

The Fairfax Journey to Advance Opportunity & Achieve Equity Continues

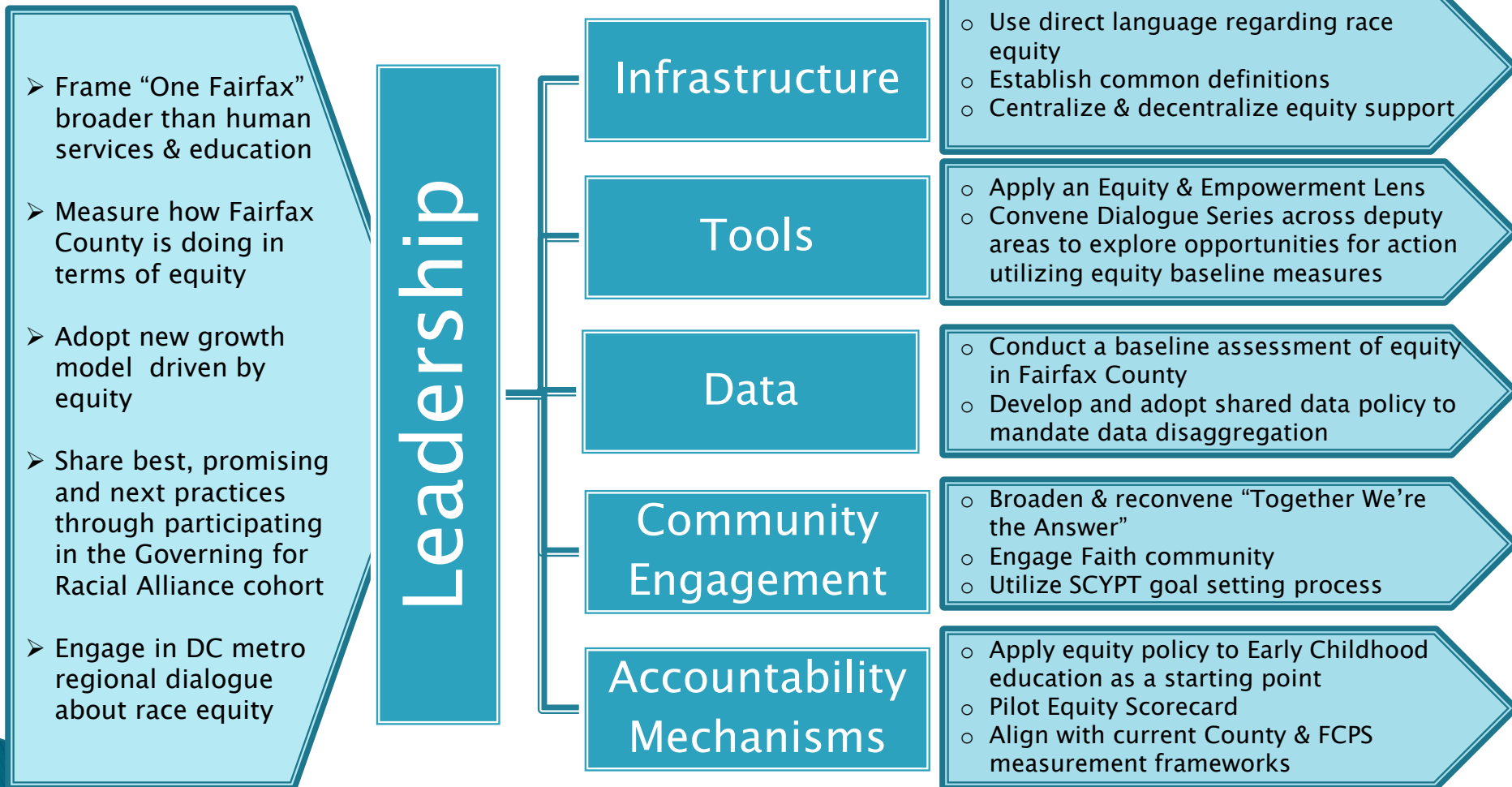
Dialogue with Successful Children and Youth Policy Team
May 12, 2015

Key Lessons Continued

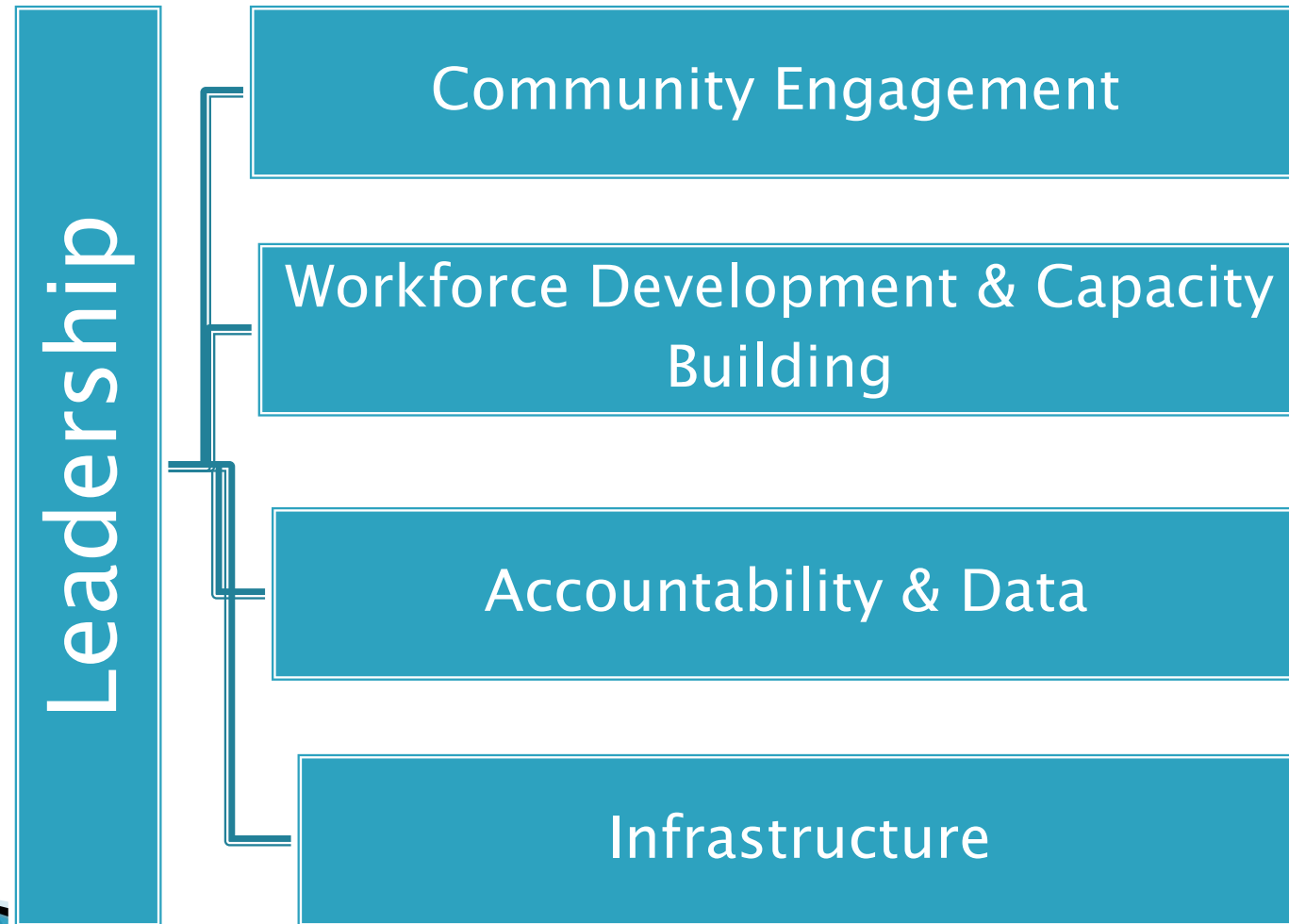
- ▶ Equity work is transformational – as the journey continues, it's critical to view transactional work in a transformative context
- ▶ Change management framework applies in equity work
- ▶ In essence, achieving equity is about effective, inclusive government
- ▶ Create space for equity conversations 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)



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