



Arlington County's Efforts to Advance Racial Equity
Chief Race and Equity Officer Presentation

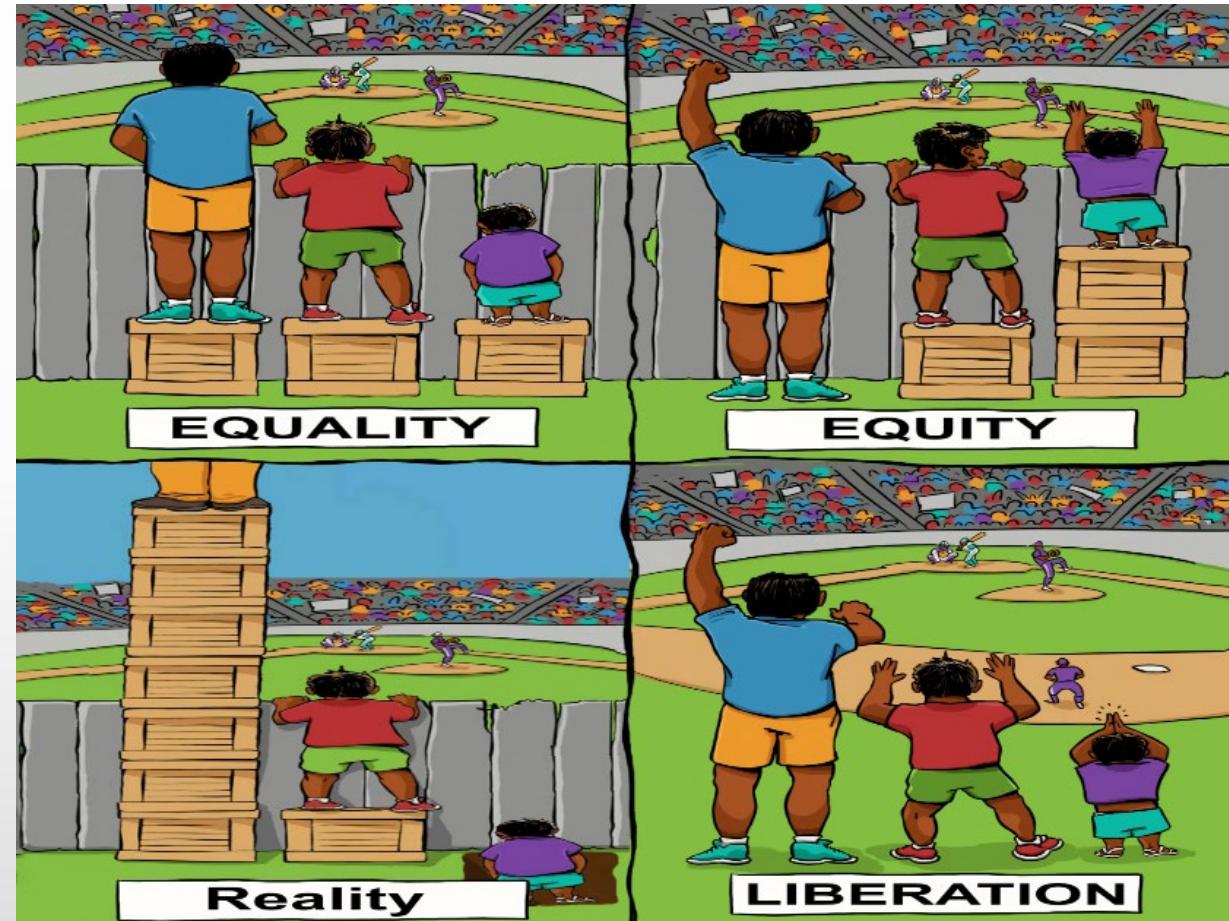
What is Equity?

All populations having access to community conditions and opportunities needed to reach their full potential and to experience optimal well being

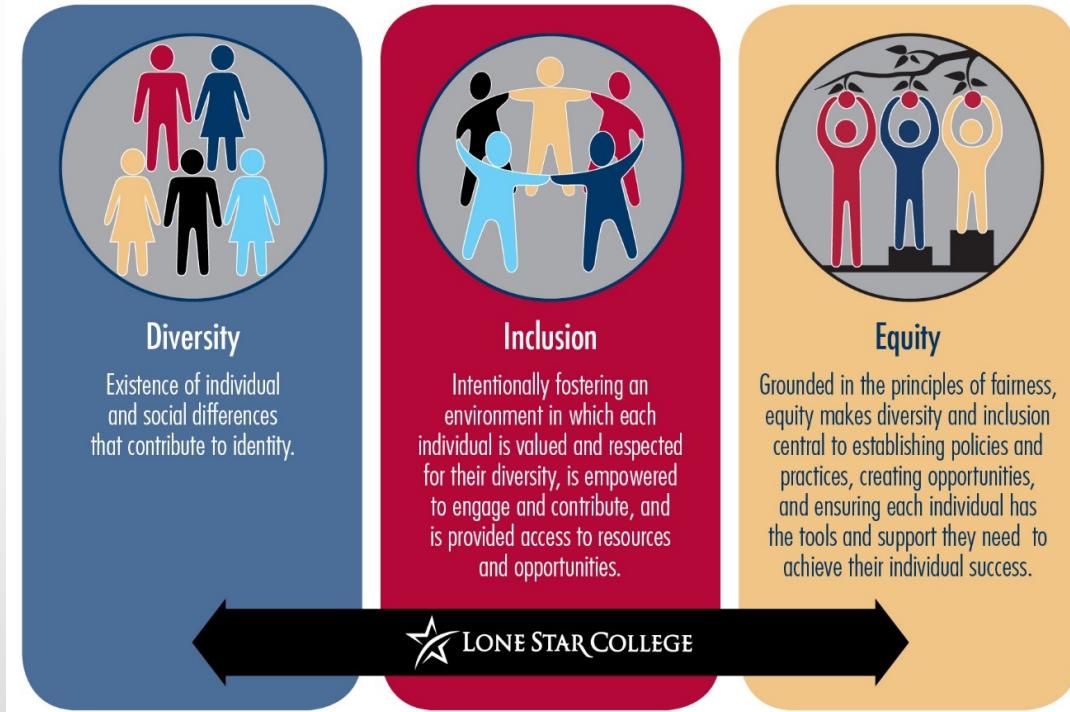
Your Status – being a person of color, a woman, poor, an immigrant or a refugee, non-heteronormative, differently abled, or one's area of residence – ***should not be predicative of adverse life outcomes***

Equality ≠ Equity

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Diversity, Inclusion and Equity Are Not A Single Concept



- Diversity = Representation
- Inclusion = Access to Decision Making, Information and Opportunity
- Equity is about ***Outcomes***

Equity focused, but not exclusive
Diversity and inclusion are necessary but not sufficient

What is Racial Equity?

Closing the gaps so that race does not predict one's success, ***while also improving outcomes for all***

How:

- Target strategies to focus improvements on the worse off
- Move beyond services and focus on changing policies, institutions, structures



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Why We Lead With Race...

Racial inequities are deep and pervasive

Race is the elephant in the room

Learning an institutional or structural approach can be used with other areas of marginalization

Specificity matters



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When Leading With Race, We Are...

...Race explicit, not exclusive
always bring an
“intersectional” analysis

Race and...

- Gender
- Sexual Orientation
- Religious affiliation
- Disability status
- Income



“There is no such thing as a single-issue struggle, because we do not live single-issue lives.”

—Audre Lorde

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Arlington County and Racial Equity

- September 2019 **County Board Equity Resolution**
- **Partnership** with Metropolitan Washington Council of Government and the Government Alliance on Race and Equity (GARE)
- RACE Cohort 10-Month **Learning Program** + Implementation
- County Board **Work Session** on Equity
- New Position established, **Chief Race and Equity Officer**
- **Executive Leadership Team** Workshop on Equity

Realizing Arlington's Commitment to Equity

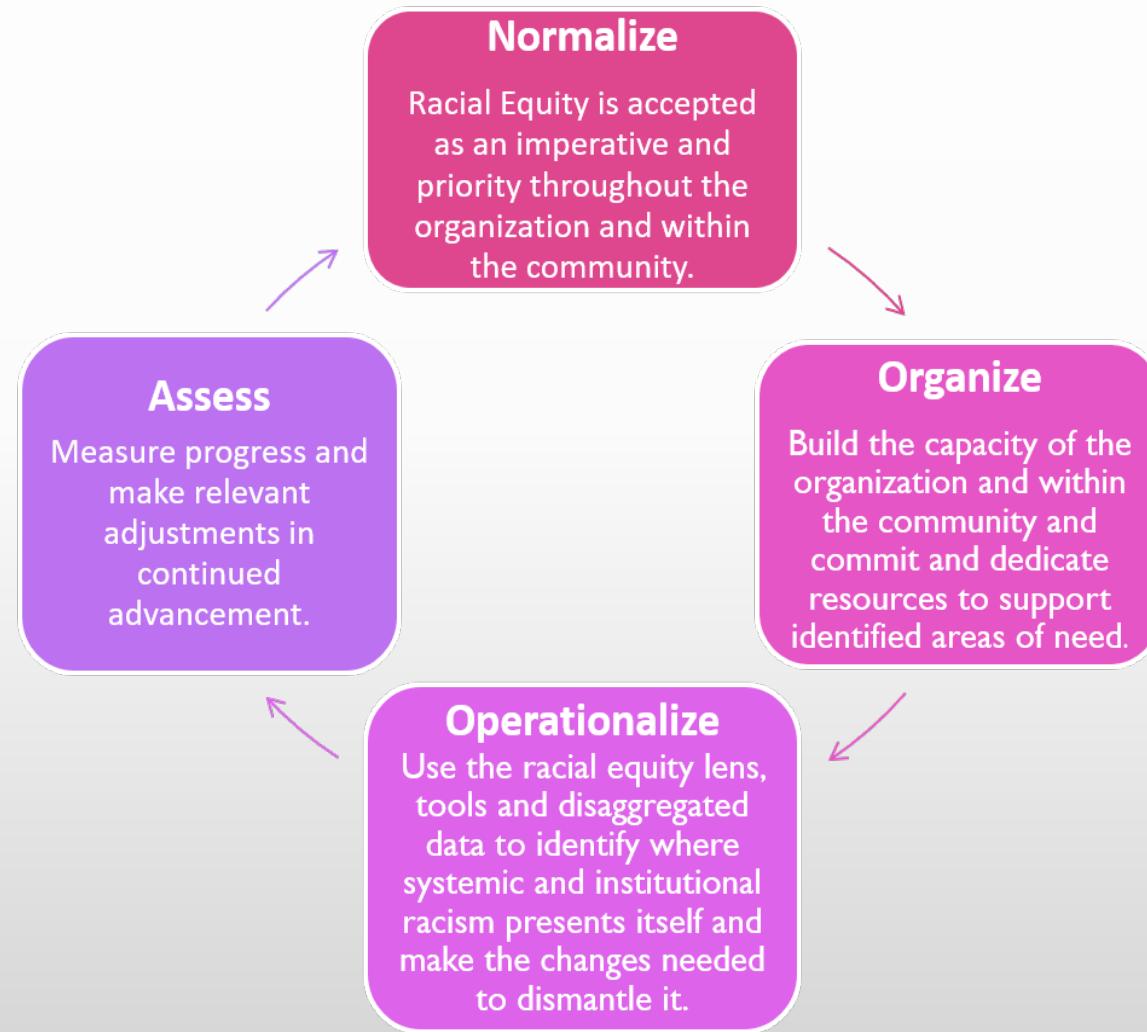
Vision

An Equitable Arlington is one where all are valued, educated, healthy and safe regardless of race

Mission

As an employee, resident or business in Arlington, advance racial equity as a county-wide priority to eliminate, reduce, and prevent disparities in our policies, procedures, practices, engagement, and interaction with and service to the community.

Racial Equity Goals: Framework for Action



Objectives



We Will Know We Are Successful When...

NORMALIZE

- Individuals whether within the community or the organization, have an increased awareness and can have conversations about race and racism.
- Every employee, stakeholder, leader is grounded in race and racism, and committed to prioritizing racial equity as a key core competency.

ORGANIZE

- Gaps in knowledge and competency are identified in the organization and the community.
- Resources are committed and allocated to build capacity in areas of need.
- Racial Equity Tool and Framework meets the specific needs identified for the county and the community.

OPERATIONALIZE

- Every employee is equipped, trained and empowered to apply a racial equity lens and tools.
- People can identify systemic and institutional racism and determine the appropriate strategy to address it where and when it shows up.

ASSESS

- Our work culture and community demand and account for our differences and it is visible in the workforce, leadership, community groups and organizations, our policies and practices, and engagement.

Journey to an Equity Mindset

Normalize



- **Ensure** the commitment of every individual to meaningfully engage in raising awareness of disparities.
- **Commit** to having conversations, engagement and education needed to share information about disparities due to race and inequities.

Journey to an Equity Mindset

Organize



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- **Build** the infrastructure and establish a framework and guidelines in which racial equity work can be implemented.
- **Create** culture for systemic and organizational change and management.

Journey to an Equity Mindset...

Normalizing

- Facilitated Conversations
- Dialogues on Race and Equity
- Racial Equity Course
- History of Race Timeline
- Race and Ethnicity Dashboard

Organizing

- Budget and Resources Allocations
- Racial Equity Core Team
 - Communications
 - Community Engagement
 - Data and Metrics
 - Education & Training
 - Finance, Procurement & Contracts
 - Workforce
- Department-Based Equity Committees/Teams
- DRE Partner Network
- COG Chief Equity Officers Committee
- GARE Membership & Implementation Cohort



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<https://topics.arlingtonva.us/equity>

Racism has been a matter of urgency for more than 400 Years. It won't be solved because in this moment we are acutely aware, but because we are chronically persistent and persevere in our approach to dismantle it at the root no matter how tiring or uncomfortable.

~ S. Byrd