

Community Impact Unit Cross-Systems Initiative

2022 Equity Impact Plan



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Brief Description of the Initiative:

The Community Impact Unit (CIU) was designed to develop, strengthen, engage, and nurture nonprofit, faith, and community organizations to build a stronger community for Fairfax County residents. This work includes organizational development, technical assistance, creating linkages to and amongst networks and coalitions and using data to assess impact.

CIU houses the Interfaith Coordinator, Nonprofit Coordinator, Veterans Coordinator (this is a new position, and the work is emerging), Data Analyst, Emergency Food Supports and the Human Services Resource Guide (HSRG), an online database of nonprofit and government services available to Fairfax County residents.

Milestones:

- 2019-Hosted: Building Resiliency: Hate and Bias Crimes in Fairfax County
 - CIU led this collaborative effort with the Board of Supervisors, Police, FBI and Dept of Emergency Management and Security
 - Purpose was to increase connections across faiths and with law enforcement prior to a hate crime
- 2020-Present: Faith and Equity Committee
 - CIU is the convener – increase faith communities understanding of equity and build their capacity to support pro-equity policies
- 2020-Present: COVID- 19 Support and Response
 - Co-lead – Emergency Food Strategy Team, development of Emergency Food Access Response Plan (EFARP)
 - Vaccine Equity Strategy Team (planning committee): community engagement and information sessions, equity testing site location identification and support and transportation support
- 2020-Present: Black Mental Health Committee- Dig Deep Community Conversations Series: Addressing trust and mental health in the Black community
 - Planning team with the Fairfax-Falls Church Community Services Board, Health Department, Collation of 100 Black women
 - Develop strategies for engaging the Black community in mental health topics
- 2020-Present: Voices of Black Fairfax
 - Support the engagement and organizational development
- 2019-Present: Fairfax County Police Department Human Relations Committee
 - Support on going community engagement efforts to strengthen relationships and reduce barriers between law enforcement and communities of color and religious minorities
 - Support the ongoing equity and community engagement strategies
- 2019-2020: Fairfax County Public School Religious Observances Task Force
 - Identified members from the faith community to participate on committee

Context:

CIU was developed to work with our nonprofit and faith communities for better outcomes for Fairfax County residents. Our networks and coalitions are currently organized in a way that has unintentionally maintained a system that has limited the access to resources and the voice of the Black community, people of color, and other marginalized groups in positions of influence and decision-making. We will use the Inclusive Community Engagement Framework and data driven strategies (such as partnering with GIS) as we move forward in engaging the community. The most pressing inequities are access to resources, capacity development for sustainability and increased opportunity for voice in spaces of influence and decision making. Another area of marginalization to focus on is digital and language access.

Long-term Outcome(s):

- Cultural and Recreational Opportunities
- Economic Opportunity
- Efficient and Effective Government
- Health
- Housing and Neighborhood Livability
- Lifelong Education and Learning
- Empowerment and Support for Residents Facing Vulnerability
- Environment
- Mobility and Transportation
- Safety and Security

Key Stakeholders

Capacity Building: CIU has partnered with these agencies to educate the faith and nonprofit community about racial and social inequities and opportunities to mitigate the impact of these inequities within their sphere of influence.

One Fairfax
Housing and Community Development
Land Development Services
Department of Emergency Management and Security
Health Department
Police Administration and districts
Board of Supervisors
Commonwealth Attorney's Office
Community Services Board
Fairfax County Public Schools
Fairfax County Department of Family Services

Strategic Partnerships: These are partnerships where CIU has the ability to influence practices, policies, procedures and outcomes for Black, people of color and other marginalized communities.

Emergency Food Strategy Team
Regional Interfaith Networks
Tysons Interfaith
Interfaith for Community Dialogues
Ventures in Community
West Springfield Police and Faith Communities
Housing and Community Development- Affordable Housing Development Division
Land Development Services – Nonprofits & Places of Worship Coordinator
Black Mental Health Planning Committee
Healthy Minds Fairfax
FBI Washington Field Office- Outreach Department and Civil Rights Division
Fairfax County Police Department- Administration, Human Relations Committee and Equity and Engagement strategy
Health Department – Outreach Division and Vaccine Equity Strategy Team

Civic Engagement: CIU has made appointments to the following Boards Authorities and Commissions (BAC), countywide work groups and community groups to increase the perspectives Black, people of color, and other marginalized groups.

Community Action Advisory Board (CAAB)
Consolidated Community Funding Pool Advisory Committee (CCFAC)
FCPS Office of the Ombudsman
Historical Marker Committee
Successful Youth Policy Team (SCYPT)
Council to End Domestic Violence (CEDV)
Fairfax County Police Department Human Relations Committee

COMMUNITY IMPACT UNIT CROSS-SYSTEMS INITIATIVE 2022 EQUITY IMPACT PLAN

| Short-Term Goals | One Fairfax Area of Focus | Actions | Performance Measures |
|--------------------------------------------------------------------------------------------------------|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1. Build the community’s awareness and capacity to address inequities</p> | <p>6,8</p> | <p>1a. Develop a shared knowledge of racial equity so that partners can effectively design and implement equitable policies and strategies within their organization.</p> | <p><u>How much:</u> # of partners participating # of conversations held <u>How well:</u> % of participants that report that the engagement was worthwhile <u>Better Off:</u> % Increase partners’ knowledge of racial and social equity principles (pre/post survey) # of organizations that report designing and implement equitable policies and strategies</p> |
| | | <p>1b. Work with the One Fairfax Office to build a training curriculum for community groups around racial equity.</p> | <p><u>How much:</u> # of partners participating; # of conversations held <u>How well:</u> % of participants that report that the engagement was worthwhile % of Black/ African American, religious, or cultural minority community members that attended <u>Better Off:</u> Black, people of color, and members of marginalized groups report that they felt welcome, heard, and valued</p> |
| | | <p>1c. Create space to facilitate racial equity conversations between Fairfax County and faith, nonprofit and marginalized groups that work with CIU.</p> | <p><u>How much:</u> # of conversations facilitated /held We will work with Houses of Worship, nonprofits and community groups and coalitions to determine what would best reflect “How well” this effort is going, and if/how they are “Better Off” from these conversations.</p> |
| | | <p>1d. Work with Fairfax County Police Department to operationalize their Equity and Community Engagement strategy by facilitating community conversations with Black, people of color and other marginalized groups that have been affected by racial or social inequities.</p> | <p><u>How much:</u> # of organizations assisted <u>How Well:</u> % of partners indicating that they understand how to implement equitable practices <u>Better Off:</u> % of partners that have implemented organizational and programmatic racially equitable practices</p> |
| | | <p>1e. Provide education, technical assistance, and support on organizational and programmatic equitable practices to community-based organizations within the Consolidated Community Funding Pool process to best serve and support Fairfax County residents.</p> | |
| <p>2. Increase access to resources and networks for underrepresented organizations and communities</p> | <p>9,10</p> | <p>2a. Create ongoing communication and engagement plan to reach Houses of Worship, nonprofits and community groups and coalitions who partner with CIU.</p> | <p><u>How much:</u> # of partners engaging in EFST # of partners participating to implement the EFARP <u>How well:</u> new initiatives to increase equitable food access <u>Better off:</u> survey residents to gauge their access to healthy, culturally, and religiously appropriate food options</p> |
| | | <p>2b. Review existing charters and information-based tools for any barriers that limit groups participation in CIU led networks and coalitions.</p> | |
| | | <p>2c. Initiate conversations with Black and Immigrant led coalitions and networks to understand their needs.</p> | |
| | | <p>2d. Continue to develop strategic partnerships to increase access to resources for Black, people of color and other marginalized groups and organizations.</p> | |
| | | <p>2e. Continue to lead the Emergency Food Strategy Team (EFST) and implement the Emergency Food Access Response Plan (EFARP) to meet objectives of equitable food access, reduction of barriers to food access, and connecting those who are or could become food insecure to resources.</p> | |