

2022 RACE ROAD MAP

**Realizing
Arlington's
Commitment to
Equity**

OPERATIONALIZE

To develop and consider the impact policies, plans, and decisions have on residents and employees

- Race & Ethnicity Dashboard + UVA Social Impact Data Commons
- Racial Equity Lens Process Guide for Staff

ORGANIZE

A sustainable and supported structure to advance racial equity

- Racial Equity Core Team Interdepartmental Steering Committee
- Department Equity Core Teams Established
- Workforce Racial Equity Cohort Training
- Restorative Mindset and Circle Process Staff Training
- Dialogues on Race and Equity (DRE) Together Partners Recruitment and Training
- MWCOG-GARE 2022 Cohort Participation
- GARE Membership & Participation

NORMALIZE

A shared understanding, knowledge and terminology around racial equity

- Leading With RACE Workforce Education Modules
- RACE VCircles
- Racial History Timeline Additions + Oral Histories
- Dialogues on RACE & Equity (DRE) in Our Community Conversations

ASSESS

All who interact with the County see themselves in the work, the process, the system and structure

- Resident Satisfaction Survey + Race and Equity

