



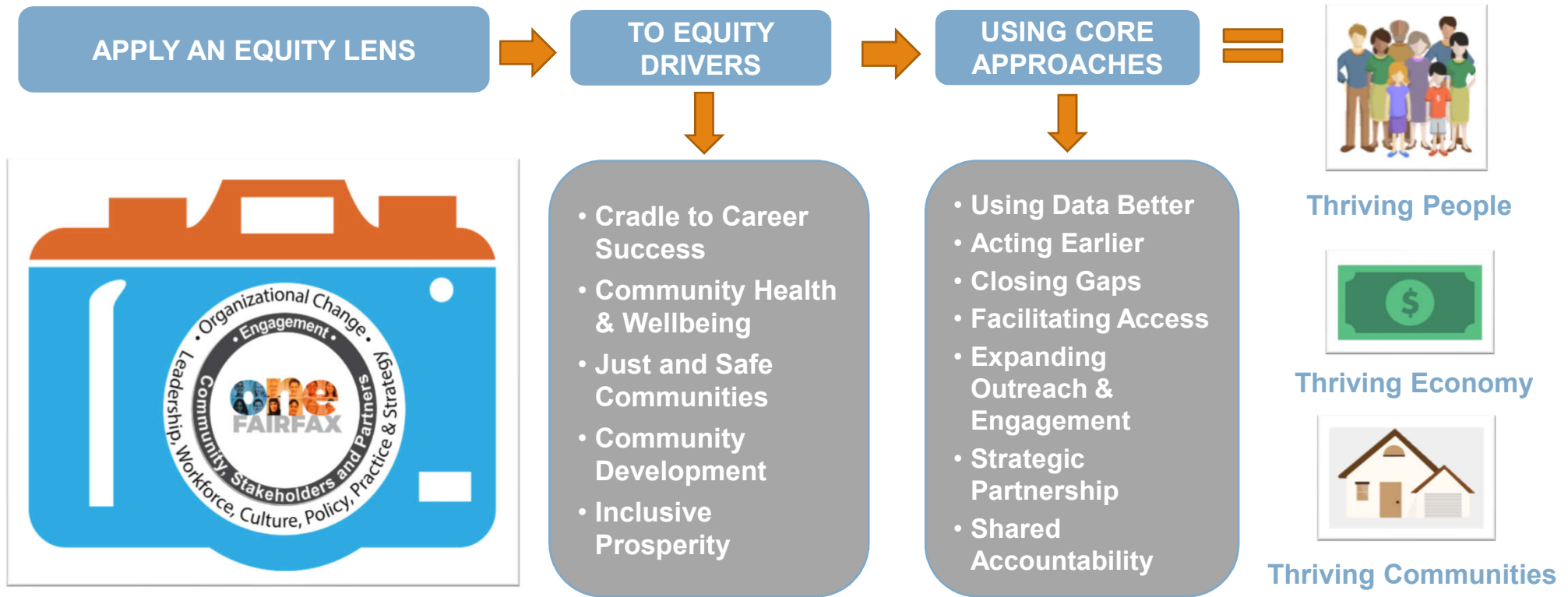
one Update

PLANNING COMMISSION SCHOOLS COMMITTEE

KARLA BRUCE, CHIEF EQUITY OFFICER

JULY 23, 2019

The Basic Plan for Becoming *One Fairfax* is to...

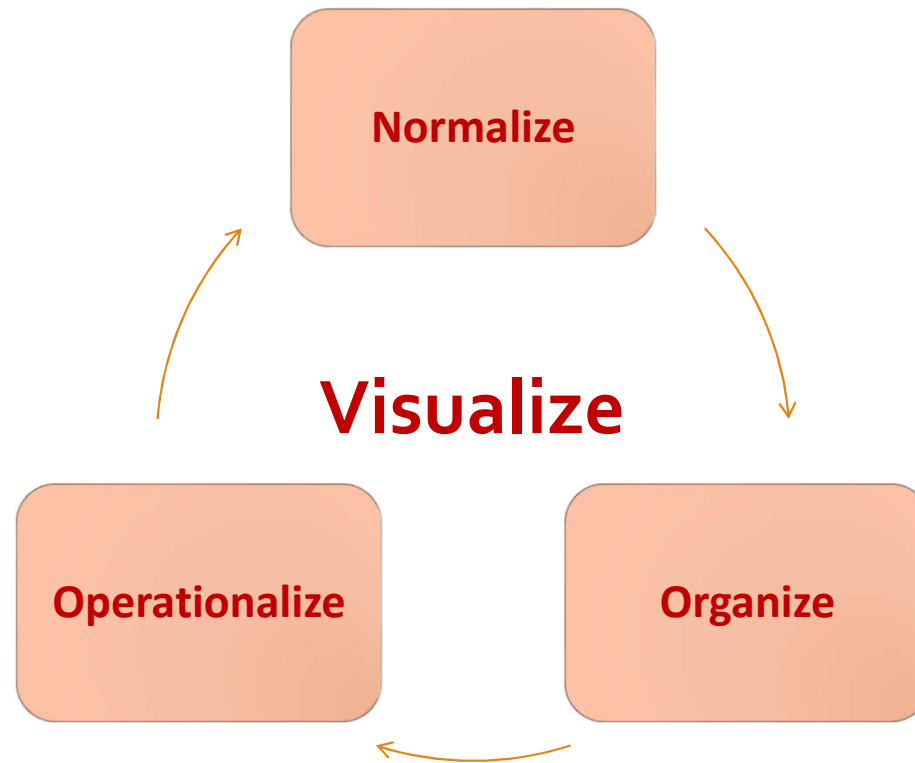


We *ALL* do better when we *ALL* do better!

We began with a focus on “socializing” the concept of equity and on building *Visible Leadership*.

Now, we’re shifting to a focus on creating *Communities of Opportunity*.





Normalizing FAIRFAX





Key Concepts



**Diversity of
people,
perspectives**

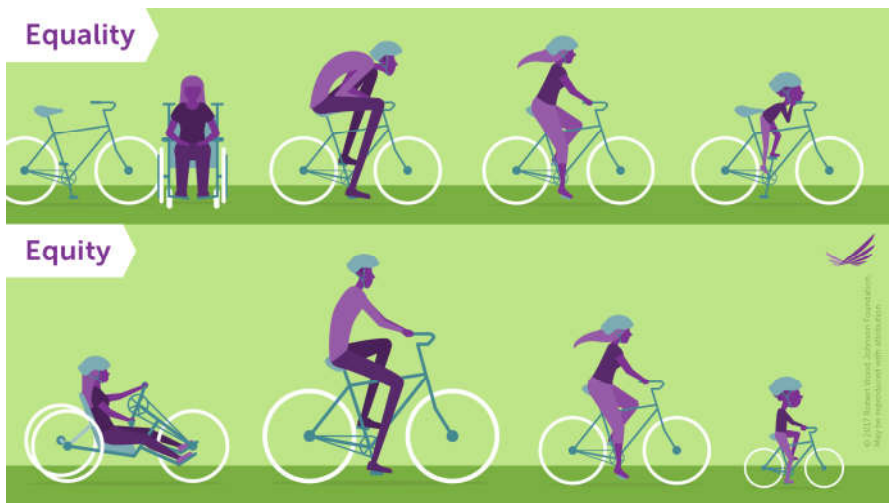
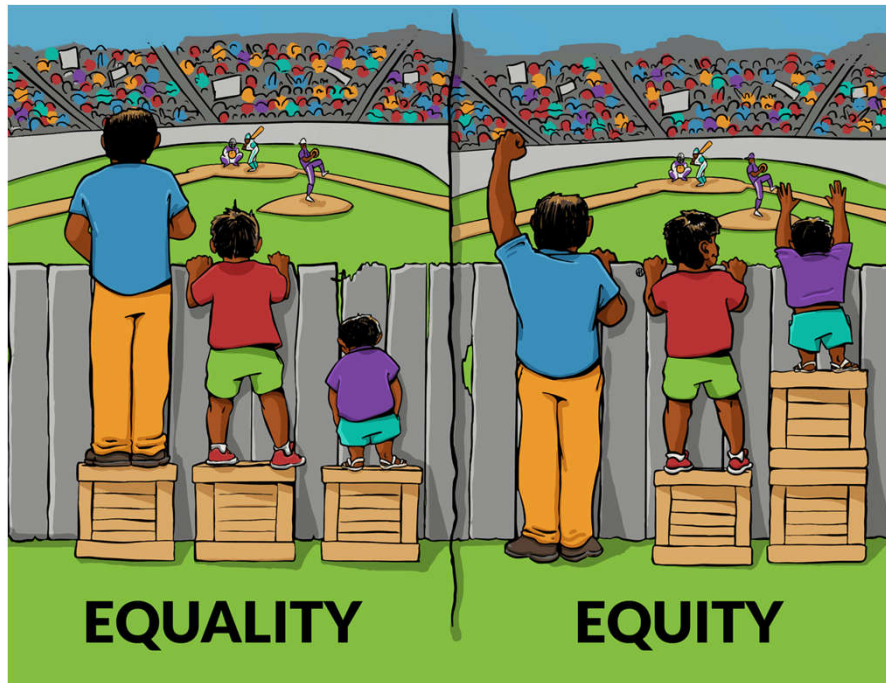


**Inclusion:
power, voice,
organizational
culture**



**Equity = results
from policy,
practice,
position**





Individual racism:

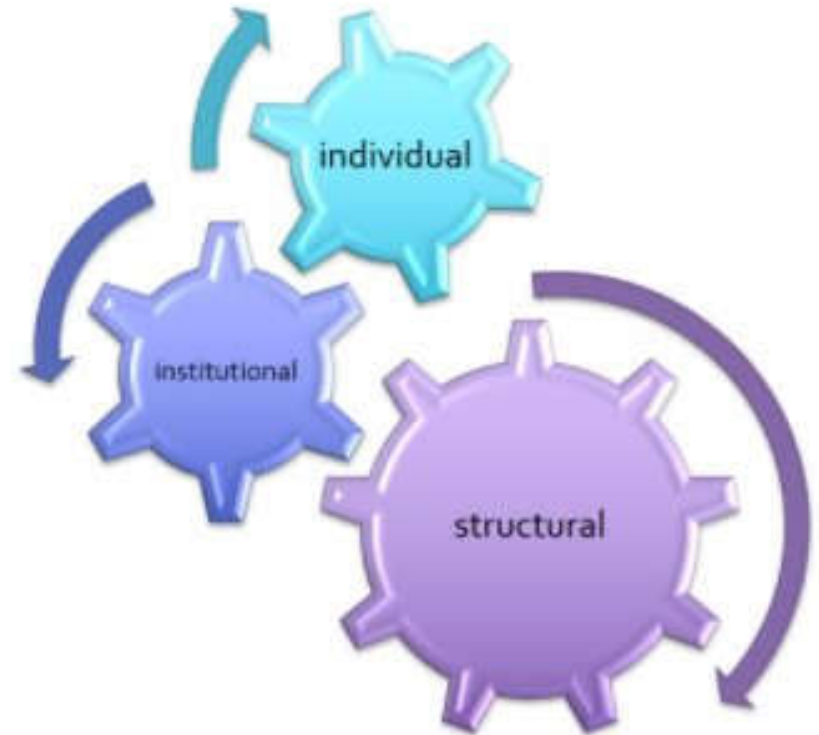
- Pre-judgment, bias, or discrimination by an individual based on race.

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.



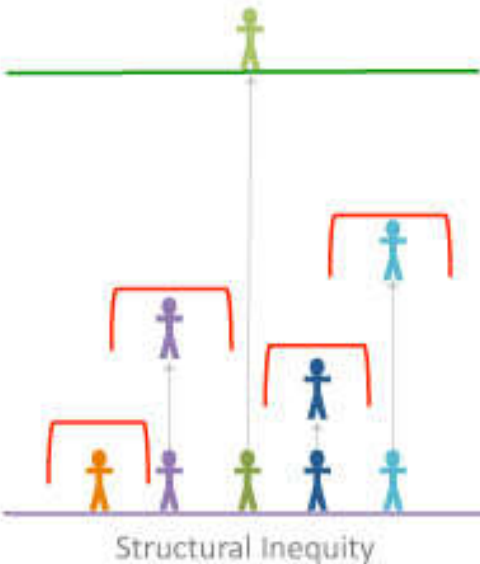


The Groundwater Approach: Building a Practical Understanding of Structural Racism

Targeted Universalism

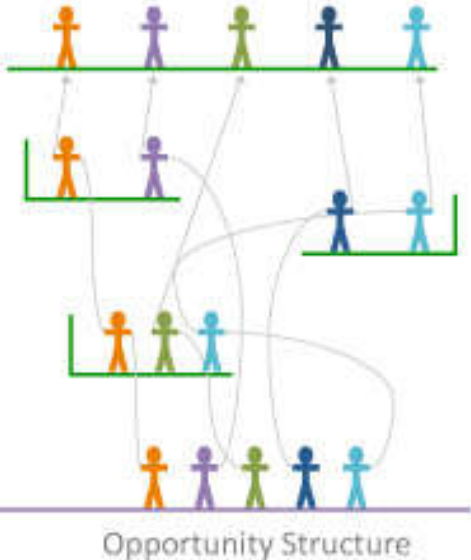
Universal Goal with Targeted Solutions

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.



Organizing for FAIRFAX



We have an Organization-wide Focus on Becoming *One Fairfax*

Collective Leadership

BOS, Executive, and Senior Leadership embodiment of the shared vision of One Fairfax.





We're building the infrastructure and capacity to consider equity

☐ Equity Leads

- Provided with learning opportunities to build their foundational understanding of key concepts and are being guided and supported through the process of engaging their departmental leadership
- Guiding leadership and teams through an Equity Impact Planning process to understand history and current context, consider opportunities for impact, determine desired results (in the community) and outcomes (within your organization), and define metrics.

☐ Core Group

- Bring technical assistance and support to the work of departments (Training, Budget, Procurement, Data, GIS, etc.)
- Facilitate incorporation of equity focus into key county processes and initiatives

- ☐ ***Department Equity Action Plans*** will be completed by end of calendar year and updated on a TBD schedule.

And **engagement** is key to becoming *One Fairfax*

Community, partners, & stakeholders are essential in:

- Articulating how the doors of opportunity have been opened or closed
- Gaining a better understanding of the drivers and roots of inequity
- Shaping the shared values and assumptions necessary for our community to embrace the strategic importance of achieving equity
- Co-creating solutions that advance progress toward equity



Operationalizing





Putting One Fairfax into Practice

- **The Proposal:** What is the policy, program, practice or decision under consideration?
- **Desired Results:** What are the community-level conditions we aim to impact? What are the outcomes we want to achieve?
- **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?
- **Accountability:** How will impacts be documented and evaluated? Are anticipated outcomes being achieved? How can we course correct?
- **Contextual Factors:** What factors might influence the proposal? What factors might the proposal influence? What factors are in and/or out of our control?

One Fairfax Websites: County and Schools

<https://www.fairfaxcounty.gov/topics/one-fairfax>
<https://www.fcps.edu/onefairfax>

Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia
Northern Virginia Health Foundation, November 2017

<https://novahealthfdn.org/wp-content/uploads/NVHF-Issue-Brief-FINAL.pdf>

Racial Inequities in Fairfax County 2011-2015 - Urban Institute

<https://www.urban.org/research/publication/racial-inequities-fairfax-county-2011-15>

The Opportunity Index: Indicators of Success and Challenges in Northern Virginia
The Community Foundation for Northern Virginia, February 2018

https://opportunityindex.cfnova.org/images/CFNV_TCI_2017-final-web.pdf

Disproportionate Minority Contact for African American and Hispanic Youth: The Story Behind the
Numbers and the Path to Action, Center for the Study of Social Policy, September 2012

https://www.cssp.org/publications/child-welfare/institutional-analysis/The-Story-Behind-the-Numbers_September-2012.pdf

The Fairfax County Equitable Growth Profile

PolicyLink and USC Program for Environmental & Regional Equity, June 2015

<http://nationalequityatlas.org/sites/default/files/Fairfax-Profile-6June2015-final.pdf>
http://www.policylink.org/sites/default/files/Fairfax_Summary_16June2015_Final.pdf

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