Arlington County & Challenging Racism Dialogues on Race and Equity (DRE) Project

FINAL REPORT

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<u>Final Report</u>

Executive Summary

In September 2020, the Arlington County Government and Challenging Racism embarked on a pursuit of normalizing racial equity in Arlington, Dialogues on Race and Equity (DRE) program. The goal of the program was to begin to normalize racial equity conversations by providing an opportunity to join the conversations, providing common terminology and definitions as well as ground rules for the conversation, and educating the Arlington community about the history of systemic racism in Arlington.

This report reviews the program which took place over a 4-month period from September 2020 to December 2020, the results and provides preliminary recommendations for Arlington County on how to move forward to achieve the ultimate goal of racial equity.

The program entailed four (4) different parts: *DRE in Our Community*, *DRE Together Partner Program*, *DRE in our Neighborhoods* and the *DRE Assessment.* Each of these is described in the following report and the outcomes are outlined. The programs outreach plan, participation, outcomes and feedback are included in the report.

The kickoff was on October 12, 2020 and involved County Board Members Christian Dorsey and Libby Garvey discussing the DRE program with Samia Byrd, Chief Race and Equity Officer for Arlington County and Alicia Jones McLeod, Executive Director of Challenging Racism.

DRE in Our Community - During the 2.0-hour sessions for the DRE in Our Community program, Challenging Racism designed a curriculum around privilege and bias. The program was led by professionally trained facilitators from Challenging Racism and was open to the entire Arlington County community. During the sessions, participants were broken into small groups to discuss issues, definitions, and experiences around privilege and also engaged in polls and shared ideas and experiences in the chat.

DRE Together Partner Program - During the 3.0-hour sessions hosted for the DRE Together Partner Program, the participants, who were from a variety of nonprofit and community organizations as well as representatives from various businesses and civic associations around Arlington, were taught the DRE in Our Community curriculum and touchpoints for the curriculum, facilitation techniques and how to prepare their conversations in their own organizations. The program resulted in a total of 64 partners to continue these conversations and gather information on race and equity initiatives for the county going forward. A full list of DRE Together Partners is included in this report and on the Arlington County website.

The goal of the program was to bring partners together to learn about preparing for the conversation within their organizations, train them on the main points of the DRE in Our Community Conversation program and identify and discuss some key facilitation techniques.

DRE in Our Neighborhood

DRE in Our Neighborhood program is intended to expand the conversations initially launched in the DRE in Our Community programs. A toolkit was developed for 3 different topics - privilege, bias and equity. Each topic includes the following materials:
-   Leader Guide
-   Participant Guide
-   Slides

The goal of the program was to expand the conversations to local neighborhoods without a heavy time investment. These 1.0-hour sessions allow community members to host an online conversation with a few neighbors, a family to have a conversation and for organizations to expand their conversation with an additional topic.

DRE Assessment

Final results and recommendations from the DRE project were presented by Samia Byrd and Alicia Jones McLeod on January 26, 2021. The slide deck covered the results and recommendations to the Board.

Results

-   ● *DRE in Our Community* hosted 6 Public Facilitated conversations attended by **150** Arlington Residents
-   ● *DRE Together Partner Program* training **62** leaders representing **64** Arlington County **organizations** to lead the DRE in Our Community conversations.
-   ● *DRE Assessment* asked **31** questions and gathered data from **2824** respondents in 4 languages English, Spanish, Mongolian, and Arabic. The data gathered included information on the Arlington Logo and Seal as well as renaming policies.
-   ● *DRE in Our Community and DRE Together* gathered **recommendations** for the Arlington County Board members and the County Manager on racial equity issues to address from community members. This included a number of topics - the **"Arlington way"**, **Land use/Zoning/Affordable Housing**, **APS/Public Education**, and **Language Barriers** were among the top categories.
-   ● *DRE in Our Neighborhood* is a program to encourage community members to engage in this conversation with their neighbors, community members, workplaces, etc. In the toolkit there is a leader guide, a one-hour session on each of the following topics: Privilege, Bias and Equity.

This is only the beginning of the process to normalize, operationalize and achieve racial equity in Arlington. We thank you for your interest and invite your continued support and participation. For

more information or to engage further with this work, please contact
raceandequity@arlingtoncountyva.gov.

Introduction to Overall Project

The Dialogues on Race and Equity (DRE) is a project by Arlington County in partnership with Challenging Racism. The project consisted of four (4) parts - DRE Assessment, DRE in Our Community Sessions, DRE Together Partners, and DRE in the Neighborhood.

Timeline

Arlington County hosted a [virtual kickoff event](#) on October 12, 2020, with Christian Dorsey, Libby Garvey, Samia Byrd, and Alicia Jones McLeod. Following the kickoff, there was a marketing and branding campaign that included a logo, a plan for social media, and an email campaign designed and executed to engage the community in the project.

The DRE Assessment was the first section launched. The assessment was open from October 12, 2020 and closed on December 31, 2020.

Deliverables

The following deliverables were created as a result of this project.

- DRE Assessment Results & Raw Data
- Data Visualization of Q19-22
- Final Report
- DRE Together Partner Materials
  - Participant Guide
  - Leader Guide
  - Slide Deck
  - Resource document
  - Link for Feedback
- DRE in Our Community
  - Participant Guide (in English and Spanish)
  - Leader Guide
  - Slide Deck
  - Resources
  - Link for Feedback
- DRE in Our Neighborhood (Privilege, Bias, Equity)
  - Participant Guide (in English and Spanish)
  - Leader Guide
  - Slide Deck

DRE Assessment

Overview

The DRE Assessment was conducted over SurveyMonkey and received a total of 2824 responses. The Assessment included four (4) sections:

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

The Assessment collection link was open from October 12, 2020, to December 31, 2020. It was an online portal that used the SurveyMonkey platform to collect responses.

The assessment was also translated into Spanish, Mongolian, and Arabic and was available in these languages by way of the SurveyMonkey link.

The assessment was printed with one side in English and one side in Spanish. The responses were collected from various locations in Arlington using DRE Pop-Ups.

Results Summary

Section 1: Your Experiences and Perspectives

The questions asked in this section of the assessment are listed below.

1. It is valuable to discuss race and the Impacts of racism.
2. I feel like I can have interactions with people of other races.
3. I have a basic understanding of concepts w/r/t race and racism.
4. I know how to identify racism and racist actions.
5. I know how to address racism or racist attitudes and behaviors.

Over 80% of respondents think it is valuable to discuss race and examine the impacts of racism (68% Strongly Agree and 15% Somewhat Agree) and they have a basic understanding of concepts of race and racism (67% Strongly Agree, 29% Somewhat Agree). Slightly more than half strongly agree (54%) they know how to identify racism and racist actions and 41% strongly agree less than 3% of respondents shared they disagree they know how to identify these actions. Less of the respondents know how to address the actions with only 32% and 47% for strongly agree and somewhat agree on these questions.

The highest number of respondents (43%) shared they would become more active in addressing racism if they had more information, so they knew what to do.

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 regarding evidence of racism from APS and Arlington County Government

Other Insights from the data

The County's Values, Vision, and Actions toward Advancing Racial Equity

The questions asked in this portion of the assessment are listed below.

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.

How to go about the renaming is mixed:

43.07% of respondents shared they agree with using the current policies
57.36% responded that Arlington has structural racism
56% agreed that Arlington is committed to racial equity

Other Insights from the data

The respondents were asked about the logo and seal in this section. The respondents were about the process of replacement and when replaced, what iconography would respondents suggest. The suggestions of the replacement iconography were broken into three areas: 1) Natural Features (for example parks and trails or the Potomac River), 2) Landmarks (i.e. Metro, National Airport, a variety of memorials or bridges) and 3) Abstract symbols of County values (peace, diversity, etc.).

Another notable issue was that "Not sure" was a popular response for whether "Arlington seeks input and assistance in decision-making from communities of color" (Not Sure = 33.18%) and the next statement "Arlington is making progress on improving access to services for people of color" (Not Sure = 41.7%). These questions deal specifically with people of color (POC) and how Arlington County engages with them. Arlington County may want to implement a specific outreach plan for these communities of color to assure outreach is targeted and received by these communities.

Demographics

In the last section of the assessment, respondents were asked about how they identify in a number of areas. This includes what area of Arlington they live in, how long they have resided in Arlington, their age, gender and race, as well as whether they rent or own their property.

In the assessment, the top three areas for where respondents lived were Ballston-Virginia Square (5.14%), Clarendon-Courthouse (4.05%) and third was Arlington East Falls Church (3.68%). Most areas had at least one (1) respondent for the assessment.

A majority of the respondents identified as white, Black or Hispanic. The highest number of identified as white (59.36%), followed by 12.92% who identified as Black and 8.89% who identified as Hispanic.

Women overwhelmingly responded to the assessment with 60.32% identifying as female and only 28.82% identifying as male in the assessment.

The assessment asked about the age of the respondents. Age had a bell curve distribution and resulted in 52% of respondents being between 40 and 59 years old.

When asked how long respondents resided in Arlington, we found most lived in Arlington for at least 11 years (26.89 % 11-20 years and 37.22% lived in Arlington for 21 or more years). Most of the respondents lived-in single-family housing, 61.34% and those in apartments made up 15.54% and condominiums was third highest with 11.76% of the respondents. A large number of respondents owned their residences (73.34%) versus 22.29% who rent in Arlington.

DRE in Our Community Conversations

Overview

Outreach to partners was also imperative in delivering this program throughout the community.

The registration for DRE in Our Community sessions went live on Monday, October 12, 2020. Sessions were publicized by social media, newsletters, the county's website, and Challenging Racism.

The first session was held on Saturday, October 24 at 2 PM. The first session had limited engagement from the public. As time went on, the session attendance grew in proportion to the community outreach and awareness of the program. The final session for the DRE in Our Community was held on Wednesday, December 9, 2020, at 6 PM. The six (6) sessions varied in time and day of the week with two (2) sessions on Saturdays, and sessions being held on every other day of the week with the exception of Tuesday and Sunday. This was to assure a variety of dates and times be available for attendees to register.

The session held on Saturday, November 14, 2020, at 10 AM had Spanish-speaking facilitators and simultaneous translation to accommodate those who prefer or need to participate in Spanish. The session brought about new ideas and suggestions for the County Board and County Manager which were not heard in the previous sessions.

Participation Metrics

There was a total of six (6) DRE in Our Community Sessions. These sessions were held using the Zoom platform and consisted of a 2.0 hour professionally facilitated training by Challenging Racism facilitators. The programs were held on the following dates and times.

Date/Time	Attendees	Registrants
Saturday, October 24, 2020 at 2 PM	10	24
Thursday, October 29, 2020 at 6 PM	21	41
Friday, November 6, 2020 at 2 PM	25	35
Saturday, November 14, 2020 at 10 AM	26	53
Monday, November 16, 2020 at 6 PM	29	50
Wednesday, December 9, 2020, at 6 PM	42	98
Total	153	301

Materials

Before the session, all 301 community members who **registered** received an email with the following: A Conversation on Privilege & Bias Participant Guide, Zoom information, and the link to take the Assessment.

After the session was **completed**, all 301 community members who **registered** received an email with the following: a list of resources (this list is included in the appendix) which included a list of organizations involved in this work, links to County programs and initiatives, links to videos and explainers on topics exploring systemic racism, bias and privilege, and an additional ask with a link to take the Assessment.

Session Overview

Overview

Each session lasted two (2.0) hours from start to finish and was led by a minimum of two (2) trained Challenging Racism facilitators. The sessions took place using the Zoom platform which incorporated a number of the Zoom platform features including breakout rooms, screen sharing, polling, and chat functionality. The sessions had two (2) different sections - A Discussion on Privilege and a Discussion on Bias. A copy of the participant guide is accessible on the County website.

Topics and Agenda - "A Discussion of Privilege and A Discussion of Bias"

The outline of the agenda for each discussion is below.
- Welcome and Introductions
- Guidelines for the Discussion
- Beginning Our Conversation
- A Discussion of Privilege
    - Activity 1: One way to look at a system of privilege
    - Activity 2: Another way of looking at privilege
    - Developing a common understanding - Definitions
    - Activity 3: Arlington Housing - Bringing it Home
- A Discussion of Bias
    - Introduction
    - Activity 1: Challenging Assumptions
    - Activity 2: Challenging Your Bias
    - Activity 3: What can we do
- Wrap up and Closing

Outcomes

Commitments

During each session, participants were asked to share a commitment for what they will do with what they have learned or what action they will take to bring this work into their lives and their community. The themes gathered from the sessions are below.

- Confront a friend who is already opposed to these programs
- Find a bank with equitable practices especially for empowering various ethnicities
- To engage in conversations on privilege with family.
- Change/broaden my 'circle of influence'
- Volunteering for specific organizations who do this work (Challenging Racism, NAACP, etc.)
- Leading these conversations re: race and equity for their community, organization, neighborhoods.

Suggestions for County Board/County Manager

During each session, participants were also asked for **one suggestion** for the County Board/County Manager for the next step in racial equity work for the county. The themes gathered from the sessions are below.

"The Arlington way"
- Lack of Transparency/Public Inclusion and Comment
- Lack of Diversity of Leadership in Commissions & County Agencies

Education/School Redistricting
- Inequity in school funding/resources
- AP/IB programs lack diversity

Land Use/Zoning/Middle Housing
- Lack of Affordable Housing
- Exclusionary Single-Family Zoning

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

DRE Partner Program

Overview

Each session lasted three (3.0) hours from start to finish and was led by a minimum of two (2) trained Challenging Racism facilitators. The sessions took place using the Zoom platform which incorporated a number of the Zoom platform features including breakout rooms, screen sharing, polling, and chat functionality. Each session had a maximum capacity of 24 participants.

The first session was held on Wednesday, October 28 at 2 PM. The first session had limited engagement from the public. As time went on, the session attendance grew in proportion to the community outreach and awareness of the program. The final session for the DRE Together Partner Training was held on Monday, December 3, 2020, at 6 PM. We varied the day of the week for the training program to assure a variety of dates and times be available for attendees to register.

The goal of the program was to bring partners together to learn about preparing for the conversation within their organizations, train them on the main points of the DRE in Our Community Conversation program and identify and discuss some key facilitation techniques.

DRE Partners received a DRE in Our Community Leader Guide and two (2) additional resources for leading these conversations. The additional resources are Navigation Guide for Difficult Conversations about Race and 2019 REC Discussion Guide.

DRE Together - Partner Training Session Agenda

Overview of the Partner Session

Part 1 - Preparing for the Conversation

Part 2 - Overview of the Public Conversation Materials and Session
- A Discussion on Privilege
- A Discussion on Bias
- Individual Commitments
- Suggestions for CM/CB

Part 3 - Conversation Guidelines and Facilitation Techniques
- Guidelines for Discussion
- Facilitation techniques and practice
- Deep Listening activity

- Common Roadblocks

A copy of the DRE Together Partner materials is accessible on the County website.

The registration for DRE Together Partner Training sessions went live on Monday, October 12, 2020. Sessions were publicized by social media, newsletters, the county's website, and Challenging Racism. Outreach to partners was also imperative in delivering this program throughout the community. Individual emails were sent out to faith-based organizations, community based organizations and nonprofits that cover the Arlington area.

Becoming a DRE Together Partner

Partners signed up for the program by a Google Form link which was hosted on the county's website. Partners were asked for the following information:
- DRE Point of Contact for the organization
- Brief description of the organization
- Date to attend the training (partners selected a date to attend the DRE Partner Training)
- Agree to host two (2) DRE in Our Community Conversations

We asked partners who led DRE in Our Community Conversations to limit the number of participants to ten. The partners should focus those conversations on members in the organization and the community which they serve.

Participation Metrics

Date/Time	Attendees	Registrants
Wednesday, October 28, 2020 at 2 PM	13	13
Monday, November 9, 2020 at 6 PM	16	16
Wednesday, November 18, 2020 at 6 PM	20	19
Monday, December 3, 2020 at 6 PM	13	13
Total	62	61

DRE in our Neighborhood

Overview

The DRE in Our Neighborhood program is intended to expand the conversations initially launched in the DRE in Our Community programs. A toolkit was developed for three (3) different topics - privilege, bias and equity. Each topic includes the following materials:

- Leader Guide
- Participant Guide
- Slides
- Resources

The goal of the program is to expand the conversations to local neighborhoods without a heavy time investment. This allows community members to host an online conversation with a few neighbors, a family to have a conversation and/or for organizations to expand their conversation with an additional topic.

The availability of the three (3) toolkits was made available on February 25, 2021. The toolkits are accessible on the county website and are available in English and Spanish language versions.

Each program is created for a 1-hour dialogue and introduces the topic with a video, covers guidelines for having racial equity conversations, shares basic definitions of common terms, and leads the participants through a process of self-discovery on the topic. Additional resources are also available to expand the participant's knowledge on the topic. The resources include websites, books, articles, videos, podcasts and organizations which provide a deeper look into the topic for those who are interested.

Recommendations for Next Steps

The recommendations from the DRE in Our Community Conversation and DRE Together participants for the County Manager and County Board mainly fell into four (4) categories: (1) Concerns with the **"Arlington way"**, (2) **Land Use/Zoning/Affordable Housing**, (3) **APS/Public Education**, and (4) **Language Barriers**.

RECOMMENDATION 1 - Diversity in Public Process and Representation in Arlington

The first issue - **concerns with the "Arlington way"** - came up at each session of the conversations. The term is sarcastically used to speak to a system which (1) lacks transparency and a process for public input and (2) decisions are pre-determined by those in power therefore public input is moot. The residents in attendance shared feelings of frustration and disenfranchisement in the public process due to this issue. They also shared that there is a lack of diversity in leadership and in commissions and agencies as a result of this process. Communities feel marginalized and don't feel as though they have adequate access or representation in Arlington County leadership, government, associations or other public service areas.

It is recommended that Arlington County Board and the County Manager undertake a complete **revamp of the public participation process** at the minimum and ideally scrap the existing model for a model designed to properly represent all communities in Arlington. This should include new processes for meetings including transparency and different ways to engage in the process other than physical or online meetings at a variety of times and dates so many different types of people can engage in the process and participate.

Representation should include various communities from both North and South Arlington, people of different genders, ages, incomes, ethnicities and races should be considered for appointments on commissions, government posts (especially for leadership roles).

It is a widely held idea that at-Large elections dilute the voting power of marginalized communities.[1] The county should consider the recurring suggestion regarding **changing from at-Large seats for the County Board to district representation**. Though this issue can be complex, revisiting this issue, gathering research and additional public input on this issue would be recommended.

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[1] https://www.nonprofitvote.org/bias-large-elections-works/

RECOMMENDATION 2 - APS Programs lack racial diversity

Though Arlington County government does not have direct control over the **Arlington Public Schools**, many residents shared issues they would like to see addressed in APS. One of the issues that was brought to light was the lack of transparency and access to programs from Gifted & Talented programs in elementary school to IB/AP programs in high schools. These programs lack diversity and also caused students of color to feel othered and not included. Also, the "North/South" divide was mentioned with regard to schools and public education. The lack of resources for extracurricular activities and supplemental programs in each school may heavily rely on PTA resources and budgets. In North Arlington, it was mentioned the budgets are much higher than in South Arlington and this is evident in the programs offered.

It is recommended that APS work on **communications to parents about these programs**, reaching out through parent associations such as Black Parents of Arlington and Arlington Schools Hispanic Parents Association (ASHPA) to assure racially diverse students are receiving the same access to programs as white students are receiving. This can be done in a variety of ways including monthly meetings with stakeholder organizations in order to assure clear communication to parents and students. These meetings should be conducted at times which are decided by the stakeholders rather than the administration.

Another recommendation is **transparency on racial equity programs and goals** being pursued by APS. An example would be a scorecard to share data with parents and stakeholders regarding programs, discipline issues, test scores and other student data which reflects success in APS all reported by race to clearly display racial disparities in the programs.

RECOMMENDATION 3 - Land Use/Zoning/Affordable Housing

With the county currently engaged in a missing middle study and other efforts under Housing Arlington to discuss **affordable housing options for Arlington County**, housing was on the minds of many who attended the workshops. Many people shared concerns about the lack of affordable housing across many areas in Arlington and low-density requirements for housing (Single Family vs. higher density multi-use or condos).

It is recommended Arlington look into **various options for creating affordable housing** in the county. We suggest creating affordable housing that is truly affordable to different socioeconomic groups in various locations across the county (including both North and South Arlington).

Housing Arlington which has a number of different initiatives: workforce housing, affordable housing, missing middle housing, and other areas that focus on socioeconomic issues in housing disparities in Arlington. There are various issues which have created the wealth gap between Black and white

residents, but various scholars note redlining is a direct cause to the wealth gap of today not only in Arlington, but nationally[2]. **Assessments, appraisals, zoning and density issues** have played a part in furthering the wealth gap between Black and white residents with housing. We recommend the county **make reviewing and dismantling these systems a focal point of commissions, committees, workplans and policy decisions** going forward for Arlington and housing.

Reviewing zoning requirements for density and asking community members in historically Black areas of Arlington to share the issues they are having with property values. People in the sessions mentioned issues with zoning in a historically Black neighborhood which did not allow them to add on to the property and thereby increase the value. The county representatives should **listen to the issues brought up by the Arlington County residents, actively pursue solutions for the problem or disparity, and then work with the resident to resolve the issue**. This is a way for the county to find out how best to support wealth building for Black residents through real estate.

RECOMMENDATION 4 - Language Barriers

Language barriers also came up in the sessions but during the Spanish language session on November 14 this was a key notion. The attendees noted that there is an issue with lack of translation or "othering" in meetings where non-English are put into separate areas or have separate meeting dates. This excludes the non-English speaking participants from the general conversation. During the session on November 14, during the breakouts those who preferred Spanish language were able to self- select and join a Spanish speaking facilitator. In the future, it is suggested that Spanish language translation continue throughout the entire session which will eliminating the need for a separate group for those who prefer Spanish language. The goal should be to include everyone in the conversation so they can also exchange and challenge ideas from all of their neighbors, not only the Spanish speaking ones.

Communication regarding county public input processes and forms was mentioned in the sessions. Some forms for the county are not officially translated into languages represented in the county (Spanish, Arabic, Mongolian, and Amharic). We recommend **simultaneous translation** for the minimum of these 4 languages at all public meetings and input sessions. In addition, **all forms distributed at these meetings and regarding these policy processes should be translated into a minimum of 4 languages** (Spanish, Arabic, Mongolian, and Amharic).

We recommend the county to spend time **(1) understanding how the content of the message is understood by communities of color, (2) learning what tools to use to best communicate,**

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[2] https://www.brookings.edu/blog/up-front/2020/02/27/examining-the-black-white-wealth-gap/

collect ideas, suggestions, recommendations and (3) continually build relationships with a variety of different organizational and individual representatives for communities of color.

The issue of county communication goes beyond basic translation of forms to a creating and implementing a clear communication strategy with a goal of two-way dialogue about needs and collaborative solutions. Translation is only the beginning of the solution. To implement this level of the solution, we recommend **the county hire a representative (staff member or consultant) from each of these communities** to create and maintain these much-needed relationships with representatives and organizations for these communities of color.

Conclusion

In conclusion, the DRE project was successful in achieving its goals of: (1) creating cross cultural communication regarding race more accessible to the general population, (2) providing skills, tools, guidelines and common definitions for the general public to use in these conversations, (3) gathering input from residents using the Assessment on Perspectives on Race and Equity in Arlington, and (4) providing training for local organizational leaders to continue these conversations in Arlington.

The program created opportunities for learning and practicing skills for cross cultural conversations and will move Arlington closer to normalizing racial equity in the community, in government, in policy, in organizations and in all places where there are currently disparities in representation and voices.

At the beginning of this project, the county had some challenges around what normalizing racial equity throughout the county would take. During this project, the discussions and input of the community around racial equity including assessing attitudes around the logo and seal, discussions with residents around privilege and bias, have led to a better understanding of racial issues facing the community and left residents a bit more prepared to deal with these issues.

It is not a single project such as DRE being hosted by Arlington County Government and Challenging Racism that will fix the issues in the community but continued work by every part of the residents, organizations and government to make the community a safe place for all races to work together. With the DRE project we moved one step forward and a little closer to realizing this goal. And now to the next step of using what we now know from the assessments, recommendations, conversations and suggestions to create sustainable change in Arlington County.

Appendices

Appendix 1: Current Partners

This most up to date list is on the [Arlington County website](#).

A-SPAN
ABLE'N Consulting, LLC
AHC inc
Alliance for Housing Solutions
Amazon, Inc.
Arlington Chamber of Commerce
Arlington Civic Federation
Arlington Food Assistance Center (AFAC)
Arlington for Justice
Arlington Independent Media
Arlington Partnership for Children, Youth, and Families
Arlington Rotary Club
Arlington Sister City Association (ASCA)
Arlington Thrive
Bahá'í Community of Arlington, VA
Baptiste Co.
Bluemont Civic Association
BU-GATA
Carter School for Peace and Conflict Resolution, George Mason University
Claremont Civic Association
Clarendon Courthouse Civic Association
Clarendon United Methodist Church
Columbia Pike Documentary Project
Columbia Pike Revitalization Organization
Communities In Schools of NOVA
Crystal City Civic Association (CCCA)
Diversity, Equity, and Inclusion Committee, the Resolution, George Mason University
Donaldson Run Civic Association

EcoAction Arlington
Educational Theatre Company
Freedup Films, LLC
George Mason University
George Mason University Arlington Campus
GMU - University Life Arlington
Glencarlyn Citizens' Association (Racial Equity and Inclusion Steering Committee)
GMU Dialogue and Difference Project
GMU Instructional Foundation
GMU Libraries - Arlington Campus
Jimmy and Rosalynn Carter School of Peace and Conflict Resolution
L'Arche Greater Washington DC
Lyon Park Citizens Association
Maywood Community Association
Mount Olivet United Methodist Church
Nat Capital Treatment and Recovery (formerly Phoenix House) Phoenix House
National Landing BID
OAR of Arlington, Alexandria and Falls Church
Rebuilding Together Arlington/Fairfax/Falls Church, Inc.
Signature Theatre
Synetic Theater
Temple Rodef Shalom
The League of Woman Voters of Arlington, VA
The Versia Group
Virginia Cooperative Extension
YMCA Arlington

Appendix 2: DRE in Our Community Emails

Initial Confirmation Email

This email was sent to all registrants at the time of registration.

Great to have you on board for our Dialogues on Race and Equity Community Conversations. On the morning of the session, you will receive participant materials and the zoom link to join.

As a reminder, if you have not already taken the **Assessment**, please do so today. We are looking for everyone in Arlington to participate.

Session Confirmation Email

This email was sent the day of the session with information including:
- Length of session
- Time for the session
- Participant Guide (as an attachment)
- Zoom Session information
- Zoom help information

Thank you for registering for the Dialogues on Race and Equity (DRE) in Our Community conversation today at ___ PM. Here are a few items regarding the session tonight.

1. The meeting will last 2 hours (from ___ (AM/PM) - ___ (AM/PM)).
2. We have attached the handout, the DRE in Our Community Participant Guide, please have this easily accessible or printed for the session. The Participant Guide attached to this email will help you follow along with the program.
3. The session will be on Zoom and the link for the meeting is (ZOOM HYPERLINK INSERTED). The Meeting ID is (MEETING ID INSERTED) and the Passcode is (PASSCODE INSERTED).. You will need this information to access the meeting this evening. Additional information (dial in numbers, etc.) is listed at the bottom of this email. We prefer you use the Zoom app to login to the meeting and keep your camera on, but if you need to dial in instead, we understand and will be glad to have you regardless.
4. If you need assistance using Zoom, you can use this link for a few videos to help you get acquainted with the platform.

Thank you again for joining Challenging Racism and Arlington County in this very important step towards racial equity in Arlington County and we will "see" you tonight.

Session Follow Up Email

This email was sent to all registrants after the session. The copy of the Participant Guide and DRE Resources were attached to this email.

Thank you so much for attending the Dialogues on Race and Equity (DRE) in Our Community conversation today. Here are the follow up items we discussed sharing with you to continue your race and equity journey and keep the conversations going.

1. The DRE resources are attached. The video links from the session and other resources are listed for you. Please explore and share widely.
2. If you have not already, please take the Community **Assessment** about perspectives on race and equity in Arlington which is online and includes questions on the Arlington County logo, seal and suggestions for next steps for race and equity. We also have the **Assessment** in Spanish, if you prefer.
3. Please also share with us what you thought of the session. Your **feedback** is important to us.
4. Share the **Assessment**, **DRE program** and attached resources with 5 friends, community members, or others that may be interested in this work.

Please reach out if you have other questions and Challenging Racism can be of assistance to you. We are here to help, and these conversations are key to moving forward on race and equity in Arlington County.

Appendix 3: DRE in Our Communities Resources

Dialogues on Race and Equity (DRE): A Public Conversation: Resources

Arlington County Resources

Arlington County DRE website - https://topics.arlingtonva.us/equity/dre/
Arlington County RACE website - https://topics.arlingtonva.us/equity/

Organizations

Challenging Racism - www.challengingracism.org
Smithsonian Talking About Race - https://nmaahc.si.edu/learn/talking-about-race
Arlington Alliance for Housing Solutions - www.allianceforhousingsolutions.org
Arlington County NAACP - www.ArlingtonNAACP.com

Books

Ibram X. Kendi
"How to be an Antiracist" - http://bit.ly/3u78V5U
"Stamped from the Beginning" - http://bit.ly/3qtJUjm

Resmaa Menakem - "My Grandmother's Hands" - https://www.resmaa.com/about

Massey and Denton – "American Apartheid" - https://bit.ly/3pxDzls

Michael Eric Dyson – "Tears We Cannot Stop" - http://bit.ly/3s1p4bl

Richard Rothstein – "The Color of Law" - http://bit.ly/3biyj07

Wilma Jones – "My Halls Hill"

Videos

Race and Housing in Arlington - https://youtu.be/ijuP07GjFqY

Blind Spots: Challenge Assumptions - https://youtu.be/BFcjfqmVah8

White Like Me - https://bit.ly/2LYlbo7

White Privilege, Systemic Racism, and Implicit Bias - https://bit.ly/3bhzxIL

James Corden Gets a Lesson on White Privilege - https://youtu.be/BUB3MGWT3xo

Uncomfortable Conversations with a Black Man - https://bit.ly/3dmnlJJ

The Danger of a Single Story - https://www.youtube.com/watch?v=D9Ihs241zeg

Privilege Walk - Atlanta Journal Constitution   https://youtu.be/m3AMhtHPKNk

The $100 Race - https://youtu.be/kyI4EJhq47A

The Unequal Opportunity Race - .https://youtu.be/vX_Vzl-r8NY

Articles

Yeah, Let's Not Talk About Race - http://nyti.ms/37negwu

Anti-Racist Reading List - http://bit.ly/3qHL8aV

Podcasts

The 1619 Project (Podcast and Guide) - http://nyti.ms/3dq7SrU

White Privilege & Black History http://spoti.fi/3s3KB37

Nice White Parents - http://nyti.ms/3jXJ6k2

Larry Wilmore "Black on the Air" interview with Isabel Wilkerson on "Caste" - http://bit.ly/3uazQ0E

Code Switch Podcast - http://n.pr/3u92yir

On Being Podcast with Krista Tippett - http://www.OnBeing.Org
        "Notice the Rage, Notice the Silence" - interview with Resmaa Menakem
        "In Conversation" - Robin DiAngelo and Resmaa Menakem

On Being Race and Healing page: https://onbeing.org/libraries/race-healing/

Appendix 4: DRE Together Partner Training Emails

Confirmation Email

Great to have you on board as a Dialogues on Race and Equity Partner. On the morning of the session, you will receive participant materials and the zoom link to join. In the meanwhile, can you please share the information on the Assessment with your group? We are looking for as many residents to participate as possible. The link for the Community Assessment about perspectives on race and equity in Arlington is below.

https://www.surveymonkey.com/r/G9YWWP9

Please let me know if you have questions about the program and I am looking forward to "seeing" you soon.

Follow Up Email

Thank you for attending the partner training last night. We are very excited to partner with you to host these Community Conversations for your organizations and communities.

Below are the next steps.

1. Please take the **Assessment** if you have not done so already. We want your feedback and input in the next steps in race and equity for the community and county.
2. We have attached the DRE Together Resource list. These are resources to help you move forward in your own journey as well as to share with the group.
3. **Leading Your Session(s)**
    1. **Complete this form** to let us know when you have scheduled your session and what support you might need for your DRE in Our Community session.
    2. Read/review the DRE in Our Community - Leader Guide (attached). The document is meant to support you and give you the steps to lead a successful session. This is for you to lead the session.
    3. Read/review the DRE in Our Community - Slide Deck (attached). This includes definitions and other information referred to in the Leader guide.
    4. Read/review the DRE in Our Community - Participant Guide (Public) (attached). You should send this document out to the participants who sign up for the session. We generally send it with the Zoom link information and the day of reminder for the session.
4. **As leader for the session, here are your steps.**

1. Prepare to collect and collect the information from the group. We ask for you to collect and share data (it is easiest to do so by using the chat function in Zoom) during 7 points in the session. Using the chat function in Zoom to record the information is the EASIEST way to capture this data. At the end of the session, you can save the chat and then copy and paste the information into the SurveyMonkey form. Except for the Zoom Poll, you will need to **manually record** the top 3 answers.

    1. **Systemic Racism Zoom Poll** - Where have you seen or experienced systemic racism in the Arlington community? We ask for you to report the **top three answers** by percentage. In addition if there are other items shared in the chat, please record those and share.

    2. **Privilege session - Activity 3: Arlington Housing.** We ask for you to capture the main points from the small group report outs when they return to large session after the breakouts.

    3. **Bias Session - Activity 1: Challenge Assumptions.** We ask for you to capture the main points from the small group report outs when they return to large session after the breakouts.

    4. **Bias Session - Activity 2: Challenge Your Bias.** We ask for you to capture the main points from the large group sharing in chat.

    5. **Bias Session - Activity 3: What Can We Do?** We ask for you to capture the main points by using the chat function in Zoom for the individual commitments.

    6. **Bias Session - Activity 1: Challenge Assumptions.** We ask for you to capture the main points from the small group report outs when they return to large session after the breakouts.

    7. **Closing Session - Recommendations for County Board/County Manager**. We ask for you to capture the main points from the small group report outs when they return to large session after the breakouts.

2. When you complete the session, add the information collected to the [**SurveyMonkey Data Capture Form**](#).

3. If you need help, please reach out. Challenging Racism is here for you. When you have decided on the date, you can reach out directly to Alicia Jones at director@challengingracism.org with the ask for the support you need.

Attachments

1. [DRE in Our Community - Participant Guide](#)
2. [DRE in Our Community - Leader Guide](#)
3. [DRE in Our Community - Slides](#)
4. [DRE in Our Community - Resources](#)
5. DRE Together Leader Resource Guides
   a. [Difficult-Conversations-about-Race-Navigation-Guide (1).pdf](#)
   b. [2019 REC Discussion Guide Rev1 (1).pdf](#)