

BECOMING **FAIRFAX**

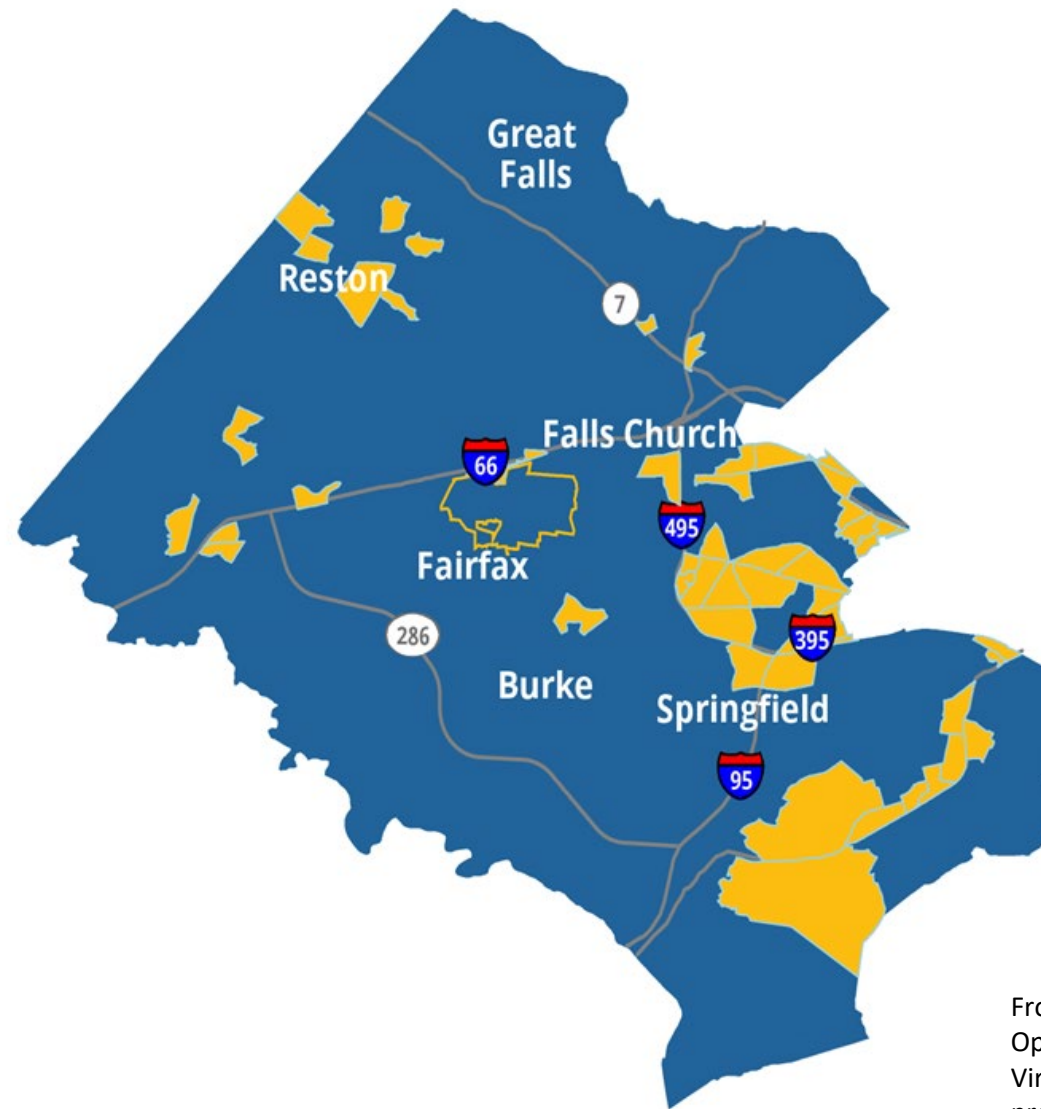
Presentation to the 2021 Fairfax County Redistricting Committee

Karla Bruce, Chief Equity Officer

July 27, 2021

There is an “uneven opportunity landscape” in Fairfax County

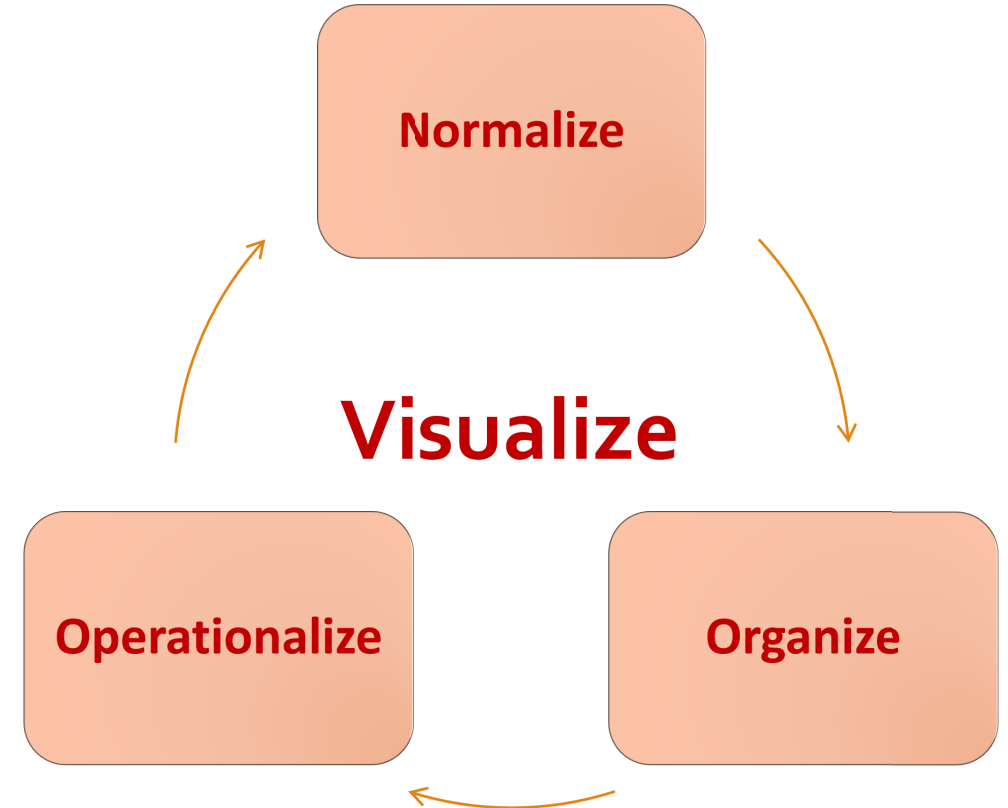
- Reports from the *Northern Virginia Health Foundation*, *PolicyLink*, and *Urban Institute* and our own analysis document **variances in opportunity and vulnerability** within Fairfax County and across the Northern Virginia and Metropolitan Washington regions.
- The most effective solutions must be **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**.



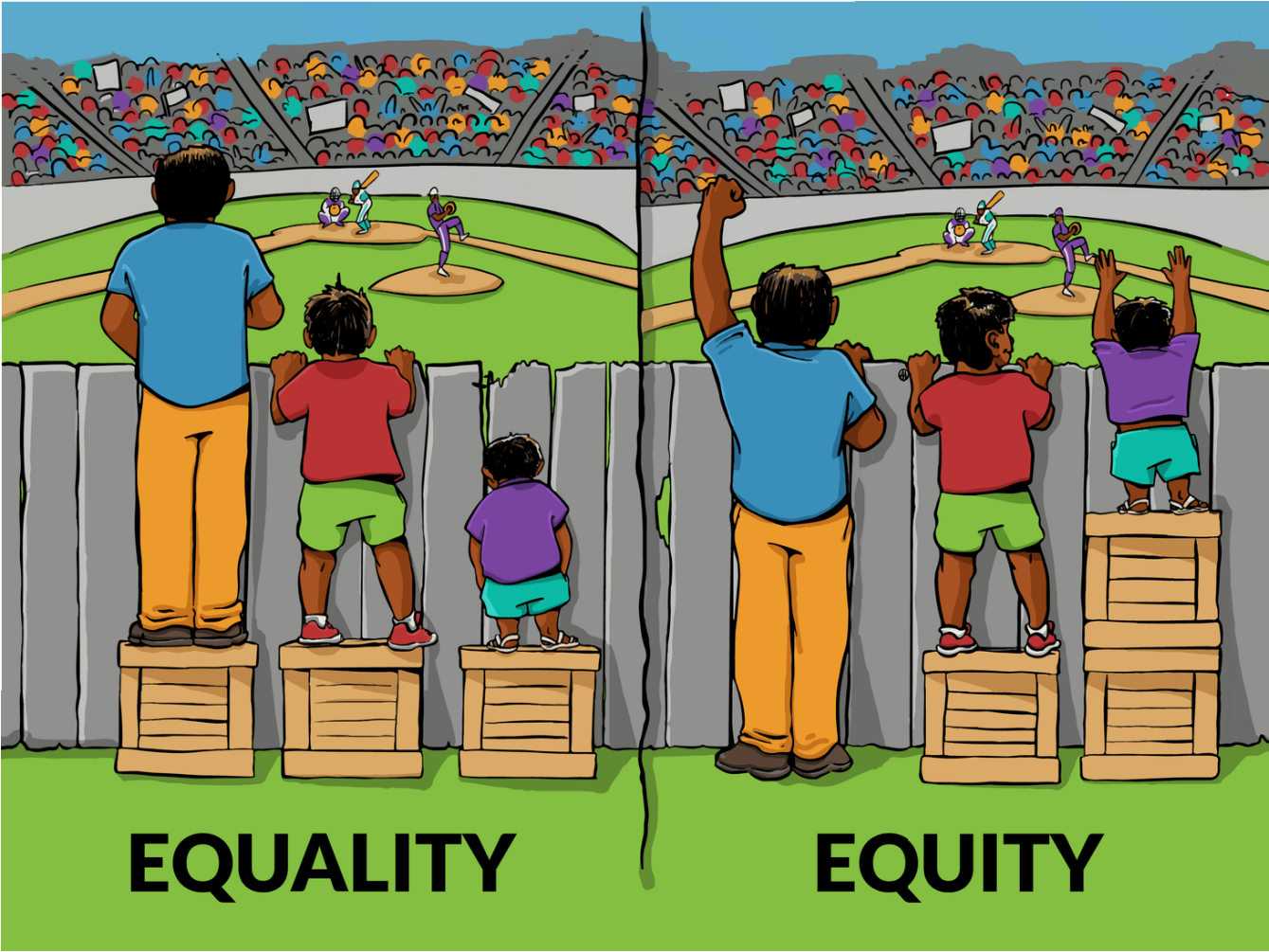
From *Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia*
produced by The Center on Society and Health with the support of The Northern Virginia Health Foundation
<https://novahealthfdn.org/getting-ahead-report/>

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**



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.

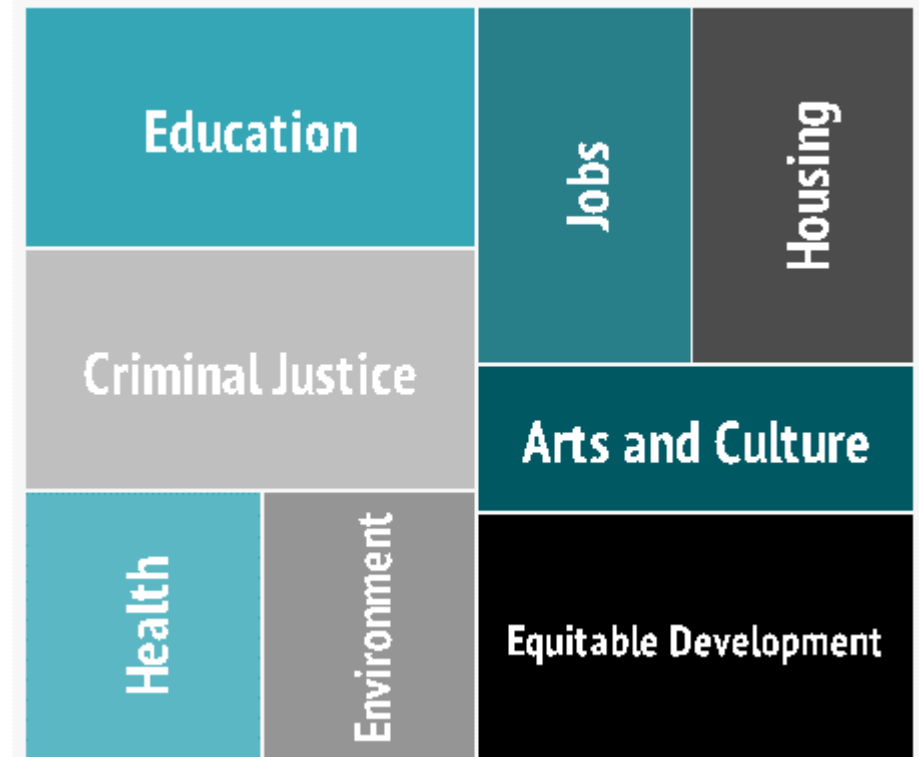
Racial Inequity in the U.S. (and Fairfax County)

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

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

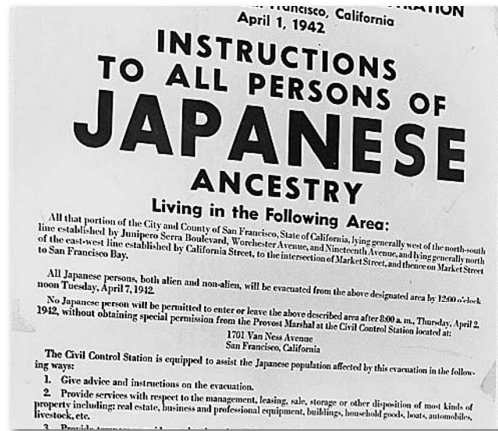
So, our focus is on Racial Equity...

- Improving **Outcomes**
- Closing **Racial Gaps**



History of Government and Race

Initially explicit



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.



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

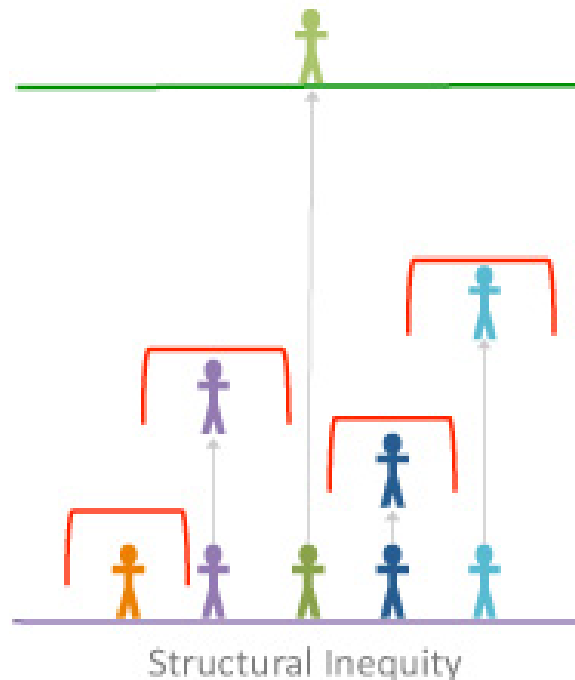
Promoting the success of ALL
Neighborhoods & ALL Populations
in Fairfax County

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

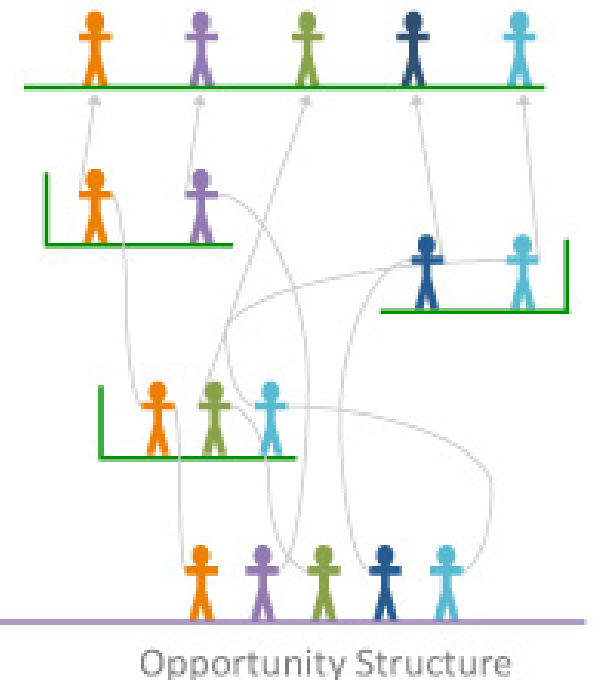
Universal Goal with Targeted Solutions

Structural Inequity produces consistently different outcomes for different communities.



vs.

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



Key Elements of a Communities of Opportunity



EDUCATION



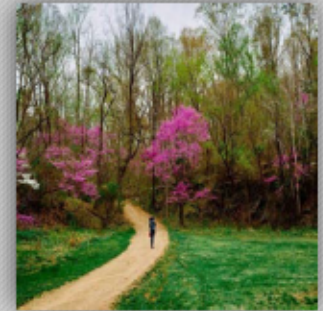
EMPLOYMENT



MOBILITY



FOOD



RECREATION/CULTURE



HOUSING



JUSTICE



HEALTHCARE



DIGITAL ACCESS



QUALITY CHILDCARE



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 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?



One Fairfax in Practice: Implications for the Redistricting Process

- **Ensuring the process is conducted equitably**
 - Composition of this group
 - Community awareness
 - Encouraging public participation in the process
 - Overcoming digital access barriers (ex: device access, broadband access)
- **Equity-informed decision-making**
 - Understanding current conditions in the county
 - Considering how we interpret the concept of “communities of interest”
 - Compliance with state and federal laws
- **Other thoughts?**



Reports and Other Resources

[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](#)

[Zoning and Segregation in Virginia: Part 1 \(mcguirewoods.com\)](#)

[GIS Demographics and Equity Resources \(fairfax.va.us\)](#)

[The Opportunity Index for Northern Virginia \(cfnova.org\)](#)

[Healthy Places Index: A New Resource for Measuring Opportunity in Northern Virginia](#)

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



Questions & Discussion
