

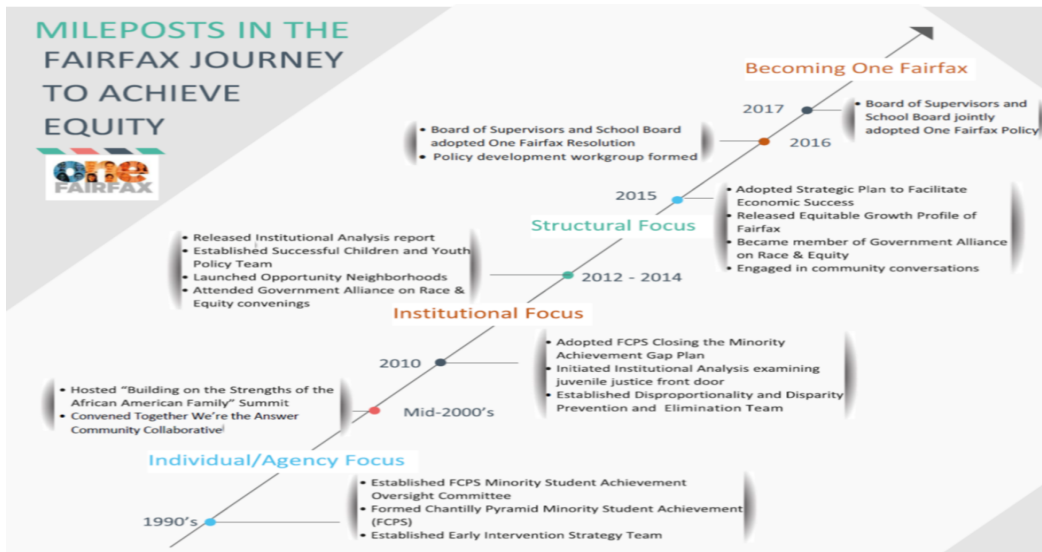
# BECOMING ONE FAIRFAX

VIRGINIA LOCAL GOVERNMENT MANAGEMENT ASSOCIATION

ROBIN WILSON, POLICY ADVISOR FOR ONE FAIRFAX

FEBRUARY 11, 2021

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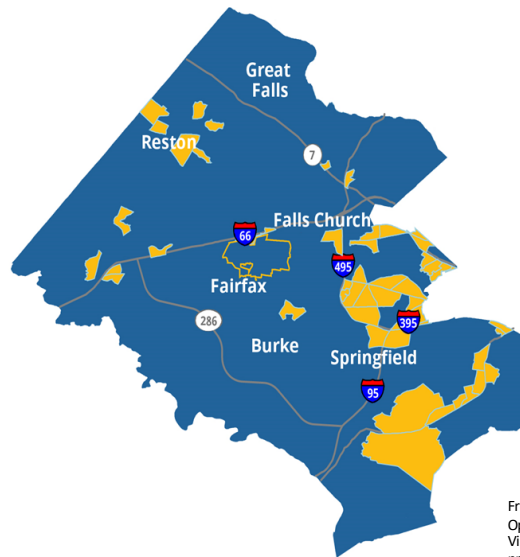


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## There is an “uneven opportunity landscape” in Fairfax County

- 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/>

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- A **Racial and Social Equity** Resolution and Policy
- Commits the county and FCPS to **intentionally consider equity** when making policies, planning and delivering programs and services
- Involves **community and stakeholder engagement, training and organizational capacity building, data analysis, collective planning and action, and shared accountability mechanisms**
- Poses these core questions:
  - Who **benefits** and who is **burdened** by **past and current actions**?
  - How can **burdens be mitigated** and **benefits more broadly shared**?



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# Lesson 1: Organizing is key

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<p><b>Equity Leads &amp; Teams</b></p> <ul style="list-style-type: none"> <li>• Equity leads (60 staff in 40 depts) <ul style="list-style-type: none"> <li>• Attended 7 training sessions in 2019 on basic equity concepts, using an equity lens, and action planning</li> <li>• Convene equity team</li> <li>• Lead the development of departmental equity impact plans</li> </ul> </li> <li>• Equity teams <ul style="list-style-type: none"> <li>• Have foundational knowledge about equity and expertise in their work area</li> <li>• Develop and implement equity impact plans</li> </ul> </li> </ul>	<p><b>Equity Ambassadors</b></p> <ul style="list-style-type: none"> <li>• 55 staff from 25 departments</li> <li>• Completed 40 hours of training in 2020 to prepare to be trainers for two courses</li> <li>• Train staff within and across departments on the fundamentals of equity that are common across all departments</li> </ul>
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# Lesson 2: Advance equity through the paths available

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## Community Engagement is key to Becoming *One Fairfax*

Residents, 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

Chairman's  
Task Force on  
Equity and  
Opportunity

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Shaping the Future  
**Together**  
Fairfax County Strategic Plan



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

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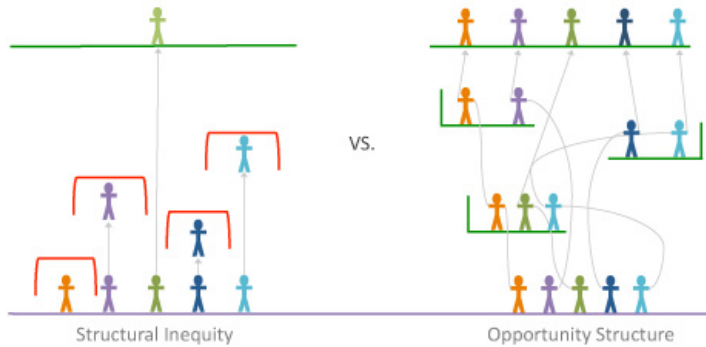
# The Principle of Targeted Universalism:

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.

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



This complex block features a 2x2 grid of images with text overlays. The top-left image is a map of the Washington DC area with the text "Understand Vulnerability & Opportunity". The top-right image is a 3D architectural rendering of a city with the text "Target Interventions to Build Opportunity". The bottom-left image shows a magnifying glass over a grid of colorful human icons with the text "Target Interventions to Connect to Opportunity". The bottom-right image shows a glass of water with a green plant growing from it, with the text "Encourage the Development of an Inclusive Economy". A central orange box with white text reads "Communities of Opportunity".

## Key Elements of a Communities of Opportunity



EDUCATION



EMPLOYMENT



MOBILITY



FOOD



RECREATION/CULTURE



HOUSING



JUSTICE



HEALTHCARE



DIGITAL ACCESS



QUALITY CHILDCARE

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## 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>

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