 2014/2015 Strategic Plan to Advance Opportunity and Achieve Racial equity

Next Steps – “Asks” of SCYPT

3. Serve as a pilot site for an **Equity Scorecard** led by National Results and Equity Collaborative
4. Establish a baseline of how Fairfax is doing today in terms of achieving equity
 - e.g. Equitable Growth Profile
5. “Pilot” application of a race equity policy in early childhood education/school readiness

Strategic Plan to Advance Opportunity and Achieve Racial Equity

(draft actions updated September, 2014)

