

# **BECOMING** **FAIRFAX**

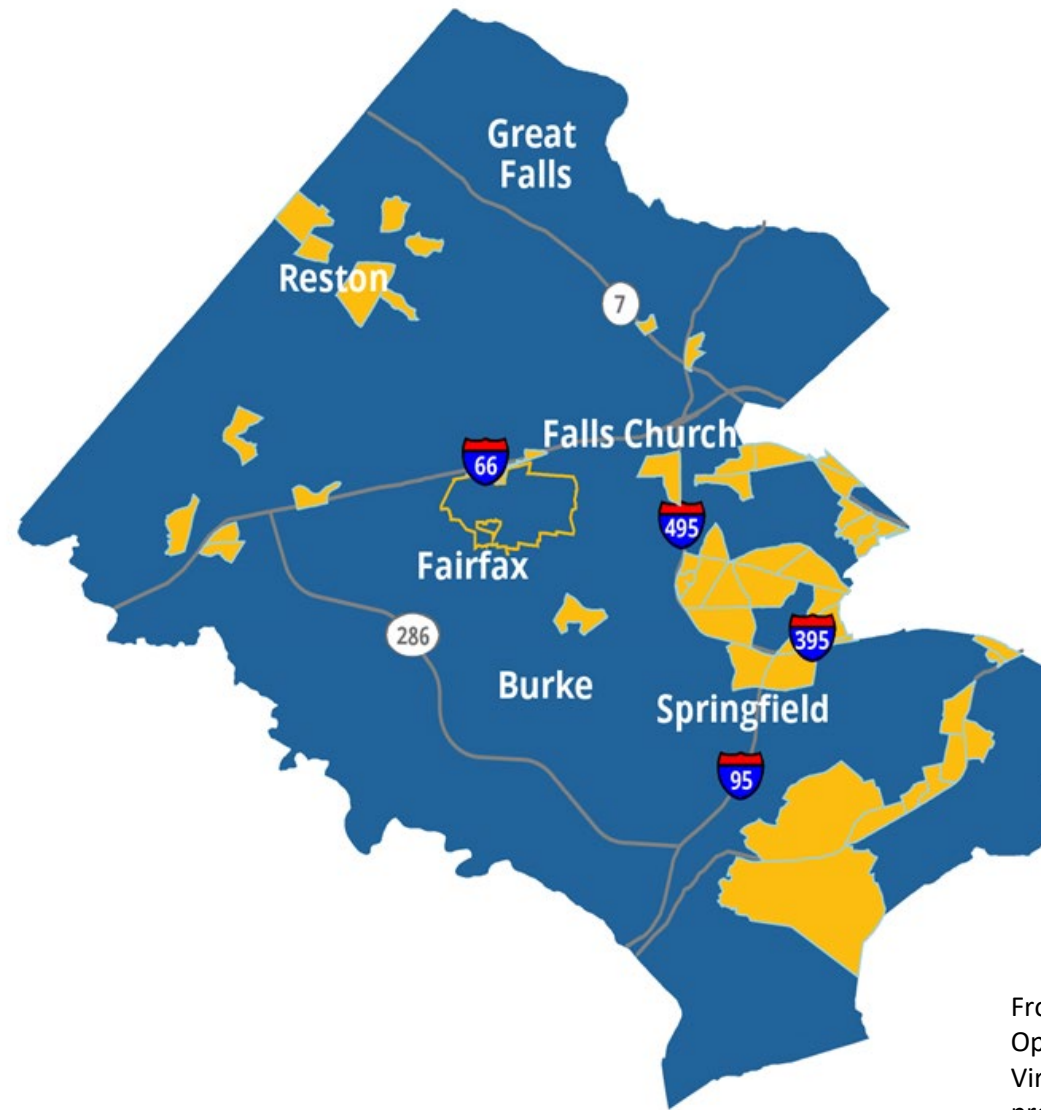
**Presentation to the 2021 Fairfax County Redistricting Committee– Part II**

**Karla Bruce, Chief Equity Officer**

January 11, 2022

# There is an “uneven opportunity landscape” in Fairfax County

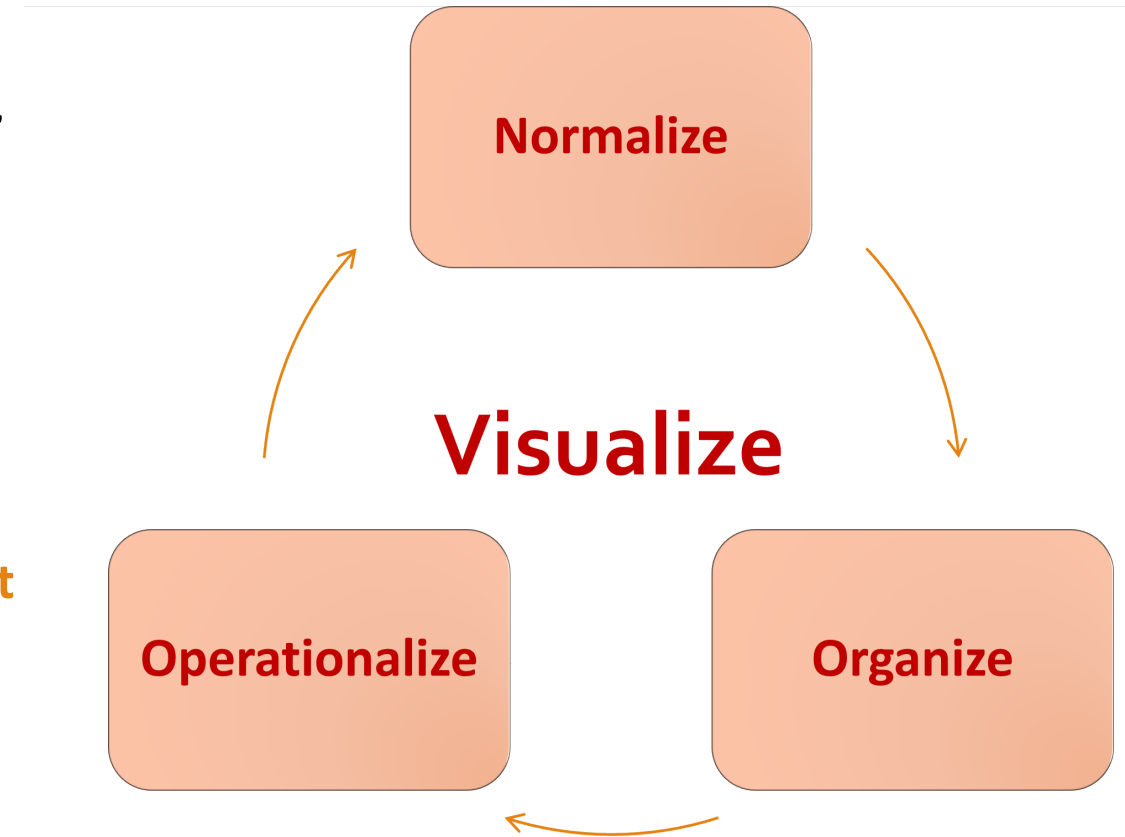
- Reports from the *Northern Virginia Health Foundation*, *PolicyLink*, and *Urban Institute* and our own analysis document **variances in opportunity and vulnerability** within Fairfax County and across the Northern Virginia and Metropolitan Washington regions.
- The most effective solutions must be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

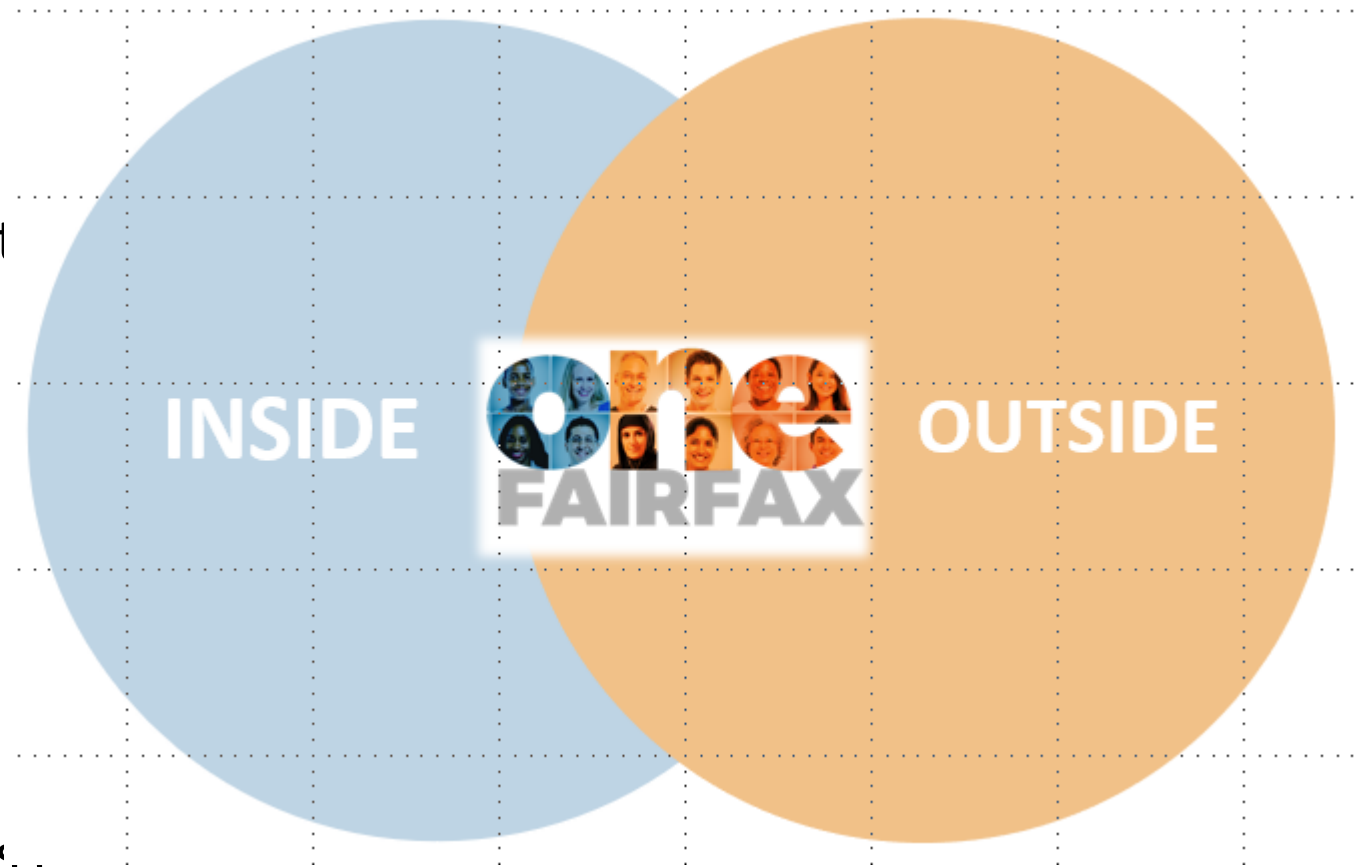
- One Fairfax is a Racial and Social Equity Resolution and Policy committing the county and FCPS to intentionally consider equity when making policies, planning and delivering programs and services
- It's a way to think about and approach the governance and management of the county and involves:
  -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



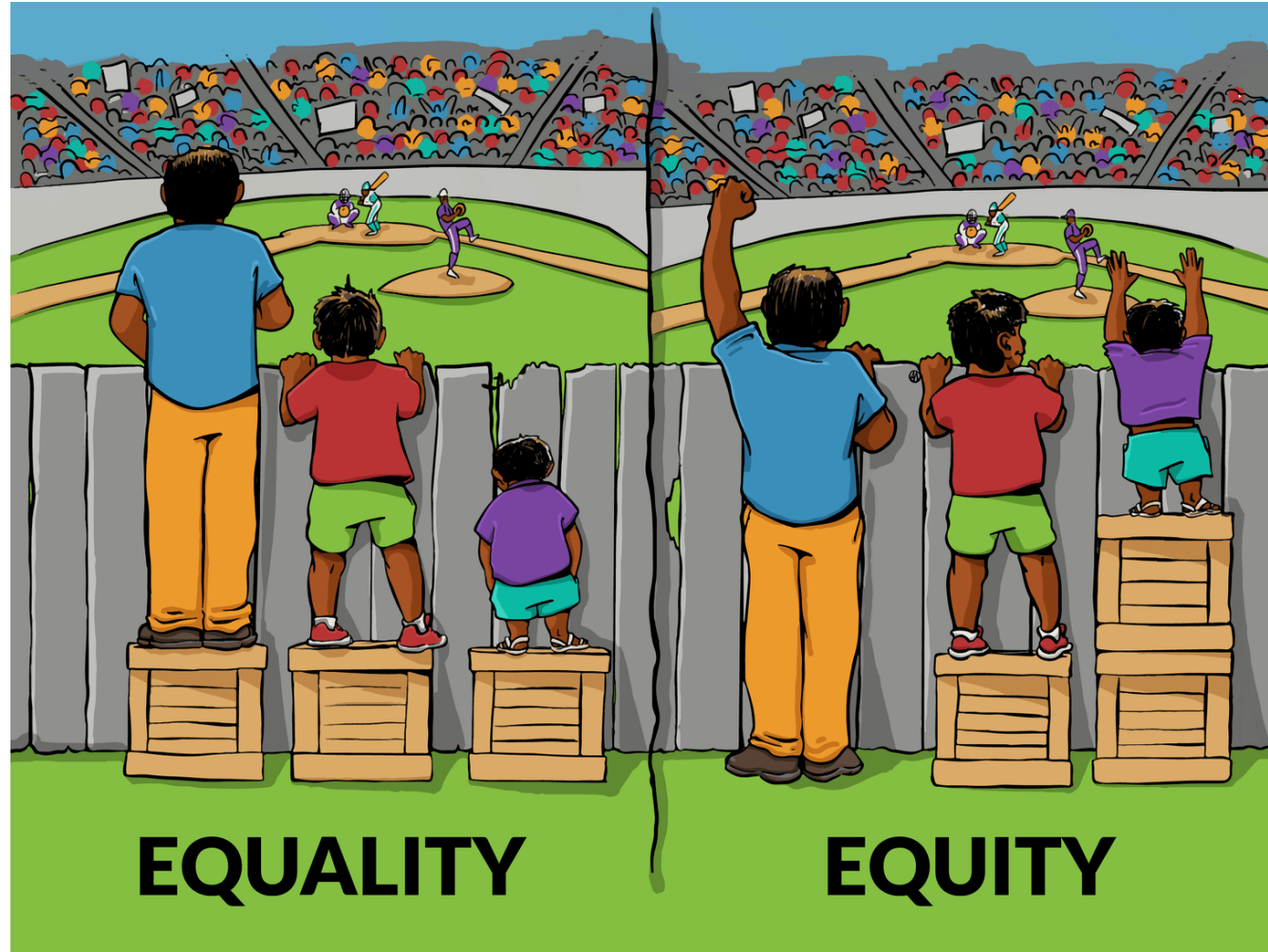
# An Inside/Outside Strategy is Key

## Those outside of government:

- Articulate how the doors of opportunity have been opened or closed and provide a deeper understanding of the drivers and root of inequity
- Shape the shared community values and assumptions necessary for the whole community to embrace the strategic importance of achieving equity
- Co-create the solutions and cultivate the accountability to advance progress toward an equitable Fairfax County



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



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**EQUALITY**



**EQUITY**

Not the people's "lack" preventing them from participating in the soccer game, it's the unjust system and structure.

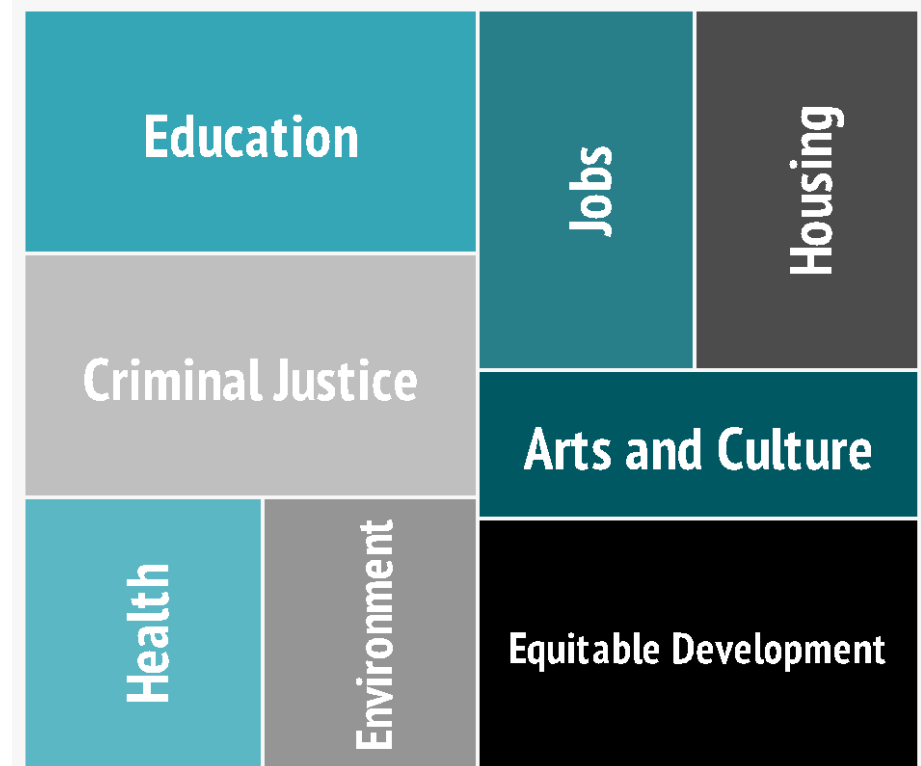
# Racial Inequity in the U.S. (and Fairfax County)

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

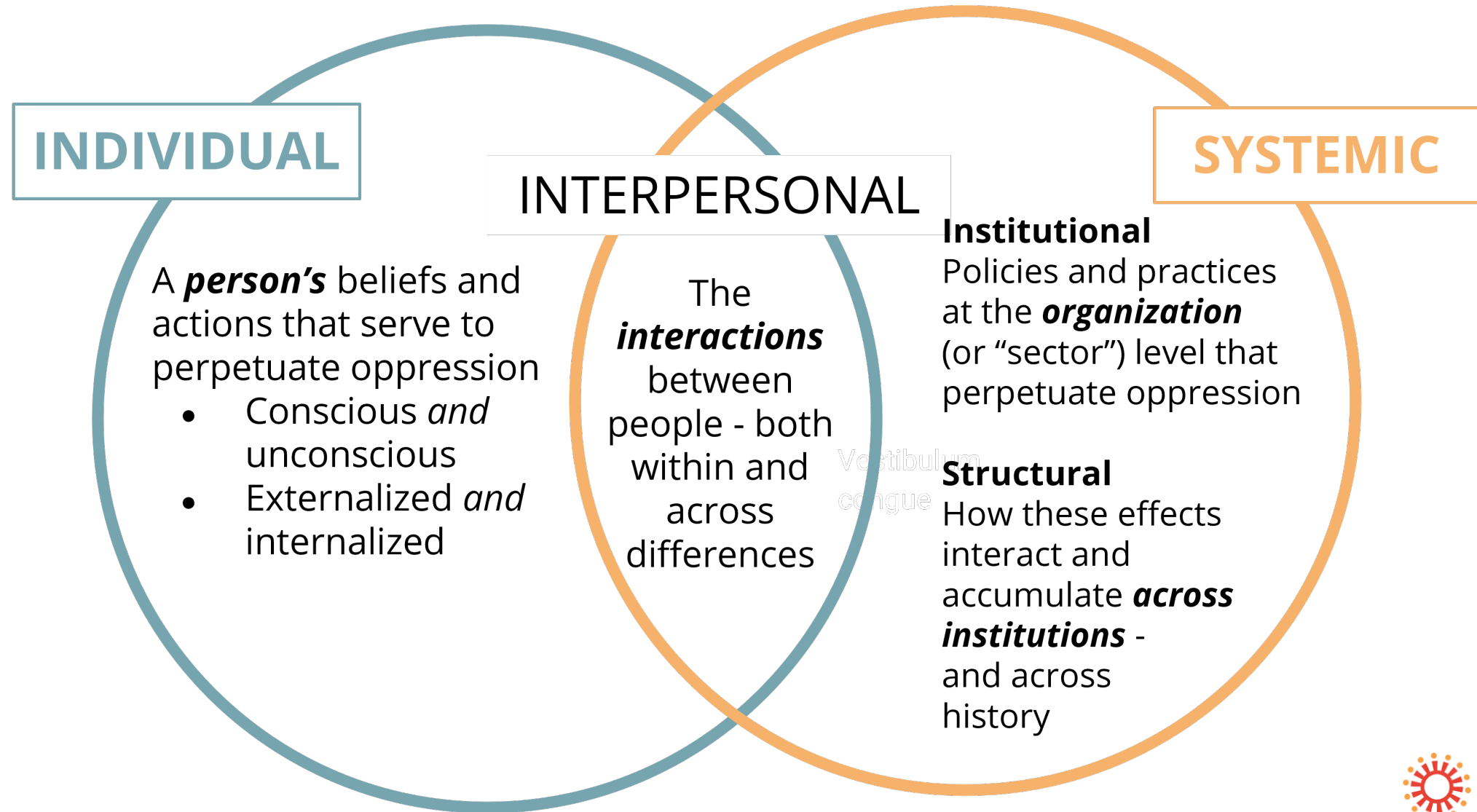
From infant mortality to life expectancy, race predicts how well you will do...

So, our focus is on Racial Equity...

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



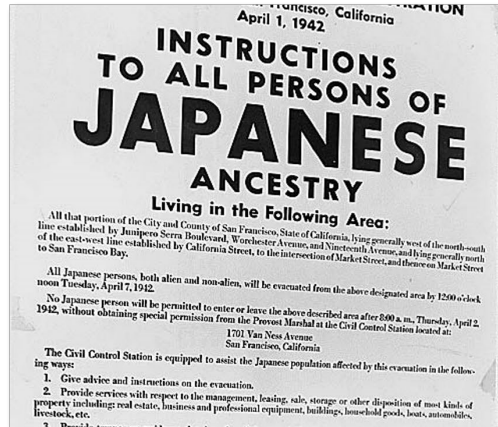
# Types of Racism





# 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”*

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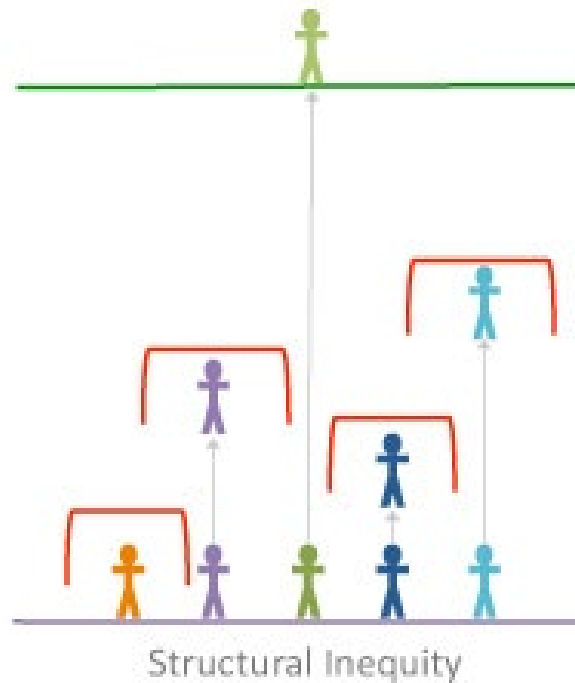
Promoting the success of ALL Neighborhoods & ALL Populations in Fairfax County

# 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

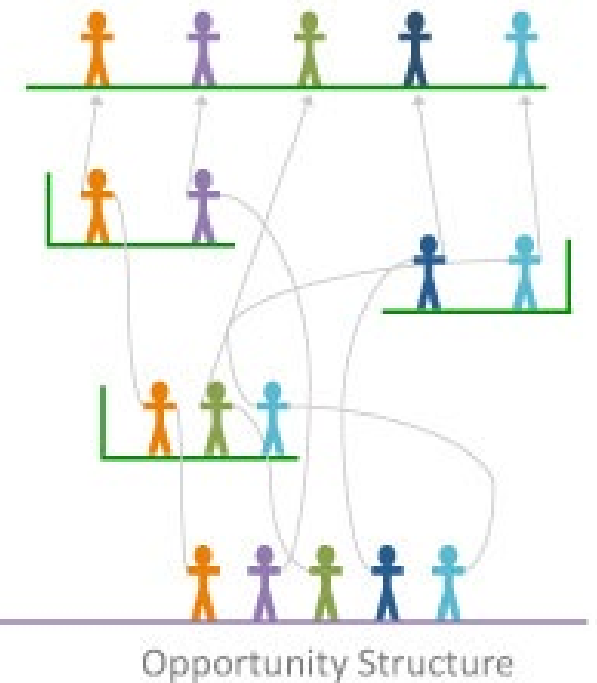
## Universal Goal with Targeted Solutions

*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 Community of Opportunity



**EDUCATION**



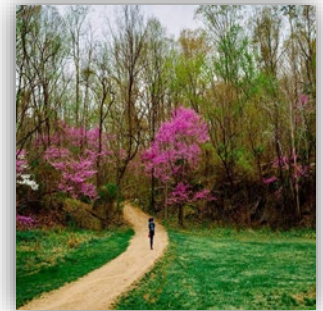
**ECONOMY**



**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 this Process

- **Ensuring the process is conducted equitably**
  - Composition of this group
  - Enabling inclusive public participation in the process by actively addressing access barriers (ex: device access, broadband access)
- **Equity-informed decision-making**
  - Consideration of historical context
  - Consideration of current conditions and context
  - Consideration of societal values past and present
  - Consideration of impacts – Who is impacted and how?
  - *Other factors to consider?*



# Reports and Other Resources

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[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](#)

[Racial Inequities in Fairfax County 2011-2015](#)

[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

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