

Adoption of One Fairfax Racial and Social 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, the Fairfax County Redevelopment and Housing Authority 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, and a culture of engagement and corporate stewardship; and the Fairfax County Redevelopment and Housing Authority has established goals of preserving and expanding housing opportunities, supporting initiatives that benefit the residents of Fairfax, and generating housing options and homeownership opportunities for those who work in Fairfax, in order to give residents a sense of ownership in housing policies and programs through open communication, to commit to a strong, cooperative relationship with other Fairfax County boards, commissions, authorities, businesses, and the broader community, and to commit to strategic and innovative solutions for meeting changing community needs and challenges; and,

WHEREAS, Fairfax County embraces its growing diverse population and recognizes it as a tremendous economic asset, while recognizing 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

fair, just and equitable distribution of public services and implementation of public policy; and the commitment to promote fairness, justice, and equity in the formation of public policy;” and,

WHEREAS, it is essential to identify and address institutional and systemic barriers that exist and understand that these barriers may impede access to opportunities for achieving the visions and goals set forth by county leaders; and,

WHEREAS, an extensive body of research has established that a community’s access to an interconnected web of opportunities shapes the quality of life for all; and,

WHEREAS, to truly create opportunity, we need to understand and improve our work through a racial and social equity lens from the very core of the organization outward, focusing intentionally and deliberately towards sustainable structural changes; and,

WHEREAS, a growing number of local jurisdictions across the United States are adopting intentional equity strategies and see equity as an economic growth model;

NOW, THEREFORE, BE IT RESOLVED that “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, working together to build a vibrant and opportunity-rich society for all; and,

BE IT FURTHER RESOLVED that the FCRHA adopts this resolution and directs the development of a racial and social equity implementation strategy to advance opportunities and achieve equity that includes 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.