Equity and the Policy Plan

11/16/23

AGENDA

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1. Background

2. Definitions

3. Past, Present

4. Future

5. Strategy Examples

6. Discussion

EQUITY VS. EQUALITY

The commitment to promote fairness and justice in the formation of public policy that results in all residents –

regardless of age, race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, disability, socio-economic status or neighborhood of residence or other characteristics –

- having opportunity to fully participate in the region's economic vitality, contribute to its readiness for the future, and connect to its assets and resources.

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

EQUALITY   EQUITY

Focusing not on the people's "lack" that's preventing them from participating, but an unjust system and structure.

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.

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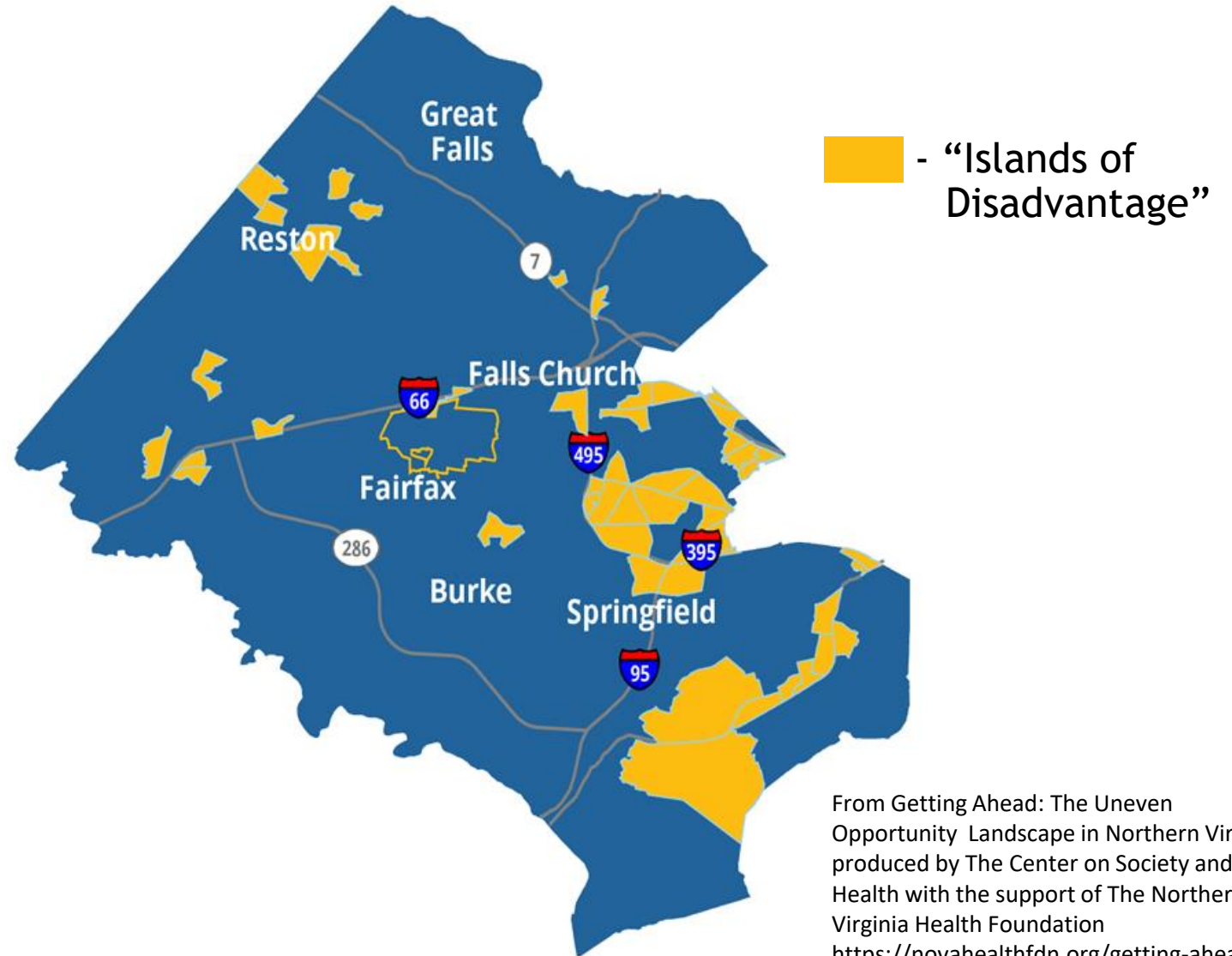
From Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia produced by The Center on Society and Health with the support of The Northern Virginia Health Foundation https://novahealthfdn.org/getting-ahead-report/

One Fairfax

KEY EQUITY DRIVERS

Community Safety and Justice

Community Health and Wellbeing

Cradle to Career Success

Inclusive Prosperity

Equitable Community Development

- "Fairfax County is a place where all people live in communities of opportunity with the ability to engage fully in decisions that affect their lives and neighborhoods."

Fairfax Countywide Strategic Plan

SHAPING THE
FUTURE OF FAIRFAX
COUNTYWIDE STRATEGIC PLAN

www.fairfaxcounty.gov/strategicplan

STRATEGIC PLAN KEY DRIVERS

EQUITY
Apply a racial and social equity lens to engagement efforts and strategy development

COMMUNITY OUTCOMES
Align collective work with the Ten Community Outcome Areas and related Indicators of Community Success

INCLUSIVE ENGAGEMENT
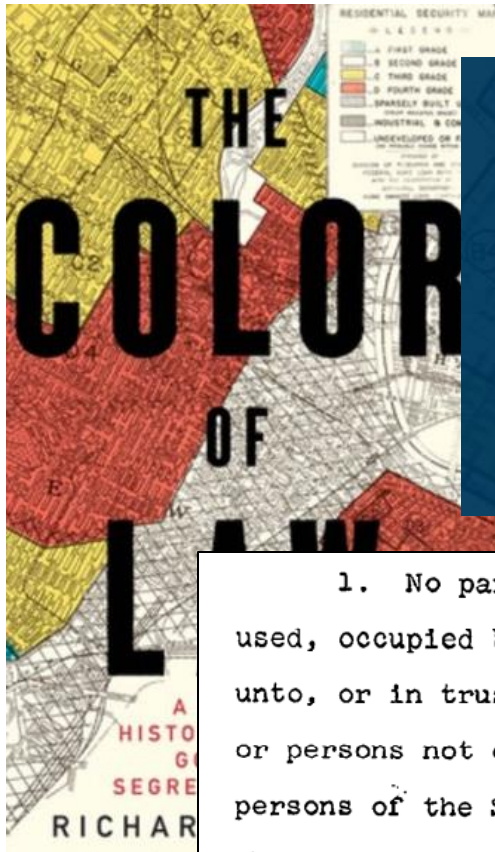Create multiple avenues for community, stakeholder, and employee engagement

DATA INTEGRATION
Use data-driven insights, disaggregating by place and population wherever possible

THE COLOR OF LAW
A HISTORY OF HOW OUR GOVERNMENT SEGREGATED AMERICA
RICHARD ROTHSTEIN

MCGUIREWOODS

MCGUIREWOODS CONSULTING
Public Affairs Solutions

ZONING AND SEGREGATION IN VIRGINIA: PART 2

Expanding Housing Choices for the Future of Virginia

1. No part of the land herein subdivided shall be used, occupied by, sold, devised, transferred, conveyed unto, or in trust for, leased, rented or given to any person or persons not of the Caucasian Race, or to any person or persons of the Semetic race, except that this paragraph shall not be held to exclude occupancy of the premises by domestic servants of the owners of the several lots.

Deeply Rooted

History's Lessons for Equity in Northern Virginia
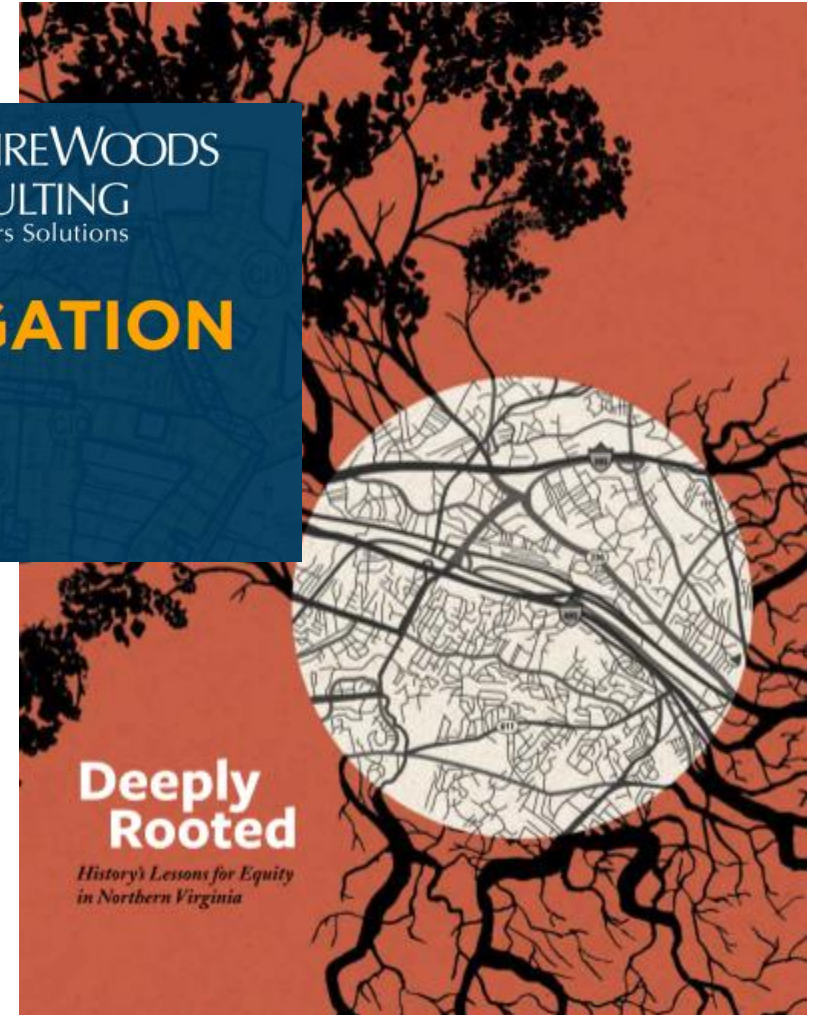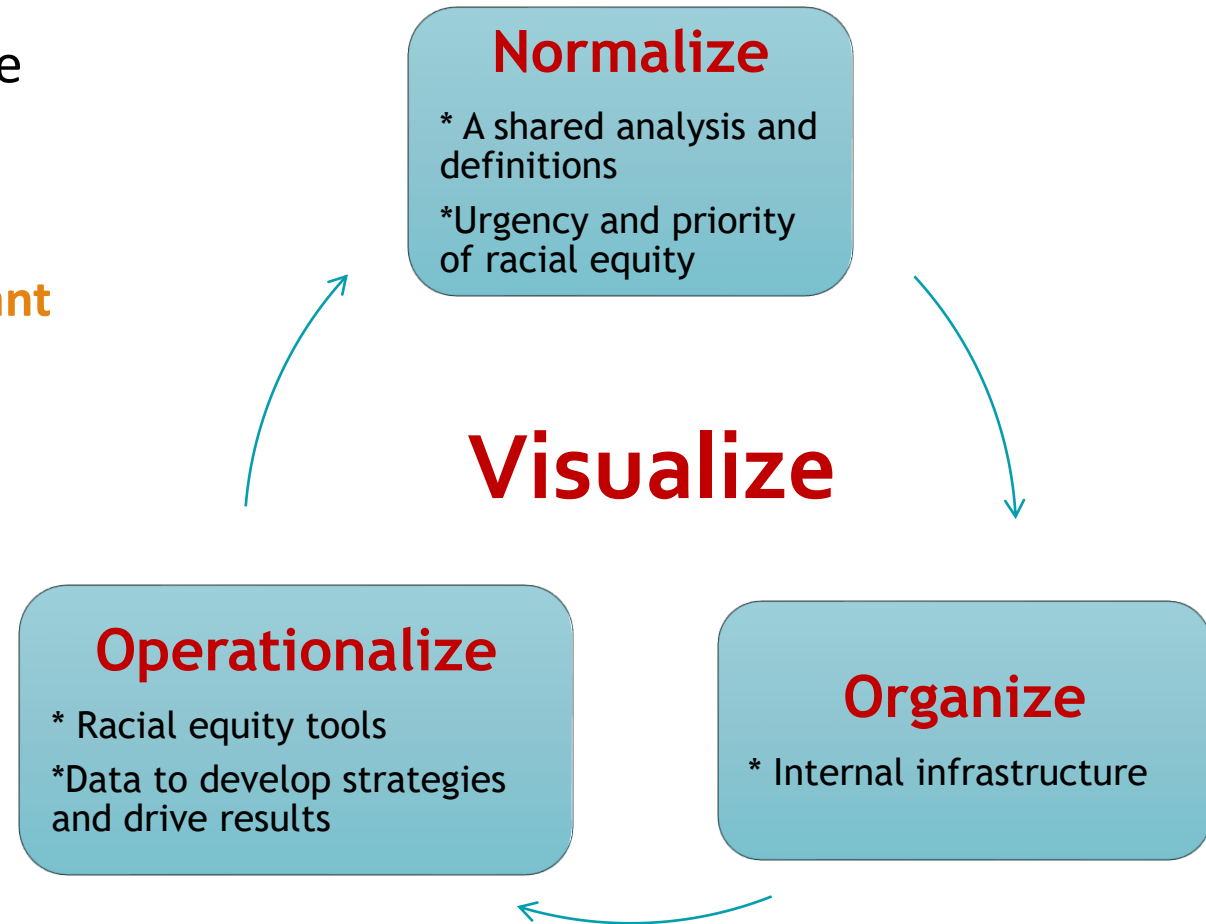
Where We Are
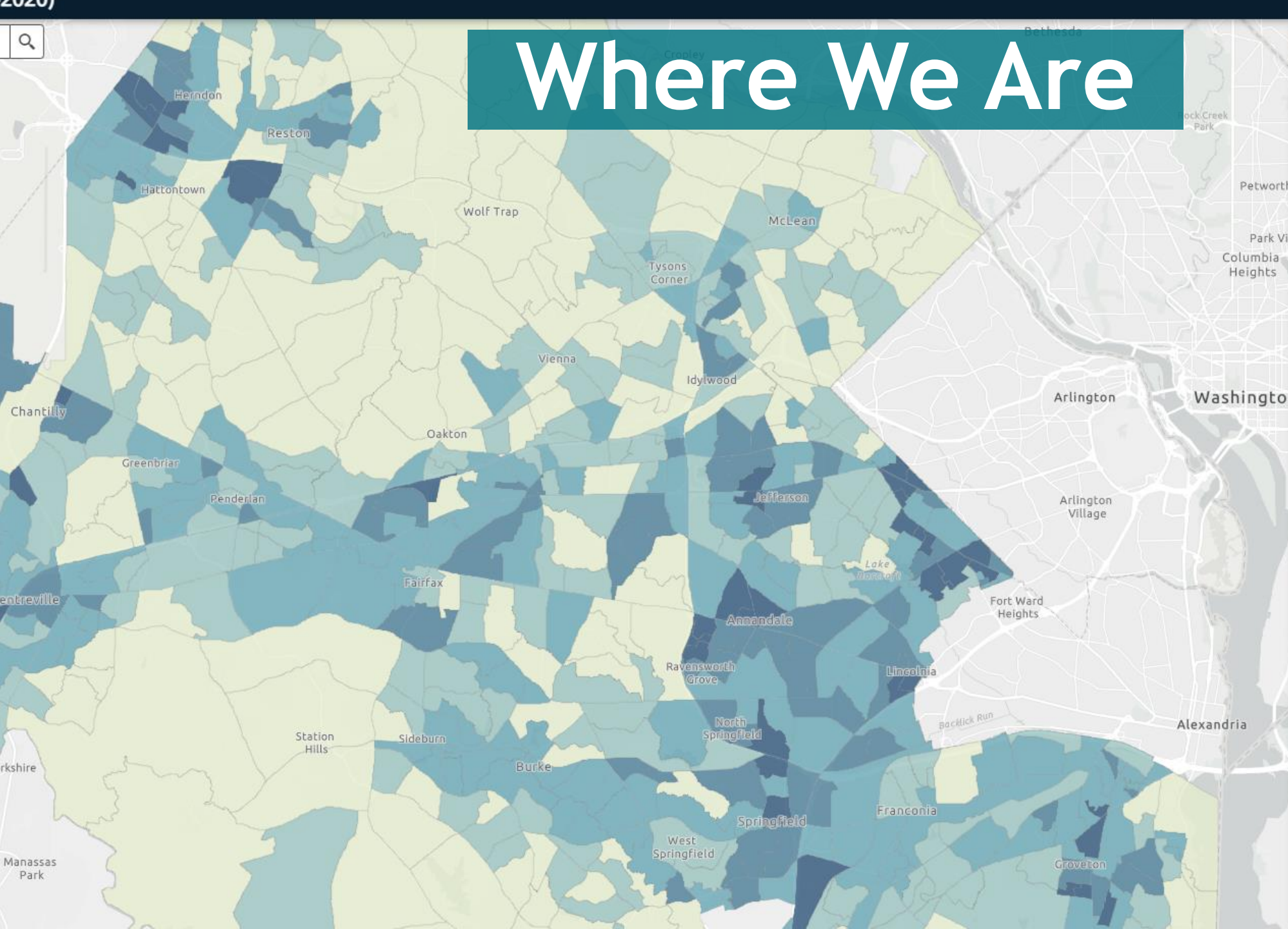
About

The data used to create the Vulnerability Index is described in the below table. To create a score for each indicator, the data was classified into 5 classes using natural breaks. A score of 1 - 5 was given to each census tract for each indicator, with 5 representing the most vulnerable. The index was calculated by adding all scores together and dividing by 8. Each census tract is categorized as Very High (most vulnerable), High, Average, Low, Very Low (least vulnerable).

Indicator	Description	Source
Low Income Occupations	Population in occupations making 2/3 or less of the median income	American Community Survey 2016-2020; Table S2401
Low English-Speaking Ability	Percentage of population 5 years and older who speak English less than "Well"	American Community Survey 2016-2020; Table B16004
Low Educational Attainment	Percentage of population 25 years and older who lack a Bachelor's degree	American Community Survey 2016-2020; Table B15003
Median Household Income	Median household income	American Community Survey 2016-2020; Table B19013
Households without a Vehicle	Percentage of households without a vehicle	American Community Survey 2016-2020; Table B25044
Population without Health Insurance	Percentage of population without health insurance coverage	American Community Survey 2016-2020; Table S2701
Homeownership	Percentage of households that are homeowners	American Community Survey 2016-2020; Table B25003
Severely Cost-burdened Renter	Percentage of households paying more than 50% of gross income on rent	American Community Survey 2016-2020; Table B25070

Governing & Managing to Advance Equity

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**

Normalize

* A shared analysis and definitions

*Urgency and priority of racial equity

Visualize

Operationalize

* Racial equity tools

*Data to develop strategies and drive results

Organize

* Internal infrastructure

There is an organization-wide focus on Becoming *One Fairfax*

Collective Leadership
Leadership embodiment of the shared values and vision of One Fairfax

| Housing | Transit | Public Safety | Parks & Recreation | Courts | Land Use | Health & Human Services | Core Functions |

Departmental Equity Leads and Teams
Supporting the development of leadership and capacity to facilitate departmental and collective action

Strategically Integrated Policy and Practice
Focused on unlocking the potential of every resident in every area of the county

Normalize & Operationalize

Normalize

*Staff education

Operationalize

*DPD Equity Impact Plan

*Inclusive Community Engagement

*Equity Impact Statements in Board items/staff reports

*Vulnerability Index

*Land Use language guide

VISUALIZE

Organize

* Internal infrastructure

Where We Are Going

Shaping the Future **Together**

Fairfax County | Strategic Plan

one FAIRFAX

Fairfax County is placing a strategic focus on creating *"Communities of Opportunity"*

Promoting the success of ALL Neighborhoods & ALL Populations in Fairfax County

10 COMMUNITY OUTCOME AREAS

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

ECONOMIC OPPORTUNITY
All people, businesses, and places are thriving economically

EFFECTIVE AND EFFICIENT GOVERNMENT
All people trust that their government responsibly manages resources, is responsive to their needs, provides exceptional services and equitably represents them

EMPOWERMENT AND SUPPORT FOR RESIDENTS FACING VULNERABILITY
All people facing vulnerability are empowered and supported to live independent lives to their fullest potential

ENVIRONMENT AND ENERGY
All people live in a healthy sustainable environment

HEALTHY COMMUNITIES
All people can attain their highest level of health and well-being

HOUSING AND NEIGHBORHOOD LIVABILITY
All people live in communities that foster safe, enjoyable and affordable living experiences

LIFELONG EDUCATION AND LEARNING
All people at every stage of life are taking advantage of inclusive, responsive and accessible learning opportunities that enable them to grow, prosper and thrive

MOBILITY AND TRANSPORTATION
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

SAFETY AND SECURITY
All people feel safe at home, school, work and in the community

Strategies to Support Equity

Outcome Area:
Effective and Efficient Government

EEG 4

"Expand capacity to meaningfully engage the community in places that are accessible and in ways that consider needs, traditions, and values of diverse ethnic, racial, and cultural groups"

Strategies to Support Equity

**Outcome Area:
Economic Opportunity**

EO 8

"Promote the development and preservation of sufficient and affordable commercial space to support small, locally owned businesses"

Strategies to Support Equity

**Outcome Area:
Housing and Neighborhood
Livability**

HNL 12

"Protect current residents from displacement where neighborhoods are changing rapidly by addressing impacts such as higher housing costs and higher costs of living"

- A **Racial and Social Equity** Resolution and Policy

- Commits the county and FCPS to **intentionally consider equity** when making policies, planning and delivering programs and services

- Involves **community and stakeholder engagement, training and organizational capacity building, data analysis, collective planning and action,** and **shared accountability mechanisms**

- Poses these core questions:
  - Who **benefits** and who is **burdened** by **past** and **current** actions?
  - How can **burdens be mitigated and benefits more broadly shared**?

Reports and Other Resources

Deeply Rooted – Recalling how past policies shaped the present reminds us that today's policies can shape the future (historyfortomorrow.org)

Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia

Uneven Opportunities: How Conditions for Wellness Vary Across the Metropolitan Washington Region

Healthy Places Index: A New Resource for Measuring Opportunity in Northern Virginia

Equitable Growth Profile of Fairfax County

Zoning and Segregation in Virginia: Part 1 (mcguirewoods.com)

Zoning and Segregation in Virginia: Part 2 - Executive Summary and Full Report (mcguirewoods.com)

Vulnerability Index (2016-2020) (arcgis.com)

The Chairman's Task Force on Equity and Opportunity | Board of Supervisors - Chairman (fairfaxcounty.gov)

Countywide Strategic Plan | Strategic Plan (fairfaxcounty.gov)

American Planning Association Planning for Equity Policy Guide

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