

BECOMING FAIRFAX

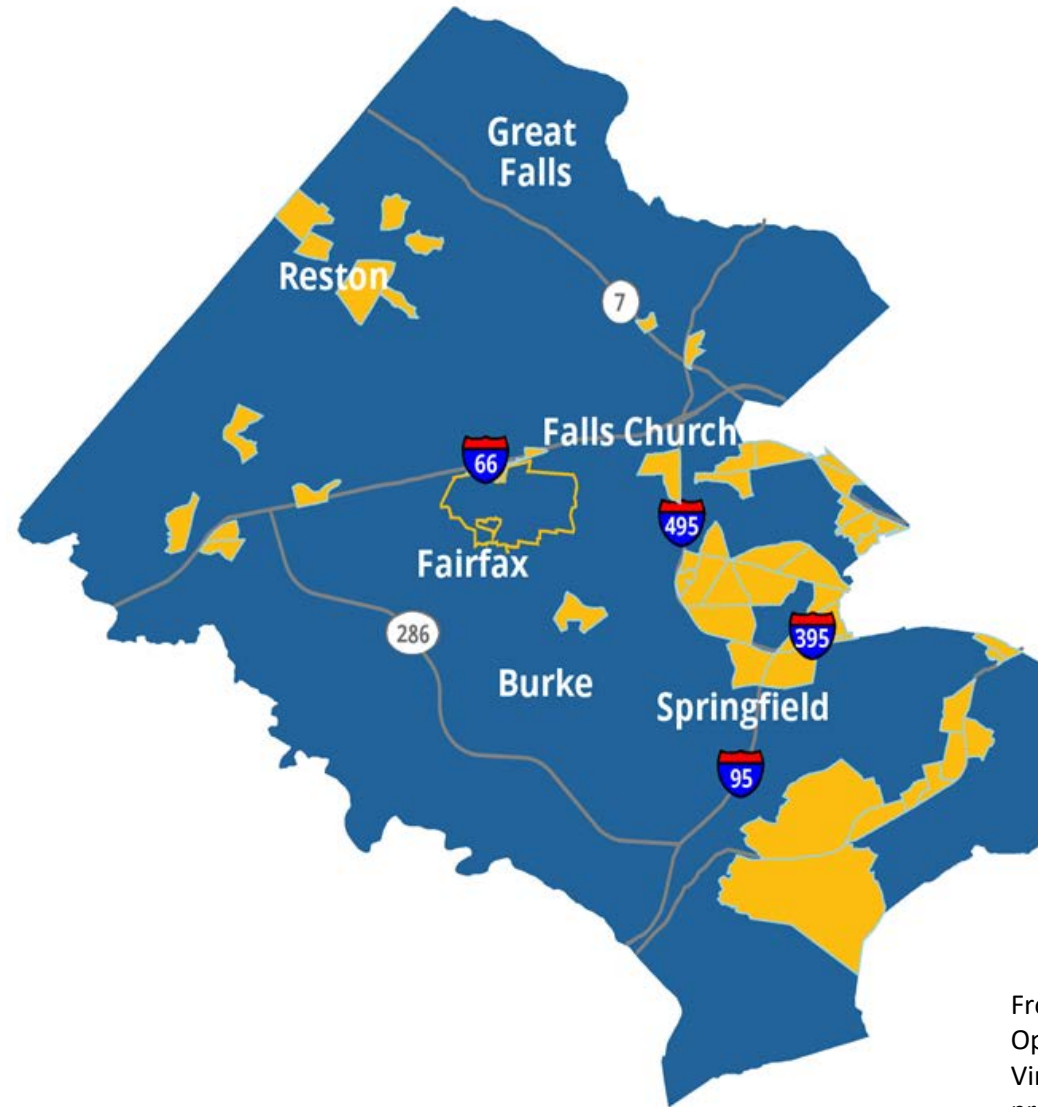
A DISCUSSION WITH THE TRANSPORTATION ADVISORY COMMITTEE

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There is an “uneven opportunity landscape” in Fairfax County

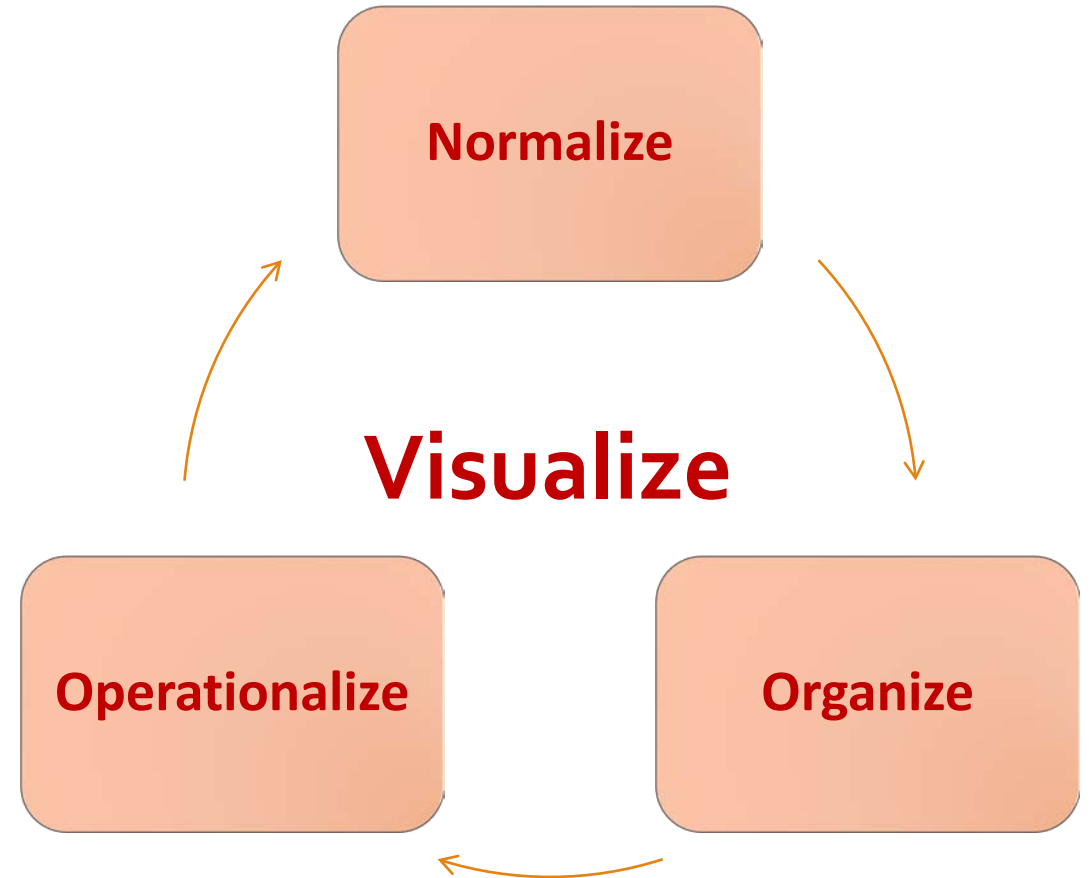
- Reports from the *Northern Virginia Health Foundation*, *PolicyLink*, and *Urban Institute* and our own analysis document **variances in opportunity and vulnerability** within Fairfax County and across the Northern Virginia and Metropolitan Washington regions.
- The most effective solutions must be **place-based** and **system-focused** and **address the spatial inequities** that constrain opportunity and ensure equitable access to services and resources that **promote economic mobility**.



From Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia
produced by The Center on Society and Health with the support of The Northern Virginia Health Foundation
<https://novahealthfdn.org/getting-ahead-report/>

Governing & Managing to Advance Equity

- One Fairfax is a Racial and Social Equity Resolution and Policy committing the county and FCPS to intentionally consider equity when making policies, planning and delivering programs and services
- It's a way to think about and approach the governance and management of the county and involves:
 - Facing our **history** and our current reality
 - Understanding where we are now and **what we want for the future**
 - Establishing clear **priorities** and making explicit **choices**
 - Committing to **bold and innovative approaches**
 - Meaningfully **engaging community and key stakeholders**



Racial Inequity in the U.S. (and Fairfax County)

What does it look like in your areas of work?

From infant mortality to life expectancy, race predicts how well you will do...



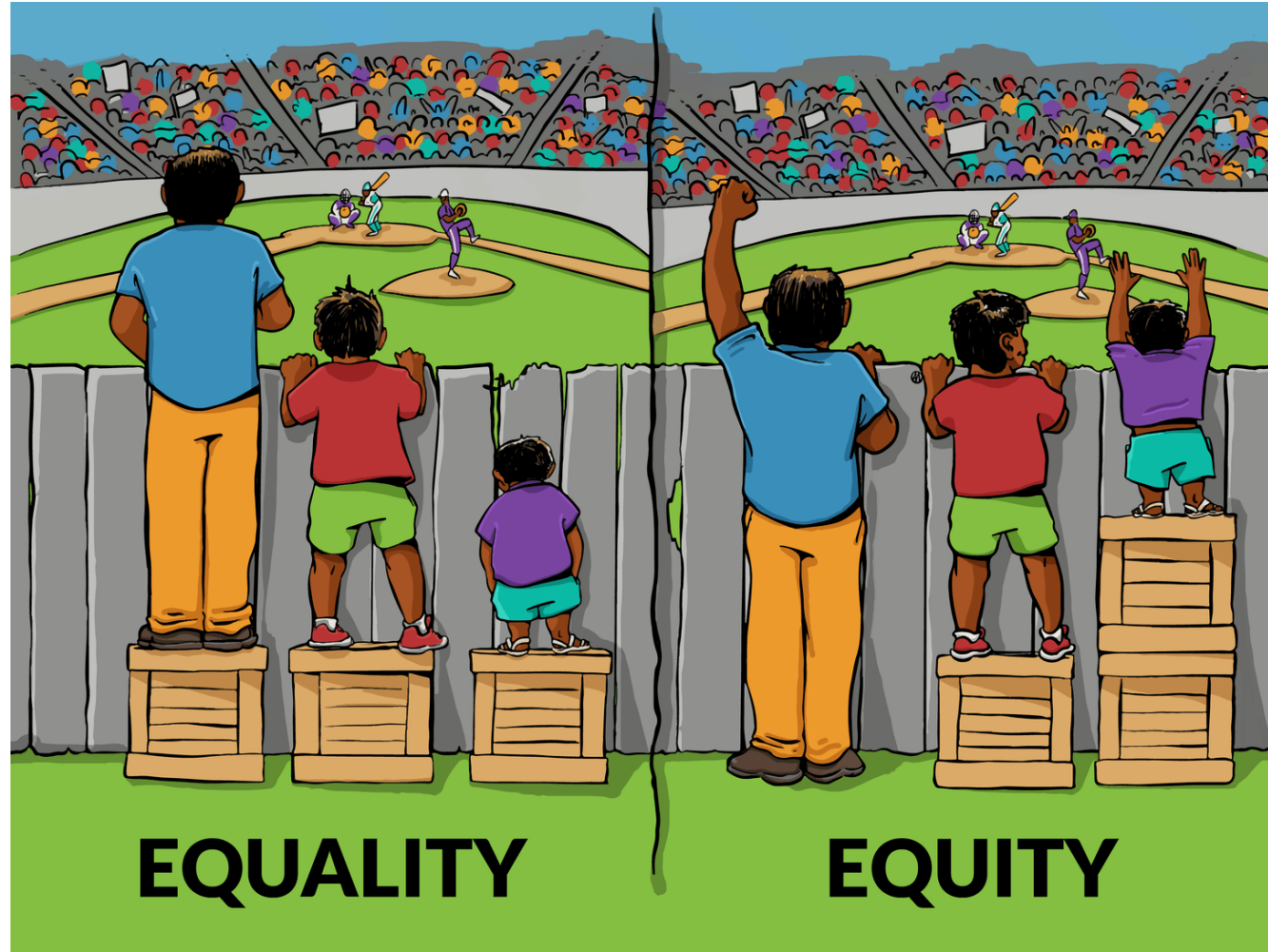
What is **EQUITY**?

Racial equity exists when one can no longer predict advantage or disadvantage by group identity.

- Improving **Outcomes**
- Closing **Racial Gaps**



Equity is Fairness not Sameness



Equity is Fairness not Sameness



EQUALITY



EQUITY

Not the people's "lack" preventing them from participating in the soccer game, it's the unjust system and structure.

Individual racism:

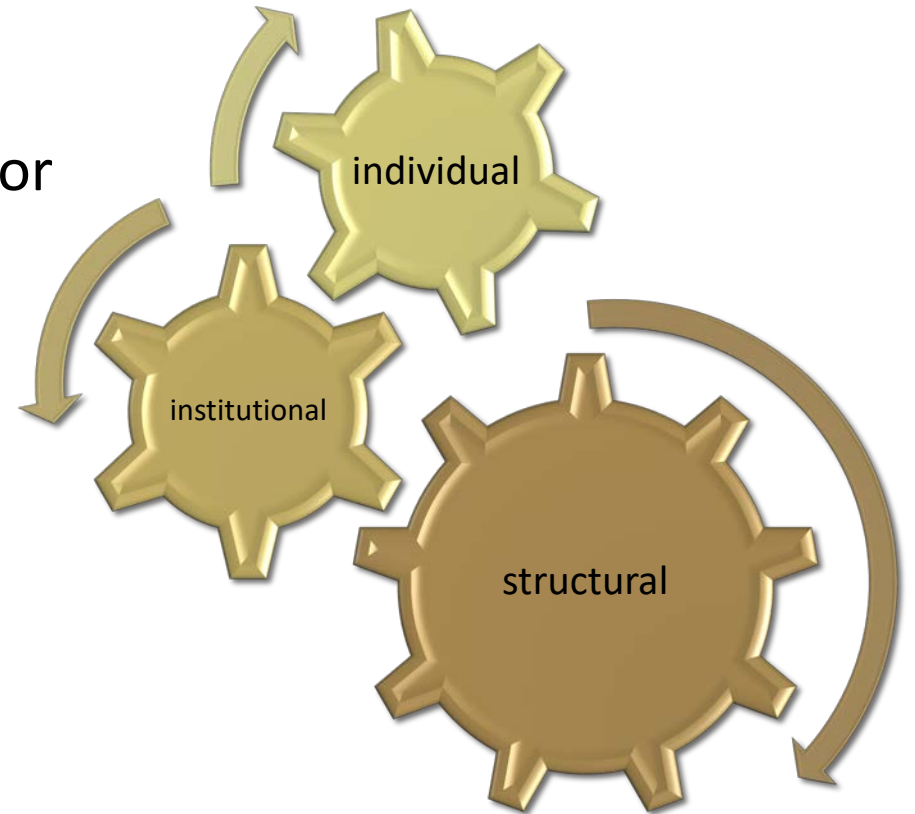
- Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism:

- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism:

- A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.



There is an organization-wide focus on Becoming *One Fairfax*





Placing a strategic focus on turning
“Islands of Disadvantage” into
“Communities of Opportunity”

KEY CONCEPTS FOR
PROMOTING THE SUCCESS OF
ALL NEIGHBORHOODS &
POPULATIONS IN FAIRFAX
COUNTY

The **Countywide Strategic Plan** lays out a community-based vision for the next 10 to 20 years featuring strategies and metrics to advance that vision over the next 3 to 5 years.

Planning will be prioritized to define where we're going together, how we're going to get there, and what we plan to achieve, through the lens of equity.

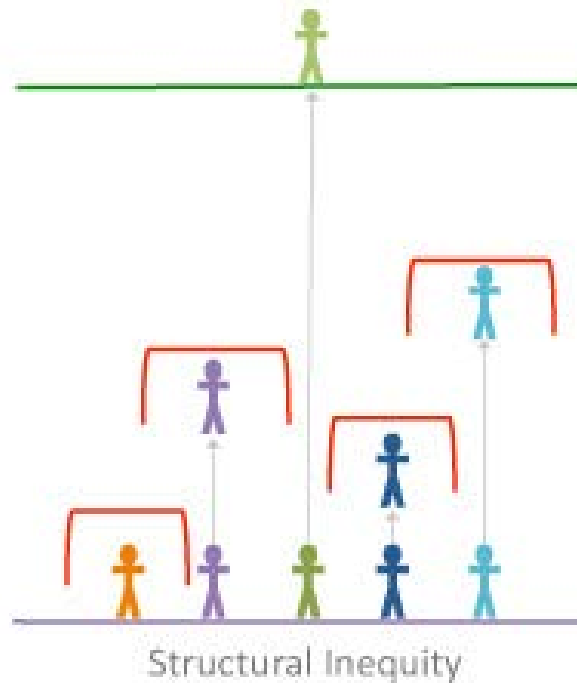


The Principle of Targeted Universalism:

Abandoning a *one-size-fits-all* policy development formula in favor of an approach that is more inclusive and outcome-oriented

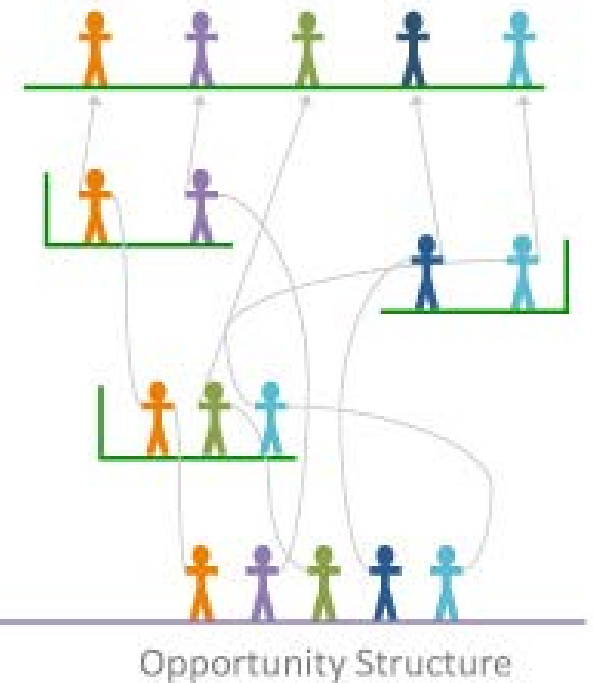
Universal Goal with Targeted Solutions

Structural Inequity produces consistently different outcomes for different communities.



vs.

Opportunity Structures respond with necessary resources and multiple paths needed for different communities & individuals to thrive.



Key Elements of a Communities of Opportunity



EDUCATION



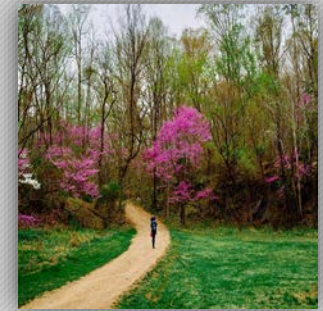
EMPLOYMENT



MOBILITY



FOOD



RECREATION/CULTURE



HOUSING



JUSTICE



HEALTHCARE



DIGITAL ACCESS



QUALITY CHILDCARE

A map of the Washington, DC area, showing various cities and regions. The map is overlaid with a semi-transparent orange banner at the bottom.

Understand Vulnerability
& Opportunity

An isometric illustration of a city with various buildings, trees, and a road. The illustration is overlaid with a semi-transparent orange banner at the bottom.

Target Interventions
to *Build* Opportunity

Communities of Opportunity

A magnifying glass icon is positioned over a grid of colorful, stylized human figures. The grid is composed of many small, semi-transparent icons in various colors (blue, green, orange, purple).

Target Interventions to
Connect to Opportunity

A close-up illustration of a water droplet falling from a green leaf into a pool of water, creating ripples. The illustration is overlaid with a semi-transparent orange banner at the bottom.

Encourage the
Development of and
Participation in an
Inclusive Economy

Asking Different Questions

Blame Who's a racist?	Causes What's causing the racial inequities?
Intentions What did they mean? What was their attitude?	Effects What were the actions? What are the impacts?
Prejudice What beliefs made them do it?	Systems What institutions are responsible?
Grievance How can we fix what just happened?	Solutions What are proactive strategies and solutions?



Applying an Equity Lens: One Fairfax in Practice

- **The Proposal:** What is the policy, program, practice or decision under consideration?
- **Desired Results:** What are the outcomes we want to achieve? What are the community-level conditions we aim to impact?
- **Assumptions:** What are our beliefs and ideas about the issue, situation, and people involved? How can we counter implicit bias?
- **Analysis of Data:** What data do we have? What data do we need? What does it tell us?
- **Community Engagement:** How have the people affected by the proposal been engaged? Are there opportunities to expand engagement?
- **Strategies for Equity:** Who will benefit from or be burdened by this action? What strategies will address vulnerability or build opportunity? How can we mitigate unintended consequences?
- **Implementation:** Is the plan feasible? Is it adequately resourced? How can we think and act creatively to make “it” happen?
- **Contextual Factors:** What factors might influence the proposal? What factors might the proposal influence? What factors are in and/or out of our control?
- **Accountability:** How will impacts be documented and evaluated? Are anticipated outcomes being achieved? How can we course correct?



Key Takeaways

1. One Fairfax commits the county and schools to intentionally consider equity when making policies, planning and delivering programs and services. It's not a program, it's a process.
2. Equity is fairness, not sameness.
3. Race matters.
4. We aren't just talking about individual acts of bigotry.
5. Institutions rely upon processes and procedures that can perpetuate inequity. We are all a part of institutions and systems.
6. Government has a responsibility for advancing racial equity.
7. You have a role in considering equity in your work.

Reports and Other Resources

REPORTS

[Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia](#)

[Uneven Opportunities: How Conditions for Wellness Vary Across the Metropolitan Washington Region](#)

[Racial Inequities in Fairfax County 2011-2015](#)

[Health and Human Services Needs Assessment 2019](#)

[Equitable Growth Profile of Fairfax County](#)

OTHER RESOURCES

[COVID-19 Vulnerability Index](#)

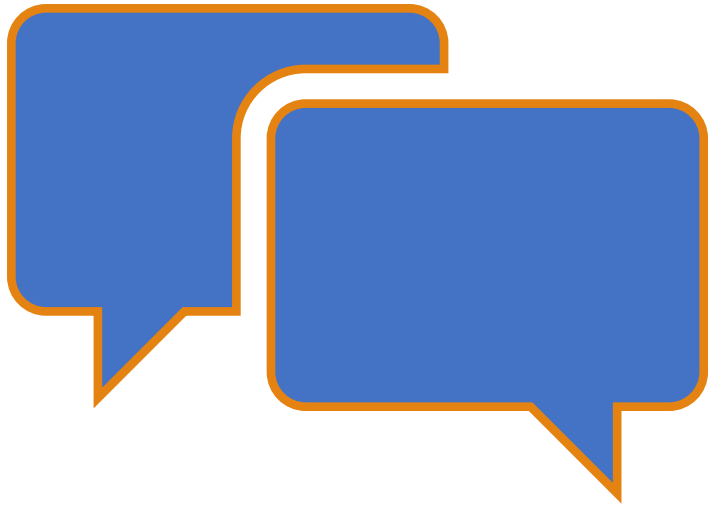
[The Opportunity Index for Northern Virginia](#)

[Healthy Places Index: A New Resource for Measuring Opportunity in Northern Virginia](#)

[Fairfax County Strategic Plan](#) (draft)

Fairfax County Public Library [page](#) on social and racial justice

For additional information on One Fairfax, please visit our website: <https://www.fairfaxcounty.gov/topics/one-fairfax>



Questions & Discussion
