



**DEBI Committee of ACCF**  
*Diversity, Equity, Belonging and  
Inclusion Committee*

**Presentation to ACCF**  
**May 18, 2021**

# History /evolution of the committee

## DEBI Members

Stacy Meyer  
Jack Beckerman  
Kitty Stevenson  
Nicole Merlene  
Kaii Clinton  
Nadia Green  
Ian Garrett  
Alicia Jones McLeod  
Walt Charles

## Mission Statement

“This committee is focused on improving diversity and inclusion within ACCF and member organizations through improvements to internal processes as well as external community engagement and programs.”

**Chair Alistair Watson**

## Plans for 2021 – 2022 > programs systemic racism, outreach

Our goal is to give advice to CA's to boost their membership to be more diverse so that their delegates are more diverse

Chair Alistair Watson email note to committee

“We want to make the civic federation a more representative voice of Arlington. What's the barrier to entry? Who is left behind? Arlington Civic Federation should be considered a solid source of the “pulse” of Arlington

Remember you are Arlington, you are the target audience. What seems good to you will be good for the rest of the County in order to make sure they are involved”.

Create social media (e.g. nextdoor) drives and campaigns to encourage completion of the recommendations. Give citizens a resource for feedback. Standardized social media package. Post on CivFed website and the newsletter.

These are the neighborhoods we selected!

- 1 Buckingham**
- 2 Green Valley/Nauck**
- 3 Langston/Halls Hills**
- 4 Johnson Hill/Arlington View**
- 5 Arlington Mill**
- 6 Barcroft**
- 7 Columbia Heights**
- 8 North Rosslyn**
- 9 Douglas Park**
- 10 Columbia Heights**
- 11 Columbia Forest**
- 12 Crystal City**
- 13 Aurora Highlands**
- 14 Penrose**
- 15 Bluemont**

**Chair Alistair Watson**

WHEREAS:

WHEREAS, human diversity can be defined as differences in race, ethnicity, nationality, gender, gender identity, sexual orientation, socioeconomic status, age, physical and/or mental capabilities, and religious beliefs, and

WHEREAS, equity is providing fair treatment, access, opportunity, and advancement for all people; eliminating barriers that have prevented the full participation of all groups; and

WHEREAS, inclusion is creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate; and

WHEREAS, belonging is creating environments in which any individual or group can be and feel they are an important member; and

WHEREAS, the Arlington County Civic Federation (ACCF) is committed to building a community that holds diversity, equity, inclusion and belonging as core values; and

WHEREAS, this commitment strengthens the organization, improves our overall effectiveness, by ensuring that differing ideas, experiences, thoughts and contexts are available to inform important decisions; and

WHEREAS, the perspectives of all communities including all racial, cultural, and economic backgrounds, all sexual orientations, and all capabilities have not been historically represented in the viewpoints in civic engagement; and

WHEREAS, ACCF's role as a federation seeks to advance the success of its Member Organizations and support their common strategic goals, including to increase diversity, inclusion, equity and belonging within their communities; and

Whereas bringing about greater diversity in our efforts requires not only action at the programmatic level, but also a cultural shift, embedded in the way we govern and manage our organization and our work, and ACCF recognizes the need to embrace this process of change.

RESOLVED:

aa= new wording

Be it resolved, we affirm our commitment to make diversity, equity, inclusion and **belonging** evident in our organizational structure, policies, board of directors, staff, strategic goals, and program delivery.

We recognize that diversity is an asset and we welcome people of all backgrounds; seeking a culture of **welcoming**, respect, openness, learning, integrity, **transparency** and honesty.

We strive to build relationships where all participants are **listened to**, respected, valued, and empowered. Our focus on community engagement leads us to seek out and learn from a multitude of cultural and life experiences, perspectives, and talents.

We believe that a commitment to increase diversity, equity, inclusion **and belonging** is supported by our core values and essential to achieve the mission of our organization.

We will act on these commitments by:

Seeking diverse and highly qualified candidates for Board and **other leadership positions**,

Developing multi-cultural competency, sensitivity, and empathy through training, Adding diversity, equity, inclusion **and belonging commitment language to our guiding documents**, Adjusting communications to reflect **all communities**, Designing programs and events to seek out, engage, and be accessible to **all communities**,

**Collecting data on community participation, where relevant**, related to program delivery and events, and

**Encouraging our Member Organizations to embrace all communities.**

# 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.

# Diversity & Equity

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Diversity is everyone's job.

All of us have to do the work.


Commit Everyday!

# DRE – Dialogues on Race & Equity

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## Challenging Racism & DRE

- **Components of DRE - September 2020 - February 2021**
  - **DRE Assessment**
  - **DRE in Our Community Conversations**
  - **DRE Together: Partners**
  - **DRE in Our Neighborhoods**
  - **DRE Final Report & Presentation**



# Recommendations (From Conversations)

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## 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



# For more information...

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Challenging Racism: <http://www.challengingracism.org>

Arlington County RACE Page: <https://topics.arlingtonva.us/equity/>

Arlington County DRE Final Report:

<https://topics.arlingtonva.us/wp-content/uploads/sites/21/2021/04/Arlington-County-CR-DRE-Project-Final-Report.pdf>

An aerial photograph of a city, likely New York City, showing a dense urban landscape with numerous high-rise buildings and residential structures. The foreground is dominated by a large, multi-story brick building complex, possibly a university campus, surrounded by trees with autumn foliage. The background shows a vast expanse of the city stretching to the horizon under a clear sky. A large white text box is positioned at the top center, and a smaller white text box is at the bottom center.

# Thank you!!!

Don't forget to check out Challenging Racism @  
<https://www.challengingracism.org/>