The Fairfax Journey to Advance Opportunity & Achieve Equity Continues

Dialogue with Successful Children and Youth Policy Team May 12, 2015

Key Lessons Continued

- Equity work is transformational as the journey continues, it's critical to view transactional work in a transformative context
- Change management framework applies in equity work
- In essence, achieving equity is about effective, inclusive government
- Create space for equity conversations beyond just training
- Align intentional collective leadership (Inside) with community mobilization strategies (Outside) to frame and achieve racial equity

Strategic Plan to Advance Opportunity and Achieve Racial Equity

(draft actions updated September, 2014)

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- Frame "One Fairfax" broader than human services & education
- Measure how Fairfax County is doing in terms of equity
- Adopt new growth model driven by equity
- Share best, promising and next practices through participating in the Governing for Racial Alliance cohort
- Engage in DC metro regional dialogue about race equity

Infrastructure

- Use direct language regarding race equity
- o Establish common definitions
- Centralize & decentralize equity support.

Tools

- Apply an Equity & Empowerment Lens
- Convene Dialogue Series across deputy areas to explore opportunities for action utilizing equity baseline measures

Data

- Conduct a baseline assessment of equity in Fairfax County
- Develop and adopt shared data policy to mandate data disaggregation

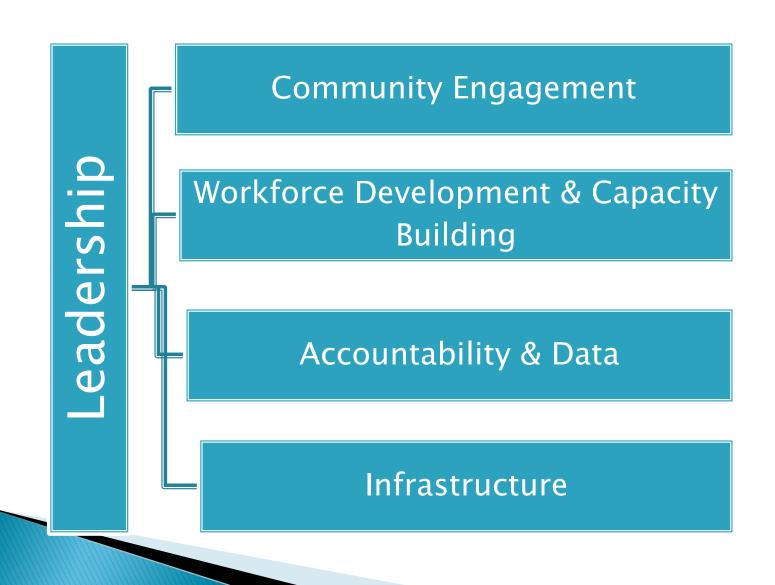
Community Engagement

- Broaden & reconvene "Together We're the Answer"
- o Engage Faith community
- Utilize SCYPT goal setting process

Accountability Mechanisms

- Apply equity policy to Early Childhood education as a starting point
- o Pilot Equity Scorecard
- Align with current County & FCPS measurement frameworks

Strategic Plan to Advance Opportunity and Achieve Racial Equity



Leadership

- Equity conversation with Board of Supervisors and School Board in 2014 – working to schedule joint work session on equity
- 2015 Strategic Plan to Facilitate Economic Success adopted by Board of Supervisors includes goal, "Economic Success through Education and Social Equity"
- Local and Regional Alliance on Race & Equity building momentum of national network
- "One Fairfax" shared framing and messaging

Accountability & Data

- PolicyLink and USC Program for Environmental & regional Equity (PERE) conducting a Fairfax County Equitable Growth Profile – anticipated release in June, 2015
- Multi-sector Profile Advisory Group convened in March
- Local and Regional Government Alliance on Race & Equity to pilot 'Equity Scorecard'

Workforce Development & Capacity Building

- Equity Lens Tool pilot testing underway
 - School Readiness efforts
 - Juvenile & Domestic Relations Court
 - Family Services
 - Mission Savings Review team examining consolidation of summer programs
- Create space for equity conversations beyond training

Next Steps

- Equitable Growth Profile Release
- Governing for Racial Equity Conference June, 2015 in Seattle
- Leadership work continues:
 - Joint boards work session
 - Executive leadership work on social equity