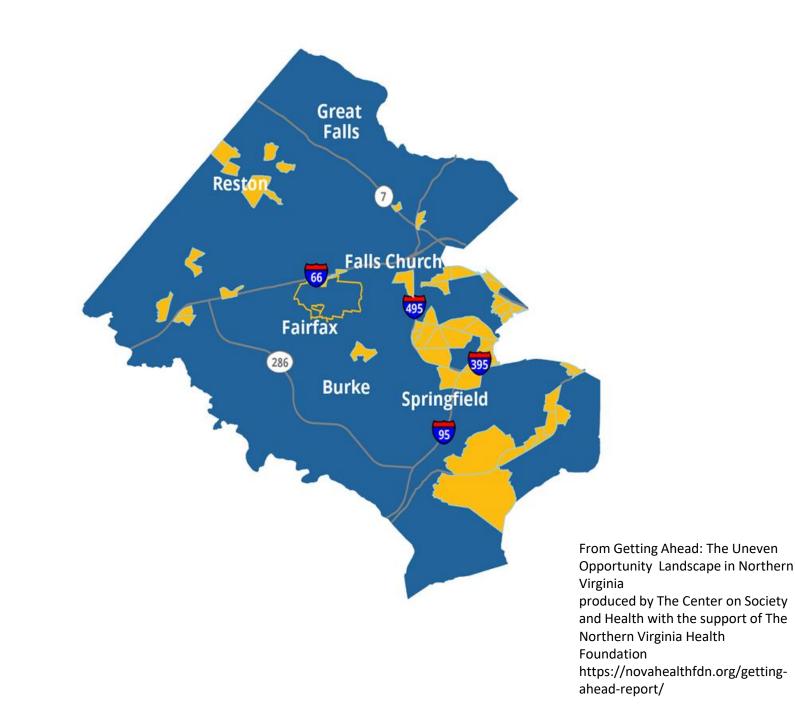
BECOVING FARFAX

A DISCUSSION WITH THE RESTON LAND USE TASKFORCE

KARLA BRUCE, CHIEF EQUITY OFFICER & ROBIN WILSON, POLICY ADVISOR FEBRUARY 08, 2021

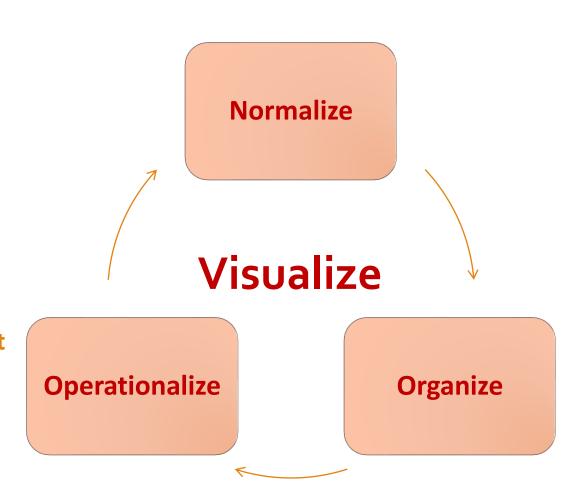
There is an "uneven opportunity landscape" in Fairfax County

- 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**.



Governing & Managing to Advance Equity

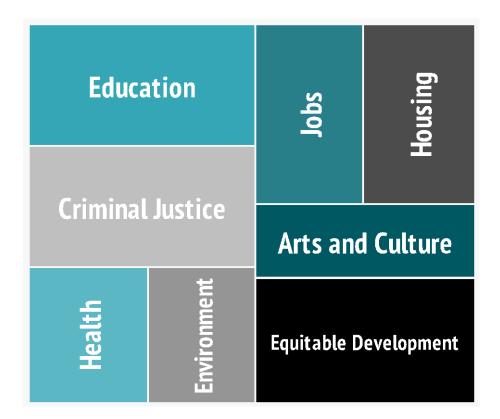
- One Fairfax is a Racial and Social Equity Resolution and Policy committing the county and FCPS to intentionally consider equity when making policies, planning and delivering programs and services
- It's a way to think about and approach the governance and management of the county and involves:
 - Facing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





Racial Inequity in the U.S. (and Fairfax County) What does it look like in your areas of work?

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

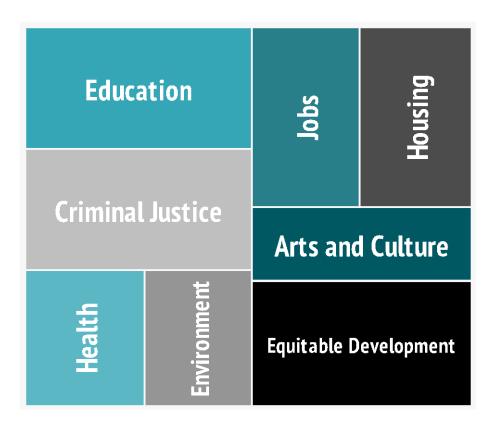




What is **EQUITY**?

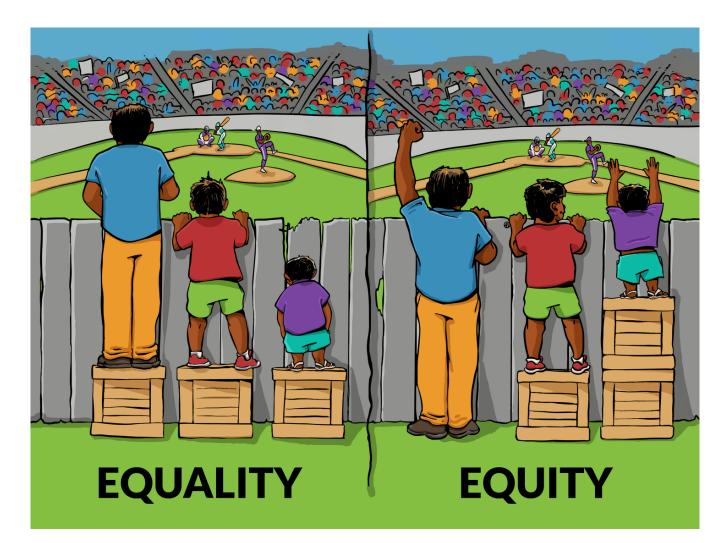
Racial equity exists when one can no longer predict advantage or disadvantage by group identity.

- Improving Outcomes
- Closing Racial Gaps

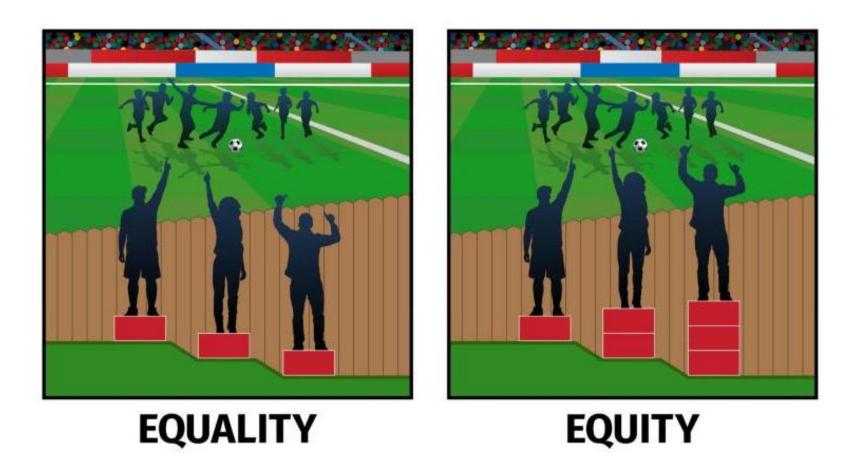




Equity is Fairness not Sameness



Equity is Fairness not Sameness



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 communitybased 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.





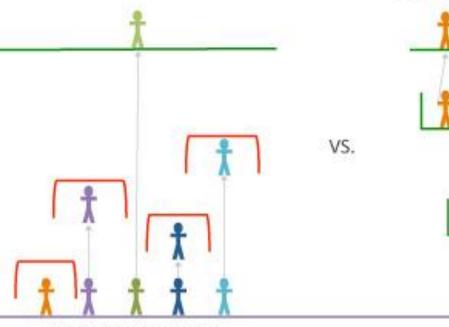
The Principle of Targeted Universalism:

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.

Opportunity Structure



Structural Inequity



Key Elements of a Communities of Opportunity



EDUCATION



EMPLOYMENT



MOBILITY





RECREATION/CULTURE











QUALITY CHILDCARE

Understand Vulnerability Alexandria Alexandri Alexandri Alexandria Alexandria Alexan

Target Interventions to *Build* Opportunity

Communities of Opportunity

Target Interventions to *Connect* to Opportunity

Encourage the Development of an Inclusive Economy



Target Interventions to *Build* Opportunity

Encourage the

Development of an

Inclusive Economy

Communities of Opportunity

Target Interventions to Connect to Opportunity

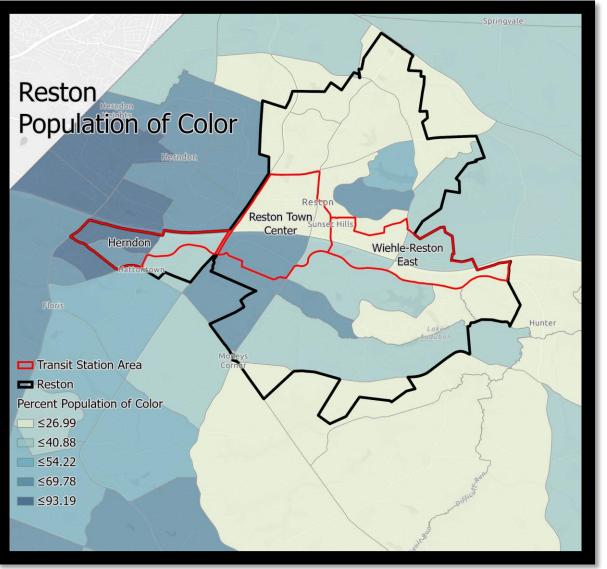
Indicator	Reston	County	Herndon TSA	Reston Town Center TSA	Wiehle- Reston East TSA
Median Household Income	\$125,775	\$121,133	\$112,502	\$134,384	\$123,955
Percent Severely Burdened Renter Households	15.1%	21.2%	5.9%	16.4%	7.6%
Percent Population with a Disability	6.9%	7.1%	3.7%	8.3%	6.7%
Percent Population Below Poverty level	6.3%	6.2%	2.8%	6.0%	3.7%
Percent Elementary Students Eligible for Free and Reduced-Price Lunch	33.3%	30.7%	28.3%	39.8%	37.2%
Percent Households without a Vehicle	4.4%	4.3%	5.0%	4.9%	3.8%
Percent Population Age 65+	13.9%	12.6%	2.9%	19.2%	20.7%

Source: American Community Survey 2014 - 2018

The Herndon TSA has higher percentages of people of color, and Black and Asian populations than other TSAs, Reston, and the County

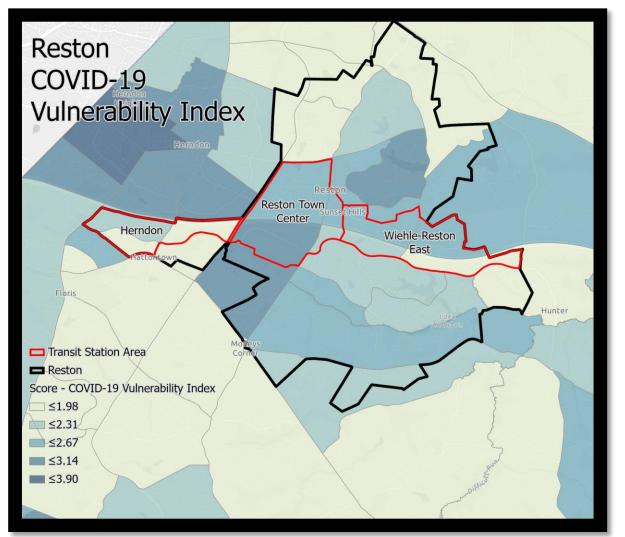
Demographics	Reston	County	Herndon TSA	Reston Town Center TSA	Wiehle Reston East TSA
Percent Population of Color	38.6%	48.8%	70.3%	21.7%	29.3%
Percent Hispanic Population	10.6%	16.2%	3.7%	5.7%	10.4%
Percent White	69.2%	62%	31.4%	83.6%	79.3%
Percent Black/African American	10.2%	9.7%	15.0%	4.4%	3.2%
Percent Asian	13.7%	19.0%	47.9%	10.0%	10.6%
Percent Other/Two or More Races	7.0%	9.3%	5.6%	2.0%	6.9%

Source: American Community Survey 2014 - 2018



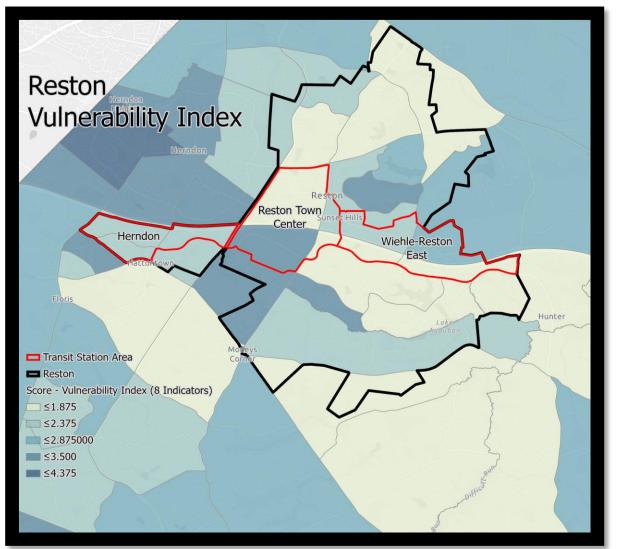
The population that makes up Reston is diverse. The percent population of color by census tract ranges from 18% - 73%.

Source: American Community Survey 2014 - 2018



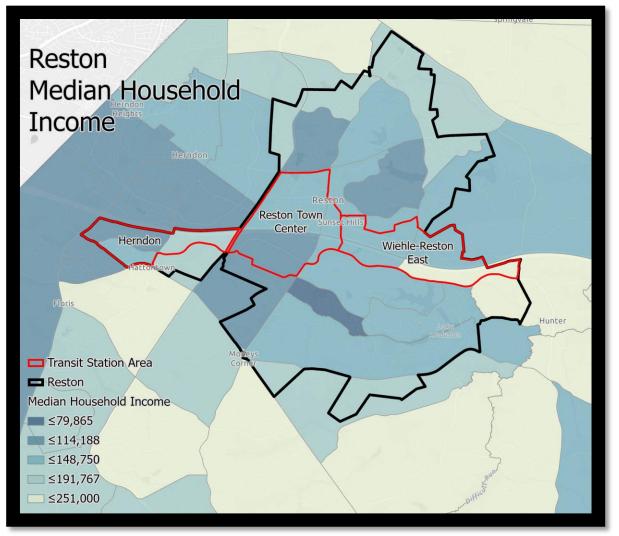
COVID-19 Vulnerability Index scores within Reston range from 1.6 to 3.14. The overall range for the County is 1.5 to 3.9. Reston contains a mix of some of the most vulnerable and least vulnerable populations in the County.

Source: American Community Survey 2014 – 2018 and <u>COVID-19 Vulnerability Index</u>



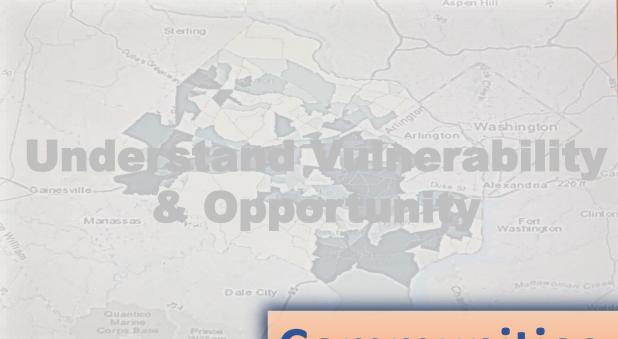
Vulnerability Index scores within Reston range from 1.375 to 3.25. The overall range for the County is 1.375 to 4.375. Reston contains a mix of some of the most vulnerable and least vulnerable populations in the County.

Source: American Community Survey 2014 – 2018 and Vulnerability Index 2014 - 2018



Median Household Income by census tract ranges from \$72,383 to \$186,985. The range for the County is between \$41,589 and \$251,000+. Reston contains areas with some of the lowest median household incomes, including one census tract that is in the lowest category.

Source: American Community Survey 2014 - 2018



Building Opportunity

Encouraging the

Development of an

Inclusive Economy

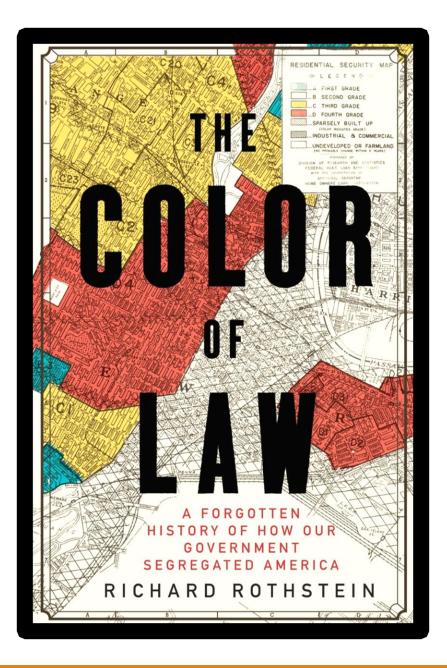
Communities of Opportunity

onnecting to Opportunity



Applying an Equity Lens: One Fairfax in Practice

- **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?



Segregated by Design – a video summary of the book The Color of Law

https://www.segregatedbydesign.com/

How will equity be incorporated into the Reston Plan or the Comprehensive Plan?

Considerations on Addressing Inequity through Land Use Policy...

Habitat for Humanity Cost of Home Policy Platform –

"Advocates and policymakers must acknowledge and address the well-documented historic patterns of racial discrimination in housing and land use policies — at all levels of government — that still impact the makeup and opportunities of our communities."

Andre Perry, Senior Fellow, Metropolitan Policy Program, Brookings Institution –

"Nothing grows without investment."

You can't solve a problem without understanding what's at the root of it.

Reports and Other Resources

REPORTS

<u>Getting Ahead: The Uneven Opportunity</u> <u>Landscape in Northern Virginia</u>

<u>Uneven Opportunities: How Conditions for</u> <u>Wellness Vary Across the Metropolitan</u> <u>Washington Region</u>

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

<u>Healthy Places Index: A New Resource for</u> <u>Measuring Opportunity in Northern Virginia</u>

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



Questions & Discussion