

A Conversation on EQUITY



What does racial equity in Arlington look like and how can we get there?

Background

On September 19, 2019, the Arlington County Board adopted an Equity Resolution to examine and address racial inequities. Arlington, as well as cities across the nation, are grappling with historical policies and practices that have resulted in residential segregation, which in turn has created racial inequities in food security, housing security, income security as well as gross disparities in access to healthcare, education and worker protections. While there is strong political will to examine and address racial inequities in Arlington, without a shared understanding and informed examination of the impact of historically unfair systems, new policies supporting racial equity, diversity and inclusion may remain mostly on paper, no matter the good intentions of the plan.

How can you get involved?

Join us by using the conversation starters on the back of this sheet to host your own conversation with family, colleagues, and members of your community.



Realizing
Arlington's
Commitment to
Equity

Learn more about Realizing
Arlington's Commitment to
Equity and other materials for
hosting conversations by
scanning the QR code or
going to arlingtonva.us/equity



Start your conversation today!

Use the following discussion questions and definitions to get you started.

Before you get started...

Here are some tips for creating a respectful and brave space:

- Listen deeply - to others, to yourself
- We don't have to agree
- Accept discomfort
- Expect and accept lack of closure
- Use I language; Speak for yourself/own experience
- Lean into curiosity
- Remember to breathe

Conversation Starters

- What is one of your favorite cultural traditions and why?
- When did you first notice race?
- How has race impacted your life?
- Where have you seen or experienced systemic racism in the Arlington community?
- How do the definitions to the right intersect with notions of fairness?
- Moving forward, how do you plan to engage people in your personal and professional lives in conversations about race?

Definitions that can help develop a common understanding:

Diversity - speaks to representation. The practice of including or inviting people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc. This is the first and most basic step.

Inclusion - speaks to participation - We seek participation from people of different races, cultures, and identities; not only in number but in terms of value, contribution and voice. It is a commitment to respecting, representing and accepting differences. The goal is to create environment where all people feel like they belong and have access.

Equality - means everyone has the same rights, opportunities and resources. It stresses parity in access to social goods and services. It works when the systems in place are fair.

Equity - recognizes that the same thing for everyone (equality) doesn't truly address needs, and therefore specific solutions and remedies - which may be different for different people - are necessary. This is the goal.

Racial Equity - closing the gaps so race does NOT predict one's success in any area of life while improving outcomes for everyone. It's moving beyond providing services to focus on changing policies, structures and institutions.

Systemic Racism/Structural Racism - Different facets of racism work interactively (in individuals, institutions, laws and habits) to reinforce a system that racializes outcomes even in the absence of obvious racist intent. Racialization refers to the dynamic interconnected process that creates cumulative and durable inequities based on race.

Check out more conversation resources by scanning the QR code or going to [Arlingtonva.us](https://www.Arlingtonva.us), search: "Dialogues on Race and Equity"

