

**FAIRFAX COUNTY PLANNING COMMISSION
SCHOOLS COMMITTEE
TUESDAY, JULY 23, 2019**

PRESENT: Timothy J. Sargeant, Commissioner At-Large, Chairman
Julie M. Strandlie, Mason District, Vice Chairman
Ellen J. Hurley, Braddock District
John C. Ulfelder, Dranesville District
Peter F. Murphy, Springfield District
James R. Hart, Commissioner At-Large

ABSENT: Phillip A. Niedzielski-Eichner, Providence District

OTHERS: Sandy Evans, Fairfax County School Board
Dalia Palchik, Fairfax County School Board
Marianne Gardner, Planning Division (PD), Department of Planning and
Development (DPD)
David Stinson, PD, DPD
Evelyn Mitchell, PD, DPD
Karla Bruce, Chief Equity Officer, County Executive's Office
Teresa Wang, Senior Deputy Clerk, Planning Commission

ATTACHMENTS:

- A. One Fairfax Update, PowerPoint Presentation dated July 23, 2019
- B. Executive Summary, Planning Commission School Committee Recommendations

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Chairman Timothy J. Sargeant called the meeting to order at 7:38 p.m. in the Board of Supervisors Conference Room of the Fairfax County Government Center, 12000 Government Center Parkway, Fairfax, Virginia 22035.

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Karla Bruce, Chief Equity Officer, County Executive Office, provided an update on One Fairfax, a copy of which is included in Attachment A, which covered the following topics:

- The Basic Plan for Becoming One Fairfax;
- Communities of Opportunity;
- Framework for Effective Practice;
- Key Concepts;
- Targeted Universalism;
- Organizing for One Fairfax;
- Building Infrastructure;
- Engagement; and
- Operationalizing One Fairfax.

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Ms. Bruce; Marianne Gardner, Planning Division (PD), Department of Planning and Development (DPD); Sandy Evans, Fairfax County School Board; Dalia Palchik, Fairfax County School Board, and multiple Commissioners discussed the following issues:

- Planned reviews of One Fairfax provisions to address changing circumstances in the County;
- Suggested methods to incorporate One Fairfax within the Comprehensive Plan;
- The utilization of Equity Action Plans developed by County agencies;
- The utilization of the Government Alliance on Race and Equity as a resource for agencies to share and learn from the experience of others;
- The benefits of support services located near affordable housing units;
- The challenge of dispersing affordable housing units throughout the County when the infrastructure required for success was not accessible to all residential areas;
- Services available at Fairfax County Public Schools to lower income children;
- The development of a vulnerability and opportunity index by the University of Virginia and County staff that would identify and map areas to be used as a data source and as a tool by other agencies;
- A policy that could allow data to be applied as a method of informing the Comprehensive Plan versus inserting policy language; and
- A specific strategy for the Planning Commission to deal with affordable housing units located in areas where there was a need to preserve the existing units rather than creating new ones.

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The meeting was adjourned at 9:30 p.m.
Timothy J. Sargeant, Chairman

An audio recording of this meeting is available in the Planning Commission Office,
12000 Government Center Parkway, Suite 552, Fairfax, Virginia 22035.

Minutes by: Teresa Wang

Approved: December 10, 2019



Jacob Caporaletti, Clerk
Fairfax County Planning Commission

Attachment A



The logo features the word "one" in a stylized font where each letter is composed of small portraits of diverse people. Below "one" is the word "FAIRFAX" in a bold, sans-serif font. To the right of "FAIRFAX" is the word "Update" in a large, orange, sans-serif font.

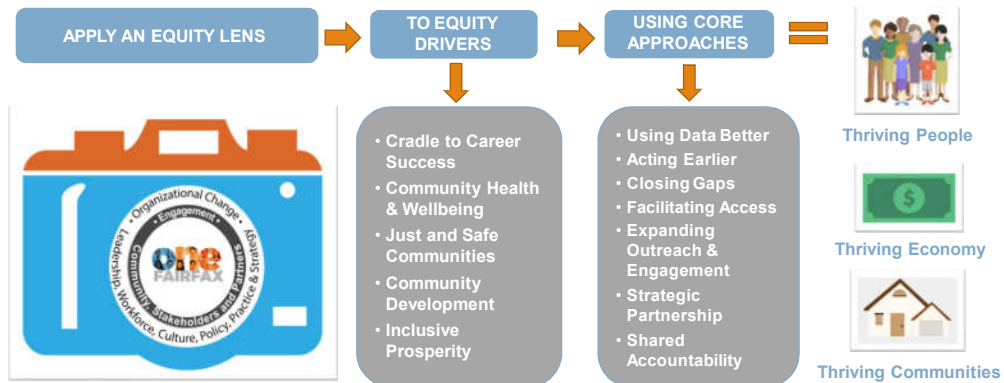
PLANNING COMMISSION SCHOOLS COMMITTEE

KARLA BRUCE, CHIEF EQUITY OFFICER

JULY 23 , 2019

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The Basic Plan for Becoming *One Fairfax* isto...



We ALL do better when we ALL do better!

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We began with a focus on “socializing” the concept of equity and on building *Visible Leadership*.

Now, we’re shifting to a focus on creating *Communities of Opportunity*.

FAIRFAX COUNTY'S CURRENT SITUATION
 While our community enjoys considerable resources (money, time, and effort) to ensure that Fairfax County is a great place to live, learn, work, and play, we recognize that racial and social inequities persist.

STRATEGIC FRAMEWORK TO ADVANCE OPPORTUNITY AND ACHIEVE EQUITY
 Changing thinking and action to improve outcomes for the people of Fairfax County and the communities where they live.

CORE STRATEGY LEADERSHIP
 The leadership of the Chief of Race, Equity and Policy by the Board of Supervisors and District Board Secretaries are an empowerment that will be addressed by a shared accountability framework and a commitment to continuous equity planning and outcome tracking.

CORE STRATEGY: CREATING COMMUNITIES OF OPPORTUNITY

WHAT WILL GET US THERE?
 Address the persistent, complex challenges facing Fairfax County through a people, place, place strategy.
 • Utilize more sustainable and creative solutions.
 • Foster and support approaches that embrace our collective responsibility to *Unlock the Potential of Every Resident*.
 Promote inclusive prosperity.
 • Recognize our diversity as an economic asset.
 • Focus on building a quality educational and community infrastructure.
 • Cross-sector innovations to strengthen our economy.

POLICY
 The goal is to establish that encourage investment in people, place, and place strategy.
 • Integrate equity into every policy, program, and practice.
 • Support equity, housing, and community development to support the economy.

PRACTICE
 • Integrate equity into every policy, program, and practice.
 • Support equity, housing, and community development to support the economy.

ALIGNMENT
 • Align with County Strategic Plan and FCRP.

PARTNERSHIP
 • Build and strengthen city, county, and regional partnerships.
 • Support equity, housing, and community development to support the economy.

ACCOUNTABILITY
 • Align with existing accountability framework and track metrics to assess progress.

CONTEXTUAL FACTORS
 Organizational culture, political environment, etc.

1/18/19

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Normalize

Visualize

Operationalize **Organize**

LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

Framework for Effective Practice

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Normalizing



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Key Concepts

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Diversity of people, perspectives

Inclusion: power, voice, organizational culture

Equity = results from policy, practice, position

RMI
Race Matters Institute
A program of Southern Cross

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EQUALITY

EQUITY

Equality

Equity

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Individual racism:

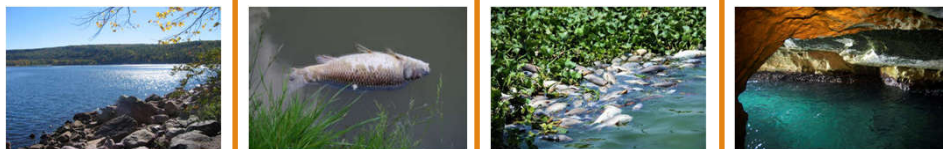
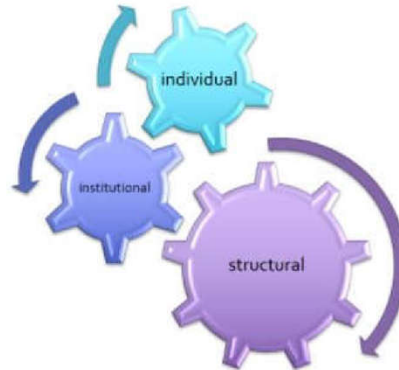
- Pre-judgment, bias, or discrimination by an individual based on race.

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.



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.

Structural Inequity

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

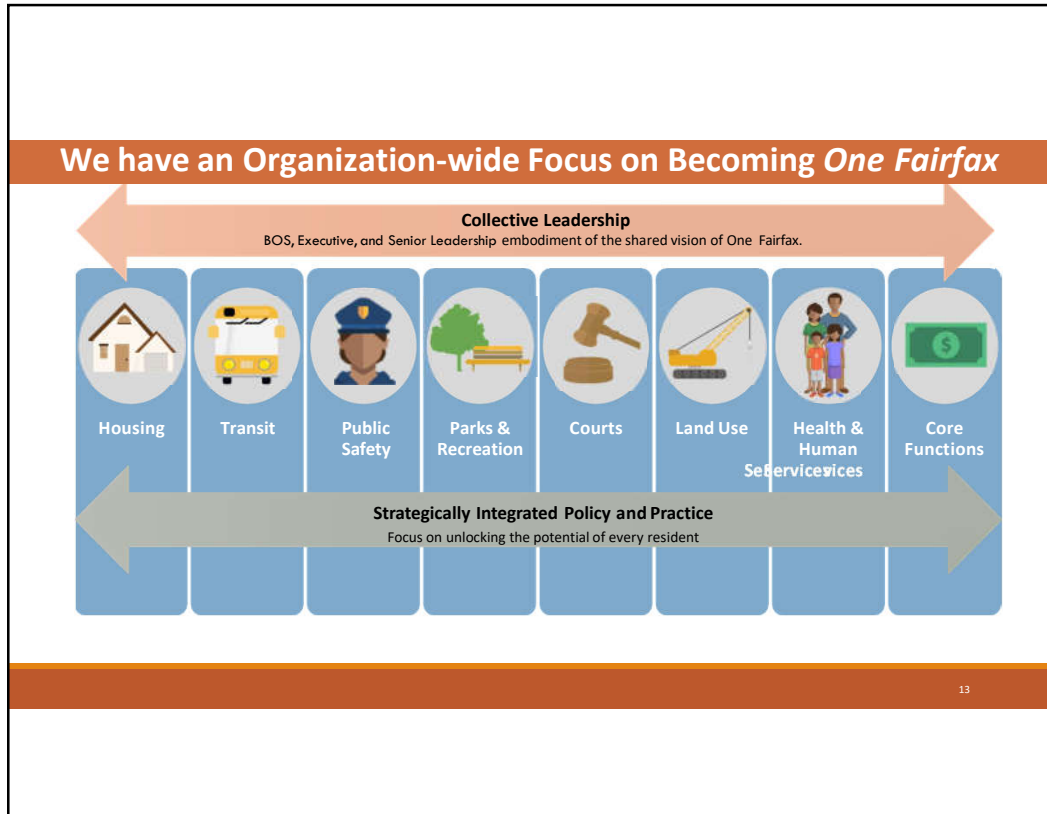
Opportunity Structure

vs.

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Organizing for

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We're building the infrastructure and capacity to consider equity

- ▣ **Equity Leads**
 - Provided with learning opportunities to build their foundational understanding of key concepts and are being guided and supported through the process of engaging their departmental leadership
 - Guiding leadership and teams through an Equity Impact Planning process to understand history and current context, consider opportunities for impact, determine desired results (in the community) and outcomes (within your organization), and define metrics.
- ▣ **Core Group**
 - Bring technical assistance and support to the work of departments (Training, Budget, Procurement, Data, GIS, etc.)
 - Facilitate incorporation of equity focus into key county processes and initiatives
- ▣ **Department Equity Action Plans** will be completed by end of calendar year and updated on a TBD schedule.

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And **engagement** is key to becoming *One Fairfax*

Community, 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



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Operationalizing 

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Put ing 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?



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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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