ARLINGTON
VIRGINIA

EQUITY

Since the adoption of the County Board's Equity Resolution, there has been continuous and dedicated support to operationalize racial equity in County policies, procedures, and programs as supported through the operating budget. Efforts have focused on establishing the foundation for work toward advancing racial equity through a sustainable model and framework, RACE: Realizing Arlington's Commitment to Equity.

Advancements in Equity in Arlington

In addition to the dedicated staffing to lead RACE and the Dialogues on Race and Equity initiative (DRE) within the community, in **FY 2021 several racial equity tools were published and opportunities created to "normalize"** a shared understanding, knowledge and terminology around racial equity within the organization and among the community**:**

- *Race and Ethnicity Dashboard* **and** *Census Demographic Dashboard*. Two interactive dashboards introduced the community and County employees to disparities in different areas of impact based on race such as housing, education, and wealth and allow for community-based, people centered considerations in engagement, policies, programs, and plans.

- *DRE In Your Neighborhood.* Self-guided toolkits were introduced to facilitate individual conversations on privilege, bias, and equity. These toolkits were developed by Challenging Racism for Arlington County and are based off the DRE In Our Community and DRE Together Partners training curriculum.

- *RACE VCircles.* A series of virtual dialogues called the RACE VCircles were initiated at the end of the last fiscal year in collaboration with Restorative Arlington and community volunteers. Utilizing the VCircles process allowed employees to engage in transformational dialogues on race and racial equity.

In FY 2022, RACE VCircles continued, and another tool was published along with education and training materials:

- *Racial History Timeline.* An interactive and iterative timeline developed to document the history of race in various lines of business and County service areas during 1930-1945 and 1946-1960. The timeline is intended to initiate dialogue among the community and employees on how the County evolved and inform current

and future thinking about how we continue to become a diverse and inclusive community.

- **_Leading With RACE._** A series of digital-based learning modules was produced and released by the County. The Leading with RACE modules, required to be completed by all employees, introduce concepts and terminology around race, equity, and racial equity with the goal of helping to achieve a shared terminology and understanding as we normalize racial equity.

- **_Workforce Racial Equity Training._** A consultant, Racial Equity Group, Inc., has been procured to provide training to County employees. The facilitated training for County employees will deliver a series of seven (7) sessions at two hours each to 300 employees in cohorts comprised of the Extended Management Team, Racial Equity Core Team, and employees. The topics include Foundations of Racial Equity; Equity Eye Analysis (making it applicable); and Measuring, Monitoring and Managing (using metrics and creating racial equity strategic action plans and operating plans).

Ongoing Equity Work in Arlington

The Proposed Operating Budget for FY 2023, consistent with the RACE framework, allows for the continued focus on normalizing and organizing. Different than in FY 2021 and FY 2022, ongoing funding of $240,000 (an increase of $215,000) is committed to support training, technical assistance, professional development, enterprise-wide membership with GARE as well as capacity building and support for racial equity within the Departments. There will also be continued support of the projects and initiatives started in FY 2021 and FY 2022 to include:

- Race and Ethnicity and Census Demographic Dashboards
- RACE VCircles
- Racial History Timeline
- Leading With RACE Learning Modules
- Workforce Racial Equity Training
- Dialogues on Race and Equity: DRE Together Partners
- Racial Equity Core Team
- Departmental Equity Teams

Department Initiatives – Doing More to Advance Racial Equity

The FY 2023 Operating Budget funds Housing Affordability and Housing Programs, Economic Development, Arts and Culture, Health, Human Services, Safety and Justice, the Built and Natural Environment, and Workforce Investment. Each of these areas are community impact areas when we consider closing the gaps, so that race is no longer a predictor of one's success in any area of life while improving outcomes for everyone. Efforts in FY 2021 and FY 2022 that continue in FY 2023 include:

- Equitable Access to services and facilities
  - Health services, COVID Testing, Vaccinations, Tracing
  - Social Services such as Emergency Services and Medical Care; Eviction Prevention; Guaranteed Income Pilot; Homeless Services and Engagement; Crisis Intervention Expansion
  - Language Accessibility and Communications; Community Engagement
  - Parks and Recreation, Amenity Accessibility, Childcare Access, Expanded Services and Community Center Access
  - Digital Resources
  - Library Collections and Services
  - Housing – Affordability, Assets and Support, Energy Equity
  - Neighborhood Conservation Program, Concrete Maintenance
  - Transit and Transportation, Vision Zero
  - Economic Development – BizLaunch, Business Investment, Art and Cultural Affairs, Convention and Visitor Service
- Performance Measurement Data Disaggregation and Analysis
  - Senior Nutrition
  - Substance Abuse Outpatient
  - Children's Behavioral Health Intake
  - Maternity Clinic
  - Homeless Continuum of Care (CoC)
- Revised Fees and Fines Policies– Libraries, Parks and Recreation, Sheriff, Department of Environmental Services
- Study and Review of Programs – Procurement Disparity, Broadband, Water and Wastewater Utility Rates, Utility Feasibility
- Restorative Justice
- County Workforce – Compensation and Benefits, Blind Recruitment, Pay Compression Analysis, Access to Training

The Challenge of "Knowing" and "What Do We Do"?

Departments continue to focus on racial equity through participation in County-wide efforts under RACE, department-level initiatives, capacity building through training, review of policies and practices and consideration for specific programs, projects, and processes, to which the equity lens will be applied. A draft process guide has been developed to pilot application of the County's racial equity lens. In addition, data will be identified and discussed in the context of application of the lens. One effort underway with support from University of Virginia (UVA), is the development of a framework for data collection. As an organization, we continue to focus on normalizing and organizing across the enterprise and piloting the use of an equity lens process guide. This will include a consistent and integrated process for collecting and analyzing data throughout our processes. We expect that through our efforts to design and review programs, projects, policies with an equity lens we will be able to better inform budget proposals and decisions and have the relevant data to monitor and track whether and how we are achieving equitable outcomes.

Normalize
Racial equity is accepted as an imperative and priority throughout the organization and within the community.

Organize
Build the capacity of the organization and within the community and commit and dedicate resources to support identified areas of need.

Operationalize
Use the racial equity lens as a tool and disaggregate data to identify where systemic and institutional racism presents itself to inform decisions on policy, process and programs.

Assess
Measure progress and make relevant adjustments in continued advancement.

Who Benefits?

Who Is Burdened?

Who is Missing?

How Do We Know?

What Do/Did We Do?