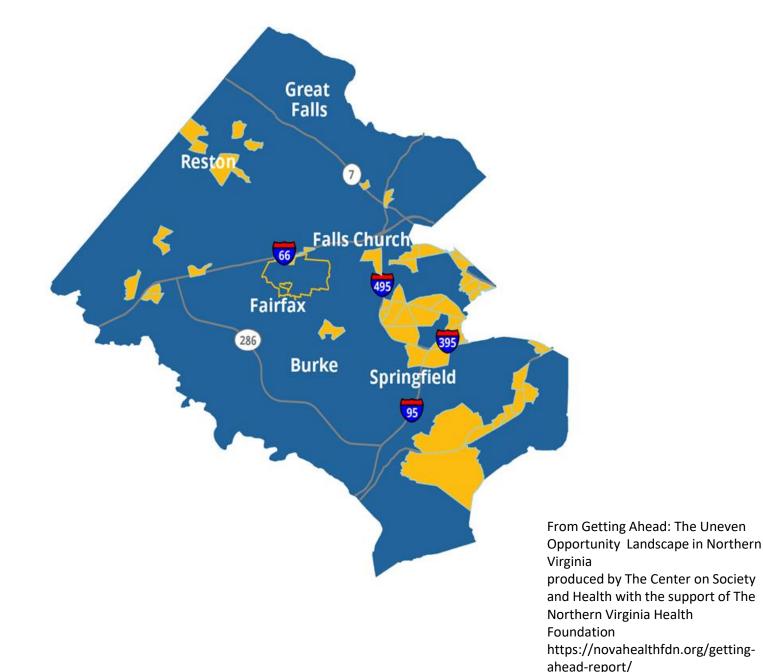
# BECOMINGFAR

PRESENTATION TO THE PRESERVATION TASK FORCE KARLA BRUCE, CHIEF EQUITY OFFICER ROBIN WILSON, POLICY ADVISOR OCTOBER 1, 2020

# There is an "uneven opportunity landscape" in Fairfax County

- Reports from the Northern Virginia Health Foundation, PolicyLink, and Urban Institute and our own analysis document variances in opportunity and vulnerability within Fairfax County and across the Northern Virginia and Metropolitan Washington regions.
- The most effective solutions must be place-based and system-focused and address the spatial inequities that constrain opportunity and ensure equitable access to services and resources that promote economic mobility.

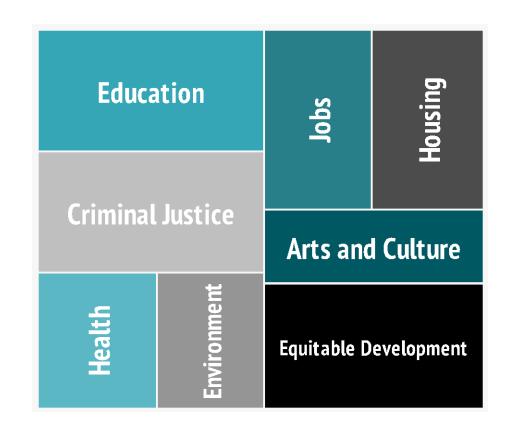


- A Racial and Social Equity Resolution and Policy
- Commits the county and FCPS to intentionally consider equity when making policies, planning and delivering programs and services
- Involves community and stakeholder engagement, training and organizational capacity building, data analysis, collective planning and action, and shared accountability mechanisms
- Poses these core questions:
  - Who benefits and who is burdened by past and current actions?
  - How can burdens be mitigated and benefits more broadly shared?



## Racial Inequity in the U.S.

From infant mortality to life expectancy, race predicts how well you will do...



## **History of Government and Race**

Initially explicit

April 1, 1942

INSTRUCTIONS

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Living in the Following Area:

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Government explicitly creates and maintains racial inequity.

Became implicit



Discrimination illegal, but "race-neutral" policies and practices perpetuate inequity.

Government for racial equity



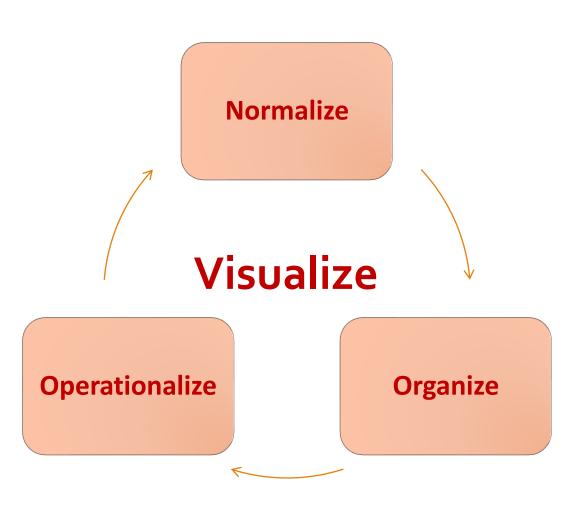
Proactive policies, practices and procedures that advance racial equity.

# **Governing & Managing to Advance Equity**

One Fairfax is a way to think about and approach the governance and management of the county.

#### One Fairfax involves:

- Facing our history and our current reality
- Understanding where we are and what we want for the future
- Establishing clear priorities and making explicit choices
- Committing to bold and innovative approaches
- Meaningfully engaging community and key stakeholders





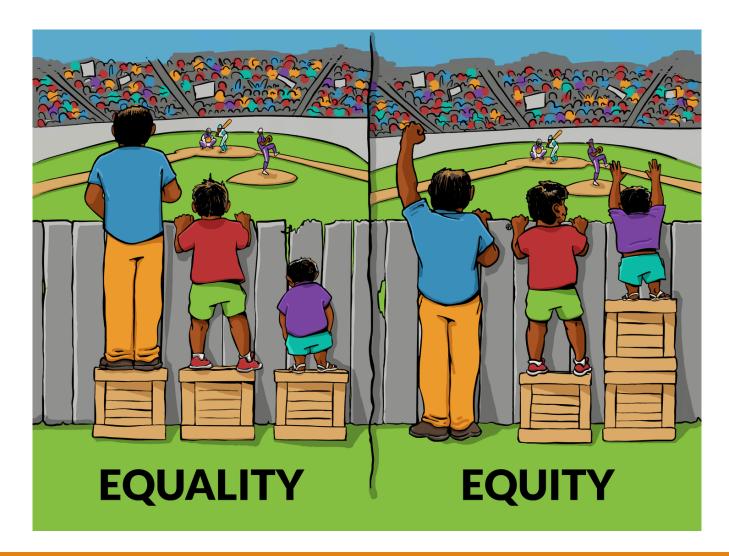
# Community Engagement is key to Becoming One Fairfax

Residents, partners & stakeholders are essential in:

- Articulating how the doors of opportunity have been opened or closed
- Gaining a better understanding of the drivers and roots of inequity
- Shaping the shared values and assumptions necessary for our community to embrace the strategic importance of achieving equity
- Co-creating solutions that advance our progress toward equity



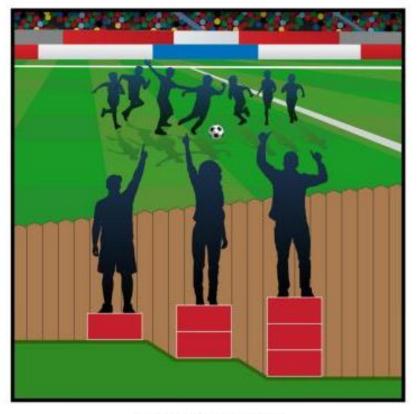
# Equity is Fairness not Sameness



# Equity is Fairness not Sameness







**EQUITY** 

Not the people's "lack" preventing them from participating in the soccer game, it's the unjust system and structure.

#### Racial equity means...

Closing the gaps so that race does not predict one's success, while also improving outcomes for all

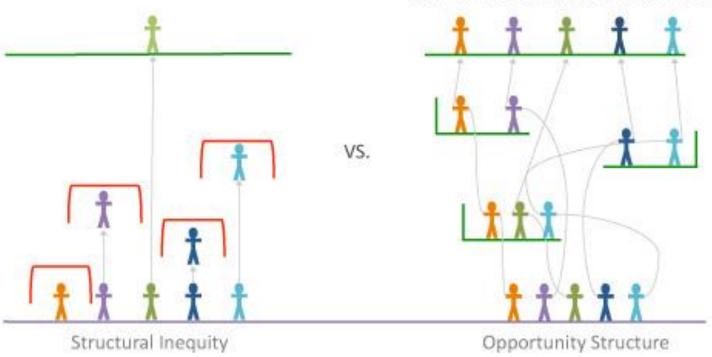
- To do so, we have to:
  - ✓ Target strategies to focus improvements for those worse off
  - ✓ Move beyond services and focus on changing policies, institutions and structures

# The Principle of Targeted Universalism:

Abandoning a *one-size-fits-all* policy development formula in favor of an approach that is more inclusive and outcome-oriented

#### Universal Goal with Targeted Solutions

Structural Inequity produces consistently different outcomes for different communities. Opportunity Structures respond with necessary resources and multiple paths needed for different communities & individuals to thrive.





# Communities of Opportunity Framework: Key Elements







**EMPLOYMENT** 



MOBILITY



FOOD



RECREATION/CULTURE



HOUSING



JUSTICE



HEALTHCARE



**DIGITAL ACCESS** 

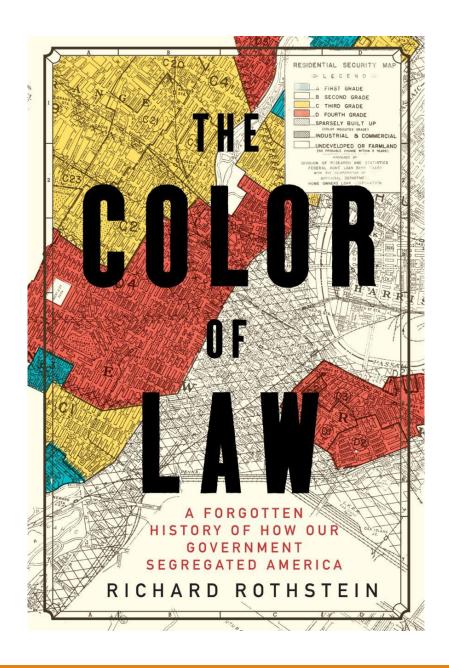


**QUALITY CHILDCARE** 



**Connect** to Opportunity

**Encourage the Development of an Inclusive Economy** 



# Segregated by Design – a video summary of the book The Color of Law

https://www.segregatedbydesign.com/

You can't solve a problem without understanding what's at the root of it.

Inequity in Housing and Land Use Policy

#### **Habitat for Humanity has said –**

"Advocates and policymakers must acknowledge and address the well-documented historic patterns of racial discrimination in housing and land use policies — at all levels of government — that still impact the makeup and opportunities of our communities."

#### **Disparities in Housing Today**

- Homeownership Opportunities and Equity Gains
- Continued Segregation and Exclusion from Communities of Opportunity
- Greater Housing Cost Burdens
- Higher Rates of Housing Instability and Threats of Eviction

# Examples of Equitable Approaches

- 1. Embed and institutionalize racial equity into all housing and community development strategies and plans
- 2. Advance economic opportunity (address all aspects of a community)
- 3. Prevent displacement of housing and small businesses
- 4. Implement inclusionary housing policies so that people can live in high-opportunity areas
- 5. Develop, support, and fund shared equity homeownership for mobile homes

## **Asking Different Questions**

#### Blame

Who's a racist?

#### **Intentions**

What did they mean? What was their attitude?

#### **Prejudice**

What beliefs made them do it?

#### Grievance

How can we fix what just happened?

#### Causes

What's causing the racial inequities?

#### **Effects**

What were the actions? What are the impacts?

#### **Systems**

What institutions are responsible?

#### **Solutions**

What are proactive strategies and solutions?





## Putting One Fairfax into Practice

- The Proposal: What is the policy, program, practice or decision under consideration?
- **Desired Results:** What are the community-level conditions we aim to impact? What are the outcomes we want to achieve?
- Assumptions: What are our beliefs and ideas about the issue, situation, and people involved? How can we counter implicit bias?
- Analysis of Data: What data do we have? What data do we need? What does it tell us?
- **Community Engagement:** How have the people affected by the proposal been engaged? Are there opportunities to expand engagement?
- Strategies for Equity: Who will benefit from or be burdened by this action? What strategies will address vulnerability or build opportunity? How can we mitigate unintended consequences?
- **Implementation:** Is the plan feasible? Is it adequately resourced? How can we think and act creatively to make "it" happen?
- **Accountability:** How will impacts be documented and evaluated? Are anticipated outcomes being achieved? How can we course correct?
- Contextual Factors: What factors might influence the proposal? What factors might the proposal influence? What factors are in and/or out of our control?

# Reports and Other Resources

**REPORTS** 

Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia

Uneven Opportunities: How Conditions for Wellness Vary Across the Metropolitan Washington Region

Racial Inequities in Fairfax County 2011-2015

Health and Human Services Needs Assessment 2019

**Equitable Growth Profile of Fairfax County** 

OTHER RESOURCES

**COVID-19 Vulnerability Index** 

The Opportunity Index for Northern Virginia

Healthy Places Index: A New Resource for Measuring Opportunity in Northern Virginia

Fairfax County Strategic Plan (draft)

## **Contact Information**

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# Questions & Discussion