

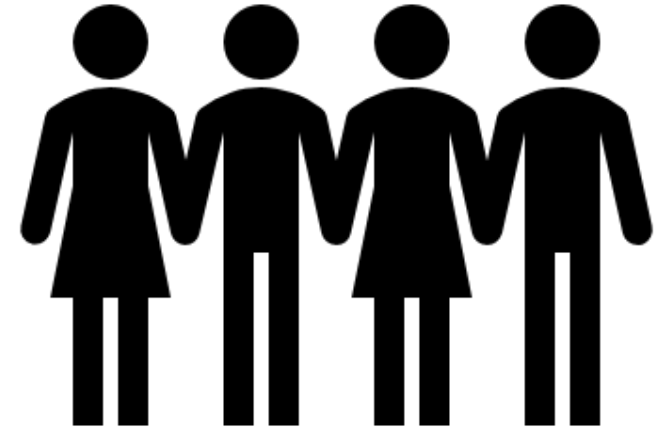
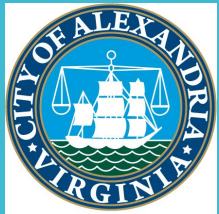


Alexandria Race and Social Equity Update

September 22, 2020

Alexandria Equity Vision

In 2022, Alexandria is a caring, kind, compassionate, fair, just, and equitable City that supports an affordable, livable ***community for all.***





City-wide efforts—Racial Equity Work Group, Pilot Departments, training of leadership, using equity lens in budget decisions



Unified Planning Process: CHIP, Children and Youth Master Plan, and Alexandria City Public Schools Strategic Plan—adopt shared equity lens for the development of plans



Funders, non-profits and other key partners engaged in training, development activities and investment to advance racial equity on multiple fronts.

City and Community Approaches

Alexandria Office on Race and Social Equity

Current Work

- Regional GARE Partnership
- Race and Social Equity Action Plan
- Drafting City Council Resolution
- Drafting City's Diversity/Inclusion Statement
- Establishing Equity Leads and Core Teams in other City Departments
- Developing Training Plan
- 30 Day Building Racial Equity Challenge

COG-GARE Cohort

- Metro Washington Council of Governments (COG) and Government Alliance on Race and Equity (GARE) inaugural cohort September 2019.
- 10 jurisdictions in the DC, Maryland, VA area (Alexandria, VA, Arlington County, VA Charles County, MD, College Park, MD, Gaithersburg, Loudon County, Fairfax County, Montgomery County, Takoma Park, MD)
- Alexandria multi-department team of 13 representing ACPS, APD, AHD, AFD, CMO, DCHS, P&Z, Housing, RPCA
- Yearlong learning and application process on advancing racial equity in local government.
- In-person learning suspended March 2020. Cohort resumed virtually until June 2020.

- **Housing Strategy (GARE):** The City will aspire to provide quality *housing opportunities for all residents*:
 - Expansion of housing production and affordability
 - A Housing Equity Plan
 - Acknowledges the historical disparities within African American neighborhoods
 - Consideration of Elimination of zoning and fair housing impediments to address those disparities that have resulted in inferior communities and housing
 - Account for the current effect of COVID-19 is having on rental and housing market, especially for BIPOC and vulnerable populations

GARE Project

GARE Project

- 2020 Alexandria Housing Landscape
 - Fair Housing Impediments (Assessment Underway)
 - Limited affordability opportunities
 - Limited locational access to transit, services, and/or jobs
- 2020 Alexandria Renewed Commitment to Strategies for “Housing for All”
 - Complete Fair Housing Assessment & Address Disparities
 - Evaluate Zoning Ordinance for Impediments & Address Impediments
 - Expand Housing Production and Affordability Goals
 - Housing Master Plan Tools
 - Zoning Production Tools Expansion – FY 2021 through FY 2023
 - Embed Equity Plan as part of Housing for All Strategy

- Council approved Zoning for Housing Prioritization Plan, approved July 2020
- Participation in COG-GARE Implementation cohort to complete Equity and Communications Plan for Zoning initiative
 - Cohort will meet six times to continue to advance skills and strategy development, and to support peer-to-peer, cross-jurisdictional problem solving.
- Work with Race and Social Equity Officer to codify work plan for zoning initiative

COG-GARE Next Steps

- The goal of our work is to reduce and eliminate disparities and inequities experienced by **all residents**, especially those in communities of color and other groups who have been historically and systemically marginalized.
- A world (Alexandria) where we are all embraced for who we are, and able to thrive to reach our highest potential. Removing barriers to full participation and belonging in life and culture.
- **All Alexandria**
 - All Races
 - All Abilities
 - All Ages
 - All Countries of Origin
 - All Ethnicities
 - All Genders
 - All Sexual Orientations

Goal and Commitment to Race and Social Equity

- **Our commitments are to**
 - 1) Center race and how it *intersects* with other areas of historic-social marginalization (gender, class, sex, gender-identity, sexual orientation, ability, immigration status, religious affiliation, and age);
 - 2) Understand and embrace the truth of our history and how that influences current circumstances and inequities; and
 - 3) Build shared leadership and responsibility so that race and social equity is embedded in everyone's role.
- **ALL** Alexandria will accomplish this by implementing the GARE Theory of Action to *normalize, organize, and operationalize*.

Goal and Commitment to Race and Social Equity

Theory of Change and Actions

Normalize

- Building capacity and knowledge of systemic racism and historically marginalized populations among all City employees;
- Developing shared understanding of key terminology and definitions related to race and social equity;
- Creating opportunities for formal and informal learning in and with community;
- Establishing a city-wide communications style guide and standards.

Operationalize

- Developing and using opportunity mapping to visualize and assess opportunity gaps within Alexandria and drive policy decisions and resources allocation to those most in need;
- Developing department-level indicators to measure progress toward reducing and eliminating disparities identified by ALL Alexandria core teams;
- Understanding and developing skill in using racial equity tools in department decision making processes; and
- Creating departmental racial equity action plans

Organize

- Developing **inter-departmental** focus on implementing race and social equity in City policy, practice, and budget decisions;
- Developing **intra-departmental core teams** to identify, assess and evaluate department policy to create strategic actions plans;
- Working with community partners to establish a framework to center the needs and experiences of those most impacted in decision making;
- Supporting community partners and organizations working within Alexandria to advance race and social equity; and
- Building and maintaining strategic working relationships with jurisdictions across the region.

Questions

