

# (Department Name) CY 2023 Equity Impact Plan



**Leadership Sponsor:** Leila Gordon, Executive Director

**Equity Lead(s):** BeBe Nguyen, Deputy Director

## **Departmental Equity Guiding Statement:**

Reston Community Center’s vision statement embraces the spirit of One Fairfax: *Reston Community Center enriches lives and builds community for all of Reston.* The agency advances the social justice goals of One Fairfax with intentional programming and content that creates serious, challenging – and ultimately celebratory – conversations about social justice, diverse ethnic and cultural perspectives, and inequity where it manifests in Reston neighborhoods. RCC promotes and embodies the core founding vision of Reston as an inclusive, healthy and productive community where everyone has the tools to reach their potential.

## **Context:**

The Reston community benefits from an “origin story” that expressly describes a commitment to inclusion. Particularly as it has been enshrined in the planning paradigm that Reston established, the ideal that all individuals should be treated with appreciation for their inherent dignity and value without regard to race, creed, religion or gender was core to Robert E. Simon Jr.’s seven principles that would guide the development of the community he was creating. In addition, Simon was committed to having the amenities of a fully mature community (parks, recreation facilities, arts and culture offerings and venues, and social services) available from the outset and not be delayed for population growth.

Reston is currently among the fastest growing communities in Fairfax County. At present its residential population is roughly 60,000 and it has a workforce population estimated to add another 40,000 people daily to its geography. The needs of the community are growing more complex with new development and growing stressors related to population growth, new development projects, transportation infrastructure challenges and the intensifying pressures all of this places on people. RCC offers the community a unifying institutional framework by which people from all the different neighborhoods, contexts and perspectives can come together to enjoy the arts, culture, fitness, wellness, enrichment and a host of other community building and lifestyle enhancing experiences.

Over the past several years, as RCC has grown with the community, we have expanded our programming and services to Reston venues outside our existing two facilities. RCC partners with some 40 other county and community-based entities to leverage our resources so we can reach as many people as possible. In addition, in our efforts to implement One Fairfax, we’ve become a critical component of county initiatives such as Opportunity Neighborhood (ON), the Hunters Woods Neighborhood Coalition, Reston Master Planning, and other Reston-specific aspects of undertakings like the County’s newly adopted Strategic Plan.

RCC programming's main objective is to provide enrichment and enjoyment to all who live and work in Reston – but beyond that, we are particularly interested in facilitating greater appreciation of our diversity. RCC is committed to realizing the vision of One Fairfax by creating space for conversations about social justice. In addition, we seek opportunities to learn from and about each other. These programs are particularly suited to bringing people together to forge new and positive connections to each other.

RCC embodies the principles delineated in the One Fairfax Policy by putting equity at the forefront of meeting community needs, and serves the people and neighborhoods of Reston through allocation of resources according to those needs with informed understanding of the community's diverse interests.

### **Long-term Outcome(s):**

17 Areas of Focus to Promote Equity as specified in:

[One Fairfax Policy \(fairfaxcounty.gov\)](https://www.fairfaxcounty.gov/one-fairfax-policy)

### **System-Level Infrastructure:**

**DHR:** Remove "check the box"; eliminate pay scales/rates below the real living wage; delete names/years from applications and the credentials on them; provide more options for saving money (aside from pension benefit); incorporate career ladder/advancement within the context of workforce planning discussions.

**DHR/NCS:** Improve access to childcare options throughout the variety of facilities in which county employees work and subsidize or utilize a sliding scale based on employee's salary.

**DMB/DHR:** Introduce paid learning opportunities; increase county support for certification of trade skills; increase the tuition assistance program and provide pay while staff attain minimum credentials.

**DPMM:** Provide more accessible contracting options to offset the negative impact of the boilerplate language used by County templates. Create "plain language" versions of the vendor agreements to support small women and minority-owned businesses.

## RESTON COMMUNITY CENTER CALENDAR YEAR 2023 EQUITY IMPACT PLAN

Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
1. Assess and expand programs and services based on community interest	13	1a. Expansion of RestON opportunities and explore new equity partnerships.	Opportunity Neighborhoods communities. Cornerstones. Reston schools	Continuous	RestON partners; Fairfax County NAACP	Equity Partnerships Director. Offsite & Collaboration Cost Center	Identified needs. Scheduled offerings. Achieved participation in RCC-provided offerings.
		1b. Streamline qualifications process in collaboration with RestON.	Opportunity Neighborhoods communities. Cornerstones. Reston schools	Continuous	RestON partners;	Equity Partnerships Director. Offsite & Collaboration Cost Center	Satisfaction survey results indicate attainment of programming goals.
		1c. Promote community awareness of RCC's Fee Waiver program.	SD5 residents & employees. RestON communities within SD5. Reston schools.	Continuous	Communications, Customer Service.	Programming LOBs, Communications Team.	Increased # of Offsite & Collaboration programs offered in conjunction with RestON. Fee Waiver info disseminated at these events.
		1d. Offer and support equity-based programs.	Entire community; specifically homeless community members. Cornerstones. Faith in Action communities in Reston.	Continuous	Various programming and services partners involved in these ongoing programming and services offerings.	All RCC cost centers.	Positive satisfaction survey results. Increased # of participants.  <b>NOTE:</b> RestON efforts include other measures that will help assess RCC success.
2. Improve Digital Access	15, 13	2a. Launch a new RCC website with an interactive robust Community Calendar.	Entire community	January 2023	Community Partners	RCC Equity Lead; Communications Team.	Increased % of people's knowledge of RCC's programs and services.
		2b. Enhanced language access,	Entire community	January 2023	Communications	Communications and Customer	Increased awareness of RCC's inclusive culture.

3. Recruit and retain a diverse workforce

16

translations and ADA functionalities on RCC website.					Relations cost centers.	Capturing/using images of diverse participation.
2c. Identify data points and establish performance measures in existing business systems.	RCC Board, Management Team & Staff. Community members.	Ongoing	Reston taxpayers, Fairfax County government.	RCC Management Team, IT & Customer Service staff.		Variety of new offerings. Customer satisfaction survey delivery via email.
2d. Update and maintain accreditation status with Commission for Accreditation of Park and Recreation Agencies (CAPRA).	RCC Board, Management Team & Staff. Community members.	Ongoing: Renewed in April 2025	Reston taxpayers, Fairfax County government.	RCC Board, Executive Director, Management Team and staff.		Increased awareness that RCC is accessible to all. Continue to track participation data across all RCC program offerings cost centers.
3a. Blackout of Candidates Names during hiring process to eliminate implicit biases.	RCC HR Managers	DHR	Potential employee pool	Fairfax County DHR and RCC HR		Increased diversity in agency employee profile.
3b. Flexibility in recruitment, hiring and training strategies to attract diverse candidates to recreation field. (Root cause: recreation professionals' compensation is traditionally low compared to other job class.)	RCC HR and Management Team	September 2020	Potential employee pool	Fairfax County DHR and RCC HR; Workforce Planning		Increase in employee morale and retention. Increased % of staff of color.
3c. Review position descriptions to eliminate potentially unfair/unnecessary requirements.	RCC Management Team	Ongoing	Potential employee pool	RCC Management Team and Hiring Managers		Increased # of qualified applicants.



3d. Sustain a diverse workforce with multilingual capabilities.

SD5 residents and businesses.

Ongoing

Community members

RCC Management Team and Hiring Managers

Sustained and/or increased # of patrons served in languages other than English.

3e. Support staff's professional development through trainings identified in Agency's Training Ladder.

RCC Management Team & Staff

Ongoing

RCC Management Team

RCC Management Team & Staff

Increased staff's retention, morale and job satisfaction.

Director's Signature: \_\_\_\_\_