

Prevention/SCYPT Cross-System Initiative 2023 Equity Impact Plan



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Brief Description of the Initiative: The Neighborhood and Community Services Cross-Systems Prevention Coordination Unit (Prevention Unit) is responsible for guiding cross-sector and cross-system collective impact initiatives to address issues impacting and promote positive outcomes for children and youth. Among other things, the Prevention Unit coordinates the Successful Children and Youth Policy Team (SCYPT), a high-level policy guidance team whose role is to help coordinate youth-focused initiatives, ensuring they tie to strategic plans and other key efforts; coordinate planning and action among agencies and sectors; promote shared accountability for outcomes and processes; and champion systems, policy, and funding efforts. The team's stated mission is that the SCYPT "provides policy and resource guidance and champions the collective efforts of the Fairfax community to ensure all children, youth, and their families and communities have equitable access to quality services, supports, and opportunities to further their success and well-being." Key milestones to date relate to the implementation and funding of initiatives related to school readiness, behavioral health, and school attendance. The SCYPT also played a critical role in the development of the One Fairfax resolution and policy.

Context: Multiple outcomes related to children and youth, ranging from academic achievement to juvenile justice and child welfare system involvement to physical and behavioral health issues, are marked by significant racial and ethnic disparities. Despite significant attention, progress has been sporadic and isolated, where there has been progress at all, signaling a real need to focus on root causes as opposed to just outcomes and issues. In addition to race and ethnicity, there are common and important disparities affecting sexual minority youth, youth with disabilities, and recent immigrants, especially those with uncertain legal status and those reunifying with their families. Finding effective interventions is critical, as many are developed and tested with non-diverse populations or themselves present barriers to participation via stringent fidelity requirements, multiple sessions, or a lack of resources in languages other than English.

The NCS Prevention Manager position is currently vacant; once it is filled, there may be edits or adjustments to the plan.

Long-term Outcome(s):

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

Key Stakeholders:

Successful Children and Youth Policy Team: Includes representatives of Fairfax County Public Schools, Fairfax County Government, and multiple community-based sectors. Guides and champions key systemwide initiatives. Also includes related committees, teams, and initiatives such as the Equitable School Readiness Strategic Plan Implementation Planning Committee and the Healthy Minds Fairfax Collaborative.

Partners in Prevention Fund Advisory Team: Includes representatives of Fairfax County Health and Human Services agencies. Helps guide spending of funds to build community and County capacity to engage in prevention strategies; and to pilot new prevention programs and trainings; and to support countywide initiatives.

Trauma Informed Community Network: Supports the adoption of best practices in providing trauma-informed services across multiple settings and sectors.

Out of School Time Network: Supports the adoption of best practices in providing out of school time programming.

Opportunity Neighborhoods: Cross-sector place-based collective impact initiative, using systems change strategies to drive concentrated efforts in identified communities.

Fairfax County Health and Human Services agencies

Fairfax County Public Schools

Fairfax Prevention Coalition

Fairfax County Opioid and Substance Use Task Force

Partnership for a Healthier Fairfax

PREVENTION/SCYPT CROSS-SYSTEM INITIATIVE 2023 EQUITY IMPACT PLAN

Goals	One Fairfax Area of Focus	Actions	Performance Measures
1. Guide and support the implementation of the Equitable School Readiness Strategic Plan and the recommendations of the School Readiness Resources Panel to promote improved access to quality early childhood experiences.	4 (also 2, 5, 8, 10)	1a. Through the SCYPT, provide feedback and guidance to the strategic plan implementation team on building public awareness and support for recommendations of the School Readiness Resources Panel.	# of SCYPT-endorsed recommendations # of recommendations in implementation phase # of recommendations implemented
		1b. Through the SCYPT, prioritize and champion activities that expand access to quality early childhood services.	
		1c. Through the SCYPT, prioritize and champion activities that improve the quality of early childhood services.	
		1d. Through the SCYPT, review all recommendations and requests through the equity lens established for use within early childhood planning, and that they incorporate recommendations from the Chairman’s Task Force on Equity and Opportunity.	
2. Guide and support the implementation of a new comprehensive children’s behavioral health plan to promote improved access to quality behavioral health services and supports.	10 (also 4, 5)	2a. Through the SCYPT, prioritize and champion activities that expand access to behavioral health services, as identified in the children’s behavioral health plan.	# of SCYPT-endorsed recommendations # of recommendations in implementation phase # of recommendations implemented
		2b. Through the SCYPT, prioritize and champion activities that improve the quality of behavioral health services, as identified in the children’s behavioral health plan.	
		2c. Through the SCYPT, review all recommendations and requests through based on the extent to which they address root causes and issues of equity and disproportionality.	
3. Guide and support the implementation of a new comprehensive plan to promote	3 (also 1, 5, 8, 10)	3a. Through the SCYPT, provide feedback and guidance to the planning team on developing the new recommendations to address career readiness for Opportunity Youth.	# of SCYPT-endorsed recommendations # of recommendations in implementation phase # of recommendations implemented
		3b. Through the SCYPT prioritize and champion activities that will support career-ready youth.	

<p>workforce readiness and career development, with an emphasis on serving Opportunity Youth and addressing root causes leading to youth not being employed or in school.</p>		<p>3c. Through the SCYPT, review all recommendations and requests through based on the extent to which they address root causes and issues of equity and disproportionality and that they incorporate recommendations from the Chairman’s Task Force on Equity and Opportunity.</p>	
<p>4. Guide and support the participation of Fairfax County in the My Brother’s Keeper initiative to promote positive outcomes for boys and young men of color.</p>	<p>3, 4, 5, 6, 8, 10</p>	<p>4a. Through the SCYPT, provide feedback and guidance to the planning team on community engagement and developing recommendations for My Brother’s Keeper.</p> <p>4b. Through the SCYPT, prioritize and champion activities that address areas of disproportionality and their root causes.</p> <p>4c. Through the SCYPT, review all recommendations and requests through based on the extent to which they address root causes and issues of equity and disproportionality and that they incorporate recommendations from the Chairman’s Task Force on Equity and Opportunity.</p>	<p># of community participants in input sessions</p> <p># of SCYPT-endorsed recommendations</p> <p># of recommendations in implementation phase</p> <p># of recommendations implemented</p>
<p>5. Implement a county-wide framework for community schools that facilitates an expansion of community schools throughout Fairfax.</p>	<p>5 (also 3, 4, 8, 10)</p>	<p>5a. Through the SCYPT, provide feedback and guidance on the implementation of the community schools framework.</p> <p>5b. Through the SCYPT, provide feedback and guidance on opportunities to fund an expansion of community schools.</p>	<p>completed framework</p> <p>funding recommendations developed</p>
<p>6. Enhance the ability of the SCYPT to apply an equity lens to</p>	<p>10, 18 – building decision-maker capacity</p>	<p>6a. Implement trainings, presentations, and other activities into SCYPT meetings to increase member awareness of equity issues and to increase their understanding of the foundational principles of One Fairfax.</p>	<p>% of SCYPT recommendations that include an equity lens, component, or impact statement</p> <p># of trainings and presentations delivered to SCYPT on incorporating equity</p>

their decision-making and work.

3, 4, 5, 6, 8, 10

6b. Include more focused discussion of equity in regular presentations, to highlight disparities, root cause analyses, and systemic barriers that contribute to racial inequity.

6c. Provide SCYPT members with resources and tools to allow them to apply an equity lens when considering proposals and recommendations.