
CALENDAR YEAR 2022 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Reston Community Center

Equity Lead(s): BeBe Nguyen

Date: 3/30/23

EQUITY IMPACT PLAN REPORT

Review your department's Equity Impact Plan for CY 2022 at [Equity Impact Plans | Topics \(fairfaxcounty.gov\)](#). Using that plan, add each goal below and describe: 1) what was done to make progress toward the goal, 2) with whom (partners), and 3) how work toward this goal was measured/evaluated and the results. If you have data for the performance measures in your CY 2022 Equity Impact Plan, report them. Add more goals as needed.

Goal 1: Assess and expand programs and services based on community interest.

Goal 1 Progress:

- Diva Central Dress donations were redistributed through an impromptu formalwear giveaway event at South Lakes High School that was coordinated with student leadership, teachers and RCC's Equity Partnerships Director – it served 60 students.
- A Dogwood Elementary School arts partnership involving RCC, RA, Public Art Reston, NCS and the school brought professional artist Hamilton Glass to work with the students to execute a new mural public art project at the Dogwood Elementary School (a Title One school) Park and Ride drop-off wall.
- A new partnership with Fairfax County NAACP was established to foster broader awareness of RCC programs, offerings, Fee Waiver support, and possible other partner relationship outcomes.
- A women-only swimming session on the first Saturday of each month was established and is held from 6:30 p.m. to 8:30 p.m. The 2022 attendance for these ranged between six and 12 participants, but that number will grow.
- RCC and Cornerstones collaborated with Reston National Golf Club to offer paid apprenticeships to teens living in the Opportunity Neighborhood Reston locations; a total of seven teens participated in winter/spring 2022.
- Dr. Ibram X. Kendi was presented in the CenterStage to an appreciative and influential audience. Other significant artists from BIPOC and people with disabilities communities who were presented in 2022 included: Baratunde Thurston, Keith Hamilton Cobb, Art Spiegelman, Anita Hollander, 123 Andres, The Kinsey Sicks, Josh Blue, Youn Sun Nah and Lulu Fall.
- The Reston Multicultural Festival was relocated to Reston Town Center – it presented seven National Heritage Fellows.

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- Opportunity Neighborhoods-based Fun Around Town and Summer Family Crafternoon programs continued to grow attendance.
- RCC Rides provided 387 rides; this was accomplished using seven new volunteers and served 45 new riders.
- AARP Tax-Aide prepared 566 tax returns for low-to-middle income earners and older adults.
- Purchased and piloting use of OWL technology to expand access to Lifelong Learning Current Issues Discussion group members.
- Osher Lifelong Learning Institute programs adapted to provide for hybrid, virtual and in-person learning experiences.

Goal 2: Increase regional recognition of RCC's equity programs throughout the year.

Goal 2 Progress:

- For the exploration of the Boston Properties Block J (possible Arts Center) proffer, engagement experiences included explicit outreach to underserved neighborhood representatives from RCC's Opportunity Neighborhood partners, and alternate language and text options were available.
- Regular outreach events immediately prior to RCC enrollment periods were established by the Equity Partnerships, Media and Customer Relations teams.
- RCC's website and print products (flyers, program guides, forms) are continuously updated to assure they are free of biases (e.g., implicit racial, ability, gender and other forms) and to reflect RCC's inclusive culture. The communications efforts – whether in print, online, on social media platforms or via presentations to other organizations or audiences – stress the diversity of the community RCC serves, the intentionality of RCC's efforts to use an equity lens in designing its programs and services, and the opportunities available to engage with and enjoy offerings of RCC.
- RCC's new website will feature a translation tool to translate text to the most commonly used languages including Spanish, Arabic, Korean, Vietnamese, Chinese/Mandarin, Amharic, and Urdu.
- Fairfax County agencies are in process on evaluation of language resource tools and best practices to implement.
- RCC's Equity Matters brochure was designed and distributed at the outset of the fall season of program offerings to improve its impact and reach.

Goal 3: Increase staff knowledge about racial and social equity.

Goal 3 Progress:

- Annual accreditation and NRPA data reports were completed. NRPA encourages initiatives that increase social equity in state and local park and recreation agencies and their communities. As an accredited agency, RCC upholds racial and social equity as one of its core pillars in its 5-year strategic plan. RCC will be seeking reaccreditation status in 2025.

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- RCC's newly created Offsite and Collaboration department will focus on expanding the number of locations where RCC content can be delivered as well as continuing to grow the agency's equity-based partnerships and programs. A possible mobile solution for efficiently delivering programming will be explored.

Goal 4: Recruit and retain a diverse workforce.

Goal 4 Progress:

- RCC made eleven merit hires (employees who earn the full menu of benefits of county employment); five of the eleven were transfers or promotions of active RCC employees. A total of 110 hires, rehires, additional positions or transfers were processed. RCC managed four retirements of long-term merit employees.
- Several temporary positions were reclassified to benefits-eligible positions (employee can purchase health insurance) to accommodate increases in work hours for Aquatics and Performing Arts teams.
- Pay increases were implemented to assist with recruitment of lifeguards.
- Pandemic Appreciation Leave was provided to employees (merit only) who didn't use COVID-19 leave programs in 2020-21.
- A Paid Family Leave benefit was added by Fairfax County.
- Reclassifications of existing vacant positions were accomplished to establish the jobs of Director of Offsite and Collaboration, and Assistant Director of Aquatics Operations.
- A Pay Compression Study was completed to achieve greater pay equity among RCC positions; final compensation impacts will be released in January 2023.

Was other equity-related work completed in addition to the goals that you reported on above? If so, please describe.

- Elected board officers for RCC's Board of Governors continued for the second year to elevate the leadership and voices of Black board members. All four officers of the RCC Board of Governors are Black; two are men and two are women.
- RCC's Equity Lead/Ambassador participated on FCPA interview panels to provide a diverse perspective and experiences to the FCPA hiring process.