

# BECOMING FAIRFAX

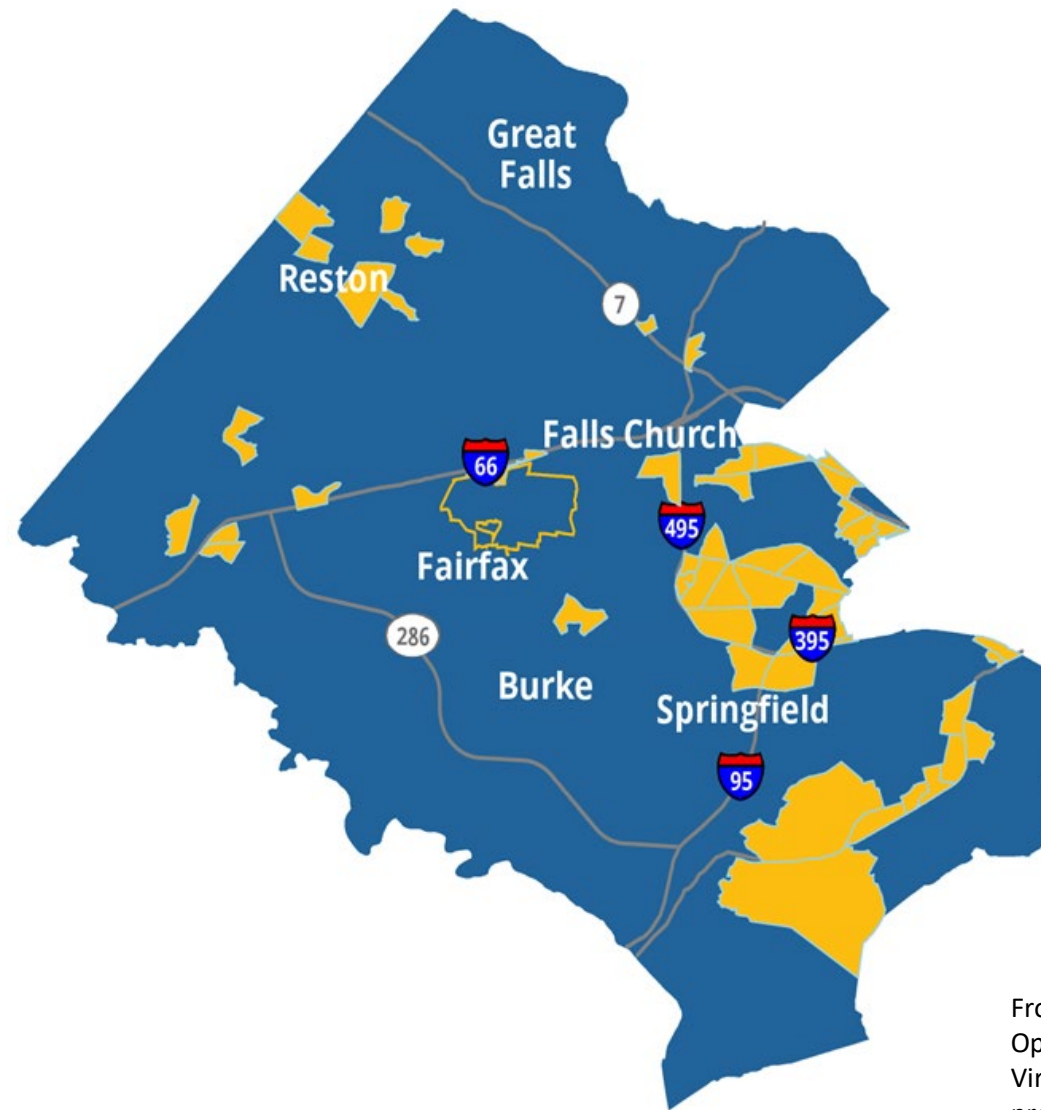
SULLY DISTRICT NEIGHBORHOOD COLLEGE

KARLA BRUCE, FAIRFAX COUNTY CHIEF EQUITY OFFICER

MARCH 11, 2021

# There is an “uneven opportunity landscape” in Fairfax County

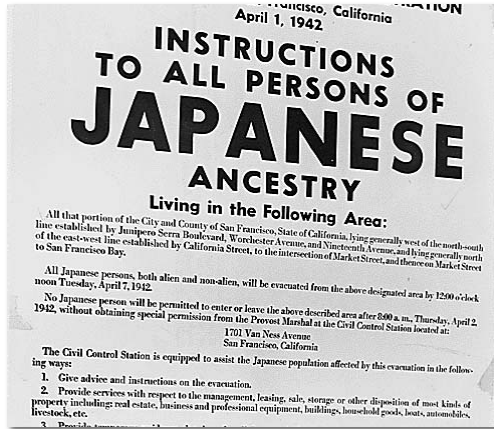
- Reports from the *Northern Virginia Health Foundation*, *PolicyLink*, and *Urban Institute* and our own analysis document **variances in opportunity and vulnerability** within Fairfax County and across the Northern Virginia and Metropolitan Washington regions.
- The most effective solutions must be **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**.



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/>

# History of Government and Race

Initially explicit



Government explicitly creates and maintains racial inequity.

Became implicit



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

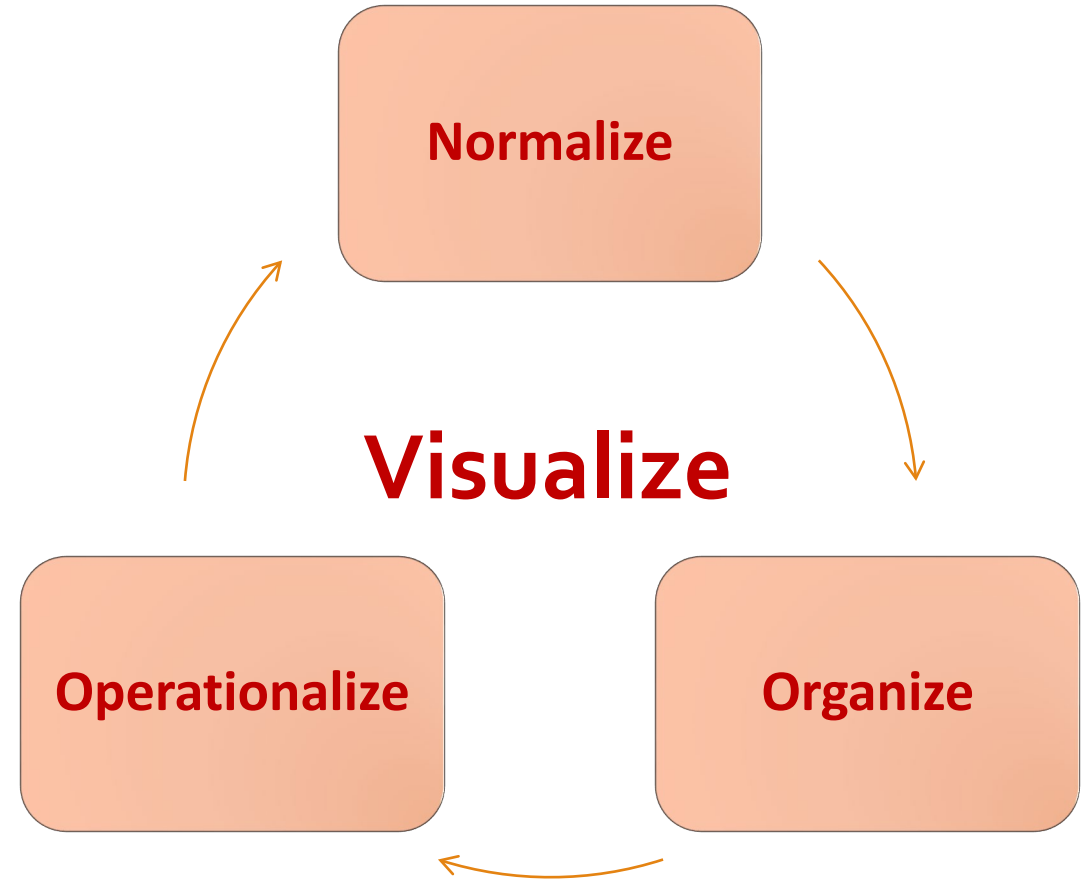
Government for racial equity



Proactive policies, practices and procedures that advance racial equity.

# Governing & Managing to Advance Equity

- One Fairfax is a Racial and Social Equity Resolution and Policy committing the county and FCPS to intentionally consider equity when making policies, planning and delivering programs and services
- It's a way to think about and approach the governance and management of the county and involves:
  - Facing our **history** and our current reality
  - Understanding where we are now 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**

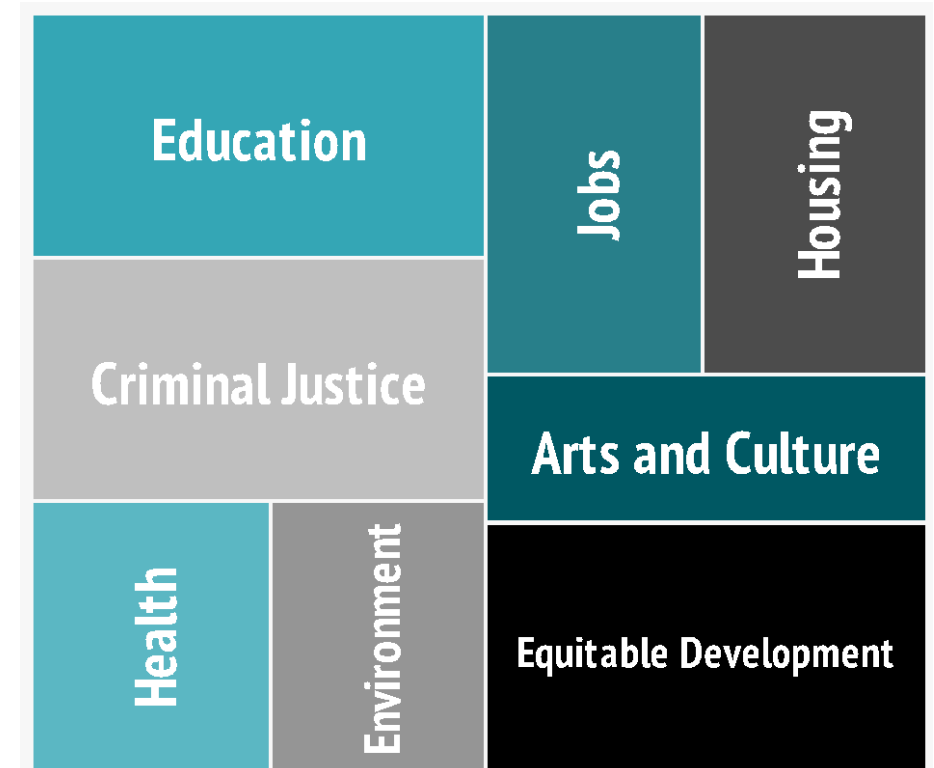


# What is **EQUITY**?

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

Racial equity exists when one can no longer predict advantage or disadvantage by group identity.

- Improving **Outcomes**
- Closing **Racial Gaps**





**Diversity of  
people,  
perspectives**



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

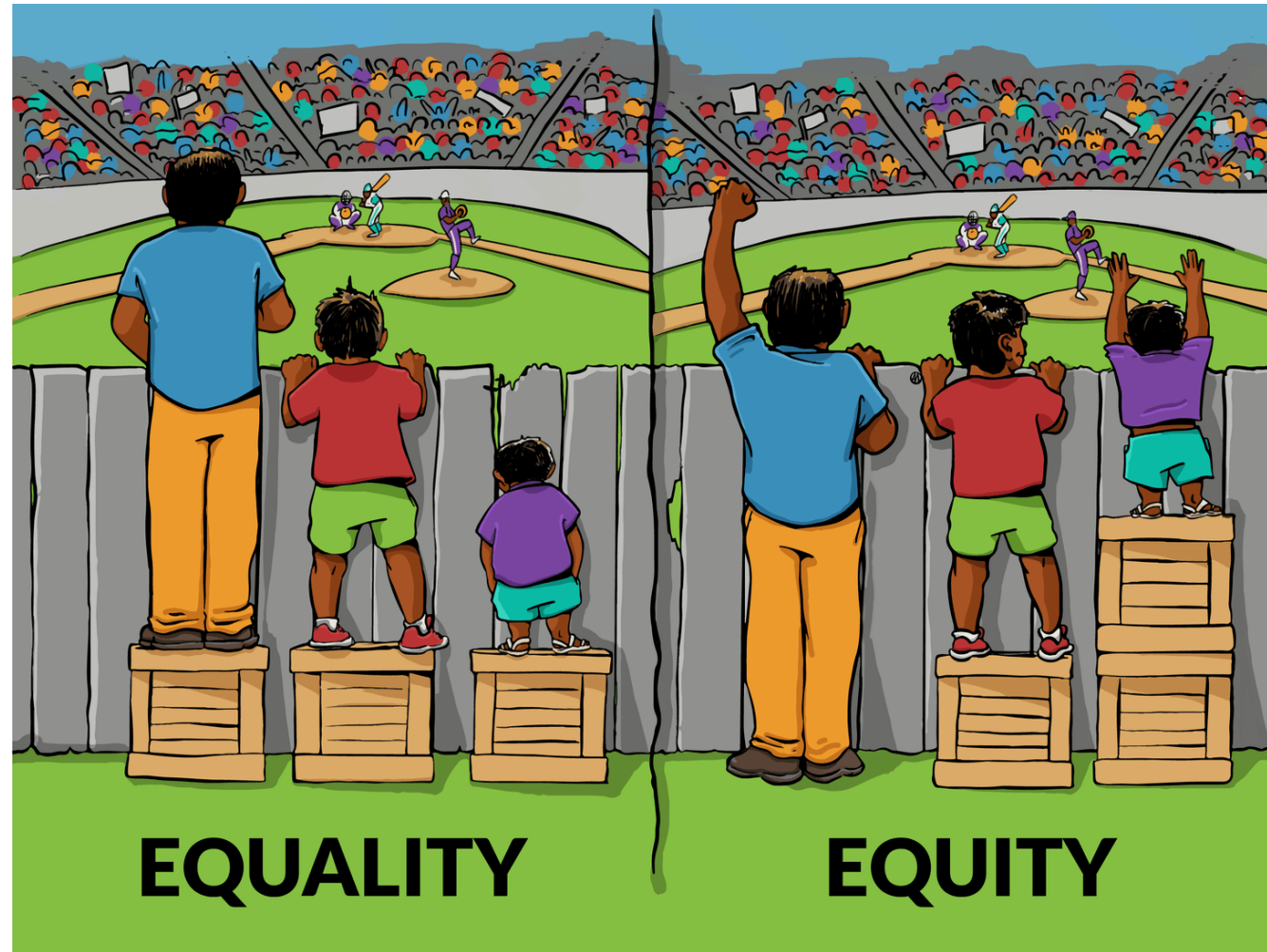


**Equity = results  
from policy,  
practice,  
position**



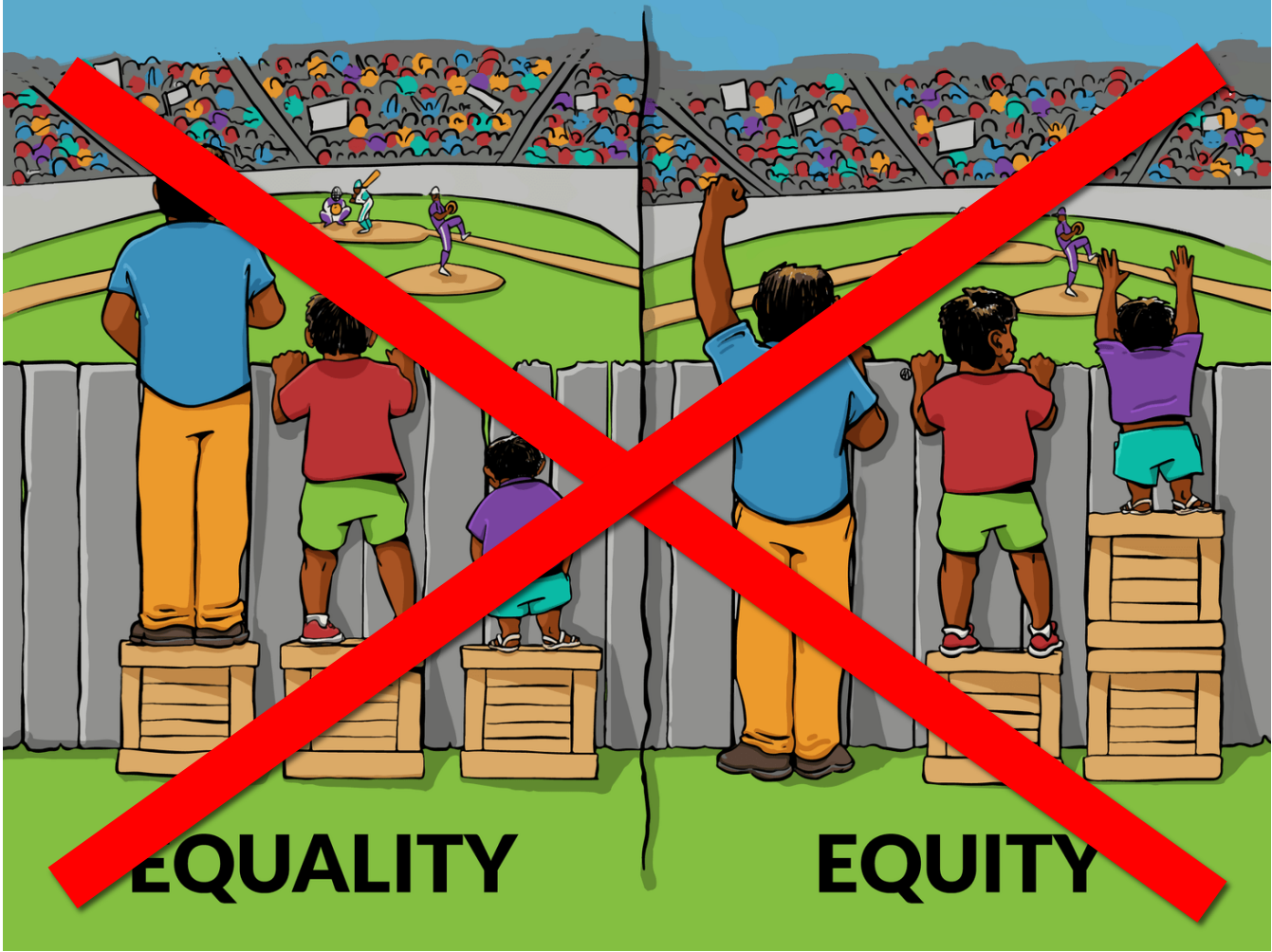


# Equity is **Fairness** not **Sameness**





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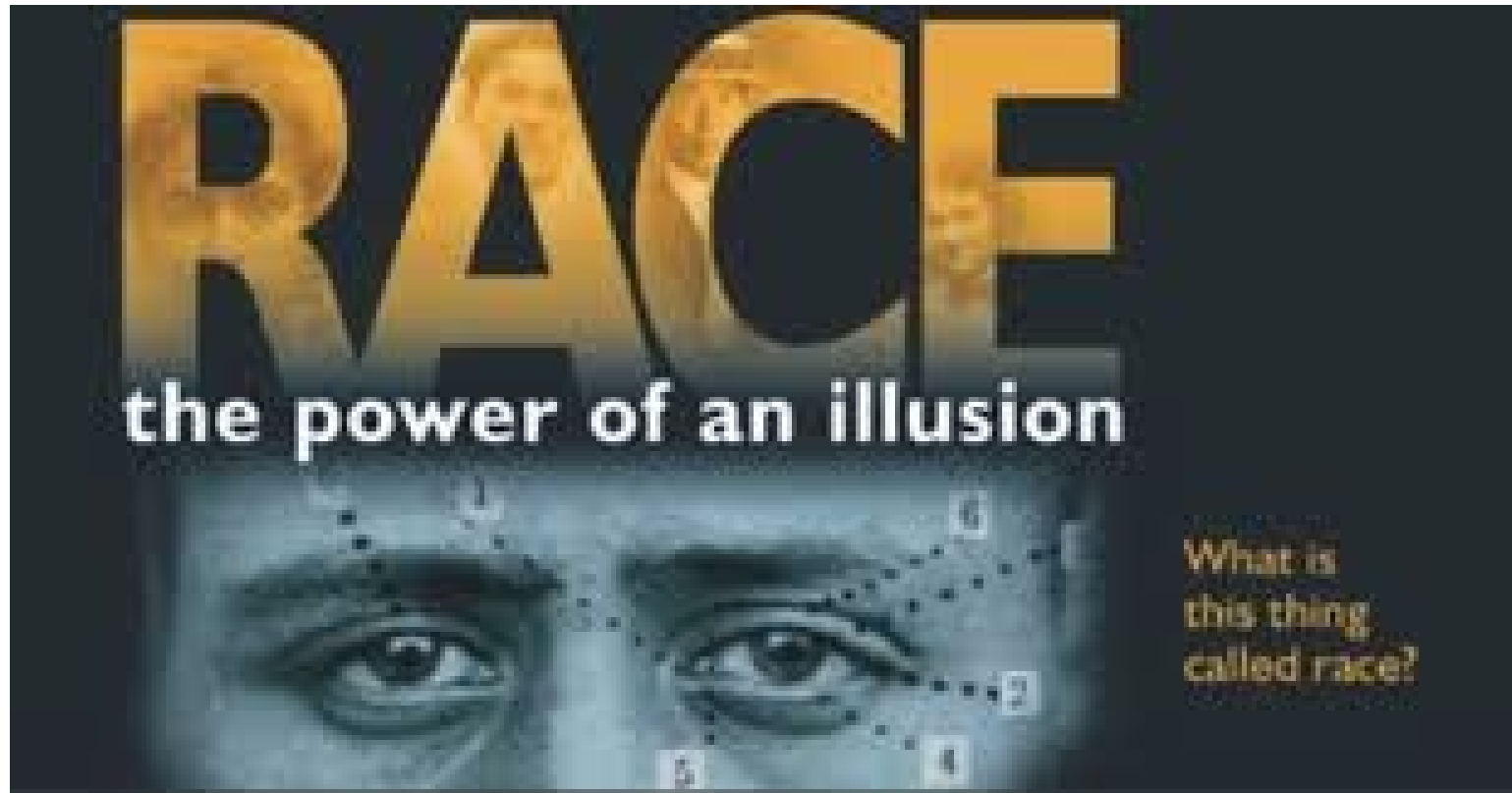
**EQUALITY**



**EQUITY**

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

# Why must we center **RACE**?



<https://vimeo.com/133506632>



## Individual racism:

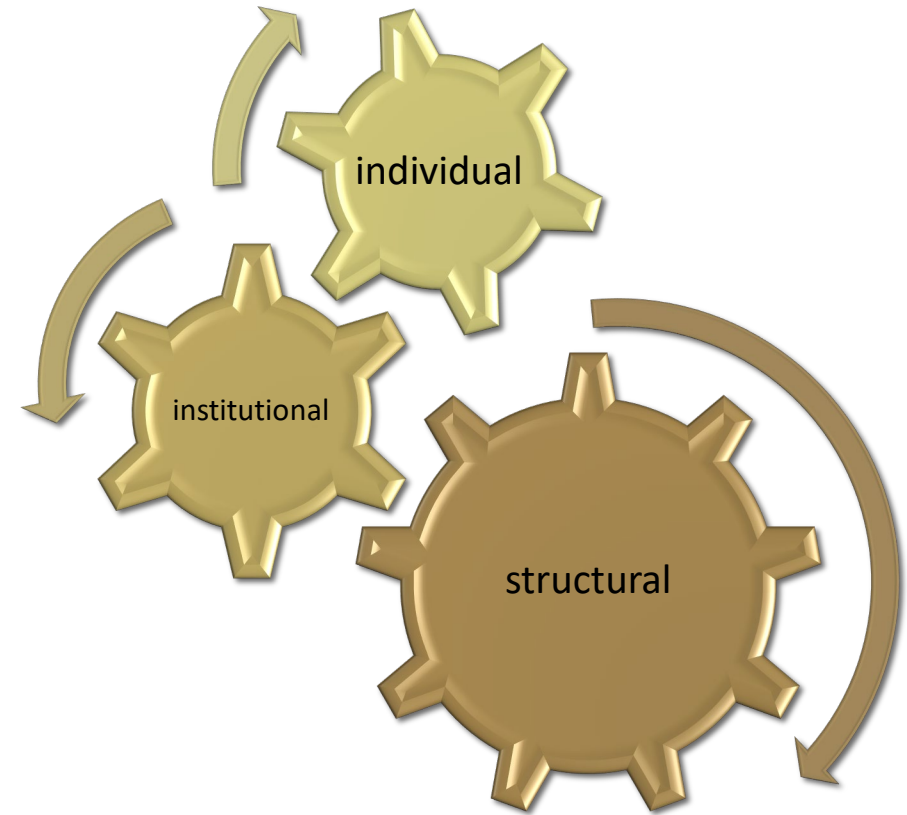
- Pre-judgment, bias, or discrimination by an individual based on race.

## Institutional racism:

- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

## Structural racism:

- A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.





Placing a strategic focus on turning *“Islands of Disadvantage”* into *“Communities of Opportunity”*

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KEY CONCEPTS FOR PROMOTING THE SUCCESS OF ALL NEIGHBORHOODS & POPULATIONS IN FAIRFAX COUNTY



The **Countywide Strategic Plan** lays out a community-based vision for the next 10 to 20 years featuring strategies and metrics to advance that vision over the next 3 to 5 years.

Planning will be prioritized to define where we're going together, how we're going to get there, and what we plan to achieve, through the lens of equity.

**How are we doing across each of these areas by population and/or by place?**



Shaping the Future  
**Together**  
Fairfax County Strategic Plan

# STRATEGIC PLAN PRIORITY AREAS

[www.fairfaxcounty.gov/strategicplan](http://www.fairfaxcounty.gov/strategicplan)

 <p><b>Cultural and Recreational Opportunities</b></p> <p>All residents, businesses and visitors are aware of and able to participate in quality arts, sports, recreation and culturally enriching activities.</p>	 <p><b>Economic Opportunity</b></p> <p>All people, businesses and places are thriving economically.</p>	 <p><b>Effective and Efficient Government</b></p> <p>All people trust that their government responsibly manages resources, provides exceptional services and equitably represents them.</p>
 <p><b>Empowerment/ Support for Residents Facing Vulnerability</b></p> <p>All residents facing vulnerability are empowered and supported to live independent lives to their fullest potential.</p>	 <p><b>Health and Environment</b></p> <p>All people can attain their highest level of health and well-being within a healthy sustainable environment.</p>	 <p><b>Housing and Neighborhood Livability</b></p> <p>All people live in communities that foster safe, enjoyable and affordable living experiences.</p>
 <p><b>Lifelong Education and Learning</b></p> <p>All residents at every stage of life are taking advantage of inclusive, responsive and accessible learning opportunities that enable them to grow, prosper and thrive.</p>	 <p><b>Mobility and Transportation</b></p> <p>All residents, businesses, visitors and goods can move efficiently, affordably and safely throughout the county and beyond via our well-designed and maintained network of roads, sidewalks, trails and transit options.</p>	 <p><b>Safety and Security</b></p> <p>All people feel safe at home, school, work and in the community.</p>

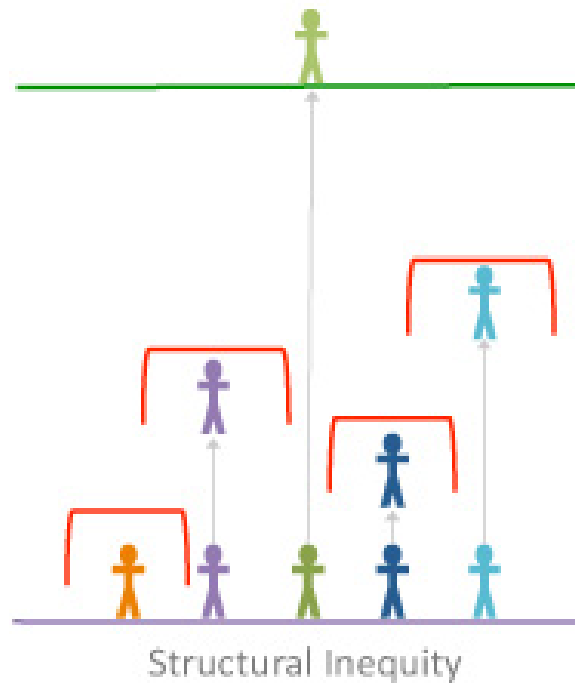


# The Principle of Targeted Universalism:

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

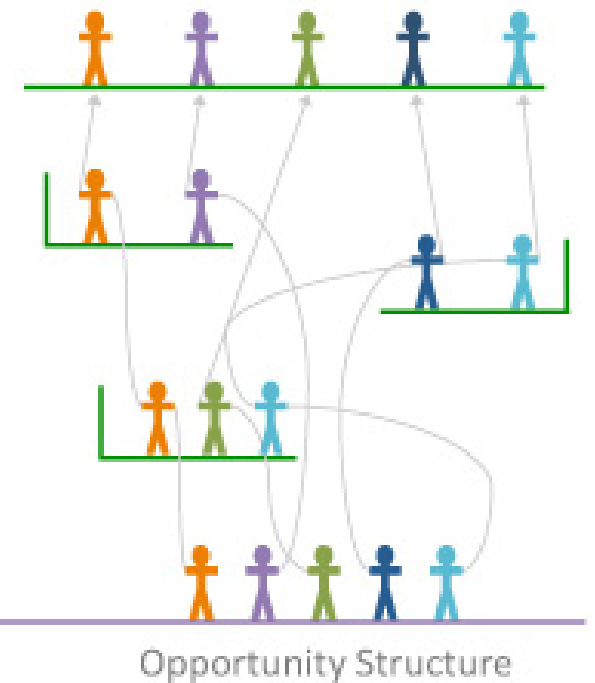
## Universal Goal with Targeted Solutions

*Structural Inequity* produces consistently different outcomes for different communities.



vs.

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



# Key Elements of a Communities of Opportunity



**EDUCATION**



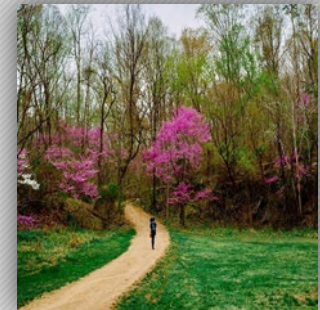
**EMPLOYMENT**



**MOBILITY**



**FOOD**



**RECREATION/CULTURE**



**HOUSING**



**JUSTICE**



**HEALTHCARE**



**DIGITAL ACCESS**



**QUALITY CHILDCARE**



**Understand Vulnerability  
& Opportunity**



**Target Interventions  
to *Build* Opportunity**

**Communities of Opportunity**



**Target Interventions to  
*Connect* to Opportunity**



**Encourage the  
Development of an  
Inclusive Economy**

# Asking Different Questions

<b>Blame</b> Who's a racist?
<b>Intentions</b> What did they mean? What was their attitude?
<b>Prejudice</b> What beliefs made them do it?
<b>Grievance</b> How can we fix what just happened?

<b>Causes</b> What's causing the racial inequities?
<b>Effects</b> What were the actions? What are the impacts?
<b>Systems</b> What institutions are responsible?
<b>Solutions</b> What are proactive strategies and solutions?





## Key Takeaways

1. One Fairfax commits the county and schools to intentionally consider equity when making policies, planning and delivering programs and services. It's not a program, it's a process.
2. Equity is fairness, not sameness.
3. Race matters.
4. We aren't just talking about individual acts of bigotry.
5. Institutions rely upon processes and procedures that can perpetuate inequity. We are all a part of institutions and systems.
6. Government has a responsibility for advancing racial equity.
7. You have a role in considering equity in your work.



# Reports and Other Resources

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## 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)

Fairfax County Public Library [page](#) on social and racial justice

For additional information on One Fairfax, please visit our website: <https://www.fairfaxcounty.gov/topics/one-fairfax>



# Questions & Discussion

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