

**FAIRFAX COUNTY PLANNING COMMISSION
POLICY PLAN COMMITTEE
THURSDAY, NOVEMBER 16, 2023**

PRESENT: Phillip A. Niedzielski-Eichner, At-Large, Chairman
Timothy J. Sargeant, Commissioner At-Large, Vice Chairman
Mary D. Cortina, Braddock District
John C. Ulfelder, Dranesville District
John A. Carter, Hunter Mill District
Daren Shumate, Mason District
Jeremy Hancock, Providence
Peter Murphy, Springfield District
Evelyn S. Spain, Sully District

ABSENT: Daniel G. Lagana, Franconia District
Candice Bennett, Commissioner At-Large
Walter C. Clarke, Mount Vernon District

OTHERS: Karla Bruce, Chief Equity Office, County Executive Office
Kelly Atkinson, Assistant Director, Planning Division (PD)
Department of Planning and Development (DPD)
Cris Caperton, Deputy Director, PD, DPD
Michelle Stahlhut, PD, DPD
Corinne Bebek, PD, DPD
Samantha Lawrence, Department of Clerk Services

ATTACHMENTS

- A. POLICY PLAN AMENDMENT – ELEMENTS AND ASSIGNMENTS PRESENTATION
- B. EQUITY AND THE POLICY PLAN PRESENTATION
- C. POLICY PLAN UPDATE AND EQUITY DISCUSSION

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Chairman Niedzielski-Eichner called the Policy Plan Committee meeting to order at 7:30 p.m. in Conference Room 11 of the Fairfax County Government Center, 12000 Government Center Parkway, Fairfax, Virginia 22035.

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Chairman Niedzielski-Eichner stated that the purpose of the meeting was to hear presentations from staff on Policy Plan updates and equity concerns, as applicable to the Policy Plan.

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MINUTES APPROVAL

Commissioner Sargeant MOVED APPROVAL OF THE MINUTES FOR THE JULY 13, 2023 POLICY PLAN COMMITTEE MEETING.

Commissioner Ulfelder seconded the motion, which was carried by a vote of 9-0.

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Corinne Bebek, Planning Division, Department of Planning and Development, introduced staff and gave a presentation on updates to the Policy Plan. A copy of the staff's presentation is in the date file.

Chairman Niedzielski-Eichner stated that he would be the point of contact as the Policy Plan process moved forward, should Committee members have any questions or concerns. Chairman Niedzielski-Eichner added that he would then seek resolutions from staff on issues regarding processes and policy plan organization and integration.

Ms. Bebek thanked the Committee members for their time and confirmed that revisions to the Policy Plan would be outlined under the November 2023 update. She added that staff worked internally to prepare the plan for further review in 2024.

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Michelle Stahlhut, Planning Department (PD), Department of Planning and Development (DPD), introduced staff and gave a presentation regarding Equity as it related to the Policy Plan. A copy of the staff's presentation is located in the date file.

There was a discussion between Ms. Stahlhut; Corinne Bebek, PD, DPD; Karla Bruce, Chief Equity Office, County Executive Office; and multiple Committee members regarding the following:

- Staff discussed the use of data-driven insights, data sources utilized, practices for tracking of data, and the long-term use of the data-driven results;
- Staff confirmed that publicly available data was the primary source of information;
- Staff confirmed that the Equity Data Manager, who was part of the One Fairfax staff, compiled the data driven results shown in the vulnerability index;
- Staff confirmed that a number of departments integrated their data with the vulnerability index;
- Staff confirmed that the Tysons Land Use and Development Data tracker was a model of reference when crafting the Policy Plan;
- Staff explained the purpose for implementing a land use language guide for the Policy Plan;
- Staff provided examples of language terms used in the Policy Plan and that a language (terminology) guide will be developed for the Policy Plan;

- The term “grandfathered” was identified in relation to terms used within a negative historical context;
- Staff discussed the Islands of Disadvantage report that was issued by the Northern Virginia Health Foundation, PolicyLink, and the Urban Institute;
- Staff confirmed that an updated copy of the Islands of Disadvantage report was released on November 16, 2023 and Jeffrey C. McKay, Chairman, Board of Supervisors, participated in the release of the report;
- Staff confirmed that the newly released data showed population shifts of how land use and housing was calculated;
- Staff agreed to provide the Committee with a copy of the November 16, 2023 Islands of Disadvantage report;
- Concerns regarding the displacement of some individuals in the Gum Springs community by implementing the Bus Rapid Transit public transportation system;
- Committee members voiced their appreciation for the reports and other resources section presented as part of the Equity and Policy Plan presentation;
- Staff confirmed that the reports and other resources section of the presentation were available on the County’s One Fairfax website;
- Staff agreed to provide the Committee with a list of all active links presented in the Equity and the Policy Plan presentation;
- A reference was made to the Northern Virginia Health Foundation Lost Opportunities report regarding the persistence of disadvantaged neighborhoods in Northern Virginia;
- A discussion on who benefited and who was burdened by past and current land use decisions;
- A discussion on land use inequities, impacts on communities, and ways to mitigate those impacts;
- Staff offered suggestions on the ways in which equity could be implemented as a living document in the Policy Plan;
- Concerns regarding future community engagement efforts and how the plan’s policies would be received by the community;
- Staff confirmed that a plan would be in place for public outreach efforts to the community on the Policy Plan;

- Staff confirmed that residential displacement, affordable housing for existing residents, and commercial displacement were part of the considerations under the plan;
- Staff clarified the differences between community engagement of the Policy Plan versus what was practiced under the One Fairfax policy; and
- Support for data that provided information on the benefits, opportunities, and performance of implementing equity in the Policy Plan.

There was a discussion between multiple Committee members regarding the distinction between the role and responsibilities of the Planning Commission, versus the staff’s position in relation to the current Policy Plan process. The Committee and staff also discussed ways to alert the Planning Commission on new policies implemented at the staff level.

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The meeting was adjourned at 9:28 p.m.
Phillip A. Niedzielski-Eichner, 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: Samantha Lawrence
Approved: February 15, 2024

Jacob Caporaletti, Clerk
Fairfax County Planning Commission

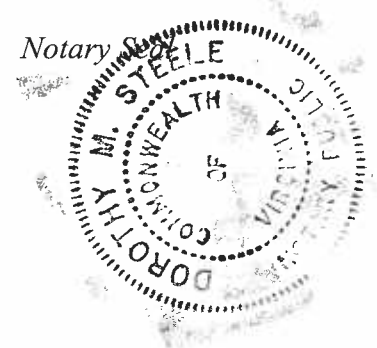
County of Fairfax
Commonwealth of Virginia

The foregoing instrument was acknowledged before me this 17 day of February 20 24 by

Signature of Notary

Notary registration number: 7114113

Commission expiration: January 31, 2028



Policy Plan Amendment – Elements and Assignments

Policy Plan Element	Staff Topic Lead(s)	PC Liaison (Principal)	PC Liaison (Secondary)	Anticipated Phasing*	Notes
Project Mgmt.	Corinne Bebek	Phil Niedzielski-Eichner	N/A	Phase I	
Preface	Salem Bush	Phil Niedzielski-Eichner	Tim Sargeant	Phase I	
Land Use	Michael Burton	John Ulfelder	Pete Murphy	Phase I	
Transportation	Bob Pikora and Michael Lynskey	Walter Clarke	Jeremy Hancock	Phase I	
Environment	Joe Gorney and Corinne Bebek	Mary Cortina	John Carter	Phase I	
Human Services	Zachary Larnard and William Nance	Candice Bennett	Jeremy Hancock	Phase I	
Parks & Recreation	Randall Farren and Ryan Stewart	Dan Lagana	Mary Cortina	Phase I	
Health (NEW)	Anna Ricklin and William Nance	Tim Sargeant	Daren Shumate	Phase I	New element authorized for consideration
Equity (NEW)	Michelle Stahlhut and Lia Niebauer	Evelyn Spain	Daren Shumate	Phase I	New element authorized for consideration



Policy Plan Update and Equity Discussion

Planning Commission Policy Plan Committee

November 16, 2023



PLANNING & DEVELOPMENT

Policy Plan Update

Background - Board Authorization



Streamline



**Align with
Strategic Plan
&
One Fairfax**



**Add New
Policies**

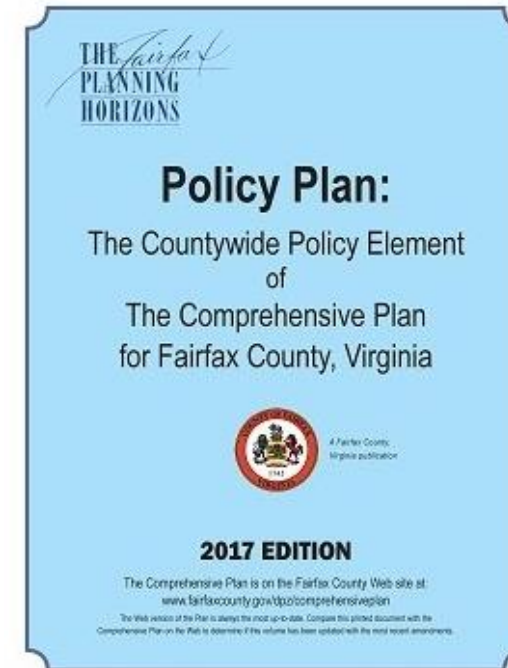


PLANNING & DEVELOPMENT

Policy Plan Update

Background - Phase 1 Topics

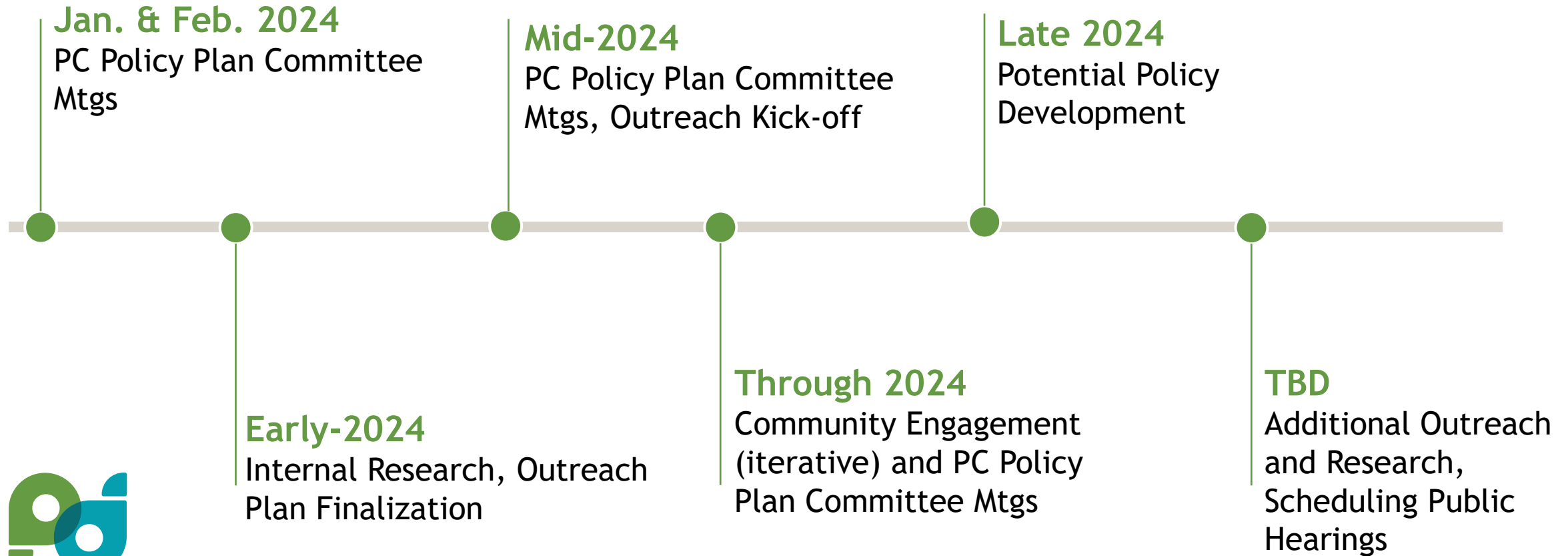
- Preface
- Land Use
- Transportation
- Environment
- ***Parks and Recreation***
- ***Human Services***
- New: Community Health, Equity
- Ongoing: Public Facilities, Housing



Policy Plan Update Timeline - 2023 (Phase 1)



Policy Plan Update Timeline - 2024 (Phase 1)



Policy Plan Update

Clarion Work Progress

2023

- Industrial Trends Research and Report
 - Anticipated Late-2023
- Office Trends Research and Report
 - Anticipated Late-2023

2024

- Retail Trends Research and Report
 - Anticipated Early-2024



Policy Plan Update

Crosswalk

- Crosswalk existing Policy Plan Elements with: Strategic Plan, One Fairfax, Communitywide Housing Strategic Plan, Economic Success Strategic Plan, Resilient Fairfax, CECAP, and other documents with an eye towards, “where is the Plan now and where does it want to go?”
 - For each policy/objective:
 - Recommend no change to policy/objective,
 - Update/Streamline policy/objective, or
 - Create a new policy/objective.
 - Identify:
 - Sections that are outdated, need revisions, or new text,
 - Updated/new maps that are needed,
 - Review appendices to identify criteria that may already be in the Zoning Ordinance



Policy Plan Update

2024 Policy Plan Committee Meetings

- January 25th
- February 15th
- March 7th (Tent.)

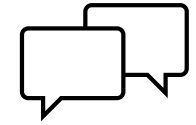
Anticipated Topics: Health, Strategic Planning, Clarion Work, Crosswalk, Outreach Plan



PLANNING & DEVELOPMENT

Policy Plan Update

PC/Staff Communication

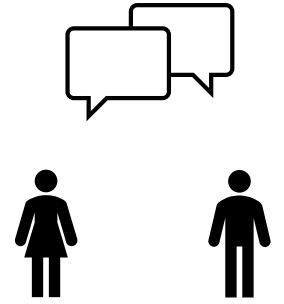


TOPIC	STAFF LEAD	PRINCIPAL LIAISON	SUPPORT LIAISON
PREFACE	Salem Bush	Phil Niedzielski-Eichner	Tim Sargeant
LAND USE	Michael Burton	John Ulfelder	Pete Murphy
TRANSPORTATION	Bob Pikora & Michael Lynskey	Walter Clarke	Jeremy Hancock
ENVIRONMENT	Joe Gorney & Corinne Bebek	Mary Cortina	John Carter
PARKS AND REC.	Randall Farren & Ryan Stewart	Daniel Lagana	Mary Cortina
HUMAN SERVICES	Zachary Larnard & William Nance	Candice Bennett	Jeremy Hancock
HEALTH	Anna Ricklin & William Nance	Tim Sargeant	Daren Shumate
EQUITY	Michelle Stahlhut & Lia Niebauer	Evelyn Spain	Daren Shumate

Policy Plan Update

PC Liaison Role

- Both PC Liaisons should partner in working with staff lead(s).
- Informal two-way communication, collaboration, and coordination with staff lead on topical area.
- Policy-level consultation between full Policy Plan Committee meetings.
- Careful to engage with best thinking and insight, but not presume speaking for Commission.
- Review draft materials and provide feedback at policy level.
- Support public engagement as may be needed or helpful.
- Consult with PC Chair, as may be needed; otherwise keep PC Chair informed of key issues.



QUESTIONS & DISCUSSION



Equity and the Policy Plan

11/16/23



PLANNING & DEVELOPMENT



AGENDA

Thursday, November 16, 2023

1. Background

2. Definitions

3. Past, Present

4. Future

5. Strategy Examples

6. Discussion

Planning & Development Staff

Michelle Stahlhut

Chris Caperton

Lia Niebauer

One Fairfax Office

Karla Bruce, Chief Equity Officer

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

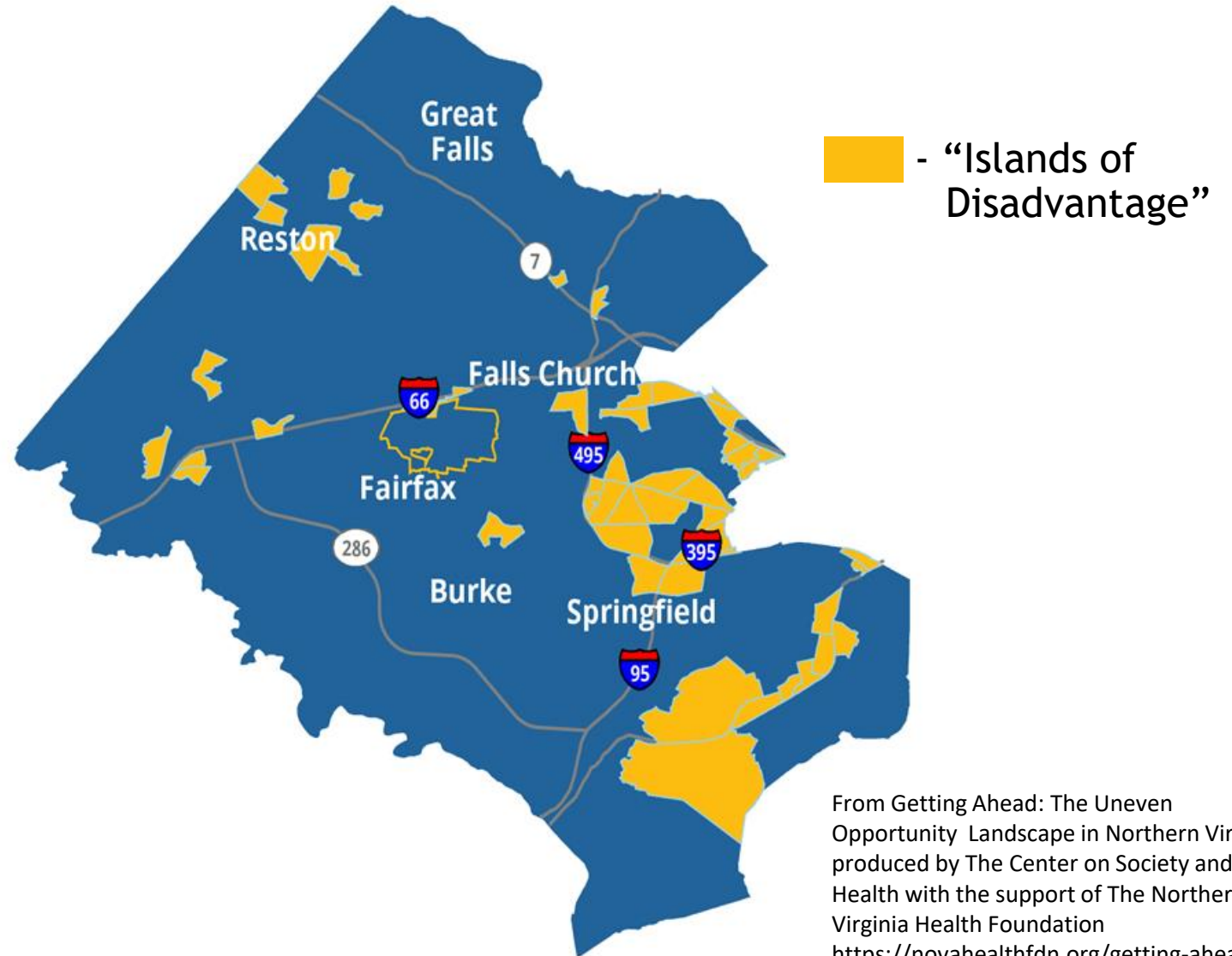


EQUITY

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.



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



<https://www.fairfaxcounty.gov/topics/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



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

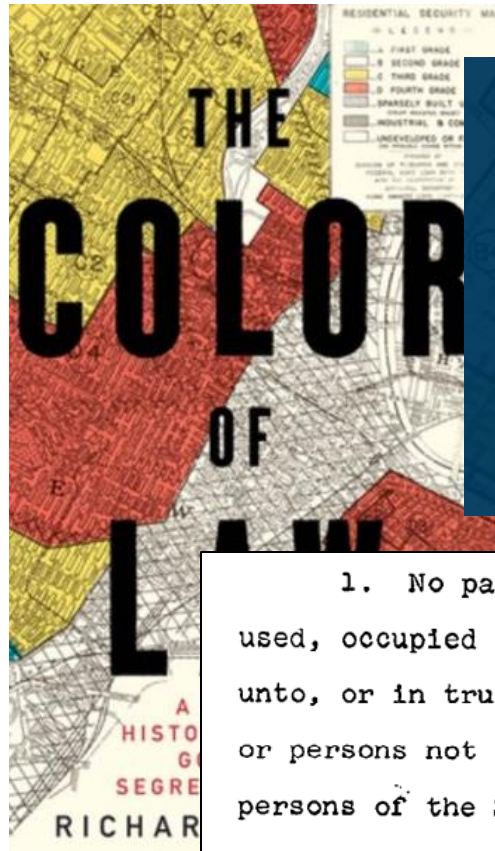


DATA INTEGRATION

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



Where We Have Been



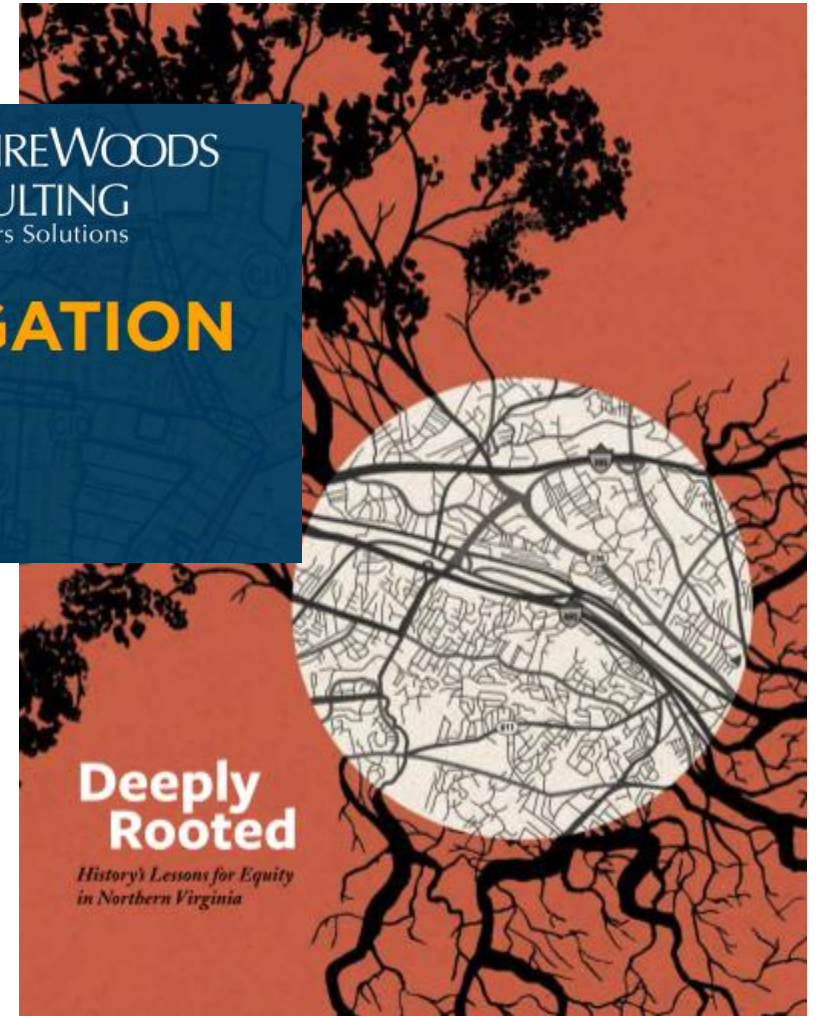
McGUIREWOODS

McGUIREWOODS
CONSULTING
Public Affairs Solutions

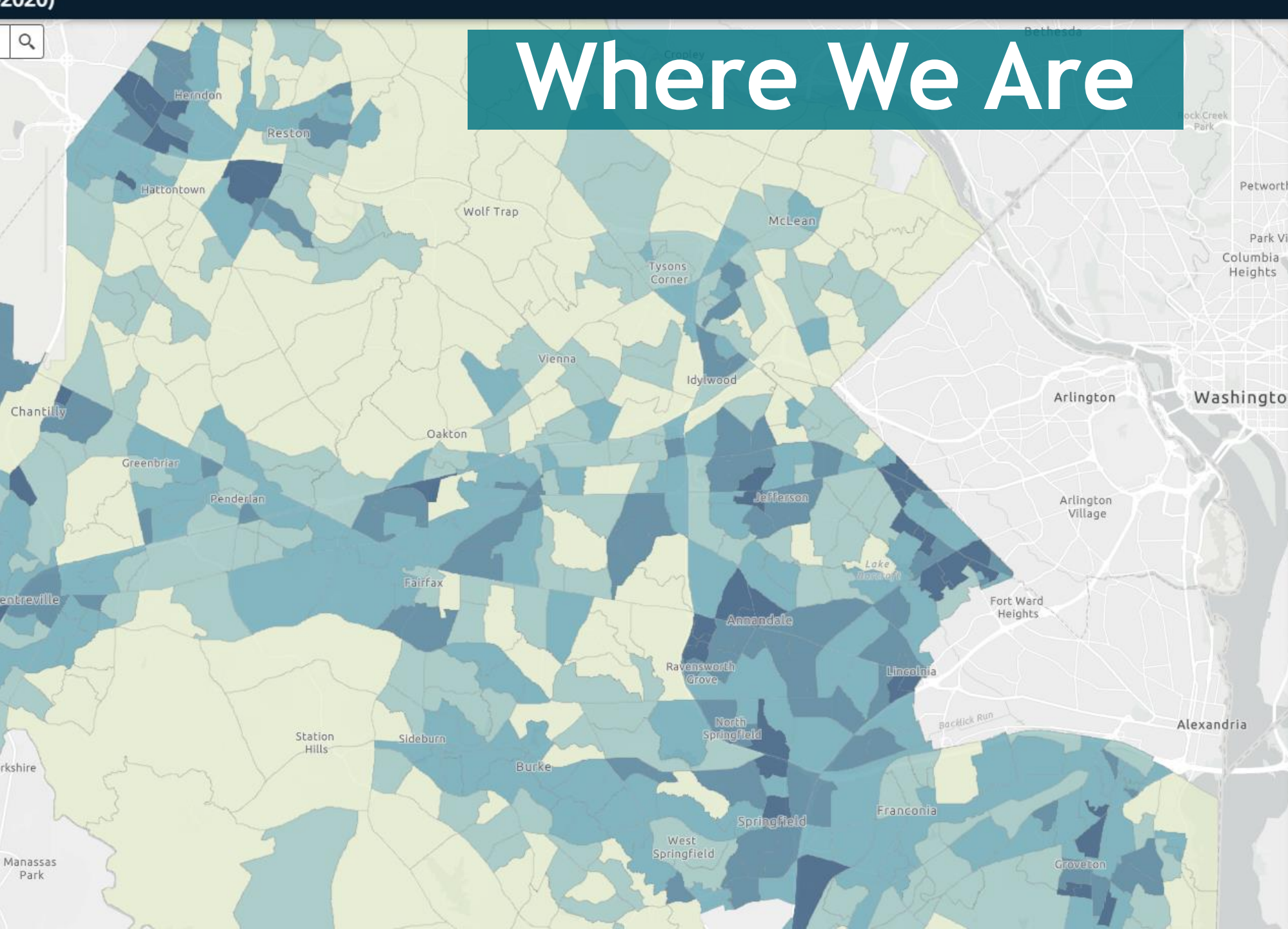
ZONING AND SEGREGATION IN VIRGINIA: PART 2

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.



Where We Are



About

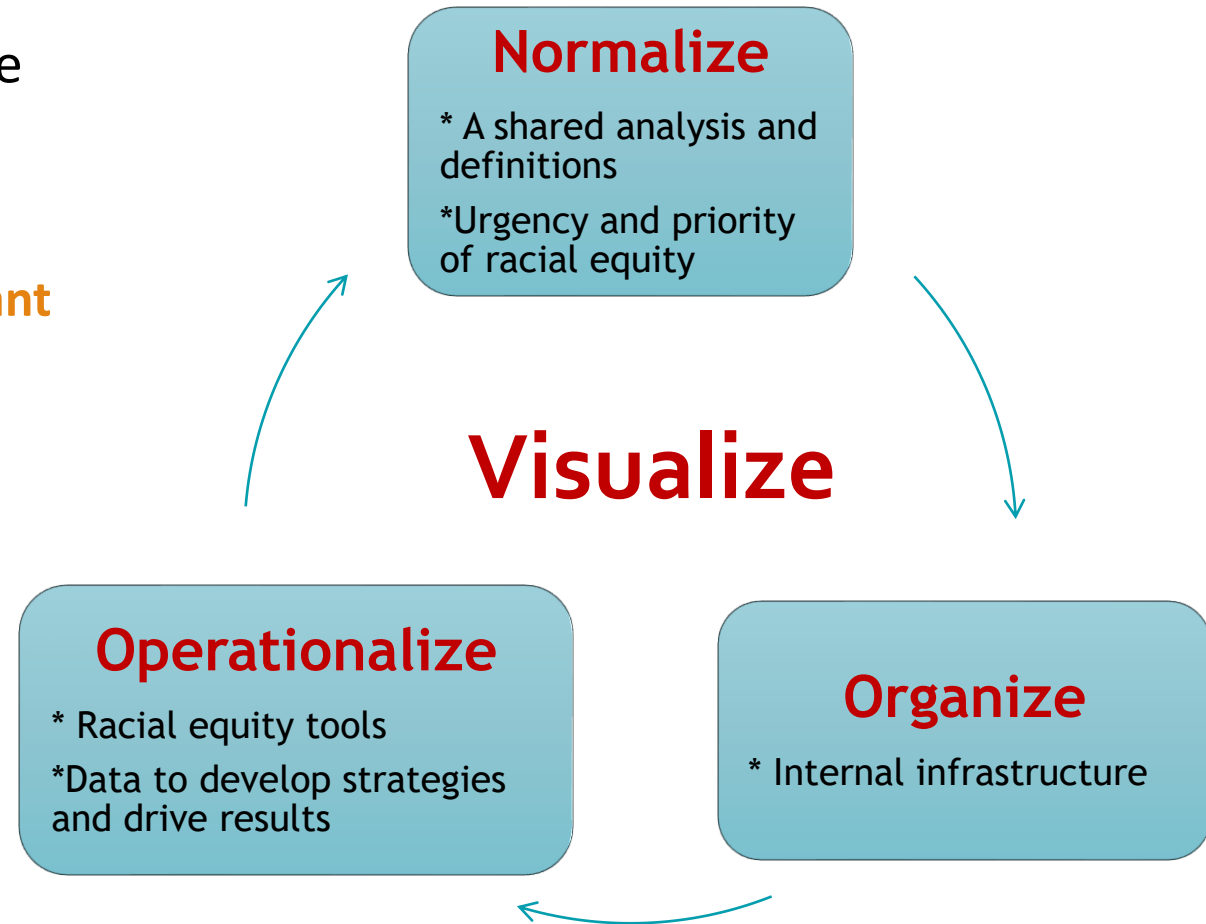
The data used to create the Vulnerability Index is described in the below table. To create a score for each indicator, the data was classified into 5 classes using natural breaks. A score of 1 - 5 was given to each census tract for each indicator, with 5 representing the most vulnerable. The index was 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**



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



Normalize & Operationalize

Operationalize

- *DPD Equity Impact Plan
- *Inclusive Community Engagement
- *Equity Impact Statements in Board items/staff reports
- *Vulnerability Index
- *Land Use language guide

Normalize

- *Staff education

VISUALIZE

Organize

- * Internal infrastructure



Where We Are Going



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

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





**Understand Vulnerability
& Opportunity**



**Target Interventions
to *Build* Opportunity**

Communities of Opportunity



**Target Interventions to
Connect to Opportunity**



**Encourage the
Development of an
Inclusive Economy**

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 \(historyfortomorrow.org\)](https://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 \(2016-2020\) \(arcgis.com\)](https://arcgis.com)

[The Chairman's Task Force on Equity and Opportunity | Board of Supervisors - Chairman \(fairfaxcounty.gov\)](https://www.fairfaxcounty.gov)

[Countywide Strategic Plan | Strategic Plan \(fairfaxcounty.gov\)](https://www.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>

Equity and the Policy Plan

Michelle Stahlhut

11/16/23



PLANNING & DEVELOPMENT

