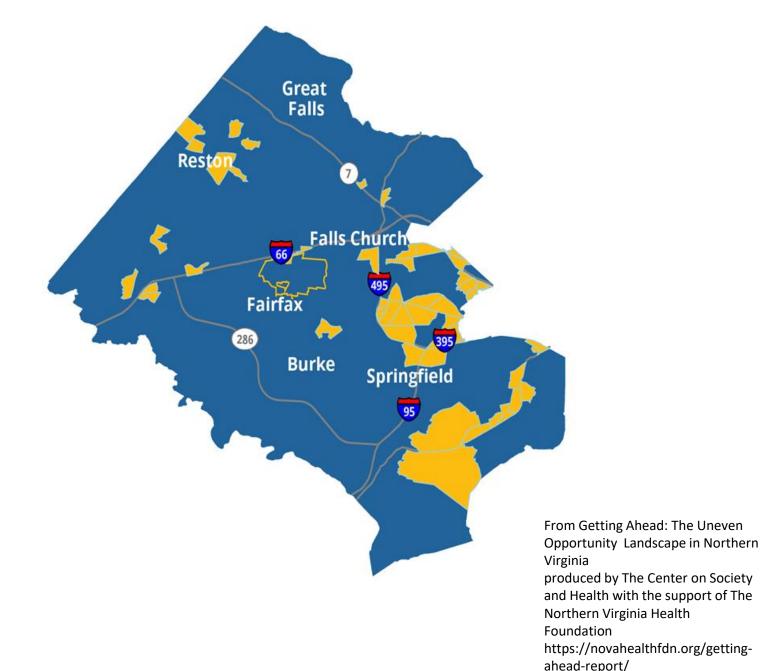
# BECCMINGFARFAX

A DISCUSSION WITH THE NVBIA & THE NAIOP OF NORTHERN VA

KARLA BRUCE, FAIRFAX COUNTY CHIEF EQUITY OFFICER MARCH 18, 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.



## **History of Government and Race**

Initially explicit

April 1, 1942

INSTRUCTIONS

JAPAN SOF

ALL PERSONS OF

JAPAN SOF

ANCESTRY

Living in the Following Area:

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All Lapanese persons, both allen and non-alien, will be cruented from the abst-designate are by 1240 riched noon Trough, part 7, 1942.

No. Japanese persons will be permitted to enter or leave the absord document San Bay and San Francisco, California

The Civil Control Station is equipped to assist the Japanese population affected by this exacution in the following several permitted to enter or leave the abstract of the Civil Control Station is equipped to assist the Japanese population affected by this exacution in the following several permitted to the careastion.

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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

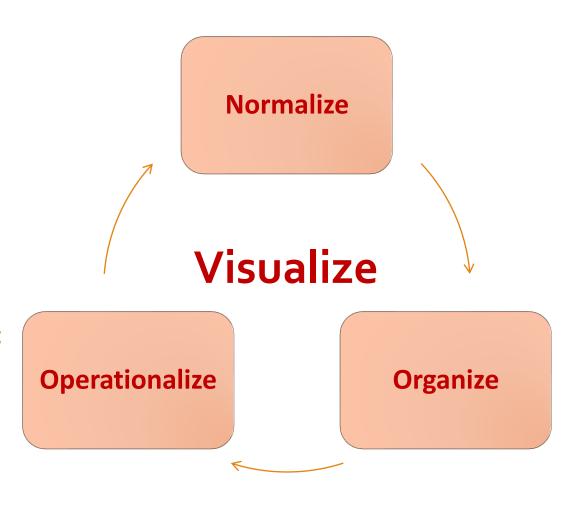


Proactive policies, practices and procedures that advance racial equity.



## **Governing & Managing to Advance Equity**

- One Fairfax is a 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.

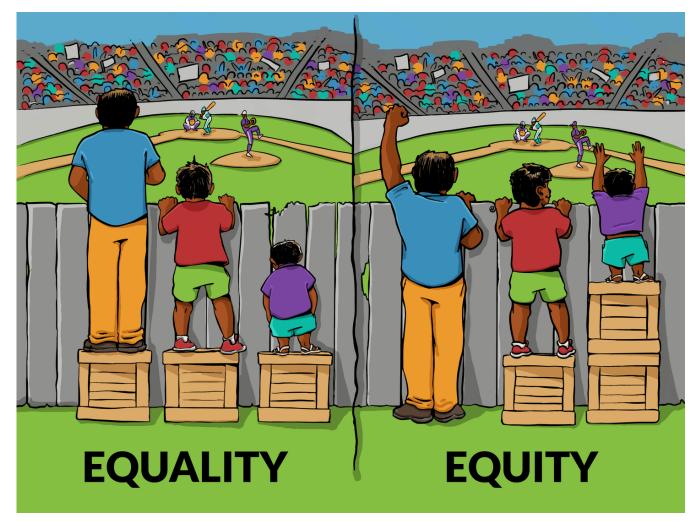
Racial equity exists when one can no longer predict advantage or disadvantage by group identity.

- Improving Outcomes
- Closing Racial Gaps

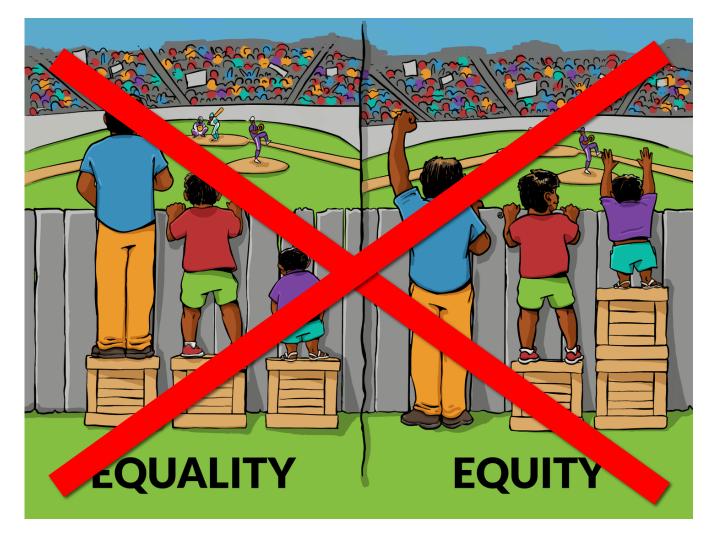




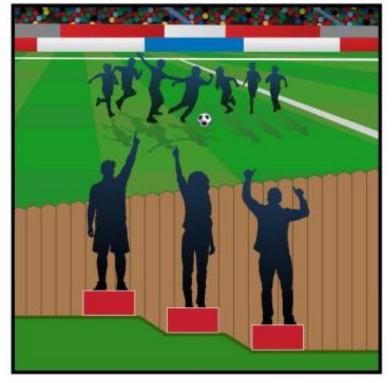
# Equity is Fairness not Sameness

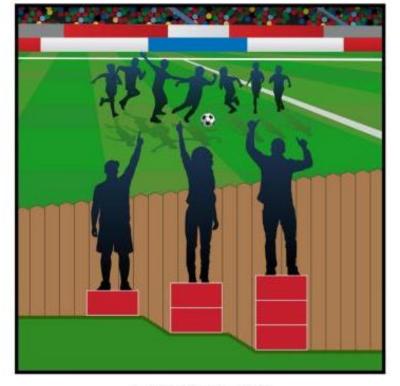


# Equity is Fairness not Sameness



# Equity is Fairness not Sameness





**EQUALITY** 

**EQUITY** 

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





Placing a strategic focus on turning "Islands of Disadvantage" into "Communities of Opportunity"

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?



#### STRATEGIC PLAN PRIORITY AREAS

www.fairfaxcounty.gov/strategicplan



All residents, businesses and visitors are aware of and able to participate in quality arts, sports, recreation and culturally enriching activities.



#### Empowerment/ **Support for Residents Facing Vulnerability**

All residents facing vulnerability are empowered and supported to live independent lives to their fullest potential.



#### Lifelong Education and Learning

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.



All people, businesses and places are thriving economically.



All people trust that their government responsibly manages resources, provides exceptional services and equitably represents them.



All people can attain their highest level of health and well-being within a healthy sustainable environment.



#### Housing and Neighborhood Livability

All people live in communities that foster safe, enjoyable and affordable living experiences.



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.



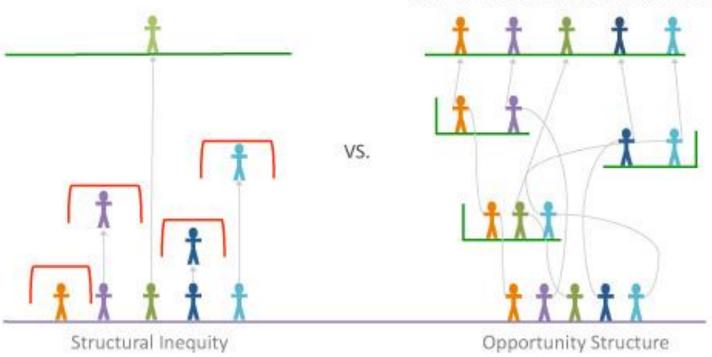
All people feel safe at home, school, work and in the community.

# 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.





# Key Elements of a Communities of Opportunity



**EDUCATION** 



**EMPLOYMENT** 



MOBILITY



FOOD



**RECREATION/CULTURE** 



HOUSING



JUSTICE



HEALTHCARE



DIGITAL ACCESS



**QUALITY CHILDCARE** 



**Connect** to Opportunity

**Encourage the Development of an Inclusive Economy** 

# **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?





## One Fairfax in Practice: Applying an Equity Lens

- The Proposal: What is the policy, program, practice or decision under consideration?
- **Desired Results:** What are the outcomes we want to achieve? What are the community-level conditions we aim to impact?
- 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?
- Contextual Factors: What factors might influence the proposal? What factors might the proposal influence? What factors are in and/or out of our control?
- Accountability: How will impacts be documented and evaluated? Are anticipated outcomes being achieved? How can we course correct?

# Community Engagement is key to Becoming One Fairfax

# Residents, partners, & stakeholders are essential in:

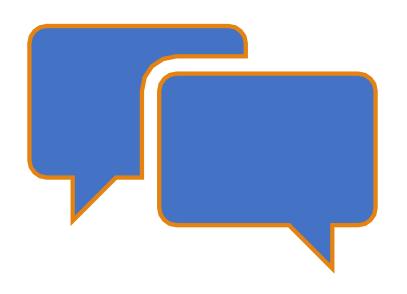
- Articulating how the doors of opportunity have been opened or closed
- Gaining a better understanding of the drivers and roots of inequity
- Shaping the shared values and assumptions necessary for our community to embrace the strategic importance of achieving equity
- Co-creating solutions that advance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





# 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 characteristics and 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.



# How Can You be a Partner in Becoming One Fairfax?

# 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)

Fairfax County Public Library <u>page</u> on social and racial justice

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