
CALENDAR YEAR 2023 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Reston Community Center

Equity Lead(s): BeBe Nguyen

Date: 11/30/23

EQUITY IMPACT PLAN REPORT

Review your department's Equity Impact Plan for CY 2023 at [Equity Impact Plans | Topics \(fairfaxcounty.gov\)](#). Using that plan, add each goal below and describe: 1) what was done to make progress toward the goal, 2) with whom (partners), and 3) how work toward this goal was measured/evaluated and the results. If you have data for the performance measures in your CY 2023 Equity Impact Plan, report them. Add more goals as needed.

Goal 1: Assess and expand programs and services based on community interest.

Goal 1 Progress:

- The 2023 Reston Multicultural Festival was planned for an expanded footprint at Reston Town Center to include three stages, booths on Market Street and other elements. Unfortunately, it was canceled due to bad weather.
- Artists with equity-focused content or perspectives performing in the CenterStage in 2023 included: comedian Negin Farsad, Nefesh Mountain, a screening of "We Feed People" with co-producer Nate Mook, musical trio "Betty" with an appearance at the Reston Pride Festival, "The Lost Art of Dreaming" choreographed by Sean Dorsey, Suzanne Simard (environmental justice), Trio Sefardi, Terri Lyne Carrington and Social Science, a screening of the film "The First Step" with producers Lance and Brandon Kramer, Heather McGhee, Mark G. Meadows.
- Pilot of "Unforgettable" with a Gallery tour and project with memory care units from Reston Area Care facilities.
- RCC Rides completed 644 rides.
- AARP Tax Aide completed a total of 608 tax returns.
- Lifelong Learning collaborated with Equity Partnerships to offer Coffee and Origami at Cathy Hudgins Community Center, Crescent Community Center and Cedar Ridge.
- Equity Partnerships connected to Opportunity Neighborhood sites and Neighborhood Ambassadors to incorporate residents in booth options for the 2023 Reston Multicultural Festival with several becoming vendors whose booth fees were waived.
- RCC's Fun Around Town and Crafternoon offerings will be adapted to incorporate in RCC on Wheels offerings to provide more accessibility in the RestON neighborhoods where the onsite space is too cramped.
- RCC's Women Only Swim monthly event is constrained by staffing shortages; more efforts to recruit and retain female aquatics professionals are underway.

CALENDAR YEAR 2023 EQUITY IMPACT PLAN

ANNUAL REPORT

- Generation Rise (A Ping Chong project) that told the stories of five Restonians resulting from a six-month residency.
- Upright Citizen’s Brigade as part of Theatre in the Park.
- Hoesy Corona’s installation of “Hacia La Vida” as part of the Tephra Arts Festival.
- Participation in the Washington West Film Festival, The ReelAbilities Film Festival, the Tephra ICA Arts Festival.

Goal 2: Improve digital access.

Goal 2 Progress:

- New Website: RCC’s newly designed, dynamic, modern website launched in 2023. The website provides a powerful translation tool to serve non-English-speaking patrons with just one click – this exemplifies RCC’s commitment to inclusivity.
- The website enables community partners to submit and manage their own community-oriented events through the “Community Submitted Events” portal. Those events are then visible on a comprehensive “Community Calendar.”
- RCC Customer Relations and Media departments are coordinating alternative language and interpreting services to expand capabilities to serve non-English speaking patrons or people who can’t hear. Implementation will occur in 2024.
- A Trips and Tours Code of conduct was implemented and translated in Spanish, Mandarin and Farsi to allow for more comfortable and culturally competent experiences for patrons.

Goal 3: Recruit and retain a diverse workforce.

Goal 3 Progress:

- RCC made 40 merit/part-time hires. Demographics breakdown includes:
 - White – 21 = 52.5%
 - Hispanic/Latino – 6 = 15%
 - Asian – 5 = 12.5%
 - Two or More Races – 5 = 12.5%
 - African American – 4 = 10%
- Reclassifications of existing vacant positions were accomplished to establish the Accreditation Specialist position.

CALENDAR YEAR 2023 EQUITY IMPACT PLAN

ANNUAL REPORT

Was other equity-related work completed in addition to the goals that you reported on above? If so, please describe.

- Elected board officers for RCC's Board of Governors continued for the second year to elevate the leadership and voices of Black board members. All four officers of the RCC Board of Governors are Black; two are men and two are women.
- Welcomed new board member Paul Berry to the Board of Governors. Paul brings the perspective of his Latino heritage to the board.
- Expanded distribution of the annual Equity Matters brochure to all Fairfax County Equity Leads and Ambassadors.
- Actively participated in Hunter Mill Task Force to discuss temporary solutions for unhoused members of the Reston community.