

All Alexandria Committing to Race and Social Equity



- A world (Alexandria) where we are all embraced for who we are and are able to thrive to reach our highest potential. Removing barriers to full participation and belonging in life and culture.

- **All Alexandria**

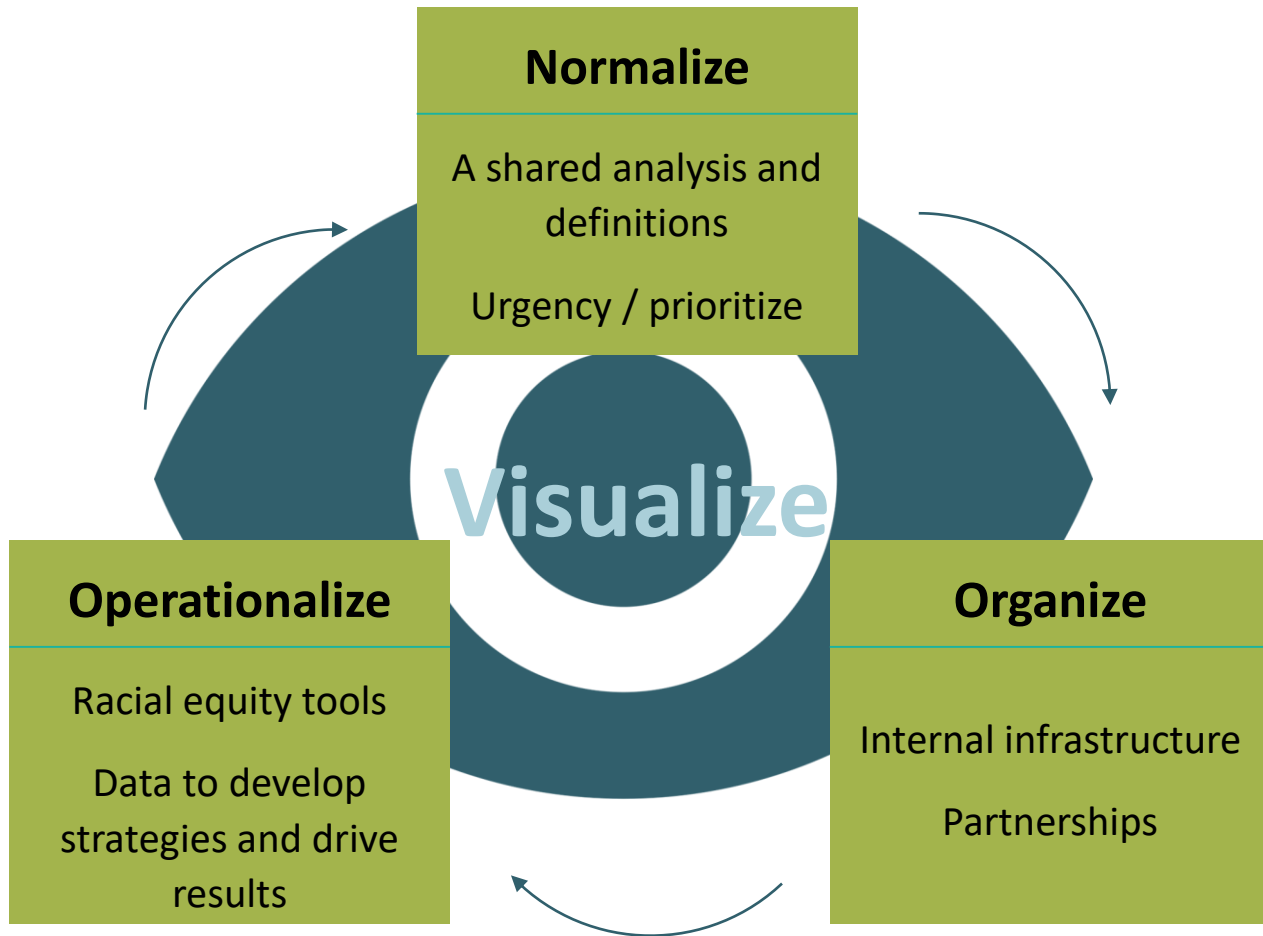
- All Races
- All Abilities
- All Ages
- All Countries of origin
- All Immigration statuses
- All Ethnicities
- All Genders
- All Sexual orientations
- All Religious affiliations
- All Residents

Vision for Race and Social Equity

- 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.

Goal of Race and Social Equity

National Best Practice



Our commitments are...

Center

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);

Understand and embrace

Understand and embrace the truth of our history and how that influences current circumstances and inequities; and

Build

Build shared leadership and responsibility so that race and social equity is everyone's role.

Community Input Process

- 3 Virtual Zoom sessions open to all City Residents
 - One week night, one midday weekday, and one weekend morning
 - Spanish breakout at all three sessions
 - Spanish and Amharic interpretation and breakouts at 1 of 3 meetings
- Introduced the frame and theory of change for our race and social equity work
- Shared Alexandria specific data related to poverty, median household income, educational attainment, and housing status.
- Shared highlights from resolutions from three other cities (Arlington, VA, Austin, TX, and Seattle, WA)
- Facilitated breakout sessions
- Preview session to create a feedback loop for those who participated

Themes Identified by Community Participants

- That we be explicit and direct in naming racism historically and how it shows up in our community today
- Strike and aspirational tone of our interconnectedness and
- A host of actions with accountability, seen in the therefore section