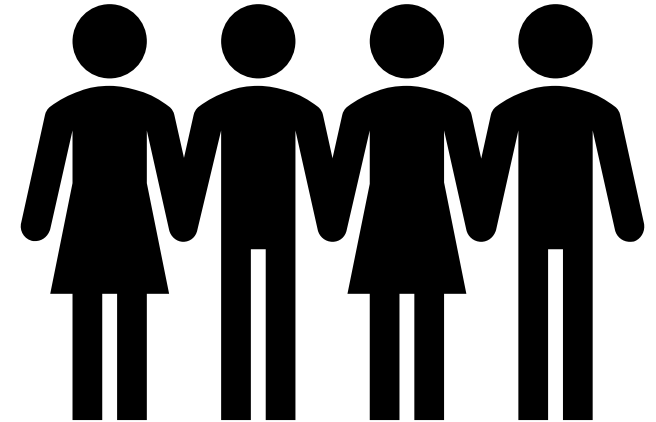
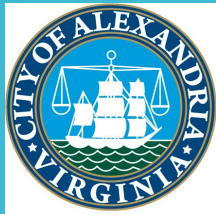


# All Alexandria Committing to Race and Social Equity

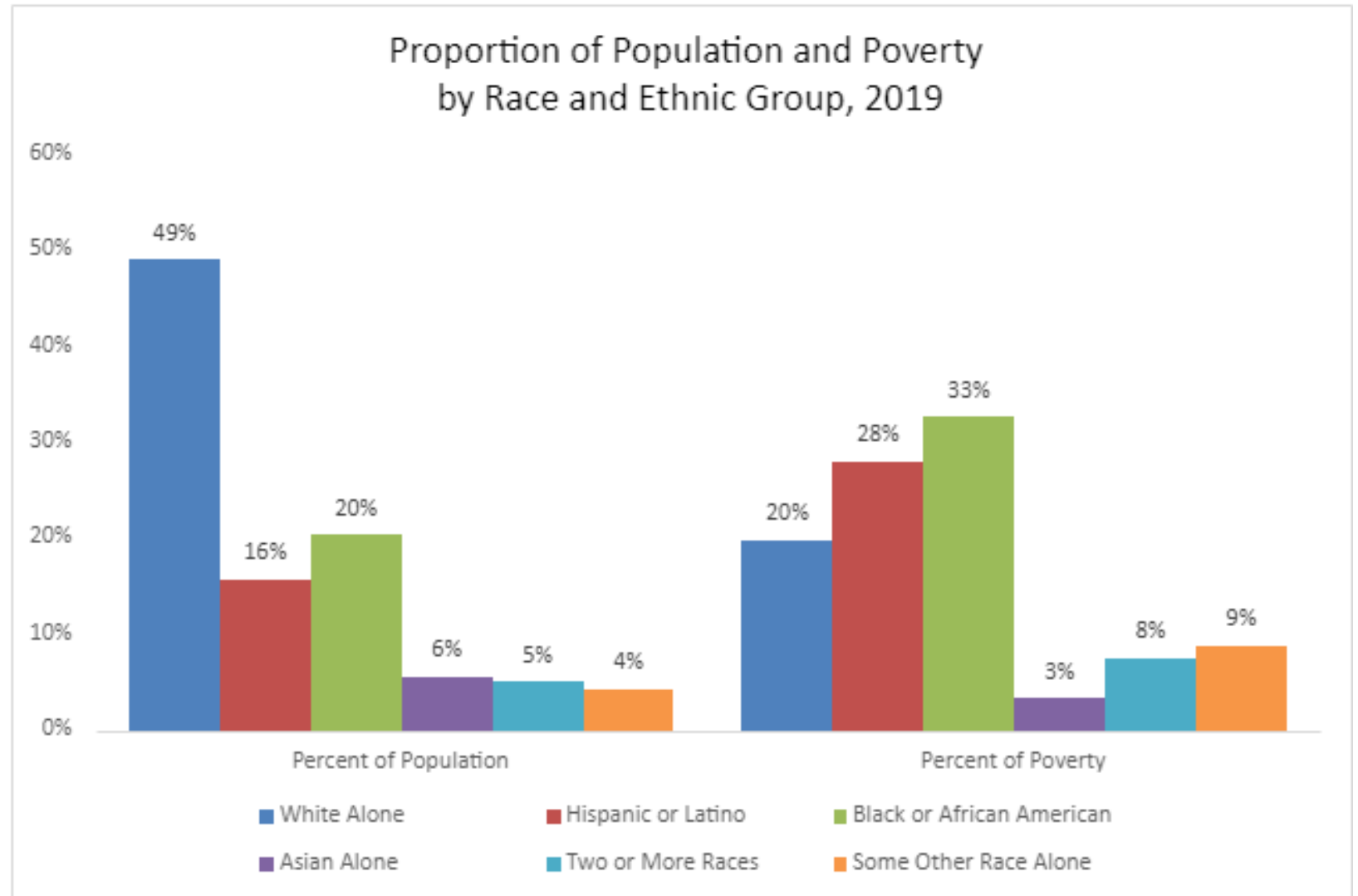


# Alexandria Equity Vision

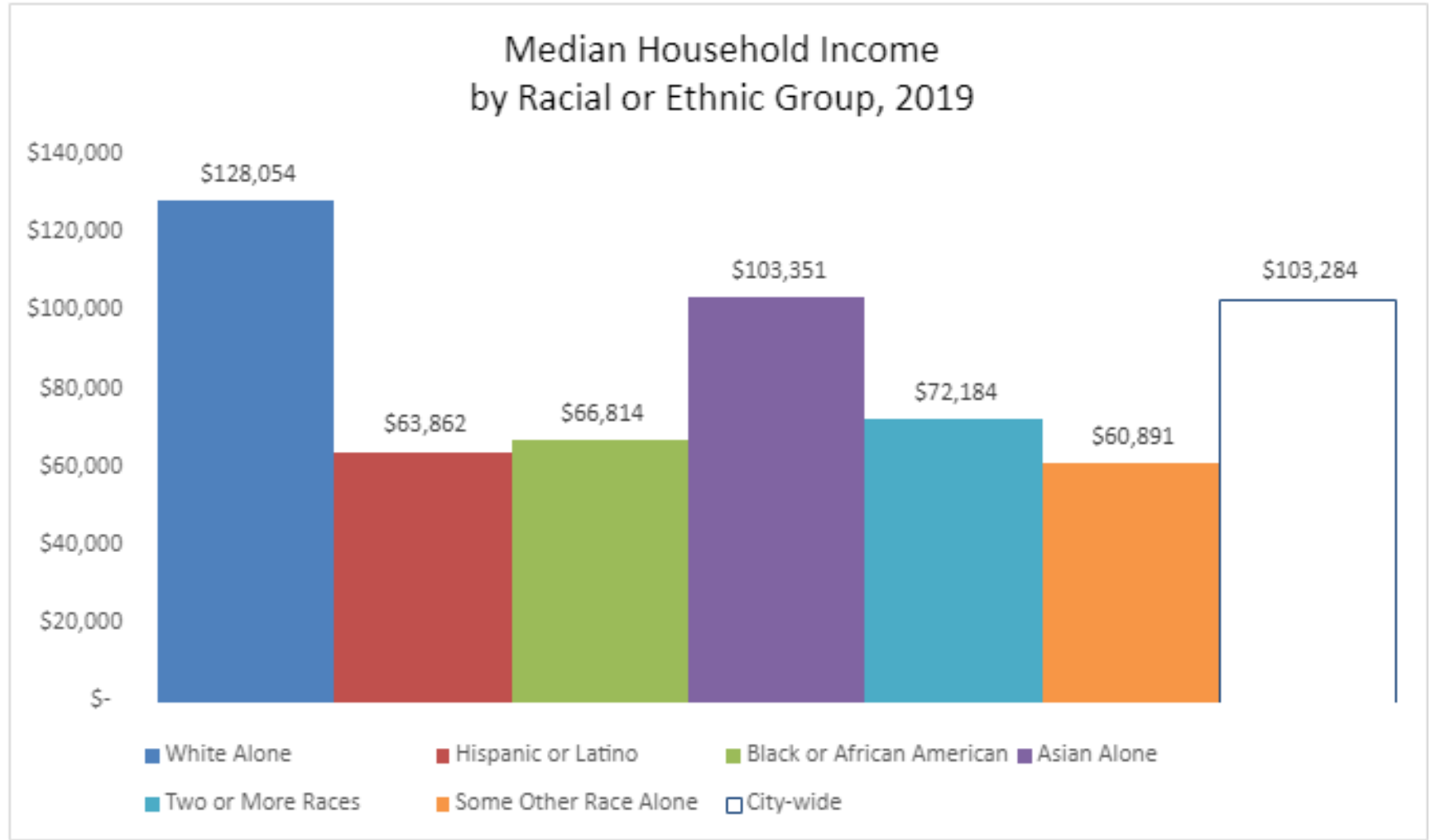
Alexandria is a caring, kind, compassionate, fair, just, and equitable City that supports affordable, livable, *community for all.*



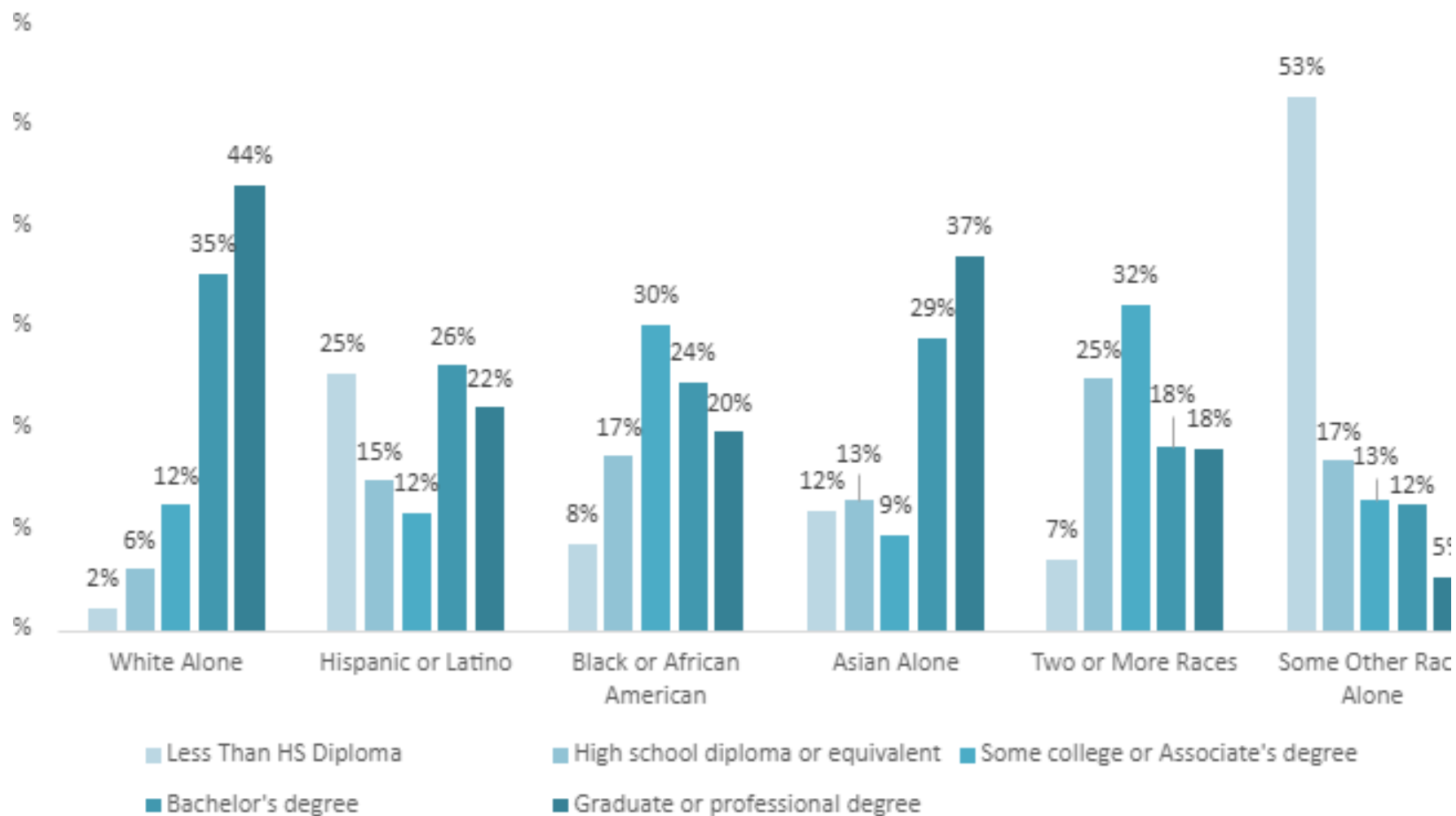
# Proportion of Population in Poverty



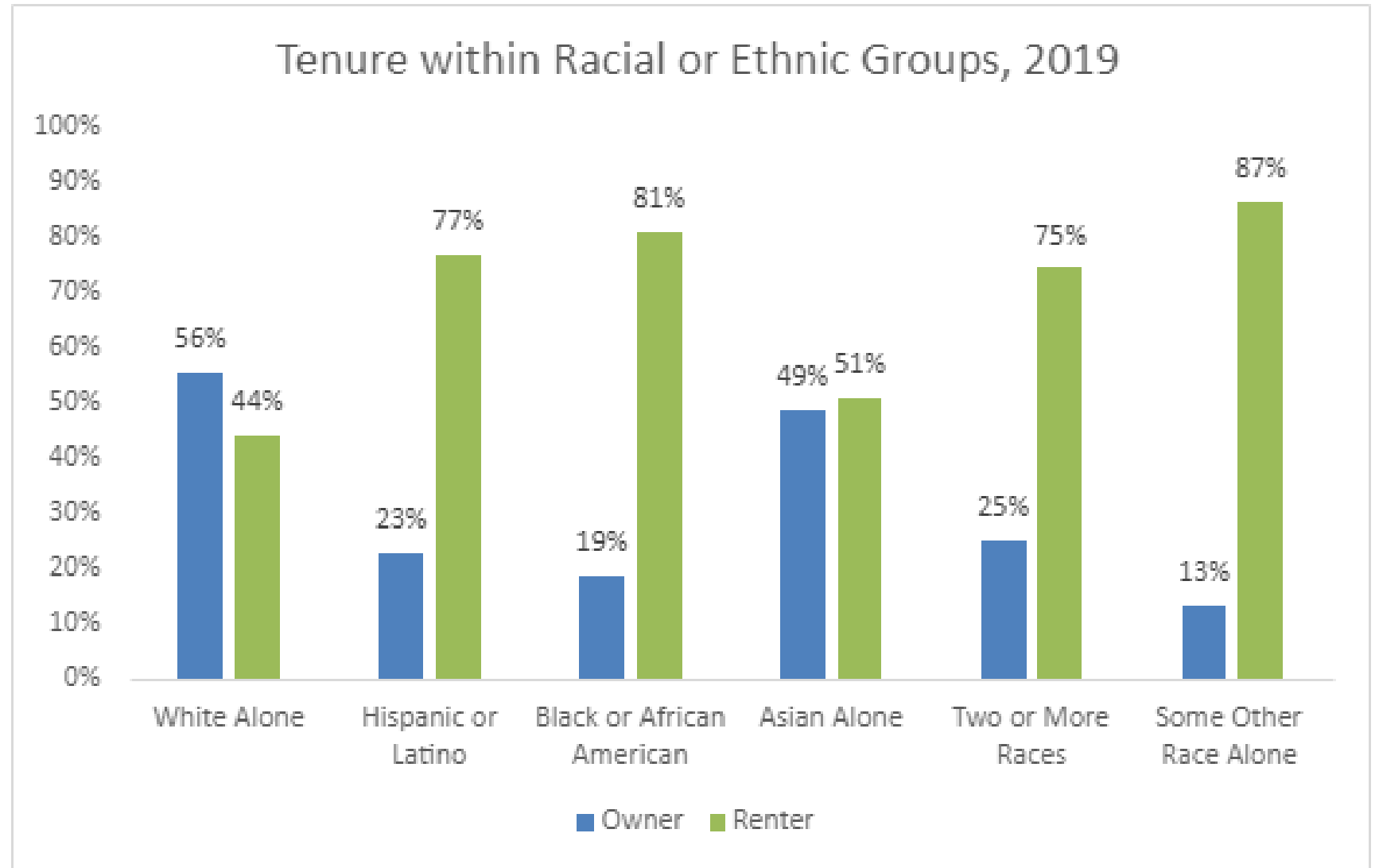
# Median Household Income



## Educational Attainment within Racial or Ethnic groups Years various



## Homeownership by Race/Ethnicity



## Equality



## Equity



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# Pillars of Race and Social Equity

- Shared Humanity
- Center race in intersectional approach
- Anti-racist
- *Multi-racial, anti-racist, intersectional community*



- 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

- 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

# 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.

# 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;

## Operationalize

Understanding and developing skill in using racial equity tools in department decision making processes; and

## 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 equity



# 30-DAY RACIAL EQUITY CHALLENGE

(R-READ, L-LISTEN, W-WATCH, P-PRACTICE)

WEEK 1

## A CALL TO ACTION/ UNDERSTANDING OUR HISTORY

- The "INDIAN PROBLEM" (W,L)
- SLAVERY TO MASS INCARCERATION (W,L) → TERROR LYNCHING IN AMERICA (W,L)
- LISTEN TO '1619,' A PODCAST FROM THE NEW YORK TIMES (L,R)
- HOW WHITE PEOPLE GOT MADE. WHITENESS IS ONE OF THE BIGGEST AND... | BY QUINN NORTON | THE MESSAGE (R)
- SEGREGATED BY DESIGN ON VIMEO (W,L) → THE DISTURBING HISTORY OF THE SUBURBS | ADAM RAINS EVERYTHING (W,L)
- YOU CANNOT DIVORCE RACE FROM IMMIGRATION (L,R)
- THE CASE FOR REPARATIONS FROM THE ATLANTIC (R)

WEEK 2

## RACISM AND YOU/BIAS INTERPERSONAL RACISM AND ALLYSHIP

- 5 TIPS FOR BEING AN ALLY (W,L) → BEING AN ALLY (R)
- WHY "I'M NOT RACIST" IS ONLY HALF THE STORY | ROBIN DIANGELO | BIG THINK (W,L)
- TAKE IMPLICIT BIAS TEST (P)
- VERNA MYERS: HOW TO OVERCOME OUR BIASES? WALK BOLDLY TOWARD THEM (W,L)
- WHAT IS A MICROAGGRESSION? 14 THINGS PEOPLE THINK ARE FINE TO SAY AT WORK — BUT ARE ACTUALLY RACIST, SEXIST, OR OFFENSIVE (R)
- 'INTERGROUP ANXIETY': CAN YOU TRY TOO HARD TO BE FAIR? (W,L)

WEEK 3

## SYSTEMIC AND INSTITUTIONAL

- TRAITS OF WHITE SUPREMACY CULTURE & GRAPHIC (R)
- 7 WAYS WE KNOW SYSTEMIC RACISM IS REAL (R) → NEXT TIME SOMEONE SAYS RACISM ISN'T REAL, SHOW THEM THIS 3-MINUTE VIDEO (W,L)
- LISTEN TO CODE SWITCH: "A DECADE OF WATCHING BLACK PEOPLE DIE" ON NPR (L,R)
- LET'S GET TO THE ROOT OF RACIAL INJUSTICE | MEGAN MING FRANCIS | TEDxRAI (W,L)
- EXPLAINED | RACIAL WEALTH GAP | FULL EPISODE | (W,L)

WEEK 4

## NOW WHAT?

- JOHN LEWIS: TOGETHER, YOU CAN REDEEM THE SOUL OF OUR NATION (R,L)
- DEI APPROACH IS NO LONGER RELEVANT: OPERATIONALIZING RACIAL JUSTICE IN NON-PROFIT ORGANIZATIONS (R)
- THERE IS NO NEUTRAL | MICHELLE JOHNSON | TEDxWAKEFORESTU (W,L,P)
- MAPPING OUR SOCIAL CHANGE ROLES IN TIMES OF CRISIS & MAPPING OUR SOCIAL CHANGE ROLES → REFLECTION GUIDE (R,P)
- WHEN CIVILITY IS USED AS A CUDGEL AGAINST PEOPLE OF COLOR (R,L)
- 'LEAN INTO DISCOMFORT' WHEN TALKING ABOUT RACE | HERE & NOW (R,L)
- BELONGING.BERKELEY.EDU/TARGETEDUNIVERSALISM

Some of the content included in the 30-Day Racial Equity Challenge may be emotionally and intellectually challenging. As we work toward addressing race and equity in Alexandria, we will have to participate in difficult, honest and uncomfortable conversations. However, our intention is to create a space where we can all engage bravely, thoughtfully and empathetically in conversations around race.

# All Alexandria Resolution

*adopted January 23, 2021*

## ALL Alexandria Resolution No. 2974

### Committing to Race and Social Equity

**WHEREAS**, Alexandria's history mirrors our country's past and is built upon a foundation of interpersonal and systemic racism; and

**WHEREAS**, Alexandria acknowledges that the shoreline of the Potomac River where Alexandria is located today has been a lush and resourceful home for centuries to Indigenous Peoples of the Conoy paramount chiefdom and the nearby Powhatan paramount chiefdom, long before the modern community was founded; and

**WHEREAS**, Indigenous Peoples are the original victims of physical violence and oppression through forced removal and illegal confiscation of their native lands for the purposes of settlement and colonization by European settlers, which laid the foundation for the dehumanization and systemic discrimination of other human beings of color; and

**WHEREAS**, Alexandria acknowledges its part in the domestic slave trade, and as a place of refuge for thousands escaping the bondage of forced enslavement during the Civil War, and as a home of Jim Crow, where two known lynchings of African American teenagers Joseph McCoy and Benjamin Thomas in 1897 and 1899 respectively occurred, and a City that resisted peaceful efforts by African Americans to open public facilities to *ALL Alexandrians*; and

**WHEREAS**, Alexandria has continued to evolve into a diverse community of over 145 nationalities and ethnic backgrounds, this legacy of racial oppression and white supremacy resulted in inequitable practices and policies and created systemic marginalization, particularly of People of Color, that still impacts our community. Alexandria's Indigenous, Black, Latino, Asian, multi-racial, multiethnic and immigrant communities continue to experience disparate outcomes across all measures of wellbeing; and

**WHEREAS**, systemic and institutional racism are the conduit by which other forms of oppression, ableism, ageism, sexism, homophobia, transphobia, xenophobia take root; and

**WHEREAS**, people who live, work and visit in Alexandria today continue to experience bias, discrimination, and unequal outcomes and/or treatment in every field and sector including but not limited to government, housing, employment, environment, wealth, healthcare, education, transportation, the legal system; and

**WHEREAS**, today Alexandria recognizes, acknowledges and is atoning for its past actions and policies that excluded,

\* What specific racial and/or social inequities in Alexandria does this proposal intend to address/reduce?

Test

What area of the City will be impacted by your proposal? Using the map linked to the right, which small area plan (the neighborhood labeled and defined by a dashed line) is affected? Then, indicate the area's level of vulnerability (high, moderate, or low, based on the color). Indicate if the impact is citywide.

service?

*BIPOC; LGBTQIA+; Aging; Youth; Homeless; Low Income; Limited English Proficiency; Persons with disability; Small, Women, Minority Owned Businesses*

Test

How does this proposal build capacity to engage with historically marginalized communities?

City of Alexandria Council on Race and Equity Regional Framework

**AS YOU BEGIN TO THINK ABOUT RECOVERY PROGRAMS AND POLICIES, CONSIDER THE FOLLOWING QUESTIONS:**

1. What are the racial, social, and economic equity impacts of this decision?
2. Who will benefit from this decision?
3. How will this decision prioritize people and communities who need it the most and are already marginalized (lower income, disabled, communities of color)?
4. Who will be burdened by this decision? Explain how.
5. What are the strategies to mitigate unintended consequences of this decision?
6. Explain how this is accessible in terms of ability, immigration status, race, or gender identity?
7. Does this decision align with CHIPS priorities of housing, poverty, mental health?

**IF YOU NEED ASSISTANCE COMPLETING THE TOOL, PLEASE CONTACT THE RACE AND SOCIAL EQUITY OFFICER IN THE CITY MANAGER'S OFFICE.**

# Racial Equity Tools

# Priorities

- Expanded Language Access
- Budget Equity Tool
- Equity in staff performance evaluations
- All Staff Training
- Community Engagement



# Questions

