



FAIRFAX Racial
Equity Social Justice
Committee


October 2020

OLAS Performance



Outcomes

- Team building with committee members
- Build an understanding of the RESJ Scope of Work
- Determine areas of action and further development

The image features a solid blue background. A grid of small white dots is arranged in a regular pattern across the right side of the image. On the left side, there is a large, semi-transparent blue circle. Inside this circle, the word "Opening" is written in a white, serif font.

Opening



Purpose of the RESJ

The Racial Equity and Social Justice (RESJ) Committee will be advisory to the Town Council of Fairfax, CA. The Committee will focus on actively dismantling and eradicating systemic and individual racism, bigotry, and discrimination within our Town, in an effort to create a Fairfax that is explicitly antiracist, equitable, and inclusive in both word and deed.



Work of the RESJ

- A) Identifying all non-equitable, racist, and/or non-inclusive aspects of our Town's function;
- B) Bringing awareness and action to these problems, prioritizing those items that cause the most harm, and finding ways to dismantle problematic policies and structures where necessary;
- C) Identifying key opportunities for growth of and education about antiracist, equitable, forward-thinking practices and policies within all aspects of Fairfax life.

Work of the RESJ

D) A subcommittee of the RESJ Committee will be formed to specifically focus on policing within Fairfax. Fairfax has for many years had its own police force and 911 dispatch center, charged with Community Policing. A representative of the Fairfax Police will participate in these discussions, which will be an opportunity to deeply understand how policing operates in our town, for police leadership to listen to the needs of the community it serves, and for policies to be improved where necessary, and to explore alternative public safety models.



Introductions

- Name
- Relationship to Fairfax
- What excites you about work of the RESJ?

The Power of Why

People like Martin Luther King Jr., Steve Jobs, and the Wright Brothers had little in common, but they all started with WHY. They realized that people won't truly buy into a product, service, movement, or idea until they understand the WHY behind it.

-Simon Sinek

[Simon Sinek: Start with Why Ted Talk](#)

A Little About Me



My purpose and my why is to eradicate injustice and work toward the liberation of all people.



- Listen: Michael Jr
- Reflection
- Whip Around
 - What resonated for you?
 - What is your why for being on RESJ
- Group Discussion
 - What group connections did you hear?



Norms

- Share the air time
- Step-up and Step-back
- Practice constructivist listening
- Ask don't assume
- Practice humble inquiry



MEETING ROLES

TIMEKEEPER

**NOTE
TAKER**

**PROCESS
OBSERVER**

FACILITATOR

OLAS Performance

Facilitator



EQUITY CENTERED

Liberatory Meeting Design: Relational Trust

GRADUAL RELEASE

Transfer of facilitation and development

CAPACITY BUILDING MODEL

Grow the team to do the work

OLAS Performance



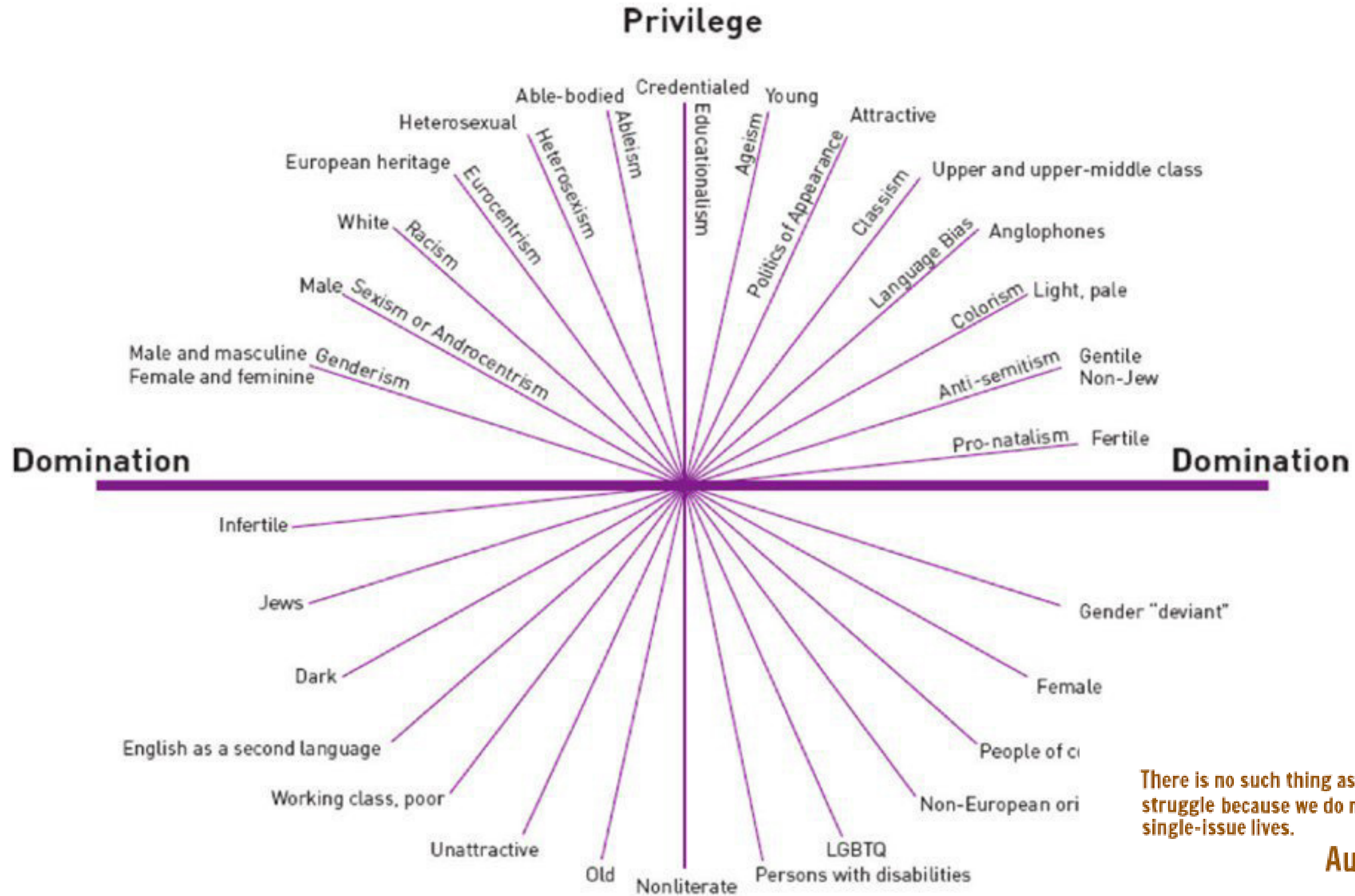
Racial Equity

Racial Justice Considerations

- It requires analyzing data and information about race and ethnicity.
- It requires understanding disparities and the reasons they exist.
- It looks at the structural, root causes of problems.
- It names race explicitly when talking about problems and solutions.
- An explicit focus on power building in multiple forms, centered on the people who are most impacted
- An emphasis on transformative, high leverage systemic advances, including fundamental changes in policies, establishing new norms, or designing alternative systems



Intersectionality



There is no such thing as a single-issue struggle because we do not live single-issue lives.

Audre Lorde





What else needs to be considered in our team racial equity work?

- Take Notes Here



RESJ
Development

RESJ BLUEPRINT

Stage 6
Evaluate

Stage 5
Revise

Stage 4
Reflect



Stage 1
Understand

Stage 2
Plan

Stage 3
Act

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Understanding the Landscape

- Brainstorm Work Ahead
- Data Needed to Inform Work
- Action to Accomplish Work



Team Brainstorm

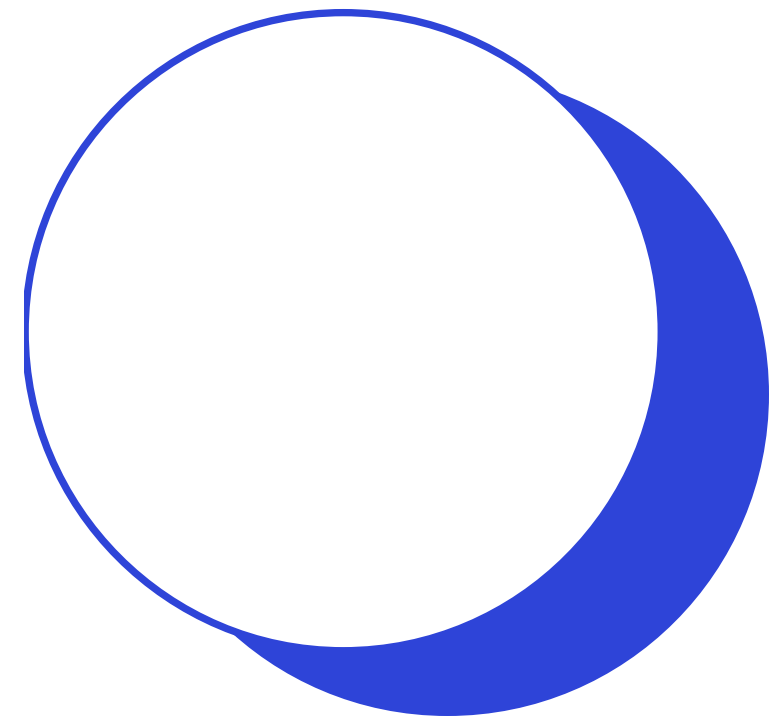
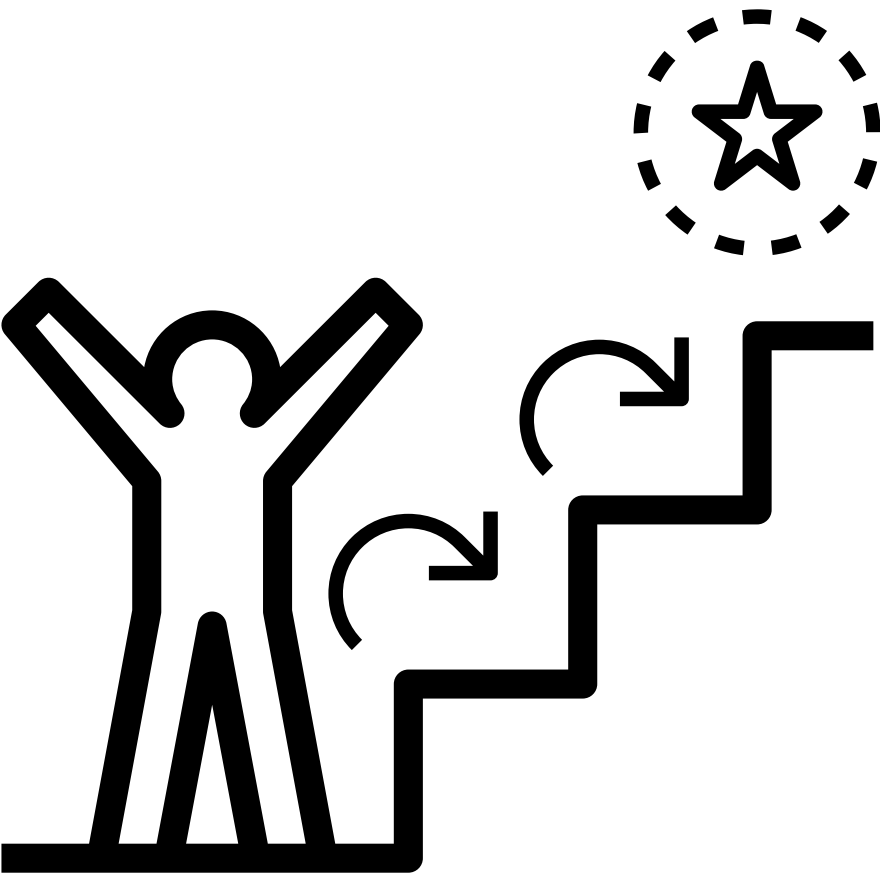
What are the most salient issues?

What issues do we need to more deeply understand?

How will we collect data?

What issues need immediate action?

Action Steps





Closing

Next Steps



A group of hands of various skin tones (light, medium, and dark brown) are arranged in a circle, with fingers pointing towards the center. The hands are positioned around the word "Appreciations", which is written in a black, serif font in the center of the image. The background is a light, neutral gradient.

Appreciations