



Dialogues on Race and Equity (DRE)

**Presentation to Arlington County Board
January 26, 2021**

DRE Overview & Background

Partnership Between Arlington County and Challenging Racism

Normalizing Conversations on Racial Equity

- *Shared Understanding*
- *Shared Knowledge*
- *Shared Terminology*

County-Wide Conversations, Partner Trainings & Assessment

October – December, 2020

- 6 DRE in Our Community Conversations
- 4 DRE Together Partner Trainings
- 31-Question DRE Assessment



About Challenging Racism

*Mission: To empower and inspire people to **DISRUPT** racism one compassionate conversation at a time.*

Challenging Racism leads professionally facilitated conversations for communities, organizations and businesses.



DRE in Our Community Conversations Summary

DRE in Our Community Conversation Date	Attendees
October 24	10
October 29	21
November 6	26
November 14 (Spanish Speaking)	25
November 16	26
December 9	42
Total	150



DRE in Our Community Conversations Overview

Session Overview

- 2.0 hour sessions
- 6 sessions
- 153 Attendees
- 301 Registered

Session Agenda

- A Discussion on Privilege
- Systemic Racism Poll
- Arlington Housing Solutions Video
- A Discussion on Bias
- Individual Commitments
- Suggestions for CM/CB



DRE Partner Trainings Summary

Total Partner Organizations: 64

DRE Partner Session Date	Attendees
October 28	13
November 9	16
November 18	20
December 3	13
Total	62



DRE Partner Trainings Overview

Session Overview

- 3.0 hour sessions
- 4 sessions
- 62 Attendees
- 67 Registered

Session Agenda

- Overview of the Partner Session
- Preparing for the Conversation
- Overview of the Public Conversation
- Individual Commitments
- Suggestions for CM/CB
- Leading Difficult Conversations
- Facilitation Techniques
- Overcoming Objections



Recommendations (From Conversations)

Top Issues as named by the participants

Concerns with the “Arlington way”

- Lack of transparency/public inclusion and comment
- Leads to a lack of diversity of leadership in commissions & county agencies

Education/School Redistricting

- Inequity in financial/human resources for programs (PTA, wrap around services, extracurricular.)
- AP/IB/GT programs: Lack of transparency; Programs lack diversity

Land Use/Zoning/Middle Housing

- Exclusionary Single-Family Zoning
- Lack of Affordable Housing

Language Barriers

- Intersectionality of Race and Language
- Language discrimination
- Limited translation for documents and public sessions



Assessment Data & Findings

Total Respondents: 2824

Open from October 12, 2020 – December 31, 2020

Assessment Sections

- Your experiences and Perspectives
- In My Community
- The County's Values, Vision and Actions toward Advancing Racial Equity
- Demographics



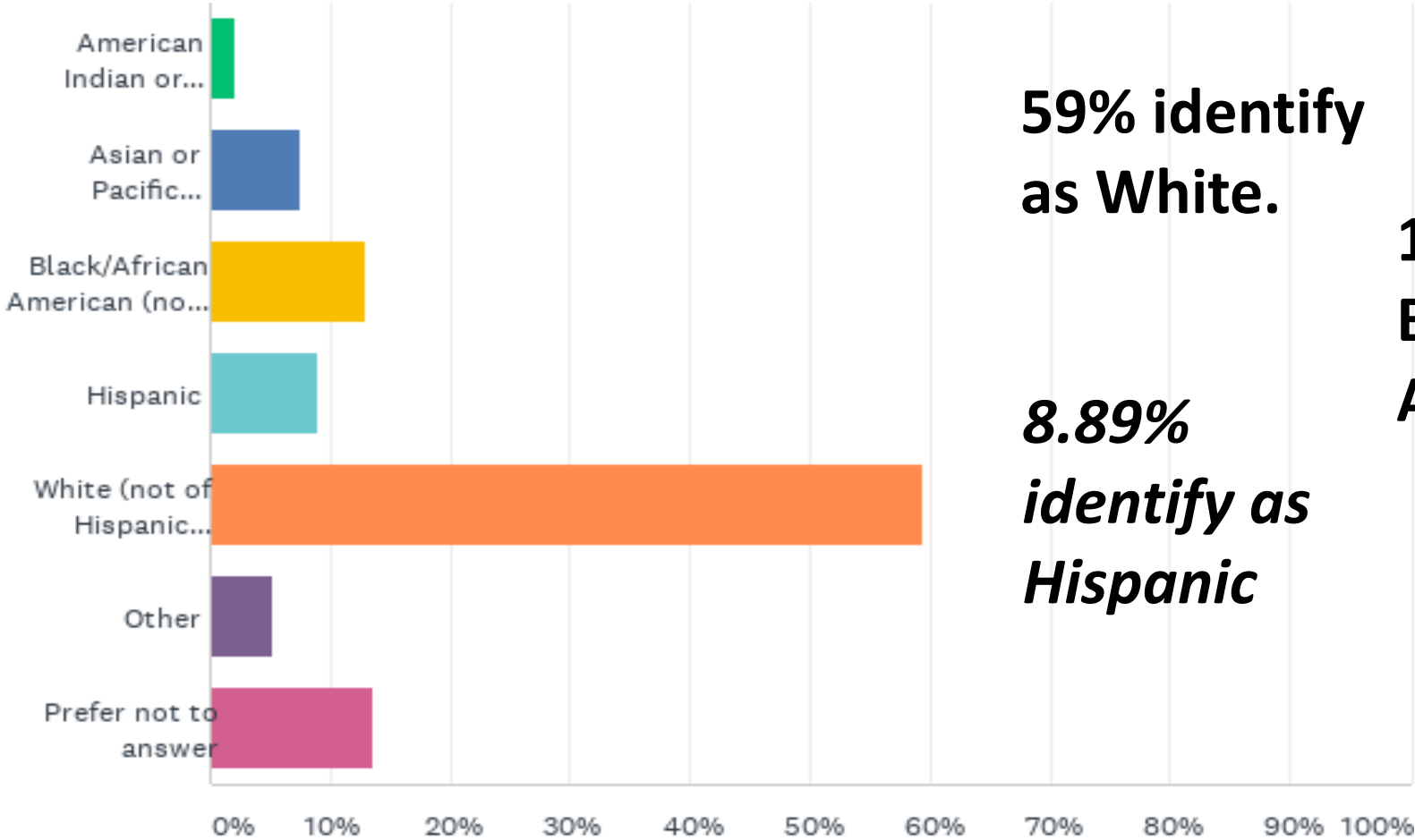
Assessment Data - Demographics

We asked respondents about how they identify in the following categories:

- Race/Ethnicity
- Gender
- Age
- Housing Type
- Residency



Assessment Data – Race/Ethnicity



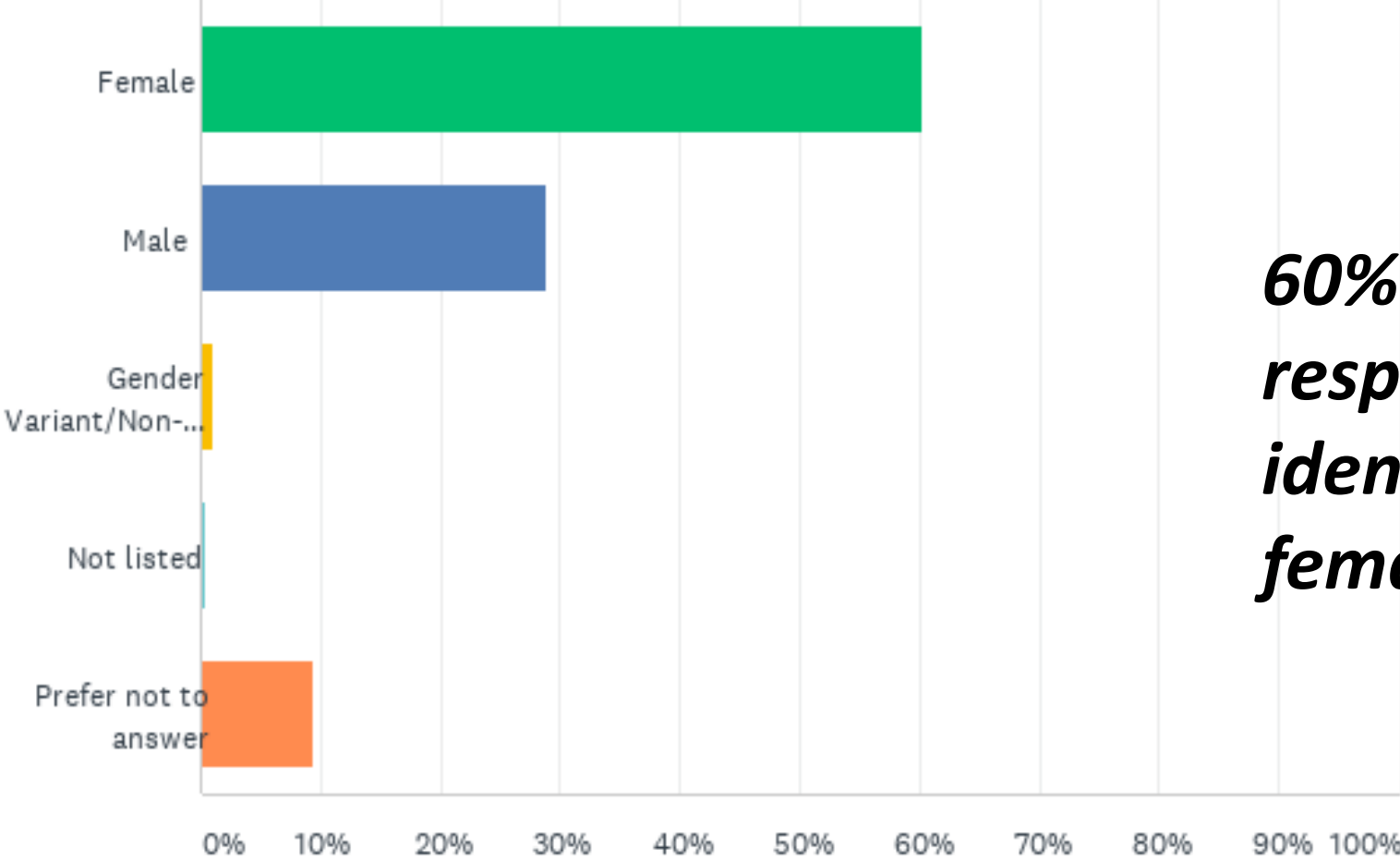
59% identify as White.

12.9% identify as Black/African American

8.89% identify as Hispanic



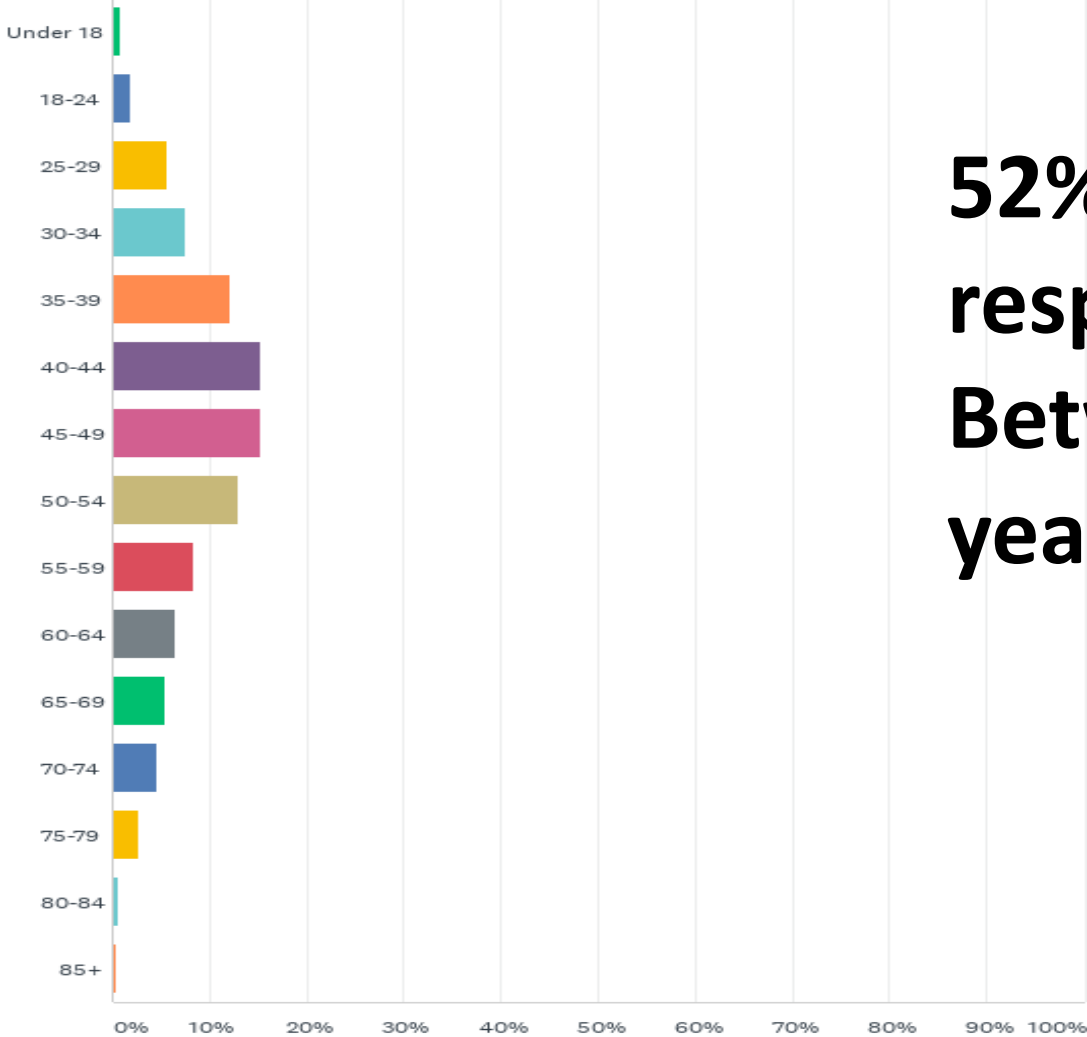
Assessment Data – Gender



60% of respondents identify as female



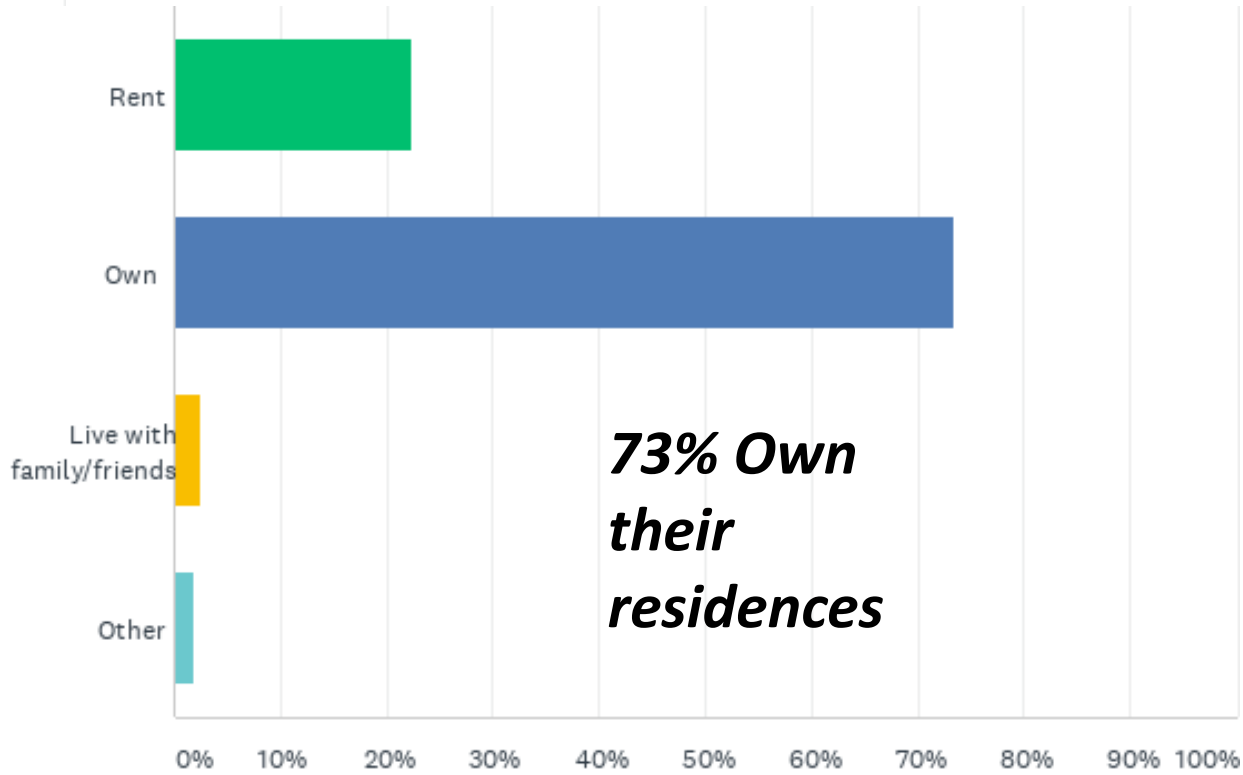
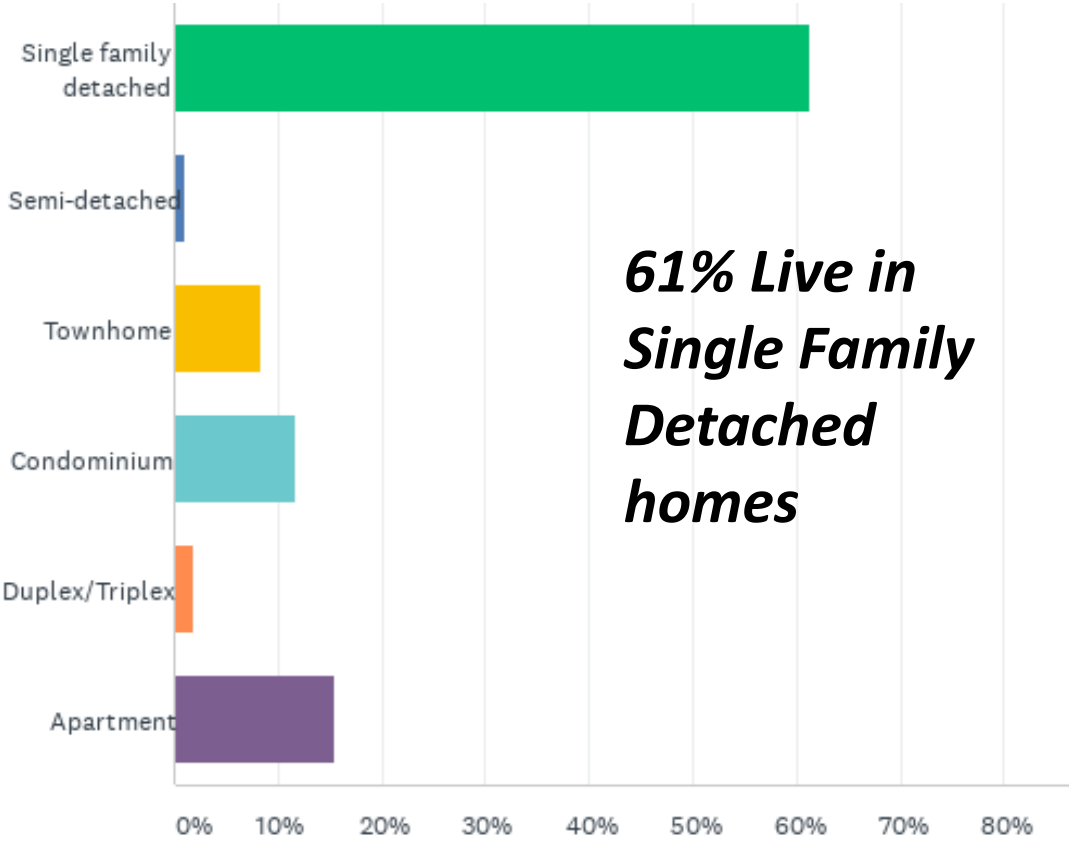
Assessment Data – Age



**52% of
respondents -
Between 40-59
years old**



Assessment Data – Housing Type & Residency



Assessment Data – Your Experiences

Questions including the following topics

- It is valuable to discuss race and Impacts of racism.
- I fell like I can have interactions with people of other races.
- I have a basic understanding of concepts wrt race and racism.
- I know how to identify racism and racist actions.
- I know how to address racism or racist attitudes and behaviors.

Major Themes

- Over 80% - Valuable to discuss race & equity
- 47% have observed or experienced negative (implicit or explicit) bias against a particular group/ethnicity)
- 57% - Structural racism in Arlington exists (12% not sure)



Assessment Data – In My Community

Questions:

1. I would become more active in addressing racism if...
2. I am concerned about racism in my community
3. I am actively taking steps to address racism in my community
4. I feel comfortable talking about race and racism in my community
5. I have observed or experienced acts of racism in my community.
6. I believe institutional racism exists in the community.

Major Themes

- 70% responded they believe institutional racism exists
- 76% feel comfortable talking about race and racism
- A recurring response was regarding evidence of racism from APS and Arlington County (Q5)



Assessment Data – The County

Questions:

1. Arlington is a diverse and inclusive community.
2. Arlington is a place where people unite to form a caring, learning, participating, sustainable community (County Vision Statement)
3. Arlington is committed to racial equity.
4. Arlington County provides the resources necessary for addressing racial disparities and achieving racial equity.
5. Arlington seeks input and assistance in decision-making from communities of color.
6. Arlington is making progress on improving access to services for people of color.
7. There is structural racism in Arlington.

Major Themes

- 57.36% responded that Arlington has structural racism.
- 56% agreed that Arlington is committed to racial equity.
- “Not Sure” was a popular choice.
 - Q5 - 33.18 %
 - Q6 - 41.7%



Assessment Data – Logo

Natural features

- Dogwoods, trees, flowers
- Parks and trails
- Potomac River
- Arlington National Cemetery & Tomb of the Unknown Soldier
- Rosslyn skyline or a map/outline of the County

Landmarks

- Metro, National Airport
- Iwo Jima Memorial, Air Force Memorial, Pentagon
- Bridges, Neighborhoods

Abstract symbols of County values

- Peace, Diversity
- Forward-thinking, community



Next Steps: Normalize & Organize

Community Partnerships

- Messengers
- Champions
- Liaisons
- Thought Partners
- Community Responders

Partners: The work ahead

- Resource and Information Sharing
- Partner Support
- Expanded Partner Conversations
- Partner Convenings
- Identify Key Action Areas for Community Focus



Closing

For more information:

Arlington County RACE Page:

<https://topics.arlingtonva.us/equity/>

Email questions or comments:

raceandequity@arlingtonva.us

