

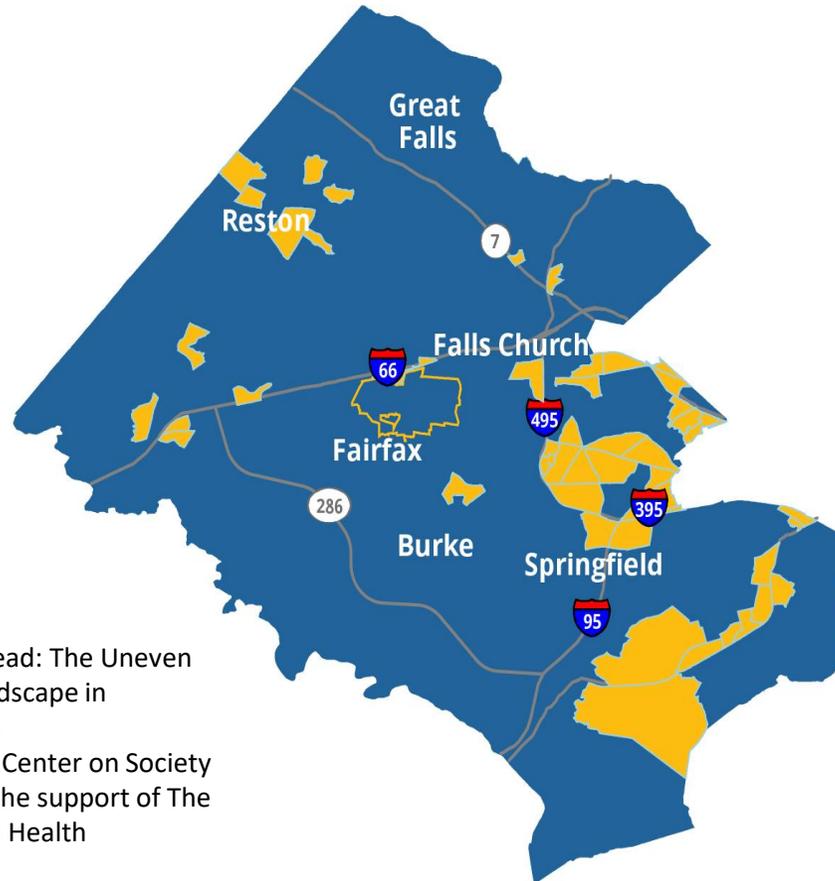
BECOMING FAIRFAX

PRESENTATION TO THE FAIRFAX COUNTY ATHLETIC COUNCIL

KARLA BRUCE, CHIEF EQUITY OFFICER

OCTOBER 16, 2019

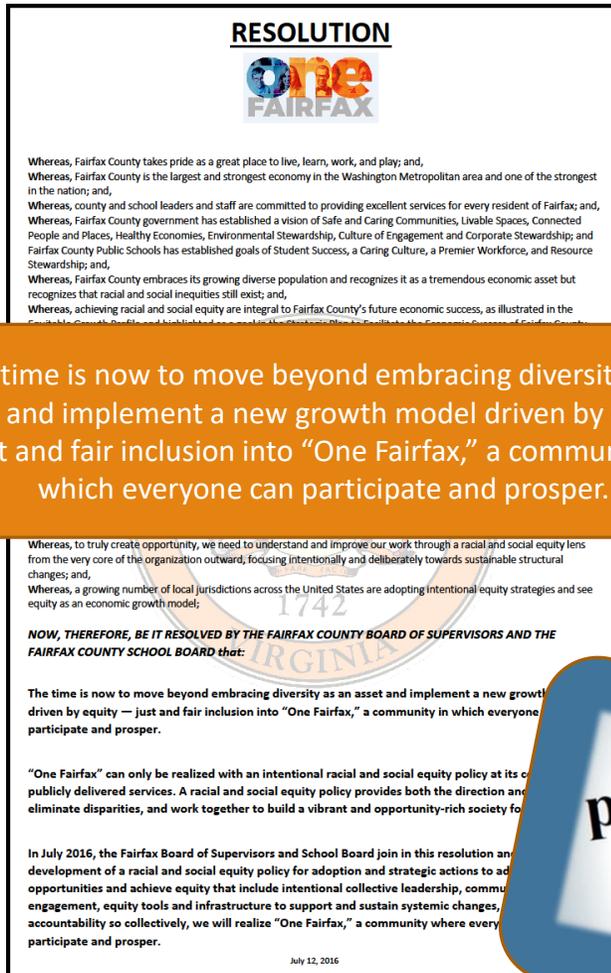
Why *One Fairfax?* The Tale of Two Counties



From *Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia* produced by The Center on Society and Health with the support of The Northern Virginia Health Foundation
<https://novahealthfdn.org/getting-ahead-report/>

- Reports from *Community Foundation of Northern Virginia*, *Northern Virginia Health Foundation*, *PolicyLink*, and *Urban Institute* document **variances in opportunity and vulnerability** within Fairfax County and across the Northern Virginia and Metropolitan Washington region.
- Places where people face multiple challenges are interspersed among some of the county's wealthiest communities.
- The most impactful solutions for creating *communities of opportunity* for all must focus on building and/or ensuring access to **economic, education, housing and health opportunity**.

Moving *One Fairfax* from Words to Action

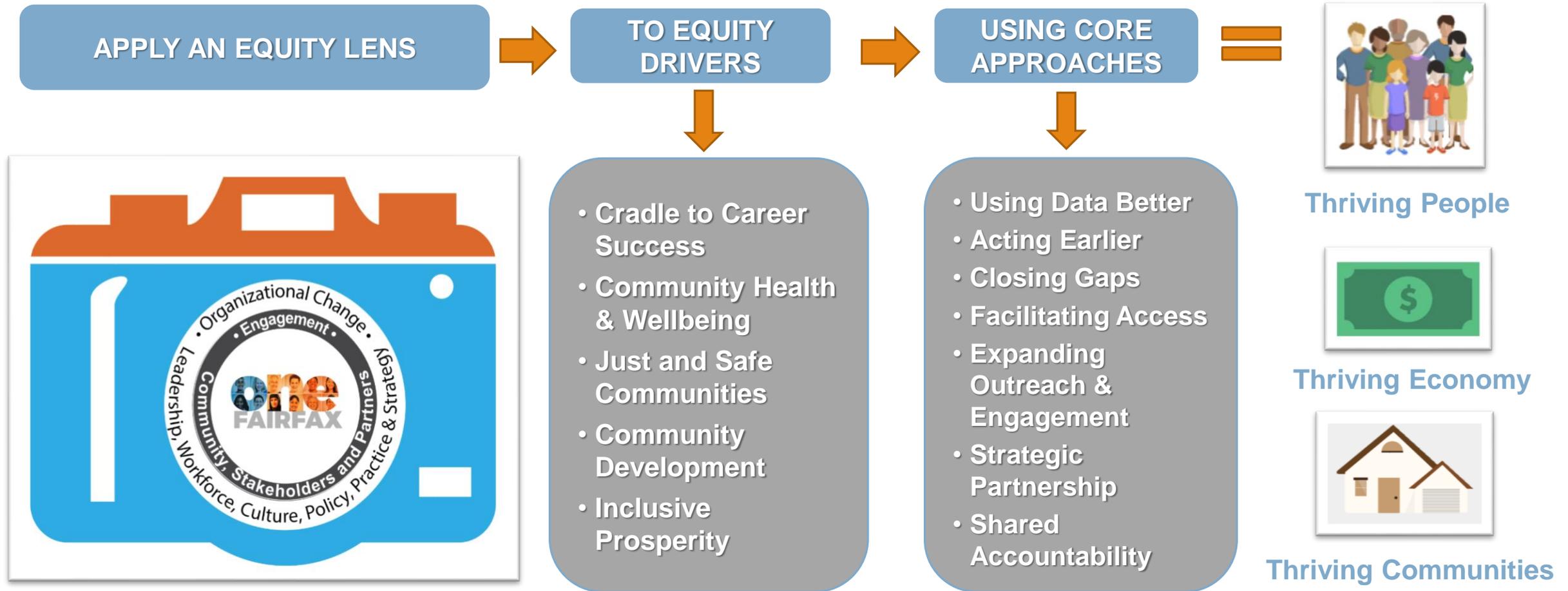


The time is now to move beyond embracing diversity as an asset and implement a new growth model driven by equity — just and fair inclusion into “One Fairfax,” a community in which everyone can participate and prosper.

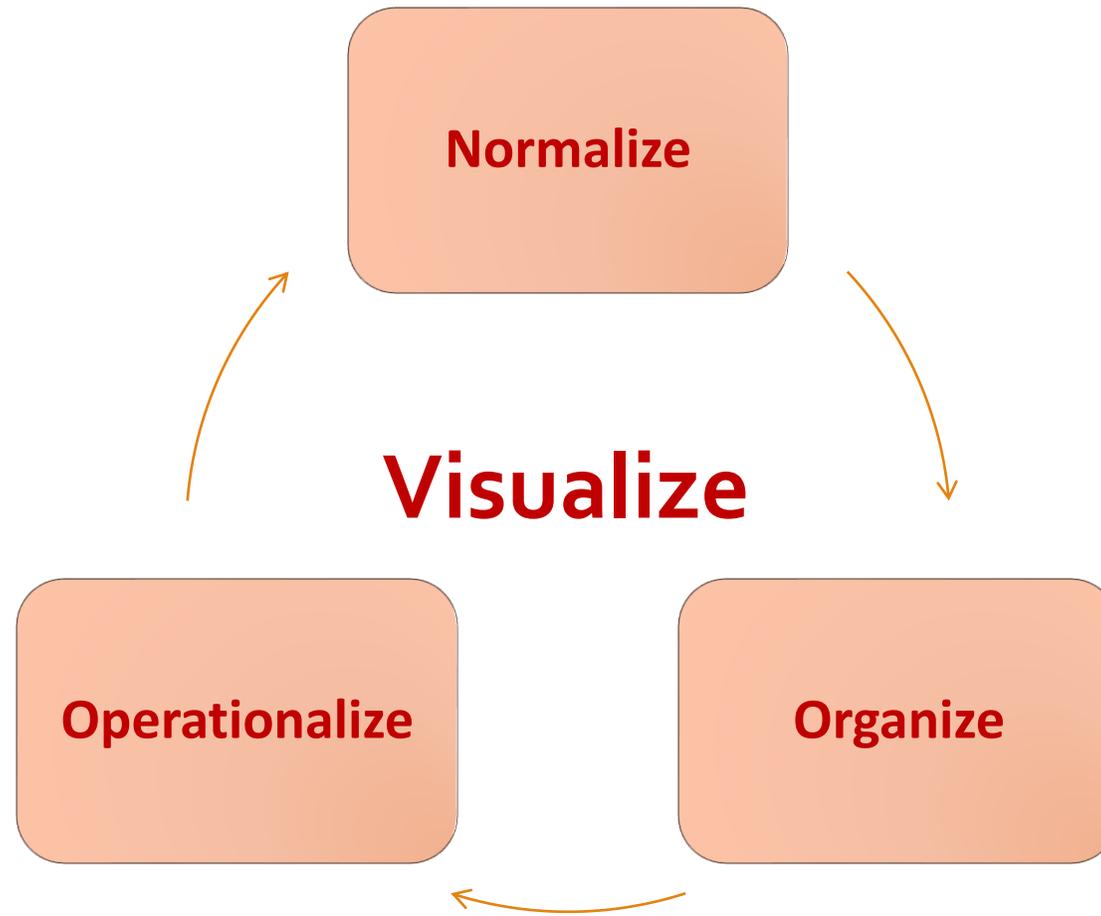
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policy. noun
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- **One Fairfax Resolution** adopted by the Board of Supervisors and School Board July 2016
 - Directed the development of a racial and social equity policy to be applied in the planning and delivery of all public services.
- **One Fairfax Policy** adopted by Board of Supervisors and School Board November 2017
 - Recognizes equity as an economic imperative
 - Commits the county government and school system to intentionally consider equity when making policies, planning and delivering programs and services.
- Appointed county’s first **Chief Equity Officer** June 2018
 - Providing overall management of the *One Fairfax* strategic framework.
 - Advising and supporting the BOS and leadership in strategically shaping the structure of opportunity across the county.

The Basic Strategy for Becoming *One Fairfax* is to...



We ALL do better when we ALL do better!



Normalizing **one** FAIRFAX



FAIRFAX





Key Concepts



**Diversity of
people,
perspectives**

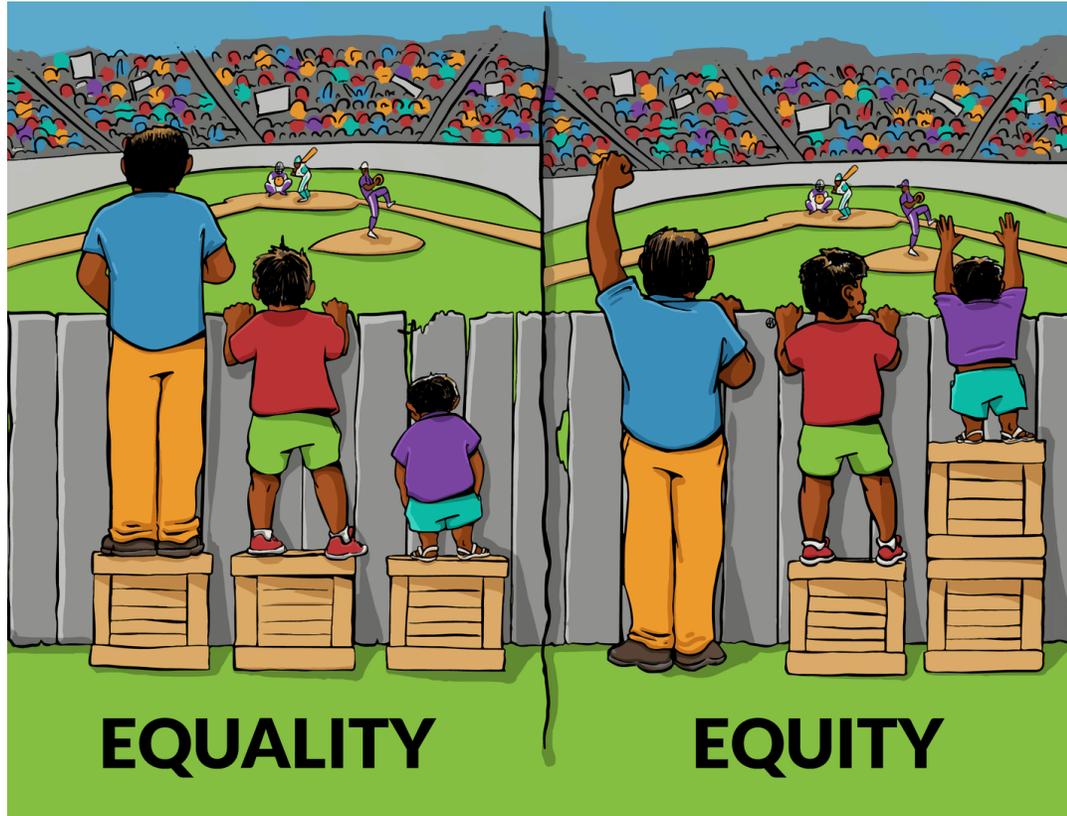


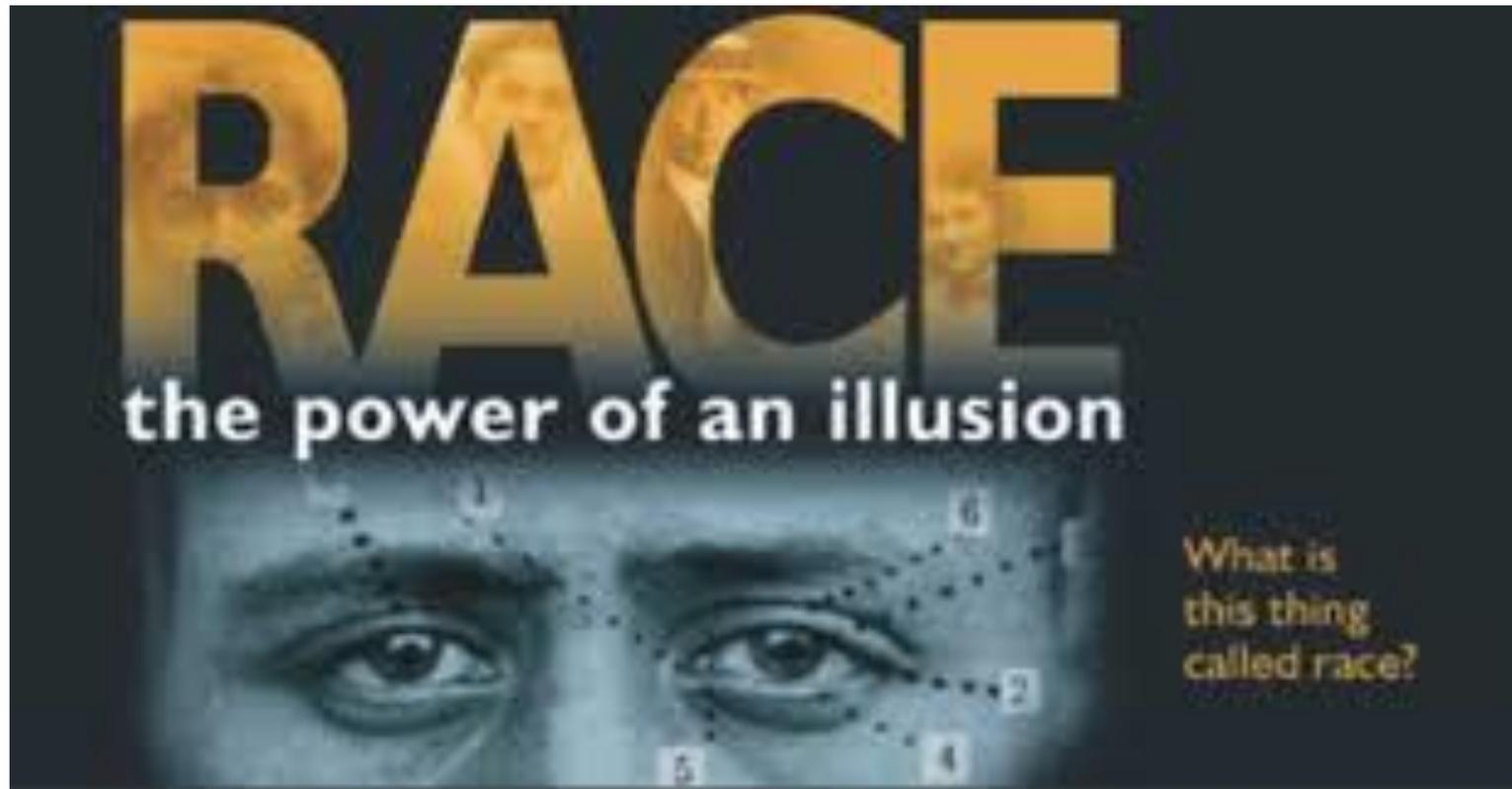
**Inclusion:
power, voice,
organizational
culture**



**Equity = results
from policy,
practice,
position**







<https://vimeo.com/133506632>

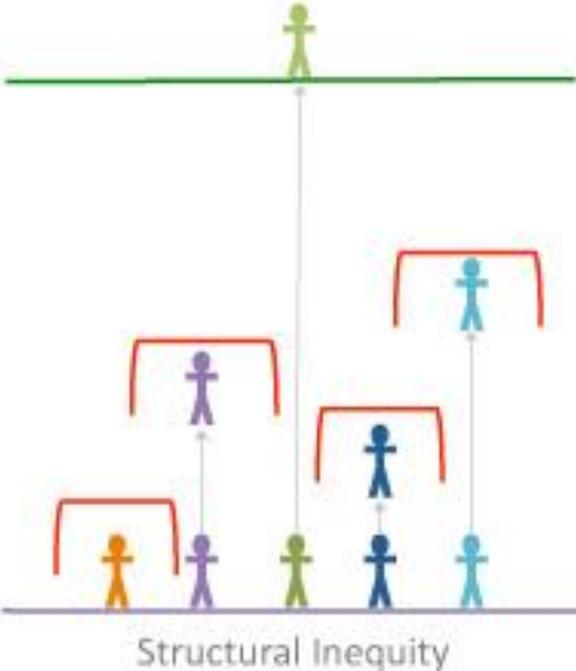


The Groundwater Approach: Building a Practical Understanding of Structural Racism

Targeted Universalism

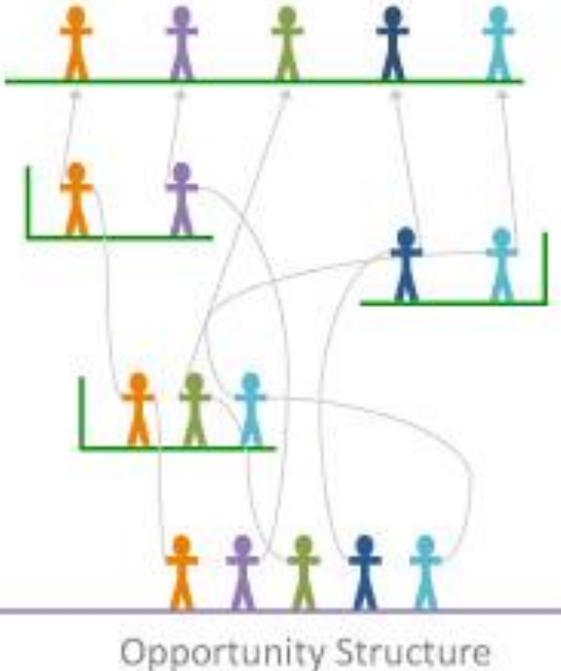
Universal Goal with Targeted Solutions

Structural Inequity produces consistently different outcomes for different communities.



VS.

Opportunity Structures respond with necessary resources and multiple paths needed for different communities & individuals to thrive.



Organizing for



The County has an Organization-wide Focus on Becoming *One Fairfax*



And **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 progress toward equity



Operationalizing





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?

Questions & Discussion

NEXT STEPS FOR
THE ATHLETIC COUNCIL

One Fairfax Websites: County and Schools

<https://www.fairfaxcounty.gov/topics/one-fairfax>

<https://www.fcps.edu/onefairfax>

Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia

Northern Virginia Health Foundation, November 2017

<https://novahealthfdn.org/wp-content/uploads/NVHF-Issue-Brief-FINAL.pdf>

Racial Inequities in Fairfax County 2011-2015 - Urban Institute

<https://www.urban.org/research/publication/racial-inequities-fairfax-county-2011-15>

The Opportunity Index: Indicators of Success and Challenges in Northern Virginia

The Community Foundation for Northern Virginia, February 2018

https://opportunityindex.cfnova.org/images/CFNV_TCI_2017-final-web.pdf

Disproportionate Minority Contact for African American and Hispanic Youth: The Story Behind the Numbers and the Path to Action, Center for the Study of Social Policy, September 2012

https://www.cssp.org/publications/child-welfare/institutional-analysis/The-Story-Behind-the-Numbers_September-2012.pdf

The Fairfax County Equitable Growth Profile

PolicyLink and USC Program for Environmental & Regional Equity, June 2015

<http://nationalequityatlas.org/sites/default/files/Fairfax-Profile-6June2015-final.pdf>

http://www.policylink.org/sites/default/files/Fairfax_Summary_16June2015_Final.pdf

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