

ALIGNMENT WITH ONE FAIRFAX

Equity Policy



While Fairfax County is a great place to live, work, play and learn, data continues to confirm that racial and social inequities remain, which result in significant disparities in community outcomes. To address these issues, Fairfax County has embraced a vision of One Fairfax: A declaration that all residents deserve an equitable opportunity to succeed, regardless of their race, color, sex, nationality, sexual orientation, religion, disability, income or where they live. In support of this vision, the county is committed to considering equity in everything we do, to comprehensively and systemically identify and address barriers to opportunity and to intentionally and strategically direct resources to fill the gaps.

As our county responds to COVID-19 and continues our journey to recovery, we are facing the convergence of multiple overlapping crises, in public health, the economy and education. In addition, national and local issues involving law enforcement require us to confront the realities of systemic racism and unequal administration of justice. For the successful future of our community, it is critically important to address the issues that limit opportunity for many of the people and businesses that call Fairfax County home.

The inclusive community outreach, data-driven research, and root-cause analysis used to develop the Countywide Strategic Plan highlight the complex and interconnected web of systems that can support or constrain access to opportunity, including the areas of housing, health, education, transportation and employment. As we plan for the future success of Fairfax County, we must continue to use data to prioritize building the productive capabilities of all neighborhoods and residents, by improving their connections to county assets and resources and maximizing their contribution to the continued economic and social vitality of Fairfax County.



Creating Communities of Opportunity

As the Countywide Strategic Plan is implemented, we will focus on transforming islands of disadvantage – areas where residents face economic, educational, health, housing and other challenges – into communities of opportunity by:

Understanding Opportunity and Vulnerability

Using data and analytical tools to better understand the dynamics of opportunity and vulnerability within Fairfax County.

Targeting Interventions to Build Opportunity

Promoting the development of targeted, strategic interventions in low-opportunity areas to build and reinforce critical support structures for residents and businesses.

Targeting Interventions to Connect to Opportunity

Intentionally connecting low-income and other marginalized residents to existing opportunities.

Encouraging the Development of an Inclusive Economy

Building on Fairfax County's strong economy through expanding opportunity for broadly shared prosperity, with a focus on people who face the greatest barriers to advancing their own success.