

Equity Resolution

Adopted by the Arlington County Board on September 21, 2019

Whereas, Arlington County’s vision is to be a diverse and inclusive world-class urban community with secure, attractive residential and commercial neighborhoods where people unite to form a caring, learning, participating, sustainable community in which each person is important; and

Whereas, Arlington County has achieved great success in attaining “secure, attractive, residential and commercial neighborhoods” with engaged citizenry and resilient, sustainable communities, but recognizes this is not the experience of all Arlingtonians: Disparities exist; and

Whereas, Arlington’s Destination 2027 April 2019 Report concludes that residents likely to experience poorer outcomes and other disparities include people of color, women, those living in poverty, immigrants and refugees, LGBTQ+ community members, and those living with disabilities, in addition to those residents living in certain neighborhoods of the County; and

Whereas, community conditions that affect individual opportunity and well-being include the economy, environment, housing, land use policy, public facilities and infrastructure, healthcare, neighborhoods, education, and social connectedness; and

Whereas, equity is defined as all populations having access to community conditions and opportunities needed to reach their full potential and to experience optimal well-being; and

Whereas, Arlington County Government and community partners seek to ensure that our actions and policies implement the County’s vision in an equitable way; and

Whereas, Arlington endeavors to make consideration of who benefits and who is burdened a factor in our decision-making, our policies and our responsiveness to our stakeholders; and

Whereas, Arlington seeks to build on its work addressing disparities with Arlington Public Schools and through initiatives such as Bridges Out of Poverty, Destination 2027, the Child Care Initiative, Housing Arlington, Cultural Equity Taskforce, Engage Brigade, Digital Equity Initiative; and

Whereas, Arlington recognizes the work our partners such as Arlington Public Schools, the Community Progress Network, Arlington Community Foundation, Virginia Humanities and others are doing in eliminating barriers to progress and access due to race and socio-economic status; and

Whereas, Arlington County seeks to unify efforts aimed at reducing disparities and commit to intentionally and collectively advancing equity; and

Whereas, Arlington County seeks to ensure the commitment of every individual to meaningfully engage in raising awareness of disparities and to actively engage in suggesting and supporting methods by which they may be resolved;

Now Therefore, Be It Resolved by the Arlington County Board that Arlington County is committed to:

1. Establishing a vocabulary that will ground Arlington County Government and the community in a shared understanding of the term equity and related terminology;
2. Continuing the dialogue about race and equity, using research and learning from other organizations and people and having the conversations, engagement and education needed to share information about disparities;
3. Collaborating on initiatives to address inequities in Arlington, establishing partnerships among the County Board, County staff, Arlington Public Schools, non-profits, businesses, neighboring jurisdictions, and new partners aimed at enhancing our effort and commitment to fostering equity;
4. Collecting and disaggregating data to identify where disparities and gaps in service and administration exist;
5. Assessing and analyzing whether our plans, programs, services, policies, and public engagement efforts exacerbate disparities given their orientation to respond to community complaints or concerns;
6. Developing a policy or framework for an equitable approach to decision-making, defining strategies to address and resolve disparities and allocating an appropriate distribution of resources to support identified strategies; and
7. Establishing equity targets and measures and developing an equity scorecard as part of an Equity Action Plan to track progress on key measures in the County;

Now Therefore, Be It Further Resolved that the Arlington County Board directs the County Manager to:

1. Report periodically to the Board on the County's participation in the Metropolitan Washington Council of Governments and Government Alliance on Race Equity 2019-20 learning year cohort designed to advance racial equity.
2. Present to the County Board in September 2020, a Racial Equity Tool to be used in policy, practice, program and budget decisions as developed through the Racial Equity Learning Cohort. This may include:

- a. Identification of pilot projects that demonstrate where to start achieving racial equity outcomes in Arlington;
 - b. A capacity building plan and organizational structure to institutionalize equity within Arlington; and
 - c. A framework for a Racial Equity Action Plan to be implemented in Arlington.
3. Identify a line of business within each County department, and as part of the FY 2021 Operating Budget and FY 2021-2030 Capital Improvement Plan, provide a supplementary analysis that considers and addresses these questions:
- Who benefits?
 - Who is burdened?
 - Who is missing?
 - How do we know?