

# Prevention/ Successful Children and Youth Policy Team Cross-Systems Initiative 2022 Equity Impact Plan



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**Brief Description of the Initiative:** The Neighborhood and Community Services 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.

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

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

**Key Stakeholders:**

Successful Children and Youth Policy Team: Includes representatives of FCPS, County Government, and multiple community-based sectors. Guides and champions key systemwide initiatives.

Partners in Prevention Fund Advisory Team: Includes representatives of 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.

## PREVENTION/SCYPT 2022 EQUITY IMPACT PLAN

Short-Term Goals	One Fairfax Area of Focus	Actions
<b>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.</b>	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.
		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.
<b>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.</b>	10 (also 4, 5)	2a. Through the SCYPT, provide feedback and guidance to the planning team on developing the new behavioral health blueprint.
		2b. Through the SCYPT, prioritize and champion activities that expand access to behavioral health services.
		2c. Through the SCYPT, prioritize and champion activities that improve the quality of behavioral health services.
		2d. 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.
<b>3. Guide and support the implementation of a new comprehensive plan to promote 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.</b>	3 (also 1, 5, 8, 10)	3a. Through the SCYPT, provide feedback and guidance to the planning team on developing the new recommendations.
		3b. Through the SCYPT prioritize and champion activities that will support career-ready youth.
		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.

<b>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.</b>	3, 4, 5, 6, 8, 10	4a. Establish community-based leadership for the effort and convene a planning team.
		4b. Identify key issues to address based on a review of the data and disproportionality by race and gender.
		4c. Through the SCYPT, provide feedback and guidance to the planning team on community engagement and developing recommendations.
		4d. Through the SCYPT, prioritize and champion activities that address areas of disproportionality and their root causes.
		4e. 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.
<b>5. Implement a county-wide framework for community schools that facilitates an expansion of community schools throughout Fairfax.</b>	5 (also 3, 4, 8, 10)	5a. Develop recommendations for standardized evaluation and reporting processes for community schools, regardless of funder.
		5b. Through the SCYPT, provide feedback and guidance on the implementation of the community schools framework.
		5c. Through the SCYPT, provide feedback and guidance on opportunities to fund an expansion of community schools.
		5d. Convene an interdisciplinary team to review data to develop an annual list of schools to be considered for community school implementation, ensuring equity is a key determining factor.
<b>6. Enhance the role of Opportunity Neighborhoods in promoting equitable outcomes for children, youth, and families in identified communities.</b>	5 (also 3, 4, 8, 10)	6a. Convene an interdisciplinary team to review data to determine new communities for Opportunity Neighborhoods implementation, ensuring equity is a key determining factor.
		6b. Implement a new evaluation framework to clearly identify the systems changes and local impacts of Opportunity Neighborhoods, with an emphasis on addressing root causes of racial and ethnic disparities.
		6c. Review the purpose and structure of Opportunity Neighborhoods to ensure activities and resources are focused on addressing root causes of racial and ethnic disparities.
<b>7. Establish a youth leadership network to promote quality youth leadership experiences and opportunities countywide.</b>	3, 5 (also 8, 10)	7a. Through a contract with Leadership Fairfax, Inc., establish a youth leadership network that provides resources and supports to organizations with youth councils and youth leadership programs.
		7b. Ensure the network is providing organizations and youth with basic understanding of equity issues and tools to address them.

		7c. Ensure the network is expanding opportunities for engagement and youth voice for young people of color and other groups experiencing disproportionately negative outcomes.
<b>8. Identify and implement alternatives to structured prevention programs that instead embed evidence-based practices into daily interactions and activities.</b>	5, 10	<p>8a. Identify relevant best practices and establish a resource list for practices related to emotion and behavior regulation, motivation, empathy, and other identified social emotional skills, ensuring relevance for youth of color, LGBTQ+ youth, and other youth experiencing disproportionately negative outcomes.</p> <p>8b. Develop and implement trainings, tools, and resources for use in out-of-school time settings.</p> <p>8c. Develop a framework to guide evaluation of efforts.</p>
<b>9. Ensure an equity lens to the work of the Trauma Informed Community Network.</b>	10 (also 2, 3, 4, 5, 6, 7, 8, 9, 11, 13)	<p>9a. Conduct an assessment of the various trainings, publications, and other resources of the TICN to determine opportunities to strengthen their equity focus.</p> <p>9b. Prioritize implementation of strategies based on immediate impact.</p> <p>9c. Identify and implement opportunities to develop TICN leadership among members of color.</p>
<b>10. Enhance the ability of the SCYPT to apply an equity lens to their decision-making and work.</b>	10, 18 – building decision-maker capacity	<p>10a. 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>10b. Include more focused discussion of equity in regular presentations, to highlight disparities, root cause analyses, and systemic barriers that contribute to racial inequity.</p> <p>10c. Provide SCYPT members with resources and tools to allow them to apply an equity lens when considering proposals and recommendations.</p>