

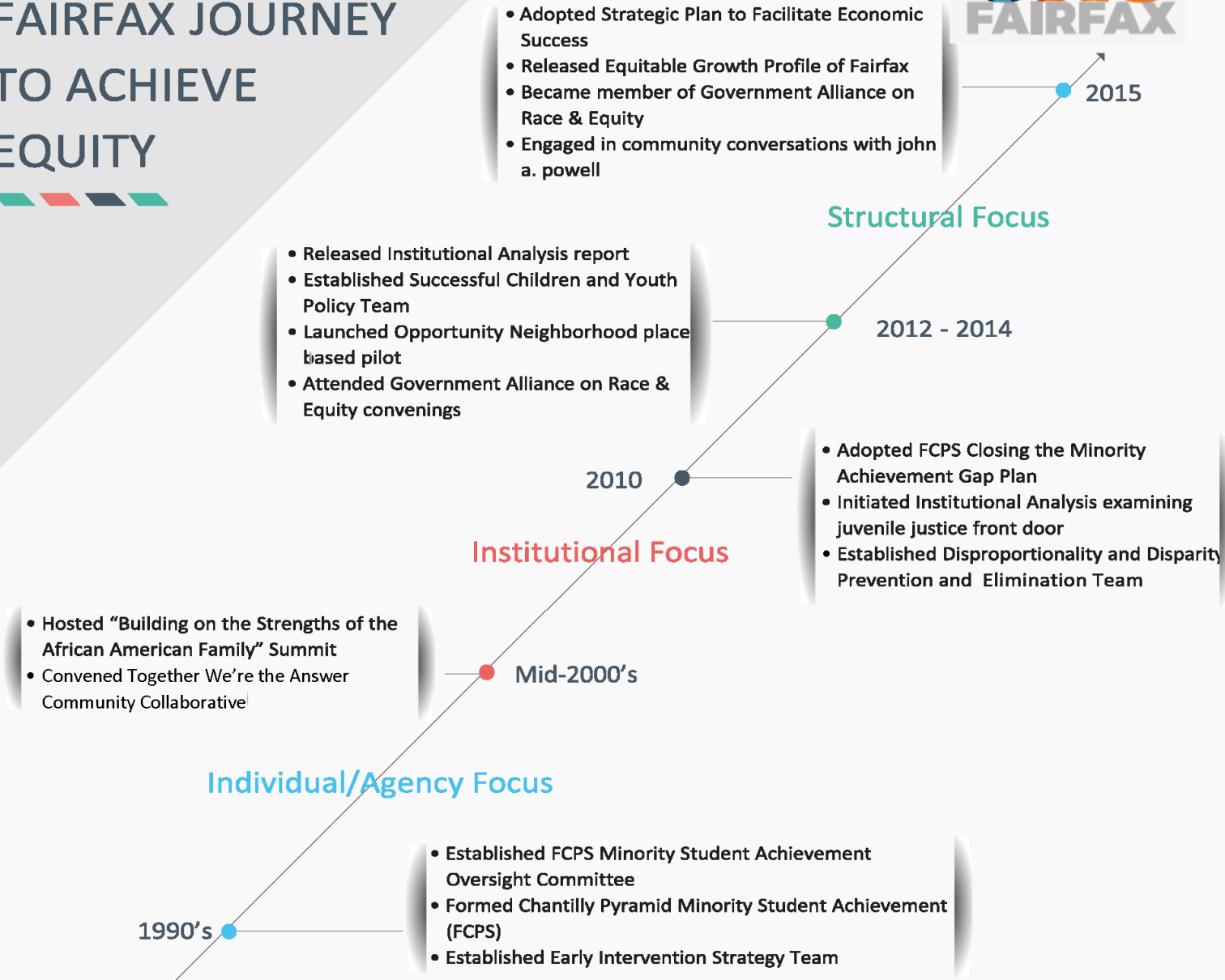


UPDATE & DISCUSSION WITH SUCCESSFUL CHILDREN & YOUTH POLICY TEAM

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APRIL 26, 2017

MILEPOSTS IN THE FAIRFAX JOURNEY TO ACHIEVE EQUITY



RESOLUTION



Whereas, Fairfax County takes pride as a great place to live, learn, work, and play; and,
Whereas, Fairfax County is the largest and strongest economy in the Washington Metropolitan area and one of the strongest in the nation; and,
Whereas, county and school leaders and staff are committed to providing excellent services for every resident of Fairfax; and,
Whereas, Fairfax County government has established a vision of Safe and Caring Communities, Livable Spaces, Connected People and Places, Healthy Economies, Environmental Stewardship, Culture of Engagement and Corporate Stewardship; and Fairfax County Public Schools has established goals of Student Success, a Caring Culture, a Premier Workforce, and Resource Stewardship; and,
Whereas, Fairfax County embraces its growing diverse population and recognizes it as a tremendous economic asset but recognizes that racial and social inequities still exist; and,
Whereas, achieving racial and social equity are integral to Fairfax County's future economic success, as illustrated in the Equitable Growth Profile and highlighted as a goal in the Strategic Plan to Facilitate the Economic Success of Fairfax County; and,
Whereas, we define Racial Equity as 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; and
Whereas, we utilize the term Social Equity to consider the intersection and compounding effects of key societal issues such as poverty, English as a second language, disability, etc. with race and ethnicity; and,
Whereas, as servants of the public we are committed to the definition of social equity adopted by the National Academy of Public Administration — "the fair, just and equitable management of all institutions servicing the public directly or by contract;

The time is now to move beyond embracing diversity as an asset and implement a new growth model driven by equity — just and fair inclusion into "One Fairfax," a community in which everyone can participate and prosper.

NOW, THEREFORE, BE IT RESOLVED BY THE FAIRFAX COUNTY BOARD OF SUPERVISORS AND THE FAIRFAX COUNTY SCHOOL BOARD that:

The time is now to move beyond embracing diversity as an asset and implement a new growth model driven by equity — just and fair inclusion into "One Fairfax," a community in which everyone can participate and prosper.

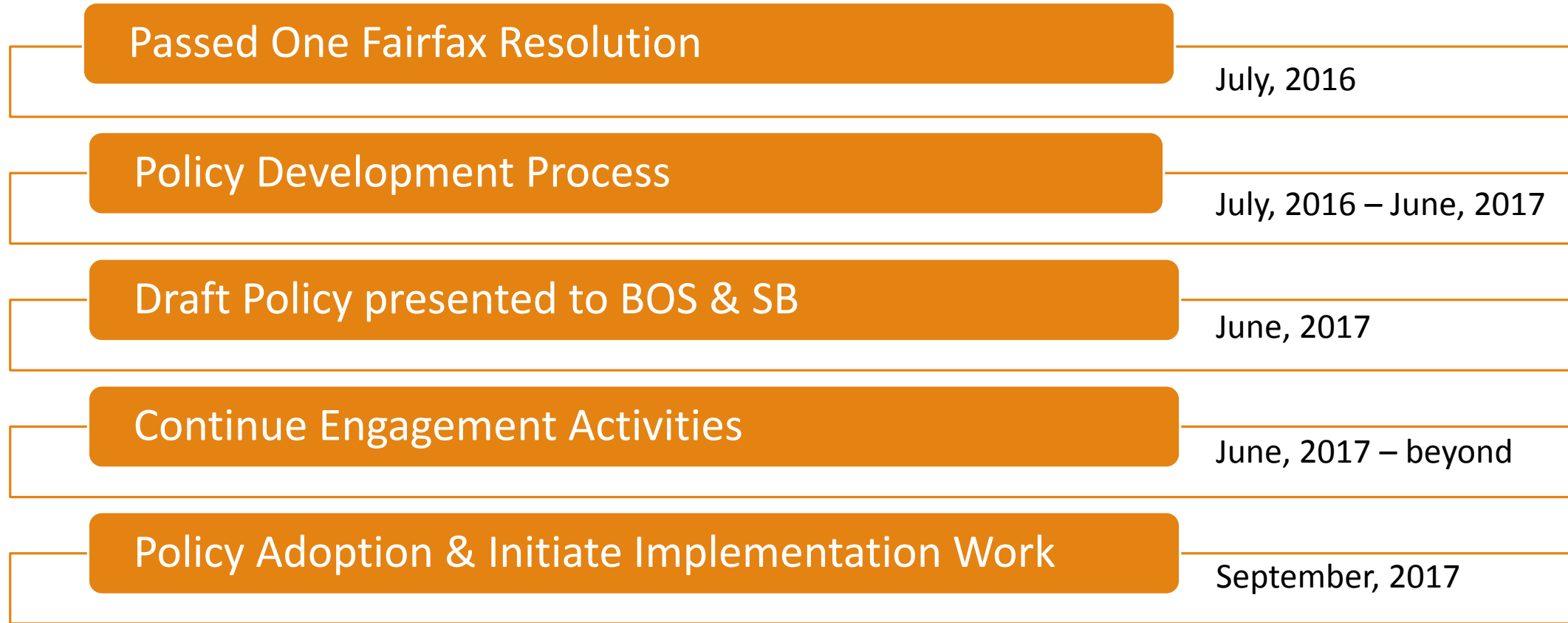
"One Fairfax" can only be realized with an intentional racial and social equity policy at its core for all publicly delivered services. A racial and social equity policy provides both the direction and means to eliminate disparities, and work together to build a vibrant and opportunity-rich society for all.

In July 2016, the Fairfax Board of Supervisors and School Board join in this resolution and direct the development of a racial and social equity policy for adoption and strategic actions to advance opportunities and achieve equity that include intentional collective leadership, community engagement, equity tools and infrastructure to support and sustain systemic changes, and shared accountability so collectively, we will realize "One Fairfax," a community where everyone can participate and prosper.

July 12, 2016

- Adopted by the Fairfax County Board of Supervisors on July 12, 2016
- Adopted by the Fairfax County School Board on July 28, 2016
- The resolution directs the development of a racial and social equity policy to be applied in the planning and delivery of all public services
- Through the use of equity tools the county and schools will ensure that **decisions are made and resources are allocated within the context of One Fairfax**, implementing policies, practices, and programs that will not just eliminate identified gaps, but increase success for all.

Milestones in One Fairfax Policy Development Process





:Policy Development Work Structure

Leadership

Fairfax County Board of Supervisors and Fairfax County School Board
Cross-Systems Executive Leadership Team

- Embody the shared vision of One Fairfax by working collectively across systems and with the community to achieve established equity goals
 - Identify key operational and policy challenges

Policy Development Workgroup

- Cross-Systems team to develop policy and propose recommendations for implementation and sustainability

Phase 1: Policy Development Framework including:

- Shared values, definitions, tools & accountability standards
 - Foundational Learning
- Communications (internal & public facing)

Phase 2: Implementation & Sustainability Framework including:

- Structural, staffing & resource requirements
 - Continuous Learning
- Accountability Mechanisms & Policy Compliance Process

Supported by a Cross-Systems Coordinating Committee with Technical Assistance provided by the Government Alliance on Race & Equity / Center for Social Inclusion

Policy Development Process also informed by:

Benchmarking

Best Practices from Other Jurisdictions
Local and Regional Trends

Equity in Practice

Align Strategic Opportunities, Cross-Agency and Agency-Specific Business Processes to achieve equitable outcomes

Community Engagement

Visioning
Cross-Sector Strategizing
Developing Key Alliances

Local, State and Federal Policy

Policy and Practice Guidance
Implementation Resources



Policy Components

Purpose

- Clearly articulates “the why”

Definitions

- Key Terms & Acronyms

Areas of Focus to Promote Equity

- Opportunity structures where people live, work, learn, and play that impact quality of life and neighborhood conditions

Roles

- Infrastructure to support implementation & sustainability

Process

- Describes “how” the equity lens will be implemented – includes equity tools, training & capacity building, engagement, and accountability

Limitations

- Are there any circumstances this policy would not apply?

Areas of Focus to Promote Equity

These areas have been found to influence the social, economic, geographic, political, and physical environments where people live, work, learn, and play; equitable access to these conditions should be available to all county residents regardless of race, class, language spoken, zip code, etc.



- Where do these areas align with existing or planned strategic initiatives?
- Are there other areas to consider?

Thoughts, Questions & Discussion
