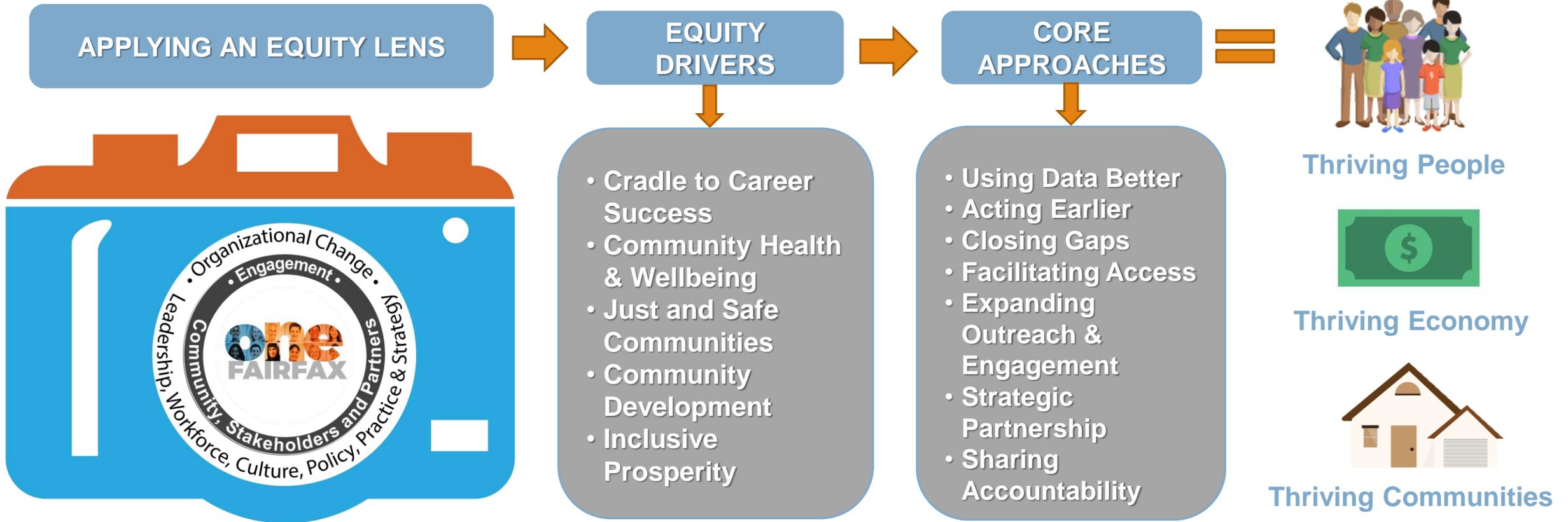


Becoming *One Fairfax* is Fundamental to the County's Continued Success



We ALL do better when we ALL do better!



A Strategic Focus on Key Equity Drivers

- **Cradle to Career Success:** Ensuring that all children and youth, pre-birth through young adulthood, have access to the opportunities that will allow to achieve their highest potential.
- **Community Health and Well-being:** Promoting physical as well as emotional health with consideration given to the conditions in the environments in which people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks.
- **Just and Safe Communities:** Building trust and nurturing legitimacy across all perspectives/roles to address injustices and threats to one's sense of safety.
- **Community Development:** Enabling participative democracy and the sustainable development of built and natural environments, transportation/mobility options, and economic opportunities that advance employment, affordability of housing, other amenities that promotes a high quality of life in every neighborhood.
- **Inclusive Prosperity:** Genuine opportunities to build assets that enable people to support their basic needs, invest in themselves and their families, and contribute to a strong and growing economy.

Guidance in applying an Equity Lens



- **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?