

Arlington County's Plan
for:

Advancing
Racial Equity
In
Government

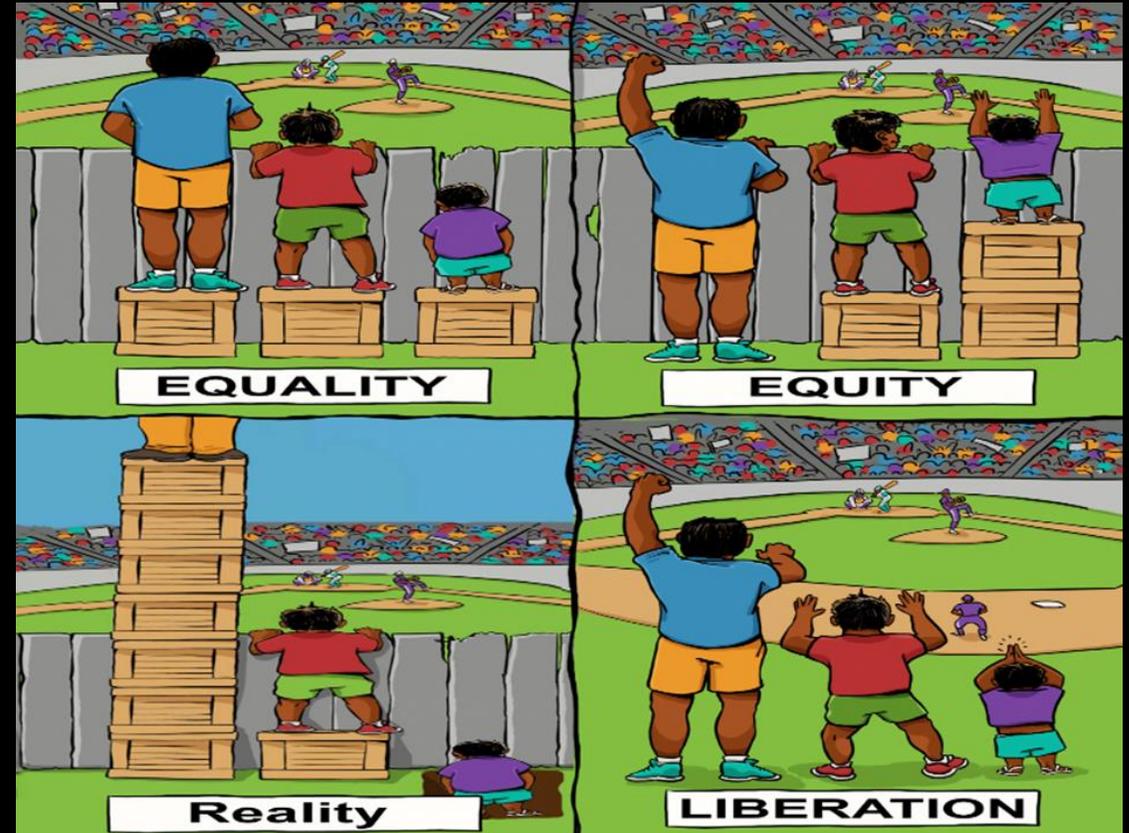
RRealizing
AArlington's
CCommitment to
Equity

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***

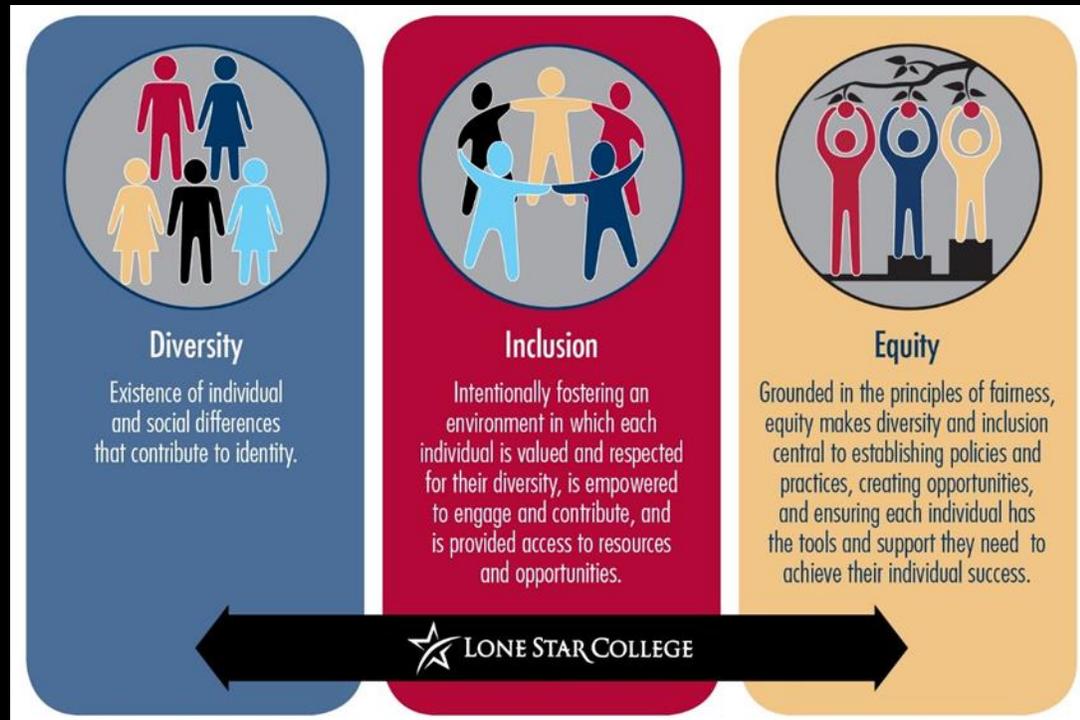
Equality \neq Equity



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Diversity Equity & Inclusion 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



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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

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



When Leading With Race...

...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

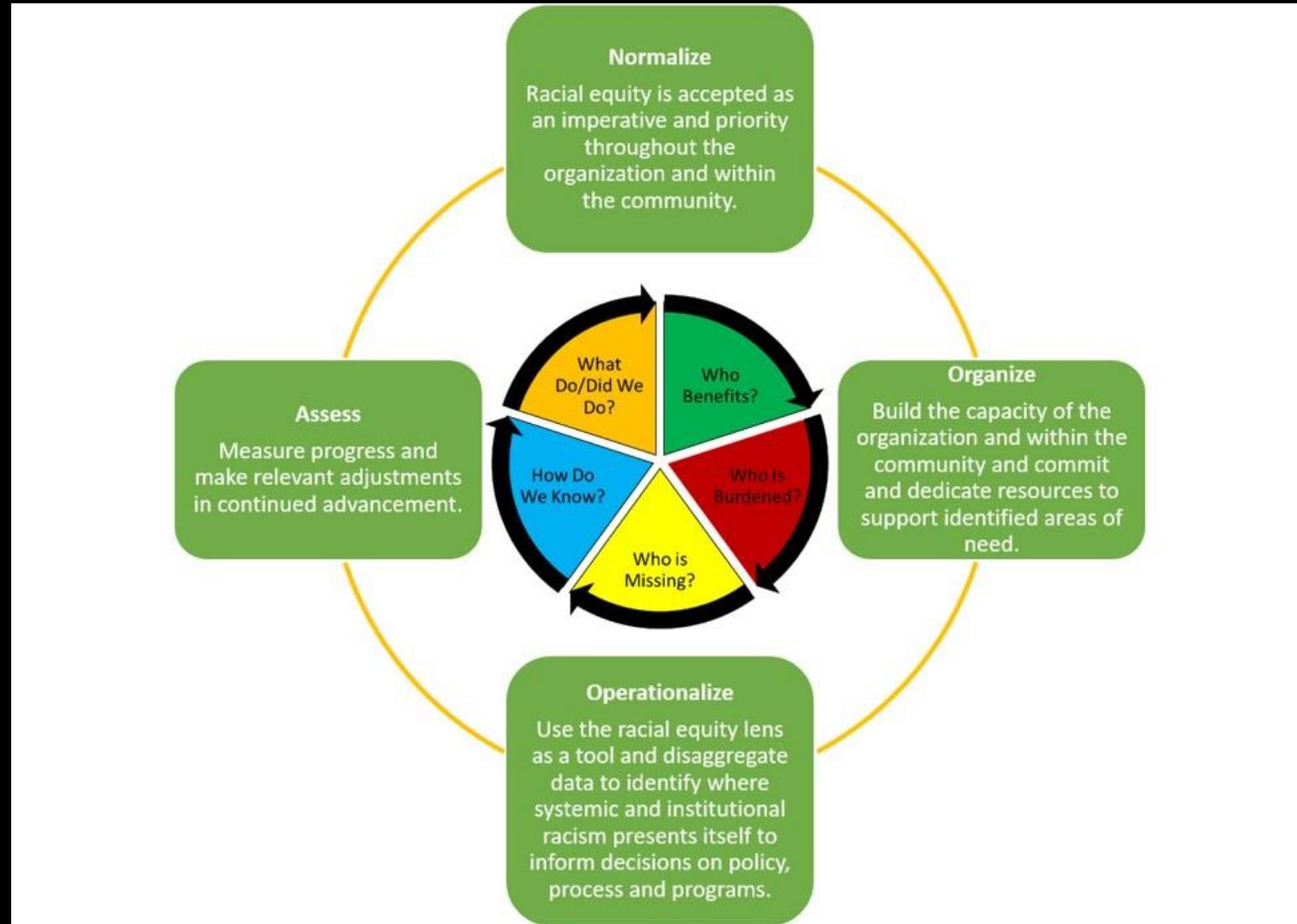
Arlington County: RACE Strategic Framework

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.



RACE Goals & Equity Lens

RACE Objectives

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.

ORGANIZE

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.

OPERATIONALIZE

Analyze planning, programs, services, policies in the context of a “response-driven government” culture to determine whether they address or exacerbate disparities.

Define strategies to address and resolve disparities.

Allocate and **distribute** resources to support identified strategies.

ASSESS

Track and measure outcomes and strategically manage long-term systemic impact and organizational and cultural change.



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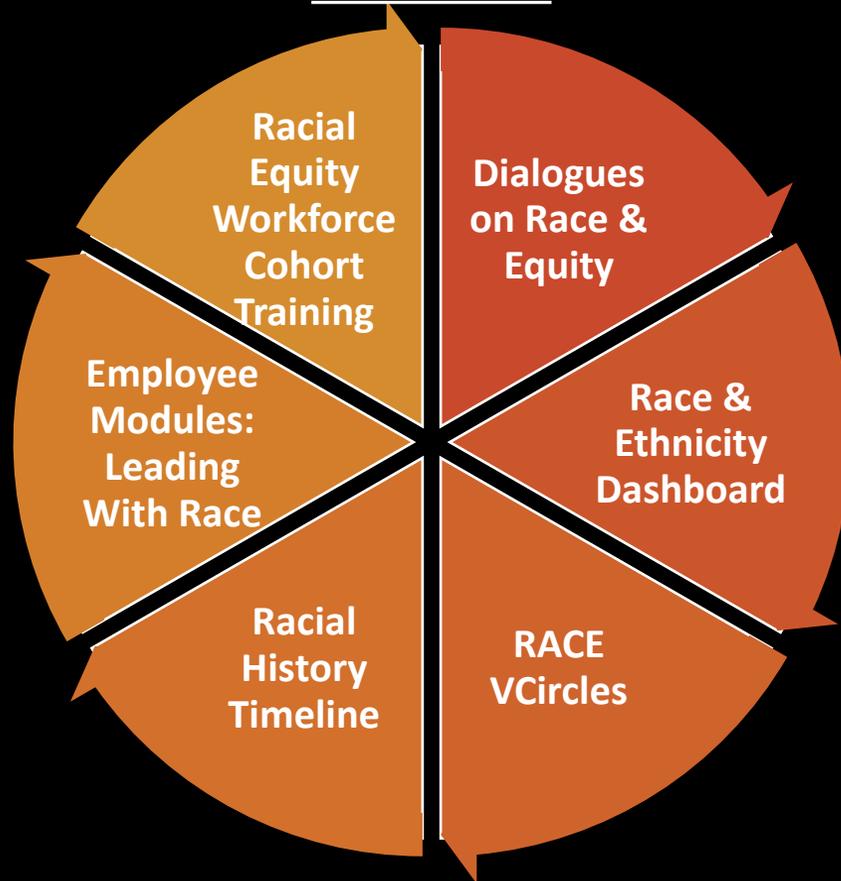
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Developing a RACE Equity Mindset: Building Capacity & Providing Structure

NORMALIZE

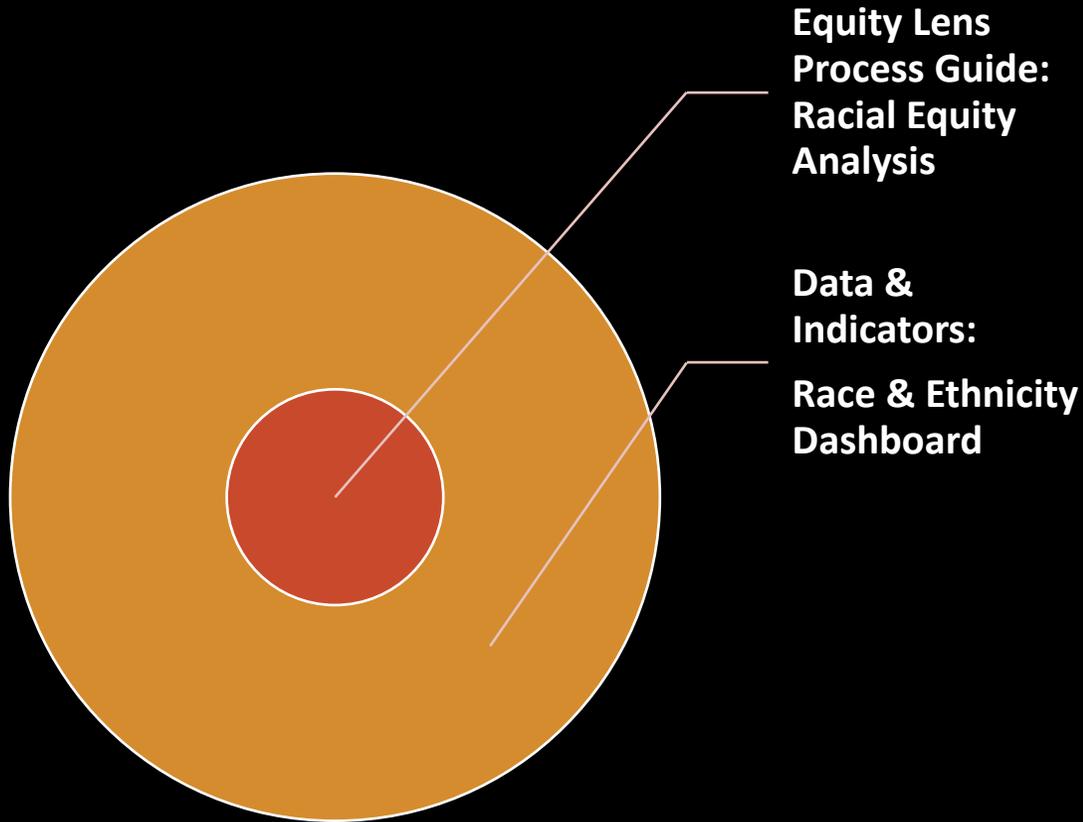


ORGANIZE



RACE Equity Mindset Tools: Analyzing, Measuring, Evaluating, & Reporting

OPERATIONALIZE



ASSESS



Outcomes for RACE: Success Looks Like...

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.

Ultimate Measure of Success

What Do/Did We Do?
Who Benefits?
Who Is Burdened?
Who is Missing?
How Do We Know?

Racial Equity is who we are. It is just what we do as a matter of practice and standard operating procedure.



“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.”

Samia Byrd

Deputy County Manager, Chief Race and Equity Officer

[Realizing Arlington’s Commitment to Equity – Official Website of Arlington County Virginia Government \(arlingtonva.us\)](https://www.arlingtonva.us)