

Arlington County's Plan
for:

Advancing
Racial Equity
In
Government

**RRealizing
AArlington's
CCommitment to
EEquity**

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

Arlington County: RACE Strategic Framework

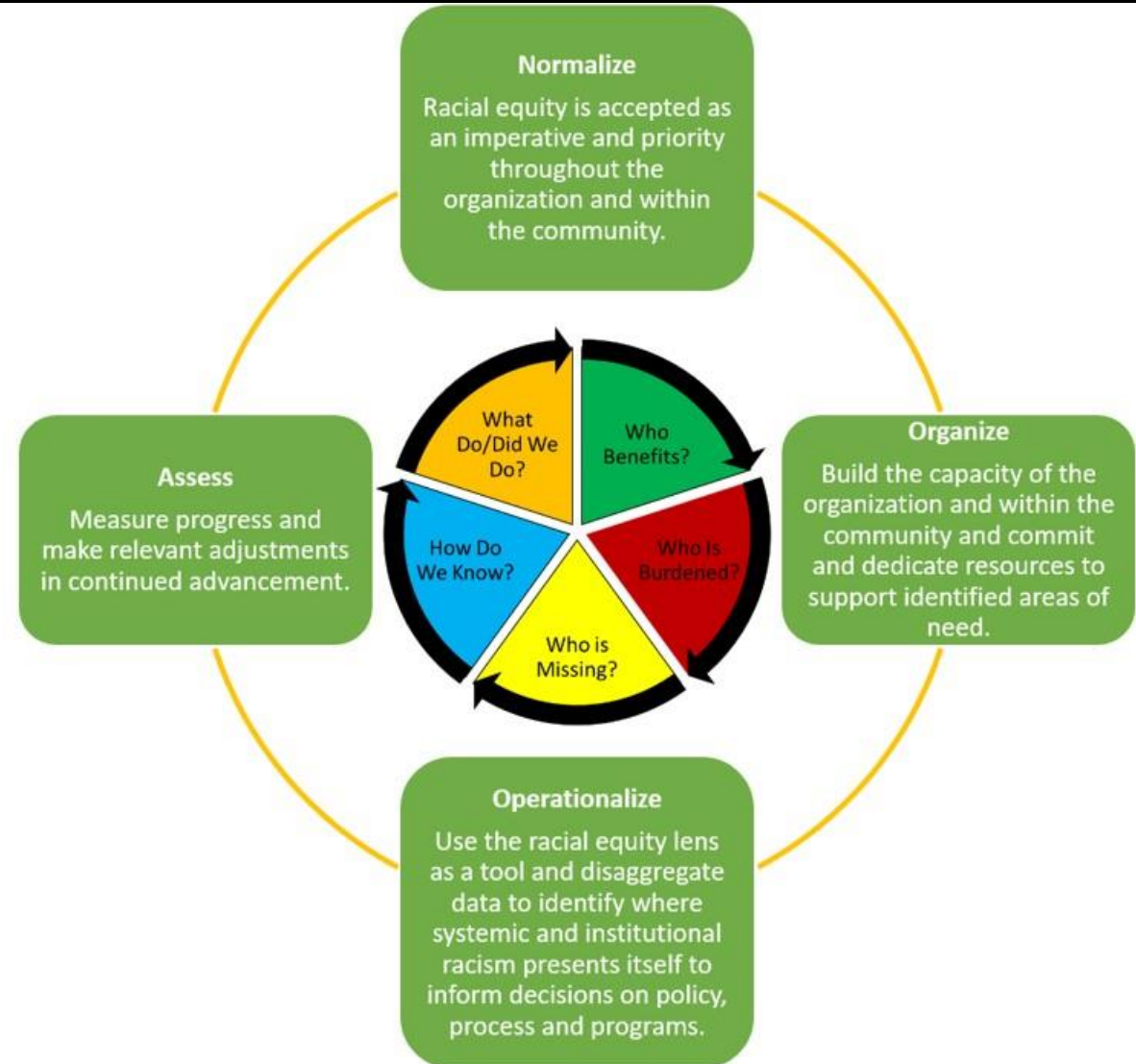
Vision

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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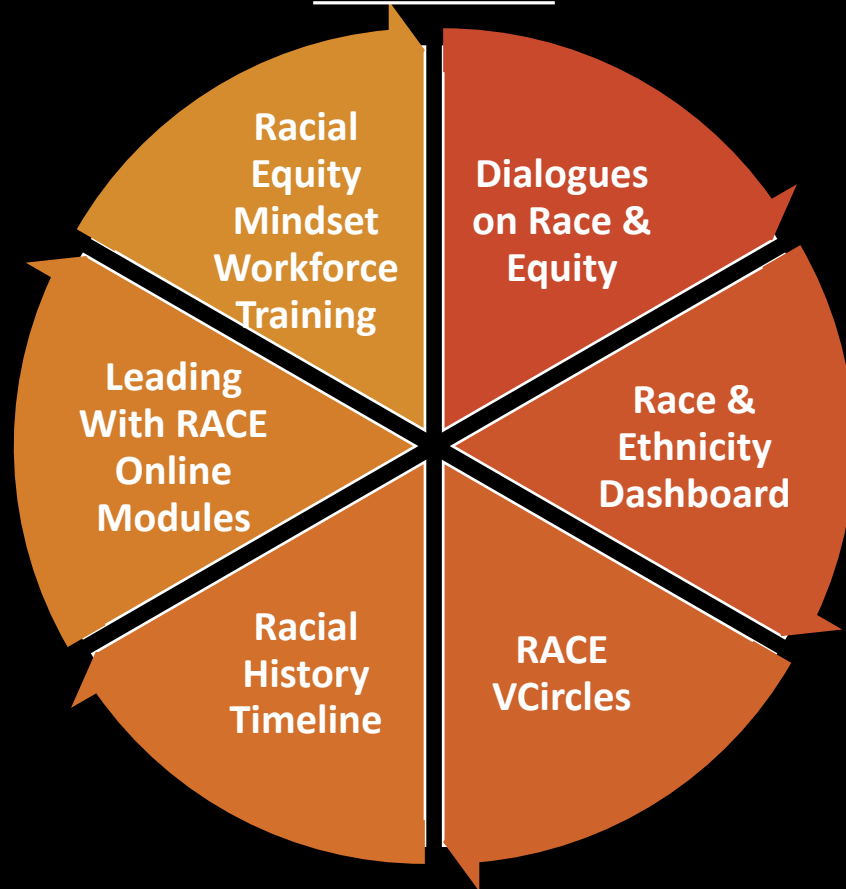
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Developing a RACE Equity Mindset: Building Capacity & Providing Structure

NORMALIZE

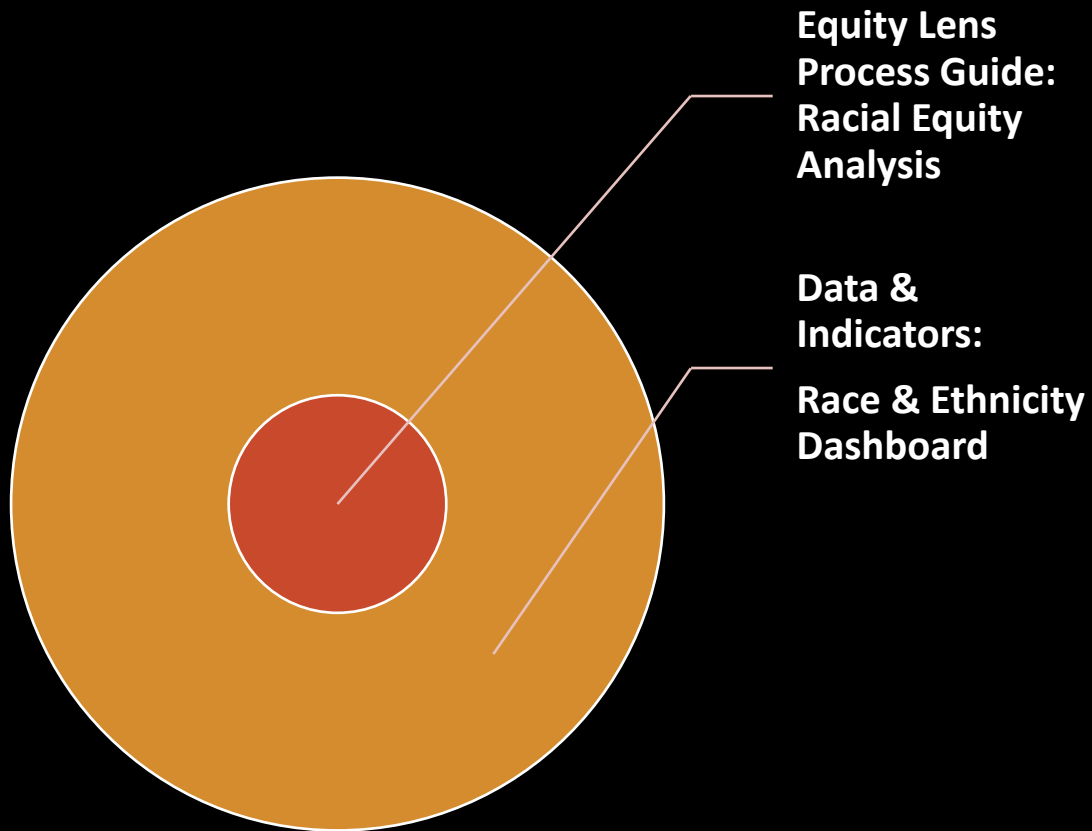


ORGANIZE

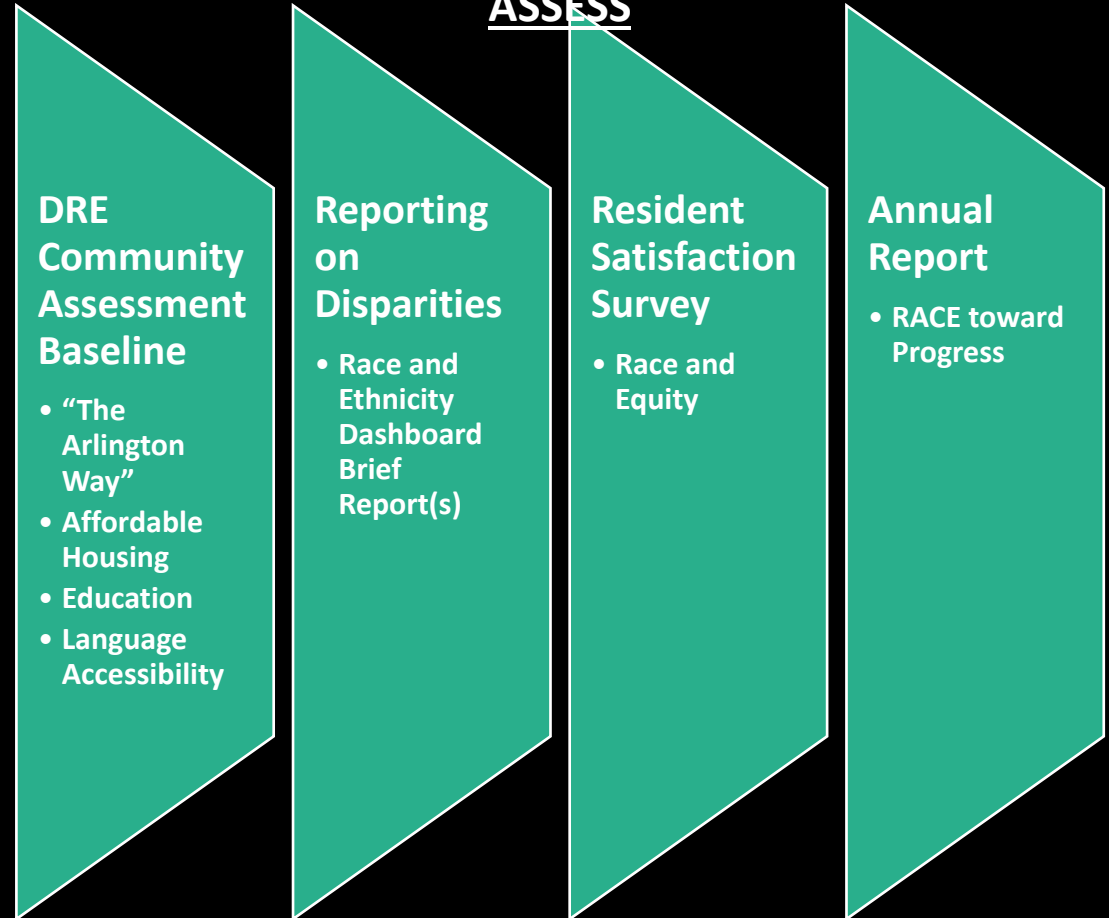


RACE Equity Mindset Tools: Analyzing, Measuring, Evaluating, & Reporting

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)