

All Alexandria  
Committing  
to Race and  
Social Equity



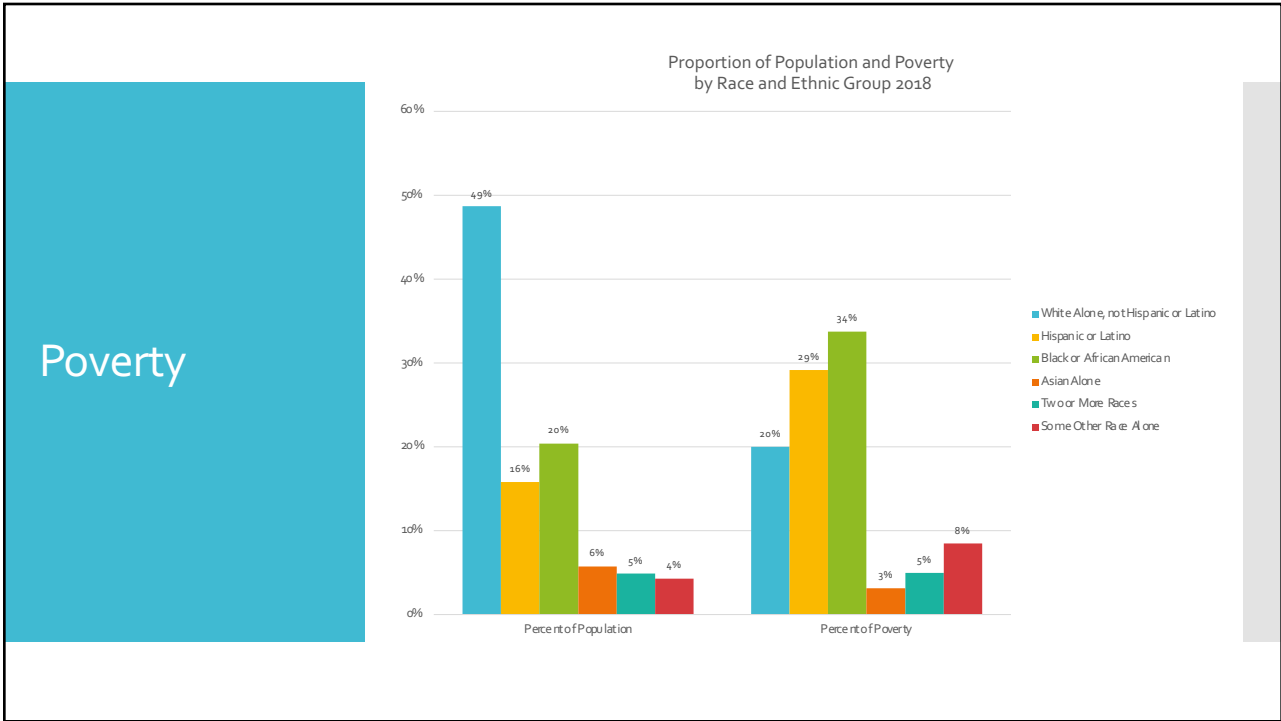
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Alexandria Equity  
Vision

In 2022, Alexandria is a caring,  
kind, compassionate, fair, just,  
and equitable City that supports  
affordable, livable, *community  
for all.*



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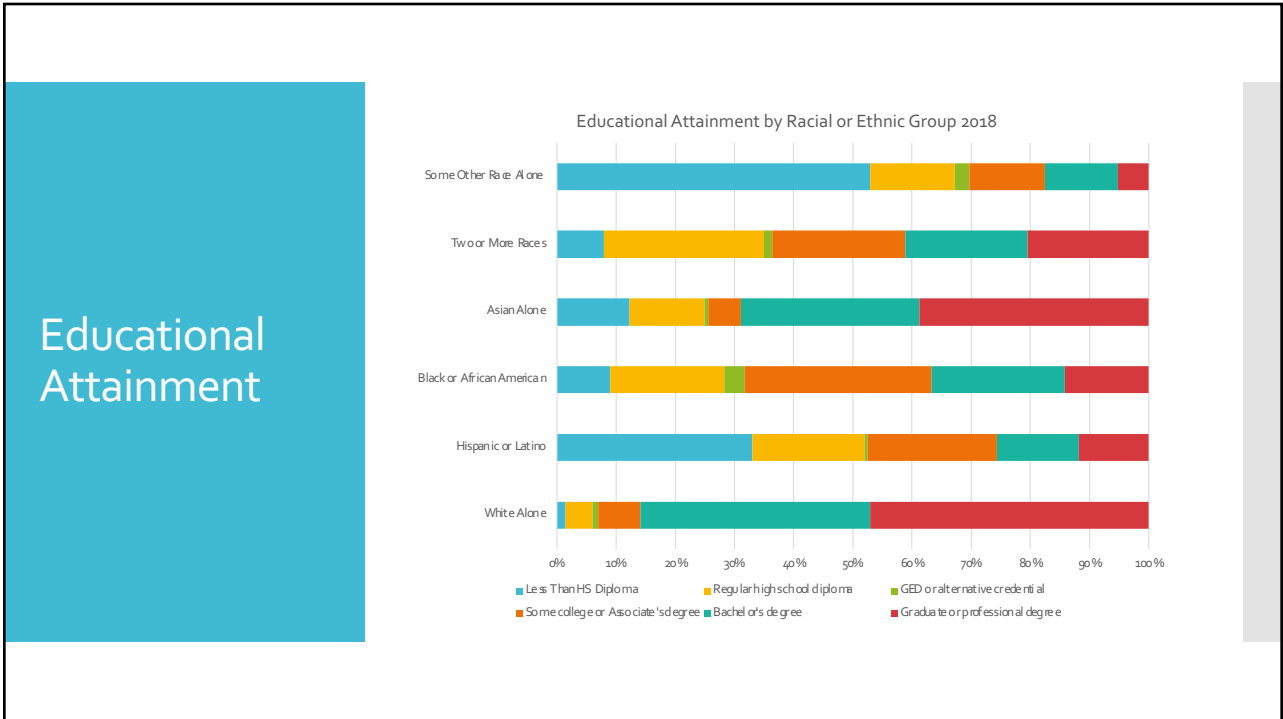
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### Population and Poverty by Racial or Ethnic Group

	White Alone	Hispanic or Latino	Black or African American	Asian Alone	Two or More Races	Some Other Race Alone
Percent of Total Population	49%	16%	20%	6%	5%	4%
Median Household Income	\$ 122,401	\$ 60,637	\$ 58,821	\$ 104,043	\$ 85,538	\$ 52,476
Percent of Poverty Made up by Racial Group	20%	29%	34%	3%	5%	8%
Source: ACS 5-Year Estimates 2018						

### Median Household Income

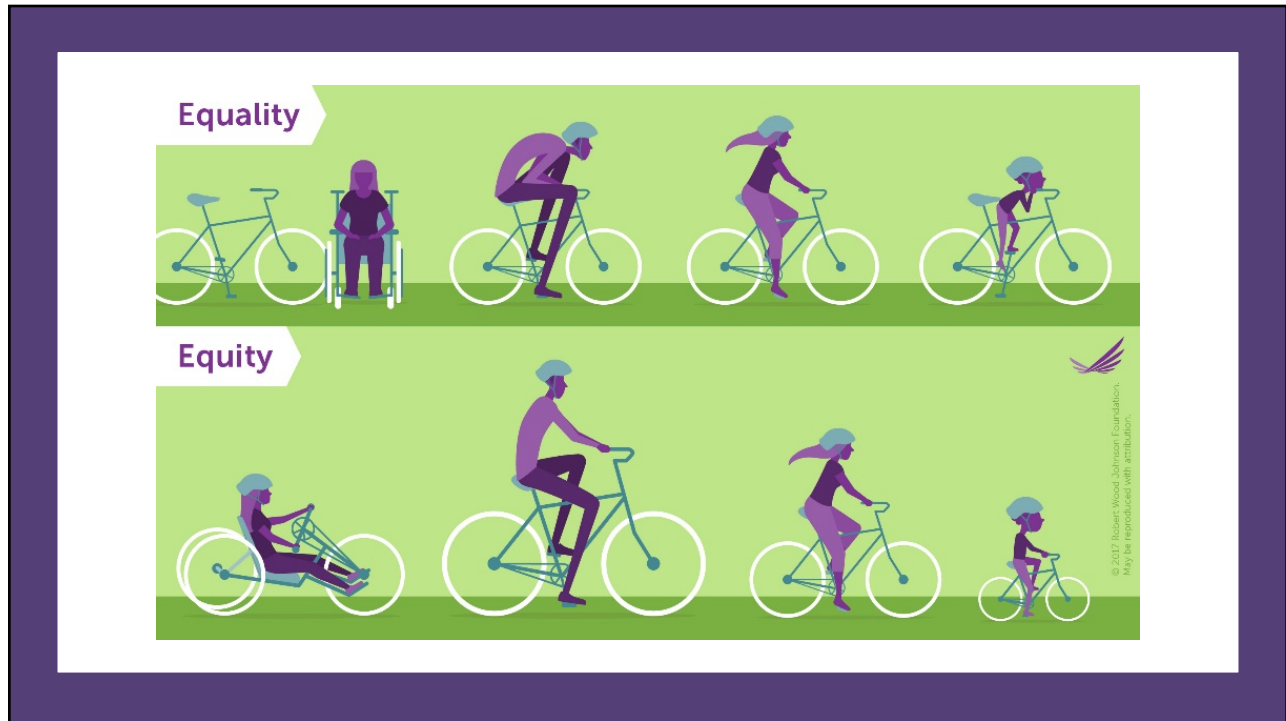
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## Pillars of Race and Social Equity

- Shared Humanity
- Center race in intersectional approach
- Anti-racist
- *Multi-racial, anti-racist, intersectional community*

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- The goal of our work is to reduce and eliminate disparities and inequities experienced by **all residents**, especially those in communities of color and other groups who have been historically and systemically marginalized.

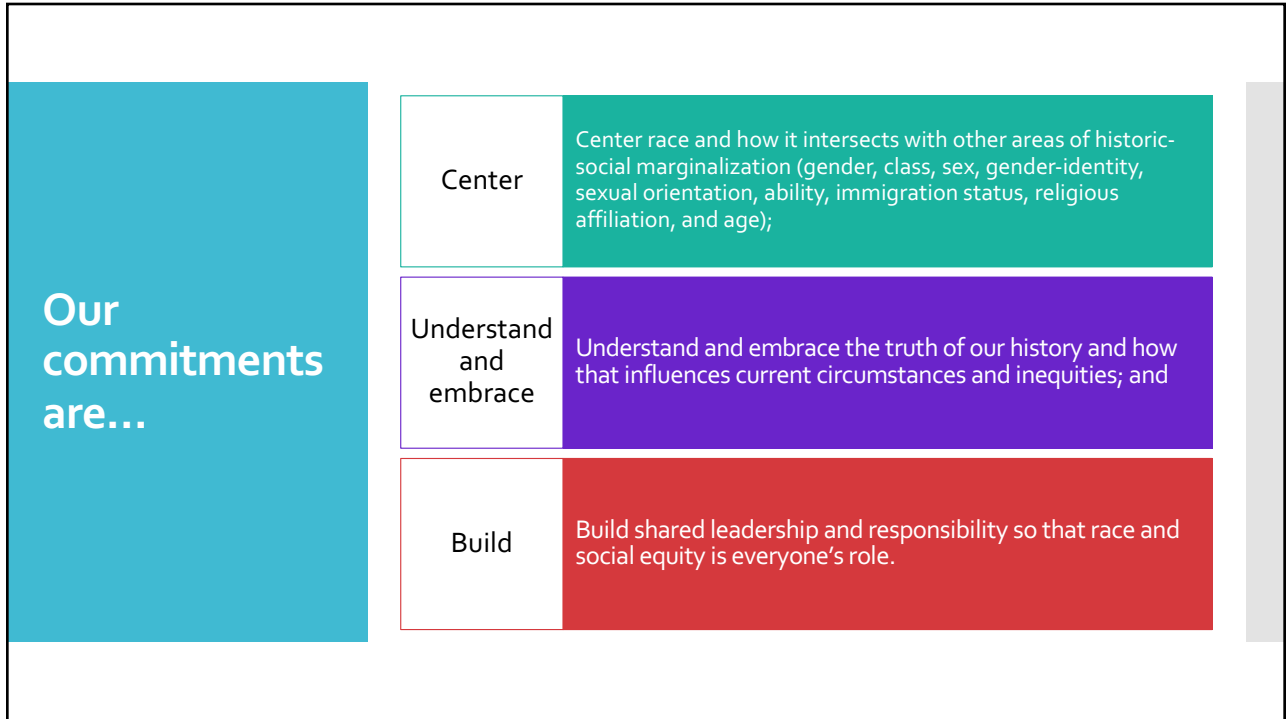
**Goal of Race and Social Equity**

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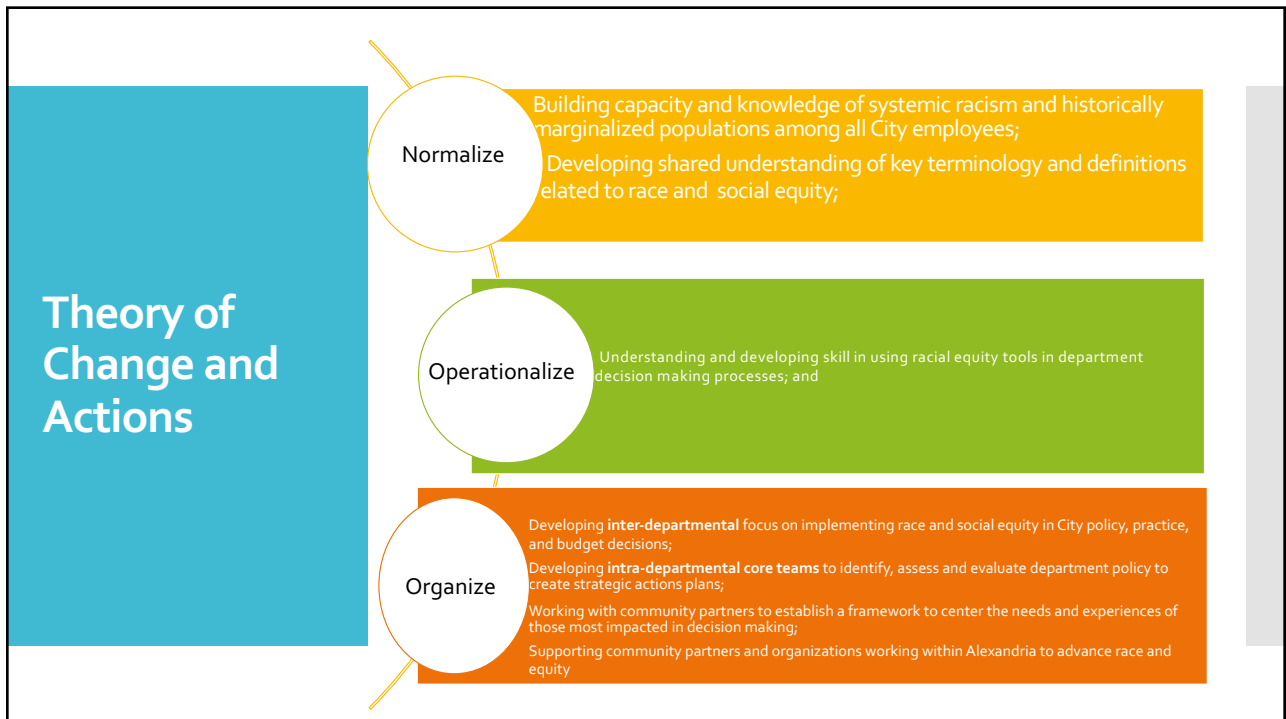
- A world (Alexandria) where we are all embraced for who we are and are able to thrive to reach our highest potential. Removing barriers to full participation and belonging in life and culture.
- **All Alexandria**
  - All Races
  - All Abilities
  - All Ages
  - All Countries of origin
  - All Immigration statuses
  - All Ethnicities
  - All Genders
  - All Sexual orientations
  - All Religious affiliations
  - All Residents

**Vision for Race and Social Equity**


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(R-READ, L-LISTEN, W-WATCH, P-PRACTICE)

**WEEK 1**  
**A CALL TO ACTION/ UNDERSTANDING OUR HISTORY**

The "Median Problem" (V,LL) | Slavery to Mass Incarceration (V,LL) → **Terrill Lynch in America** (V,LL) | Letter to '1819: A Protest From The New York Times (L,R) | **How White People Got Their Money**: Whiteness is one of the biggest AND... | by Quinn Norton | The Message (R) | Scorecasted By Debrah on Vimeo (V,LL) → **The Disturbing History of the Songbirds** | Anne Renee Everything (V,LL)

**WEEK 2**  
**RACISM AND YOU/BIAS INTERPERSONAL RACISM AND ALLYSHIP**

5 Tips For Being An Ally (V,LL) → **Be an Ally** (R) | **Why "It's Not Racism"** Is Only Half the Story | Ronna O'Rourke | On Town (V,LL) | **Take Another Bias Test** (P) | **Wanna Merge: How to Overcome Our Biases? Walk Only Toward Them** (V,LL) | **What is a microaggression? 14 things people think are fine to say at work — but are actually racist, sexist, or offensive** (R) | **"Friendship Anxiety": Can you be too nice to be nice?** (V,LL)

**WEEK 3**  
**SYSTEMIC AND INSTITUTIONAL**

Takes of white supremacy for the 60s (R) | **7 Ways We Know Systemic Racism is Real** (R) → **Meet the someone your teacher can't teach, know them this 3-minute video** (V,LL) | Letter to曹 Sarah: "A Disease of Waking Black People Die" on NPR (L,R) | **Let's get to the root of racial injustice** | **Micah Mike Francis** | TEDx (V,LL) | **Explains | Racial Wealth Gap** | **FULL EPISODE** | (V,LL)

**WEEK 4**  
**NOW WHAT?**

**Join Us: Together, You Can Restore the Soul of Our Nation** (R,L) | **DEI Approach is No Longer Relevant: Operationalize Racial Justice in Non-Profit Organizations** (R) | **Talks to No Matter** | Michelle Johnson | TEDxMidFlorida (V,LL,P) | **Moving Our Social Change Goals in Times of Crisis: 6 Moving Our Social Change Goals + Reflection Guide** (R,P) | **When Culture is Used As A Cover Against People Of Color** (R,L) | **"Learn Into Discovery" When Talking About Race** | **Here & Now** (R,L) | [www.alexandria.gov/whitepaper](http://www.alexandria.gov/whitepaper)

Some of the content included in the 30-Day Racial Equity Challenge may be emotionally and intellectually challenging. As we work toward addressing race and equity in Alexandria, we will have to participate in difficult, honest and uncomfortable conversations. However, our intention is to create a space where we can all engage bravely, thoughtfully and empathetically in conversations around race.

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Themes Identified by Community Participants

- That we be explicit and direct in naming racism historically and how it shows up in our community today
- Strike and aspirational tone of our interconnectedness and
- A host of actions with accountability, seen in the therefore section

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## All Alexandria Resolution

*adopted January 23, 2021*

**ALL Alexandria Resolution No. 2974**

**Committing to Race and Social Equity**

**WHEREAS**, Alexandria's history mirrors our country's past and is built upon a foundation of interpersonal and systemic racism; and

**WHEREAS**, Alexandria acknowledges that the shoreline of the Potomac River where Alexandria is located today has been a lush and resourceful home for centuries to Indigenous Peoples of the Conoy paramount chiefdom and the nearby Powhatan paramount chiefdom, long before the modern community was founded; and

**WHEREAS**, Indigenous Peoples are the original victims of physical violence and oppression through forced removal and illegal confiscation of their native lands for the purposes of settlement and colonization by European settlers, which laid the foundation for the dehumanization and systemic discrimination of other human beings of color; and

**WHEREAS**, Alexandria acknowledges its part in the domestic slave trade, and as a place of refuge for thousands escaping the bondage of forced enslavement during the Civil War, and as a home of Jim Crow, where two known lynchings of African American teenagers Joseph McCoy and Benjamin Thomas in 1897 and 1899 respectively occurred, and a City that resisted peaceful efforts by African Americans to open public facilities to ALL Alexandrians; and

**WHEREAS**, Alexandria has continued to evolve into a diverse community of over 145 nationalities and ethnic backgrounds, this legacy of racial oppression and white supremacy resulted in inequitable practices and policies and created systemic marginalization, particularly of People of Color, that still impacts our community. Alexandria's Indigenous, Black, Latino, Asian, multi-racial, multiethnic and immigrant communities continue to experience disparate outcomes across all measures of wellbeing; and

**WHEREAS**, systemic and institutional racism are the conduit by which other forms of oppression, ableism, ageism, sexism, homophobia, transphobia, xenophobia take root; and

**WHEREAS**, people who live, work and visit in Alexandria today continue to experience bias, discrimination, and unequal outcomes and/or treatment in every field and sector including but not limited to government, housing, employment, environment, wealth, healthcare, education, transportation, the legal system; and

**WHEREAS**, today Alexandria recognizes, acknowledges and is atoning for its past actions and policies that excluded,

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## All Alexandria Resolution

*adopted January 23, 2021*

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF ALEXANDRIA, VIRGINIA THAT:**

1. Ensure that race and social equity is incorporated and centered in all planning, including:
  - a. Center race and equity throughout the forthcoming FY 2022-FY 2027 Strategic Plan and departmental strategic planning processes;
  - b. Establish specific, measurable, attainable, relevant time-based (SMART) goals race and social equity action plans for City departments;
  - c. Incorporate race and social equity into all staff and leadership talent management programs;
  - d. Establish, strengthen and maintain key partnerships with the Alexandria City Public Schools, other public entities serving our community, community-based, non-profit, and faith-based organizations, and businesses in Alexandria to advance racial equity;
2. Implement and sustain structures and systems to advance race and social equity, including:
  - a. Adopt and promote practices and policies centered on creating and ensuring racial and social equity through the use of a racial equity tool;
  - b. Conduct race and social equity trainings for City Council, City staff and City boards and commissions;
  - c. Create authentic community engagement best practices for use in evaluating City actions from creation to implementation;
  - d. Maintain membership and active participation in the Government Alliance on Race and Equity (GARE) and Metropolitan Washington Council of Governments (MWCOG) Racial Equity Work Group and newly established ChiefEquity Officers Committee;
3. Align and implement policy efforts designed to advance race and social equity goals, including:
  - a. Incorporate greatly expanded language access into more City of Alexandria communications and platforms;
  - b. Reduce and eliminate racial and social inequities in the allocation of City resources through the use of a budget equity tool which may entail the adjustment of budgets and funding reallocation;
  - c. Present City Council with a Racial and Social Equity Action Plan, consisting of specific policy initiatives to advance the City's racial equity goals, informed by additional community engagement;
4. Ensure accountability mechanisms related to the progression and transparency of work to advance race and social equity, including:
  - a. Develop equity data mechanisms, including equity indicators, equity mapping, and dashboards to transparently monitor, share, view and inform policy decisions that purposefully work toward reducing and eliminating disparities;
  - b. Develop quarterly listen and learn sessions, under the direction of the Race and Social Equity Officer, to establish

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Priorities

- Expanded Language Access
- Budget Equity Tool
- Equity in staff performance evaluations
- All Staff Training
- Community Engagement

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Questions



The slide features three logos on the right side. At the top is the Alexandria Race & Equity logo, which consists of a stylized 'A' shape formed by two triangles (one blue, one green) with an equals sign inside, and the text 'ALEXANDRIA RACE & EQUITY' below it. Below that is the official seal of the City of Alexandria, Virginia, featuring a ship on the water and the text 'CITY OF ALEXANDRIA VIRGINIA'. At the bottom is a blue circular icon containing a white question mark.

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