

Reston Community Center) CY 2022 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, Hunters Woods Neighborhood Coalition, Reston Master Planning, and other Reston 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. The programs are particularly suited to bringing people together to forge new and positive connections to each other.

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 type="checkbox"/> Safety and Security |

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.

(DEPARTMENT NAME) CALENDAR YEAR 2022 EQUITY IMPACT PLAN

Short-Term 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		1a. Develop an annual needs assessment tool (e.g., SurveyMonkey) to gather ideas from communities of color about specific programs/services of interest.	RCC Management Team & Staff. Community members. Targeted communities within SD5.	May/June/July 2022 (To coincide with free concert series)	Reston Opportunity Neighborhood (RestON) partners, neighborhood ambassadors. Other community sectors: Faith communities; Greater Reston Chamber of Commerce.	RCC Equity Lead & Management Team; Reston Opportunity Neighborhood Central Organizing Body.	Identified needs. Scheduled offerings. Participation in RCC-provided offerings. Satisfaction survey results indicating attainment of programming goals.
		1b. Expansion of RestON opportunities to include Aquatics and Arts and Events (A&E) programs.	Opportunity Neighborhoods communities. Cornerstones. Reston schools.	Summer 2022	RestON partners; Fairfax County/Reston YMCA; Reston Association; others.	Communications, Aquatics, L&L and A&E cost centers.	Increased # of Aquatics & Arts programs offered in conjunction with RestON.
		1c. Offer and support equity-based programs (e.g., Reston National Golf Club Youth Internship Program.)	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. Positive satisfaction survey results. NOTE: RestON efforts include other measures that will help assess RCC success.
2. Increase regional recognition of RCC's equity programs throughout the year		2a. Communicate Agency's performance measures, accomplishments, and challenges more widely to the public.	SD5 residents & businesses.	Summer 2022 (Launch online comms after Budget Hearing)	Launching of RCC new website with enhanced translations and ADA functionalities.	RCC Equity Lead and Communications Team.	Increased % of people's knowledge of RCC's programs and services.

						Increased awareness of RCC's inclusive culture. Capturing/using images of diverse participation. Increased awareness of RCC's inclusive culture. Variety of new offerings.
	2b. Create an equity lens checklist for new programs. (e.g., designated swim hour for Reston Muslim Women Communities).	RCC Management Team & Programming Staff.	April/May 2022	Chief Equity Officer and related resources; FCPA; agency-developed contacts and expertise.	RCC Equity Lead & Management Team.	
	2c. Promoting community awareness of RCC's Fee Waiver program. Streamline qualifications process in collaboration with RestON.	SD5 residents & employees. RestON communities within SD5. Reston schools.	Continuous	Board of Governors continued support for this program.	Communications and Customer Relations cost centers.	Increased awareness that RCC is accessible to all. Continue to track participation data across all RCC program offerings cost centers.
3. Increase staff knowledge about racial and social equity	3a. Advancing Equity: The Role of Government Training for staff.	RCC Management Team and agency staff.	May 2022	Fairfax County OD&T, and agency-identified resources.	RCC Management Team	Increased % of staff with cultural competency. Increased morale and job satisfaction.
	3b. Launch a community outreach campaign to gather comprehensive needs analysis to determine community priorities for a new performing arts venue.	RCC Board, Management Team & Staff. Community members.	February 2022 and thereafter.	Community Partners, residents, employees of Reston businesses, county agency partners.	RCC Board, Management Team & staff.	Increased camaraderie. Increased support for RCC strategic plan objectives.
	3c. 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.	Internal Tracking System in place and Point of Contact established.
4. Recruit and retain a diverse workforce	4a. Blackout of Candidates Names during hiring process	RCC HR Managers	July 2020 (DHR?)	Potential employee pool	Fairfax County DHR and RCC HR	Increased diversity in agency employee profile.

	to eliminate implicit biases.					
	4b. 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
	4c. 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
	4d. 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 language spoken
	4e. 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:  2/2/22