

McLean Community Center CY 2022 Equity Impact Plan



Leadership Sponsor: Daniel Singh, Executive Director

Equity Lead(s): Anne McAfee, HR Manager

Departmental Equity Guiding Statement: The McLean Community Center promotes racial and social equity as well as diversity throughout its workforce and programs. The McLean Community Center is a place that is welcoming and inclusive for all residents of special Tax District Dranesville-1A.

Context: The McLean Community Center is fully funded by a special tax district that includes some of the wealthiest residents in Fairfax County. The MCC does not receive money from the County's General Fund. The Center's mission as stated in its Memorandum of Understanding with the County is to serve our tax district residents first and foremost. They receive discounts on Center classes, activities, rentals and theatre performances. Non-residents are welcome to participate in all Center programs, rent the facility, attend performances, etc. however, they pay the full price. This does give the impression the Center is inequitable to non-residents of the special tax district. Assumptions made about our tax residents include, they all are wealthy, and few minorities reside in McLean. The 2020 census for the McLean Census Designated Place (almost identical to MCC's tax district) <https://www.census.gov/quickfacts/mcleancdpvirginia>, shows a population of 50,773. The racial make-up of residents is 71.1% White, 19.6% Asian, 4% Hispanic or Latino, 3.1% Two or More Races, 2.2% African American, 0.1% American Indian and Alaska Native, and 0.0% Native Hawaiian and Other Pacific Islander. There are neighborhoods where working middle class families reside who live paycheck to paycheck. Although the median income for residents is \$207,184 there is a poverty rate of 2.7%. Other census data from the McLean CDP shows: 20.7% of the population 65 years of age or older; home ownership is 86.7%; and the median value of a house is \$1,031,200. Further it shows residents are highly educated, 98% of residents 25 years and older have graduated high school, and 83.5% have a Bachelor's degree or higher. Based on the Center's distribution data, there are currently 19,331 households in the MCC special tax district. Sixty seven percent includes all of 22101 McLean zip codes – 12,957 households. The remaining thirty three percent of 6,374 households includes a majority from the McLean 22102 zip code with the balance including small Falls Church, Arlington, Great Falls and Vienna. McLean is a culturally and racially diverse community. Under ED Daniel Singh, as a means to remove barriers to access, MCC has offered to subsidize any program to any small district resident who requests financial support. Although the McLean Community Center has always be an open, welcoming and safe environment for the residents and the surrounding community, in 2021 the MCC made an official commitment to diversity, equity, inclusion and access with a board statement available here: This commitment will guide MCC contracting, staffing and programming. The MCC staff is diverse, of among the 24 full-time positions, 62.5% White, 25% African American, 8.33% Asian, and 4.17% Two or More Races. The staff makeup is more diverse than the makeup of McLean and this has created tensions. However, none of the staff can afford to live anywhere near McLean and the way they are treated by the community residents, sometimes does raise class and race issues. As recently as November 2021, a Black manager was harassed by white residents when he

was retrieving flags that were placed to commemorate Veteran's Day. The majority of the Old Firehouse Teen Center Staff are Black and this also creates a perceived tension because of the difference between the MCC and OFC staff makeup. Our PIO is the longest serving Black Senior Manager but is the only Senior Manager without a private office. Such oversights cause tension and conflict, and it has been a difficult transition for ED Daniel Singh to walk into an organization that is so volatile.

Recent incidents that emerged in the aftermath of the Pride month programming MCC offered such as a Drag Story Hour, and a song writing workshop focused on equity has highlighted the tensions in the community. ED Daniel Singh has been targeted and criticized by a few members of the community at board meetings and via emails. To counter the racist and homophobic fallout, the board has issued a statement outlining its commitment to Diversity, Equity, Inclusion, and Access.

Long-term Outcome(s):

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| <input checked="" type="checkbox"/> Cultural and Recreational Opportunities | <input type="checkbox"/> Health |
| <input type="checkbox"/> Economic Opportunity | <input type="checkbox"/> Housing and Neighborhood Livability |
| <input checked="" type="checkbox"/> Efficient and Effective Government | <input checked="" type="checkbox"/> Lifelong Education and Learning |
| <input type="checkbox"/> Empowerment and Support for Residents Facing Vulnerability | <input type="checkbox"/> Mobility and Transportation |
| <input checked="" type="checkbox"/> Environment | <input type="checkbox"/> Safety and Security |

System-Level Infrastructure: Many of the MCC's action items can be completed internally. The Center will work DHR to accomplish goals pertaining to hiring, recruitment, and updating PDs and the DPMM for contracting.

MCC has retained AMS consulting to support our Strategic Plan and they will be aligning that with One Fairfax, County Strategic Plan, and the CECAP Sustainability Plan.

Executive Director Daniel Singh is taking part in the GARE training and will be working with managers to consider DEIA in their programming immediately. Other immediate steps include internal policies requiring at least three interview panel members for all positions (merit and non-merit), interdepartmental conversations and programming around our heritage months, and partnerships with local PTSAs and organizations such as the Safe Community Coalition to address DEIA from educational, community, health, mental health, and wellbeing perspectives. However, hate speech has become strong as part of the MCC board's public comment portion of board meetings and we are concerned that this presents MCC as not welcoming to diverse communities and that minority and LGBTQ voices are not being heard as part of these public comments.

[MCLEAN COMMUNITY CENTER] CALENDAR YEAR 2022 EQUITY IMPACT PLAN

Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
1. Lifelong Learning	#3	1a. The MCC offers E-Learning opportunities for noncredit and certificate programs.	Patrons with transportation barriers and scheduling conflicts during the day. Open to residents of Special Tax District Dranesville 1-A and surrounding community.	Present - ongoing	Budgeted funds for advertising and social media promotion.	Program Department and PIO Office.	Track enrollment data and program(s) completion. Will give people who complete program(s) increased skill, job knowledge and opportunity. MCC's goal is to collect data and identify who the current participants are and address any gaps that emerge from this data analysis.
2. Programs and Services	#13	2a. Continue MCC fee waiver policy for Center activities included in its program catalog and website.	Lower-income residents of Special Tax District Dranesville 1-A.	Present - ongoing	Policy is printed in the MCC program guide and on its website. Financial resources needed will be minimal.	Program Department and PIO Office	Track number of requests. Goal is to increase opportunities for patrons with financial aid needs.
		2b. Assure continued full funding in support of free family and community events such as McLean Day, July 4 th , concerts in the park, etc.	Low-income residents of Special Tax District Dranesville 1-A. and surrounding community.	Present - ongoing	Budgeted funds and staff time to plan community events.	Program Staff	Track number of free programs and attendance data. This will allow more families to attend and enjoy MCC events.
		2c. Continue to offer courses, activities, and performances through an equity lens celebrating heritage months and significant cultural landmarks.	Minorities who reside in Special Tax District Dranesville 1-A. and surrounding community.	Present - ongoing	Budgeted funds and staff time to plan programs, classes activities, etc.	Program Staff	Track attendance data. Track number of programs that are culturally and racially diverse. Connect tracking to budget and demonstrate that

	<p>2d. The Alden's professional teen improv group, <i>(the) Unruly Theater Project</i>, performs free improv performances throughout the community and gives free improv workshops at local schools and for qualified nonprofit organizations and youth groups.</p>	<p>Youth and teens in Special Tax District Dranseville 1-A and surrounding community.</p>	<p>Present - ongoing</p>	<p>Budgeted funds for performers and staff time to plan and scheduled performances.</p>	<p>Performing Arts Department</p>	<p>our budget, strategy, and DEIA commitment align.</p> <p>Track number of performances and workshops, track number of requested engagements and track attendance data to demonstrate the impact of MCC's programming in neighboring schools and the community at large</p>
	<p>2e. Program staff will make an effort to use minority owned businesses for MCC events, programs, services and performances.</p>	<p>Local and regional minority businesses.</p>	<p>Present - ongoing</p>	<p>Funds to support the minority owned businesses for the various MCC programs</p>	<p>Program staff</p>	<p>Track number of businesses owned by minorities. Increase diversity in the businesses used.</p>
<p>3. Hiring and recruitment</p>	<p>3a. When applicable, advertise position vacancies as open to the general public in an effort to increase a diverse applicant pool. Increase advertising to include, Facebook, LinkedIn and Indeed. We are also posting job openings in groups such as the Arts Administrators of Color, AFTA Arts and Culture Leaders of Color Network (ACLCN), and other such groups to diversify our candidate pools.</p>	<p>Internal and external minority job applicants</p>	<p>Present - ongoing</p>	<p>Staff time to review increased number of applications.</p>	<p>MCC HR and Hiring Managers</p>	<p>Track the increase in diverse applicants. Track increase in staff diversity.</p>

	3b. Review position descriptions and remove unnecessary requirements that potentially block qualified applicants based on race, physical impairments, age and gender.	Internal and external job applicants of race, age, gender and physical ability.	Present - ongoing as positions become vacant	Staff time to review and make changes to current PD, DHR will then have to review and approve all changes.	MCC HR and Hiring Managers	Track the number of PDs updated to allow for an increase in diverse qualified applicants. Number of job descriptions reviewed/percent of all job descriptions will be the metric.
	3c. Whenever possible, interview panels will be comprised of a segment of MCC staff that represents its diverse workforce.	Internal and external minority job applicants	Present - ongoing as positions become vacant	Staff time to be available for multiple interviews for vacant positions.	MCC HR and Hiring Managers	Track members of the interview panels to ensure diversity.
4. Staff Training	4a. All staff and new hires will be required to complete training to understand social and racial equity and explicit and implicit bias. Planned trainings for staff will be "Race - The Power of Illusion" and "Advancing Racial Equity - The Role of Government" We are exploring trainings with People's Institute for Survival and Beyond - Undoing racism training and working to include this in our budget in FY24 budget.	All MCC staff	January 2021 - ongoing	Staff time to complete trainings	MCC HR Manager	Track completion data. Increases staff awareness and understanding of equity and bias.

Director's Signature: 