

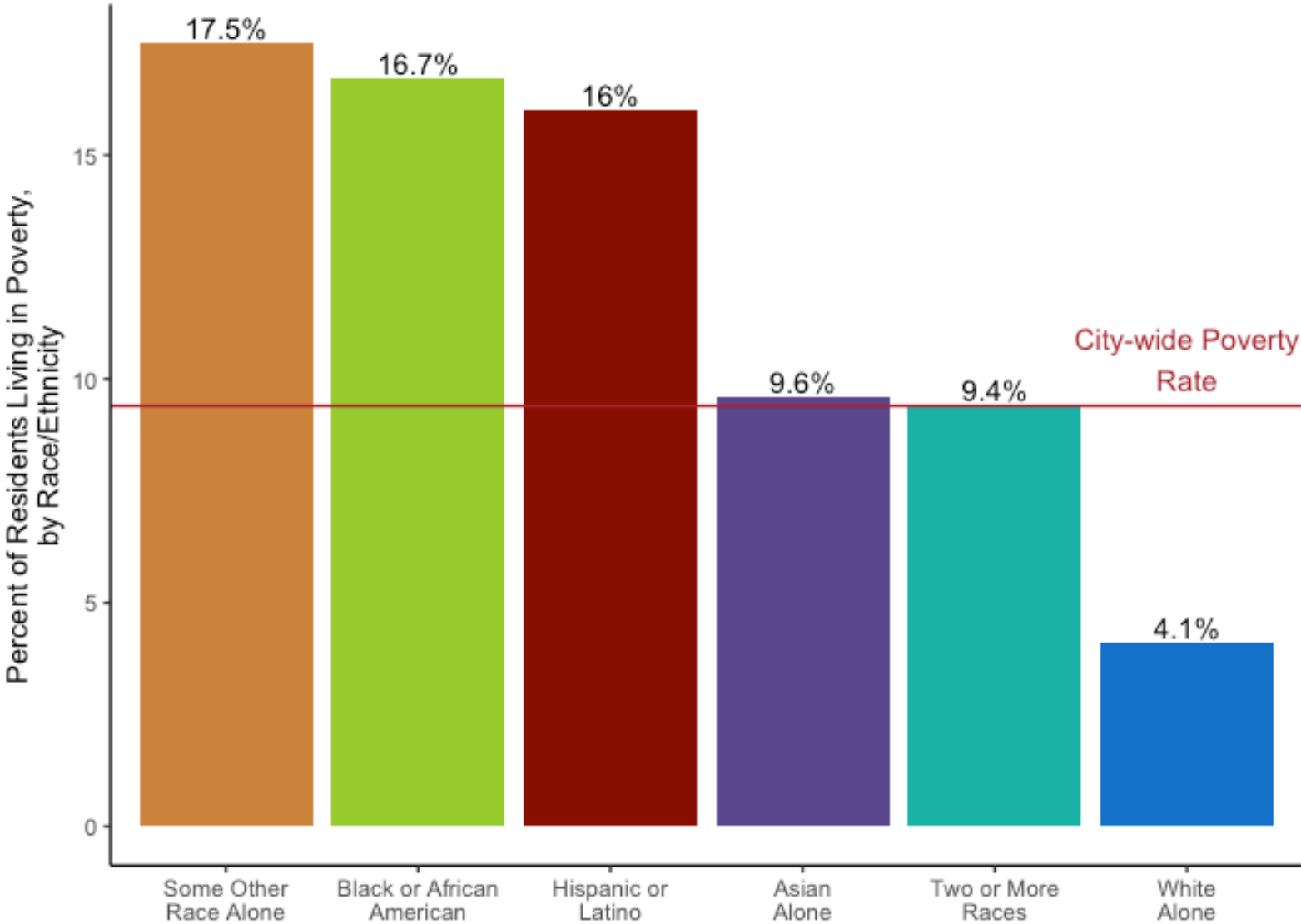
# All Alexandria Committing to Race and Social Equity



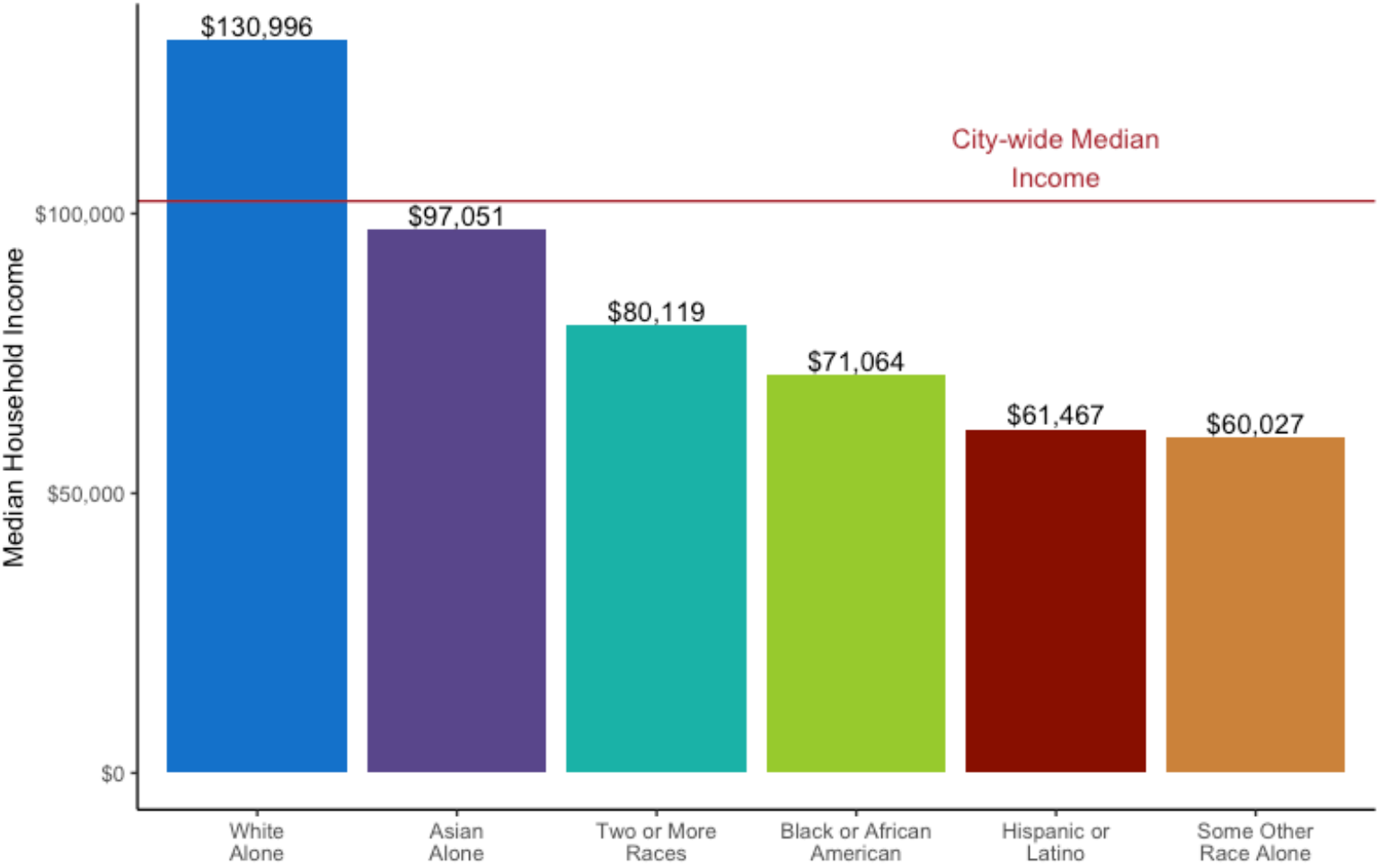
- The goal of our work is to reduce and eliminate disparities and inequities experienced by **all residents**, especially those in communities of color and other groups who have been historically and systemically marginalized.

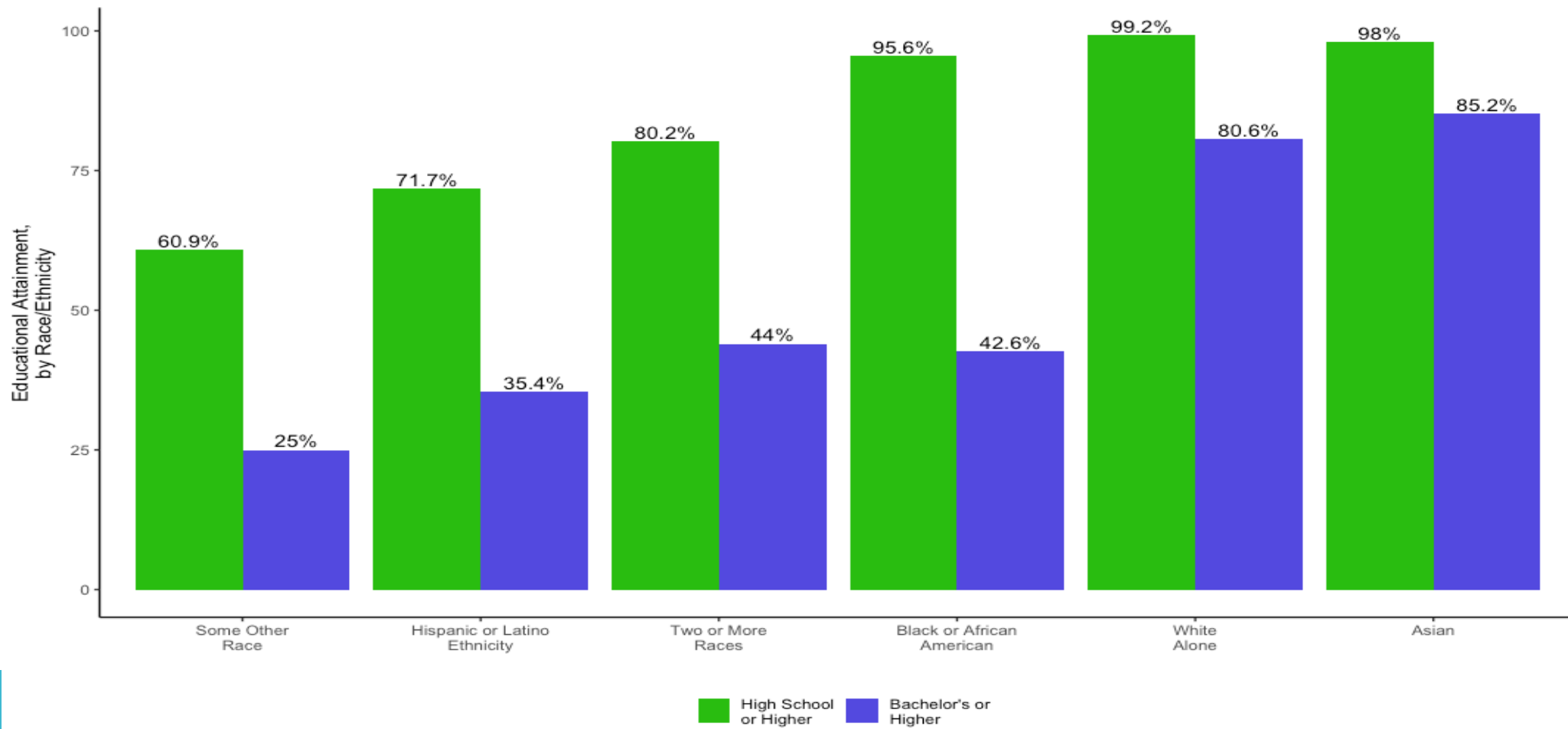
## Goal of Race and Social Equity

# Poverty



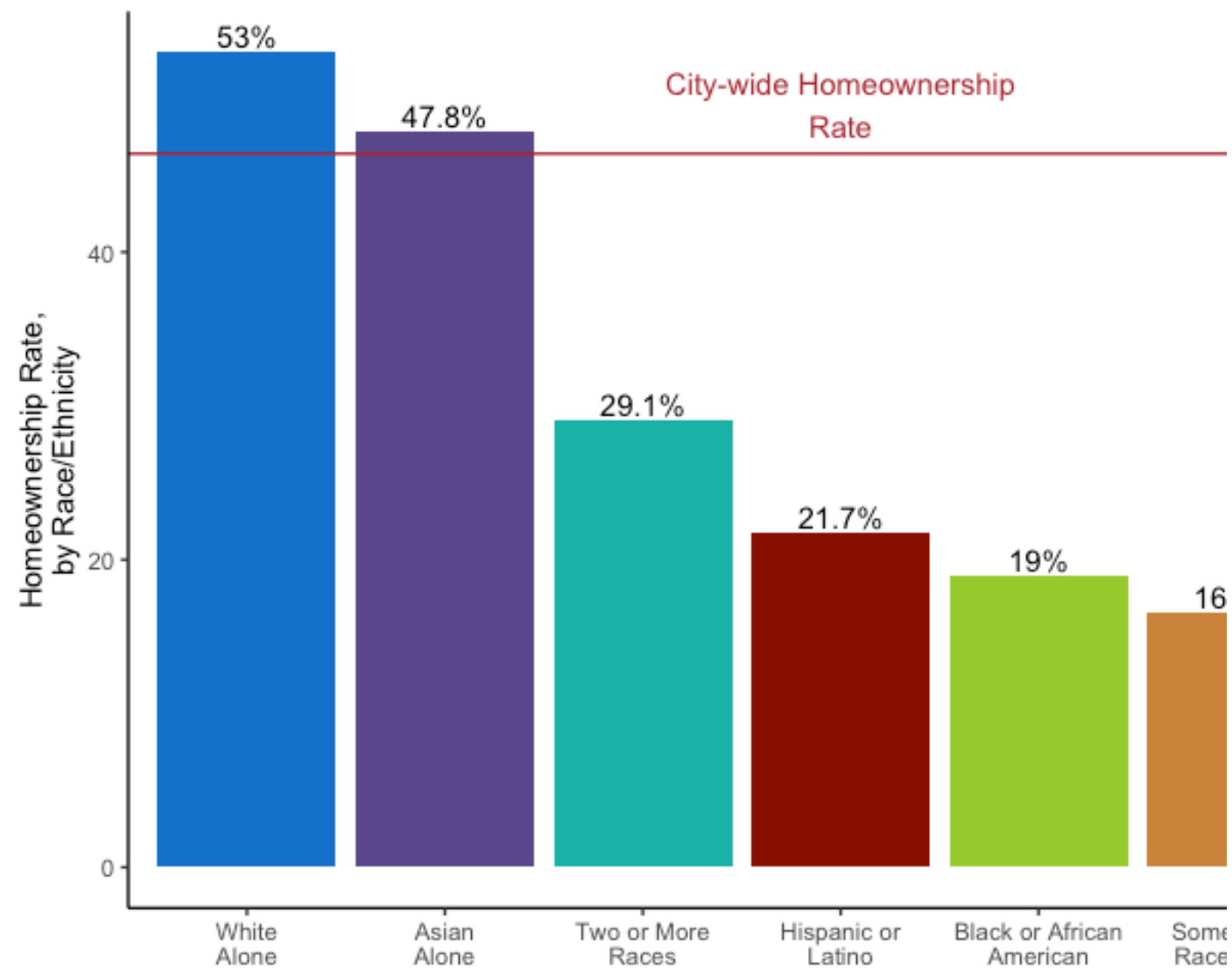
# Median Household Income





# Educational Attainment

# Housing Tenure



- 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

## 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*



# RACIAL EQUITY TOOL

For City Leaders and Staff

ALEXANDRIA  
OFFICE OF RACE  
& SOCIAL  
EQUITY



Photos: Keep It 360 Peer Advocates, Jim Paige's Events, DCHS Staff, Sherriff's Office, and ALL Alexandria

**PREPARED & CO-AUTHORED BY:**  
GamblinConsults, LLC

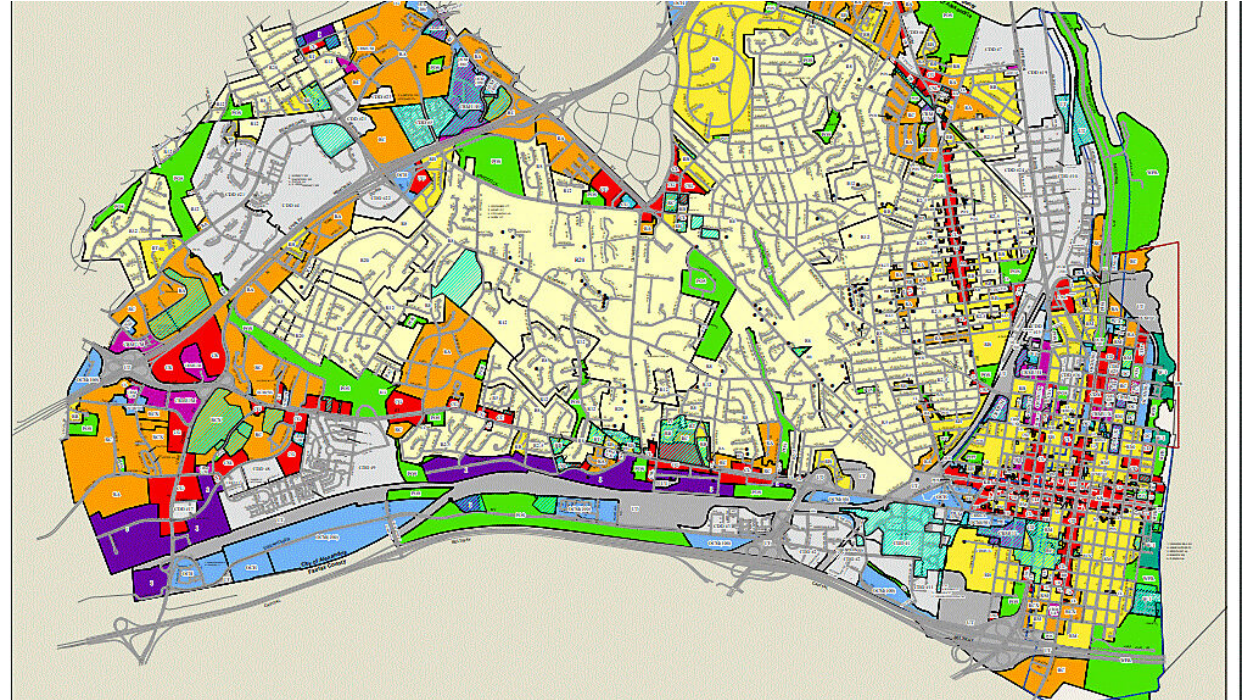
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if, A Radical Possibility for Change

# Racial Equity Tool

# Why a mapping approach?

-Historical policies (e.g., zoning ordinance, FHA policies) gave rise to geographic clustering of key economic, social, and health outcomes.

-Identifying policy issues and where those issues are more pronounced can inform more targeted policies, programs, and initiatives (which has implications for both **equity** and **efficiency**).



## Quantify

Systematically quantify racial disparities in outcomes that are critical to individual well-being, economic stability, and socioeconomic inclusion.

## Compare

Provide a measure that can be used to compare outcomes within and between different neighborhoods and over time.

## Support

Support data-driven decision-making with an equity lens for policies, programs, and initiatives.

Equity Index  
Map Goals



# RESEARCH & DATA EQUITY GUIDE

The City of Alexandria, Virginia  
January 2023



Guide to conducting policy research  
and communicating results to key  
stakeholders *with an equity lens.*

## Key Content

Using data to  
understand and  
define policy  
problems

Collecting and  
analyzing data

Conducting  
environmental  
scans and root  
cause analyses

Creating  
visualizations and  
communication  
plans

Research and  
Data Equity  
Guide

# Priorities

- All Staff Training
- Racial Equity Action Planning
- Racial Equity Tool Pilot
- Data Equity Guide and Index Mapping Roadshow and Technical Assistance

# Questions

