



**2021-2022 MCC Governing Board  
Regular Meeting  
January 26, 2022 6:30 p.m.**

**MINUTES**

**Board Members present:** *in-person:* Barbara Zamora-Appel; Lisa Mariam; Bill Glikbarg; Suzanne Le Menestrel; Max Blacksten; Carla Post; Melanie Sletten; Rasheq Rahman; Maria Foderaro-Guertin *virtual:* Shivani Saboo

**Board Members absent:** Ivy Chen

**MCC Staff present:** Daniel Singh, Executive Director; Holly Novak, Executive Assistant, Sabrina Anwah, PIO; Kyle Corwin; Andrew Carter

**Guests:** Camila Alfonzo Meza (Supervisor Foust’s office); Deb Bissen (MPA); Michele Walter (AMS); Paul Kohlenberger; Karla Bruce (One Fairfax); Kathleen Gillette Mallard; Cole Mallard; Jeffrey Shapiro; Mrs. Shapiro; Kathleen Nawaz

**CONVENE MEETING**

Chair Zamora-Appel convened a Regular Meeting of the Governing Board of the McLean Community Center on January 26, 2022, at 6:30 p.m.

**ADOPT AGENDA** No changes were requested to the proposed Agenda; it was adopted by acclamation.

**APPROVE MINUTES**

Minutes of December 8, 2021 Regular Meeting were reviewed. No changes were requested; accepted as written.

**MOTION:** To approve Minutes of December 8, 2021, Regular Meeting. **Unanimously approved.**

**MPA REPORT**

Deb Bisson: We are excited to see the current exhibition on the cover of the *Connections* and it was also featured in the Sunday *Washington Post*. It’s a great way to get more visitors to the gallery.

**SPECIAL RECOGNITION OF MCC STAFF MEMBERS – KYLE CORWIN & ANDREW CARTER**

*\*Comments by Executive Director Singh; a publicity photo was taken of Andrew and Kyle standing with MCC Governing Board.*

Two MCC employees won awards recently: Kyle Corwin won a social media award from Virginia Parks & Recreation for a virtual social media campaign he ran for the Governing Board election. Andrew Carter was recognized by Fairfax County Board of Supervisors for his contributions at The Old Firehouse and MCC in the last year during COVID-19.

**ACKNOWLEDGE RECENT PUBLIC COMMENTS** *\*remarks by Board Chair Zamora-Appel*

Remarks included: “...maintaining order, refraining disturbing the proceedings, and respecting each other.”

“..opportunity to apologize to our youth board member who was present in the December 8, 2021, Governing Board meeting. The lack of decorum presented at that meeting was shocking to all of us. The police were called because of the behavior of a community member.”

“...there has been a recent issue of a biased survey(s) that was sent by an individual impersonating the MCC Governing Board. As it is relevant, MCC staff reported this activity to Fairfax County Police.



## **STRATEGIC PLANNING UPDATE: “DEFINING SUCCESS WORKSHOP”**

*\*Remarks by Michele Walter (AMS Planning & Research) presenting preliminary analysis based on research accomplished TO-DATE. Brought forward four themes with data backing up.*

**MODERNIZE. There are feelings and some data that suggest MCC is behind in some areas and would benefit from modernization.**

- \* Internal processes
- \* What is the actual definition of our catchment area? And how is that changing?
- \*Participants: Who are we here to serve and what are our priorities?
- \*Programmatically –there’s a big focus on sustainability; DEIA; technology. .

### **PRIORITIZE.**

- \*Partnerships, not competition.
- \*Partnership with MPA –
- \*Tension around local vs. regional.
- \*Aligning investment with resources

**HARMONIZE:** Pace of change. Pace too slow or pace too fast?

**REALIZE: Structure, sustainability, financial reality, building asset--poised for the future?**

### Q & A Session took place

*Comments by Michele Walter, AMS: This articulation of success is in a next step where we then need to prioritize.*

### **Alignment with OneFairfax**

#### **Defining geography**

*Comment by Chair Zamora-Appel: MCC is for, it is Small District 1A-Dranesville. 80% of revenue is from this tax district.*

#### **Demographics of McLean**

*Clarification by Chair Zamora-Appel: I’m saying that the demographics of McLean are changing and have changed. Our key stakeholders/users are the residents of Small District Dranesville-1A.*

**NEXT STEPS:** Another set of public information meetings;

**ACTION ITEM:** *Comment by Michele Walter: We have our five themes that we will probe and a list from Daniel – that he wants to know [from these exemplar organizations.] But if there is something you would be really interested to know about, please let us know in the next week or so.*

### **KARLA BRUCE – FAIRFAX CO. CHIEF EQUITY OFFICER**

*She was appointed in June 2018 for the purpose of organizing the county’s broader strategy around OneFairfax.*

Ms. Bruce has been talking with Daniel Singh about the strategic plan; this is a good opportunity to share more specific information about what One Fairfax is.

The purpose of this presentation tonight is trying to support the county agencies (MCC and Governing Board) in being able to apply this lens in the work that you do:

- **Features of One Fairfax policy**
- **Relation to MCC’s strategic plan**

I really appreciated when Daniel pointed out that McLean Community Center is not just about arts and culture: it can really be a vehicle for connecting a broad range of people to opportunities.

Q & A session took place and Chair Zamora-Appel thanked Karla Bruce for an excellent presentation.



## CHAIR'S REPORT

SharePoint access is not working well;

### EXECUTIVE DIRECTOR'S REPORT *\*remarks by Executive Director Daniel Singh*

Outdoor Events: Winter Block Party was a huge success; 960 people attended; 1,000 signed-up + 100 on the waitlist; Daryl Davis event was mentioned on WAMU – first time in recent years that our program has been picked up. Traveling While Black was on Channel WUSA-9.

Youth: OFC trips are going well.

Partnerships with local organizations: We met with a group of local partners to figure out what we can do together.

Pedestrian bridge: Executive Director Singh meeting with Robert Jackson (MCA) on Friday about pedestrian accident that happened on Route 123 and how we can move toward action to actually get the pedestrian and bike bridge across Ingleside Avenue.

Future projects: We will have the 2022-2023 season outlined by McLean Day.

McLean Central Park: The MCP proposal – master plan will be announced on March 2. We should all attend if we can.  
ACTION ITEM: Send link and notification about this public meeting to the Board.

Pocahontas Project: about 50 registrants; We got a partnership with historic Pleasant Grove Church which was built by African American and Native American people in McLean. So, it's starting to have a ripple effect:

Traveling While Black: 400 people have attended "Traveling While Black" VR exhibit. Friday, February 4 – reception with Ben's Chili Bowl founder Ms. Virginia Ali and other civil rights leaders who were featured in the VR presentation. The director of the film and Samaria Rice will participate virtually on ZOOM. Ben's Chili Bowl will provide boxed food;

### CAPITAL FACILITIES PROJECTS – UPDATE *\*summary remarks by Vice-Chair Post*

\*MCC building roof: We only have the one county contractor available. Vice-Chair Post worked with her work colleagues to provide a list of 5-6 different potential vendors to come and evaluate to provide a holistic assessment of roof + stormwater runoff + solar panels, goals & initiatives. Joe McGovern and Executive Director Singh have been reaching out to them to see if they can provide such expert consultation within the \$5K county-approved threshold. This includes a water management specialist.

\*Rehearsal room burst pipe: work is completed and the room is now back in use since classes started.

\*Alden Theatre is being assessed for live-streaming; researching costs to provide technological upgrades to equip MCC conference rooms with wiring for hybrid meetings.

\*Parking lot lights were damaged by Dominion Energy Virginia when they worked on a transformer on the Oak Ridge Road side of MCC about two months ago. Cables got cut and they are just now getting it sorted out and fixed in coming weeks.

### AD HOC 50<sup>TH</sup> ANNIVERSARY COMMITTEE *\*summary remarks by Chair Glikbarg*

NEXT MEETING: April 20 at 6:30 p.m.

Two critical things came out of the meeting earlier this evening: 1. Need committee to focus on creating some kind of event to signify MCC's 50<sup>th</sup> anniversary. 2. What should we do? Event? Public art or sculpture that signifies the existence of MCC? Painting on the side of the building? Chair Glikbarg wants a logo or symbol on documents & on MCC website.

### ELECTIONS & NOMINATIONS COMMITTEE *\*summary remarks by Secretary Foderaro-Guertin*

Candidate packets: 2 adults and 2 youth have picked-up so far. Postcard advertising for candidates – very nicely done sent to 18K homes. QR code leads to website page with all information about candidacy. On the back: idea of running; decision deadlines, early voting period and in-person voting. Another one in March/April timeframe to notify that early voting has begun.



Extended discussion about electronic voting as a new method:

We don't have the capacity to do that. So the ballot and affidavit are all on one page; the person sends it back via e-mail.

1. Privacy- The League of Women Voters agreed that they will come here on Thursday, May 19 and will print all of the electronic ballots and Affidavits.
2. Rotation of names--  
Ballots are printed out in four different rotations (last name A-Z; Last name Z-A; Last name random #1; Last name random #3) Electronically, the PIO group will go in every day manually and change the rotation of the ballot.

**May 18 Early Voting ends** - Persons can only request ballots for their own household; 20 people from the same e-mail would be a 'red flag.'

**Electronic Voting System** - MCC & League of Women Voters, in 2023, will work with GMU or NoVa Community College. Vote is completely electronically and tallied automatically.

**Candidate Orientation** - All candidates attend on Sat. March 12 from 2:00 – 4:00 p.m

**Town Hall for Youth** - Sat., March 12 (4:00 – 5:00 p.m.) in Community Hall - an informal environment.

**Parental Acknowledgement form** - Includes acknowledgement of youth candidate on social media for publicity.

**FOIA training** - To be scheduled right after the first June meeting (swearing in). Will confirm the exact date.

**Meet-and-Greet for adult candidates** - April 16 during SpringFest. Daniel will introduce candidates; open for Q & A

**Campaigning** – a 40-foot distance away from any MCC event

**FINANCE COMMITTEE**--*Treasurer Saboo*      **NEXT MEETING:** February 16 at 6:00 p.m.

- A Q3 FY22 update will be ready on February 16
- The FY24 budget process will start in July

**PROGRAMS & OUTREACH**-- *Chair Le Menestrel*      **NEXT MEETING:** February 2 at 7:30 p.m.

- Talk about about DEIA principles in the programming matrix.
- Future of the Programs & Outreach Committee.

## **PUBLIC COMMENT**

Procedure: Chair Zamora-Appel invited the public to introduce themselves and give verbal remarks; individuals were verified as being a Small District 1A-Dranesville resident. Incoming letters are documented the same way. MCC staff has access to the residential address database for this verification. Each person will be allotted three minutes to speak.

### **1. Kathleen Nawaz**

Thank you very much for the opportunity to just say a few words. My name is Kathleen Nawaz; I have lived in the neighborhood here since 1989. My husband and I raised our two daughters here. And I just want to say: this is a diverse community. A lot of what I've heard this evening is talking about diversity. This is a diverse community. For me and my husband and our kids, we've really benefited from that. I'm here tonight because I learned of what happened at the December 8 meeting. And I'm just really kind of saddened and depressed to learn of what took place here and the hate that was put out in this forum. You know, hate speech is not free speech: it harms bodies and minds. It's not what McLean Community Center is all about. It's not what our community is all about. So, I appreciate very much the work you're doing here. I appreciate what the woman from OneFairfax had to say about diversity in our community and equity vs. equality. When we think about what we want for our children and our grandchildren, it's to create an environment to be in a community where, as someone said earlier this evening, we're here to support all people. And all people want to succeed. That's what we're here for. And that's what I support. Thank you very much for the time.

### **2. Kathleen Gillette Mallard**

Good evening and thank for you this opportunity to provide comments and thoughts about the strategic priorities of the Center. As residents and taxpayers for over 40 years (gosh – I almost can make that 50<sup>th</sup> anniversary personal)

your efforts to garner input from residents is appreciated. Also, we know that MCC is an agency of Fairfax County and is accountable to the taxpayers of Small District 1A. My husband and I are joining the ranks of senior citizens and so we are especially grateful for this incredible [Seniors in Action] programming that you're putting into place. We are looking forward to participating.

I did want to say... and this is not hate speech; please believe me: I say this with love, love. Appreciation for all of you, love for our community members. And there are a lot of other areas to be commended. However, recently our Center Director said that MCC is a "center of it all" (O.K. great – that's good); "This is an anchor" (being an anchor comes with responsibility of stabilizing our community). So, it was very disappointing to hear him say something like: "...there are dog whistles of white supremacy in our community." I personally have lived in many places in the world. I'm just concerned that this would be mentioned: painting our McLean community as having white supremacists. I'm just stunned.

Anyway, also, I think you all are making just an incredible effort to think of ways to program for all members of the community. We're diverse. We're diverse. We say: 'One Fairfax' - but when you think about it, we are a diverse community. One thing does not fit all. So, we have to remember that people do have different opinions. Not everyone is going to be totally supportive of some of ... like the drag queen story hour. That was a very upsetting event for many of us. But it's not hate. It is not hate. We do not hate the drag queens; we love the drag queens. But it was: we love our children more.

So, going back to that – I was very happy to see Mr. Singh and Ms. Novak at the November Veterans Day celebration at McLean High School. That was very, very appreciated. My husband is a Viet Nam veteran and he was one of the people honored there that day. But I would say, next year, if you could, because we have displayed the rainbow flag everywhere... why don't we display the American flag everywhere on Veterans Day, for example? Also, Native American Heritage month is excellent. But I also think: our children don't know the real story of Christopher Columbus, for example. How many trips did Christopher Columbus make to this continent: he made about four trips here. You see, people don't know a lot about this... (3-minute time expired) O.K. – thank you very much; I have copies of my remarks.

### 3. Jeffrey Shapiro

Yes - thank you. So, just picking up on the woman from Fairfax County govt. who was giving the slides here, she ended by talking about 'broadening our circle of concern beyond the tax district.' Uh – I don't think so. I mean, this is not a social club, O.K. This is not voluntary – I don't have a choice, I have to pay the taxes. I'd be happy if you let me out of your 'circle of concern' but I can't get out of it. I certainly don't want to pay for providing community services to the rest of the state, or nation. We've got enough to do right here. And that gets to this issue of "mission creep" – which I think is infecting a lot of the discussion I hear here: \$250K for a couple of EV charging stations... all of this "We're going to save the world" and so forth. I had a drivers education teacher say to me: just drive the car. Don't fiddle with the radio; don't be on your phone; just drive the car. Don't drag race; just drive the car. And you guys putting on excellent art & entertainment and community events should be your mission. And it's not to save the world. And certainly not to broaden the circle of concern beyond the people who are being forced to pay for it.

And speaking of mission creep: I do have to go to this interview that was to me, quite amazing, that Director Singh gave. He says in here (and I won't repeat the whole thing) but he's basically saying that the MCC, as the center of it all is the anchor responsible for stabilizing our community. I don't think you are the anchor responsible for stabilizing the community. I think you play a very important role – but it's arts, community events, entertainment. It's not 'stabilizing the community.' And then he goes on to say: "...even amid strong crosswinds such as the pandemic, racial tension, and dog whistles of white supremacy..." So, first of all, that's basically a slander against this community – against you because you're part of white supremacy, right? Who is it? He gave no examples. He



didn't cite any names... he didn't give any examples whatsoever. And I would recommend against giving interviews like this. But if you're going to do it, I'd like to see your examples. And I actually don't think that you believe it. I'm a little unclear whether you are some sort of Don Quixote figure puffing yourself up and tilting at windmills. Or, are you being cynical...

**Some brief dialogue between board members and public followed:**

*Question and comment by a board member in response to Mr. Shapiro:* This is getting rather personal.

Mr. Shapiro continued: Well, it's not respectful to this community. He's worked here about two minutes... to call it a 'white supremacist community.' And that's what he did in print, in public...

*Question:* Excuse me, sir. Have you been McLean High School lately? Have you ever been to any of the high schools?

Response by Mr. Shapiro: I've been living here since 2008...

*Opinion expressed by board member:* O.K. - there have been issues of white supremacy and racism at the high schools. So please: Do not pretend that it does not exist because it does. And for you to close your eyes...

Response by Mr. Shapiro: What is an example?

*Opinion expressed by same board member:* I will write you ten examples. But to close your eyes and to suggest that it does not exist in this community is blindness. Don't blame it on Daniel – what he said, when it exists. It exists. He felt that in his heart. And what you feel in your heart, you're bringing us, right? So, can we not be open to each other? He feels that in his heart because he has experienced it or seen it or read of it. You may feel something different. You have to open your eyes to other peoples' experience. That's what she was saying. I'm sorry... I'm getting very emotional here... because it does exist. And it exists in McLean. I'm sorry if you don't think so. But I have seen it; my children have told me about it. If you do not have kids.... Max, I don't know what you've seen... but it exists.

*Opinion expressed by another board member:* We have experienced this from this group at every meeting, particularly the December 8 meeting, when profanities were shouted at us at an end-of-year meeting. We continually receive this stuff... we get these e-mails on official government [letterhead] from this group that purports to represent a large majority of McLean. And this is not constructive to move this community forward.

*Opinion expressed by previous board member:* We're interested. We want to know what you think.

Response by Mr. Shapiro: Now, are you interested in how I feel? O.K. - I don't feel it's constructive to move this community forward when this kind of stuff appears in print, and it's coming from this Center. The image... the vibe I'm getting is that you feel that you are morally superior... and you know the way... and it's your job to stabilize the community and to teach us how to live. And I'll tell you, in art there is a thin line between moral exploration and didacticism. And I don't think the Director or the Center knows where that line is; and I feel like you're crossing the line into lecturing, in a big sense. In a holistic sense, you're lecturing the community.

*Opinion expressed by same board member:* O.K. – alright, we appreciate that.

*Opinion expressed by another board member:* I want to express myself. You have to understand that everybody's experience in life is what gives them the perception of their reality. If you have a student that is consistently experiencing hatred, derogatory names that they are being called, your perception of reality is that everybody is out to get you. That's what your perception of reality is. I have to have a perception that, as a teacher of 140 students coming in masked every day, I have to protect them. When I hear some of the language that's being used by people that are older than the students I teach, it upsets because me because I am a teacher that teaches young minds. And the frustration is that, when I hear adults speak in a certain manner, I can't take on that responsibility to teach them think or what to say. But I could not have some of the conversations that have taken place in this room, take place in my school building without it being plastered all over the 6-o'clock news, nationwide. So, the respect that our Chair asks for and what we ask for... we don't want to not be able to



talk to you. I don't know how much trouble I'm getting myself into here... but we want to interact, and we want to understand. But, to talk to us and beat us when you know that we can't answer back is not fair.

Response by Ms. Mallard: Well, you are answering back. But that's good. That's good! I think this is very helpful.

*Comment by previous board member:* We are now.

*Comment by same board member:* I don't like to see this divisiveness and there's all kinds of different ways of solving it. Right now, this white supremacy - I have to deal with on a daily basis. And this is what's really interesting: my husband can go into an office, locks his door and only talk with people he has appointments with. I've got to deal not just with the 140 students in my class... I have to deal with the other thousand students that don't all see the same thing. We have to respect the students: not just the ones who are the ones that are victims, but the aggressors. Because the aggressors are getting information that's putting them in a situation where they are looking like a bully. I've got to protect that kid too. So, all of this stuff that you guys are talking about, I have to live every day. I have to go into school and make sure each kid - no matter the color of the skin, no matter what religion that they have. Do you know that, as a teacher right now, I have to know how to address students? I don't that student to feel vulnerable or disregard his feelings or the trouble that he's gone through... or 'she'... or 'they'... or whatever. I don't understand it. But you know what, they're human. They are kids that trying to grow up in a society; and it's a complicated one. I've got kids in high school (they are freshmen) - you can't believe the conversations we have and the whole situations that we're discussing. It blows my mind. This is where we are at.

Response by Ms. Mallard: But this is McLean Community Center; it is not the high school. I agree with you on the high school part of it.

*Comment by another board member:* I believe the gentleman who was speaking earlier had asked just for an example of how someone had felt white supremacy here. He also said, "Oh, the Director has been here for all of two minutes." I have lived here since 1998; I've lived here my entire life. I was raised on the school system that your precious tax dollars paid for: I went to Chesterbrook, Longfellow and McLean H.S. And I will say that I have experienced comments of white supremacy at each of those schools. I have been told to "go back to my own country." I've been told: "Oh, why people of your skin color shouldn't be here?" "You guys are gross; you're dirty." "You're bringing back these values from your Third World country." I have been told all of those things while living in McLean all of my life. So, if you wanted an example, I just wanted to provide you that example. Thank you.

*Comment by another board member:* Wow - I'm sorry. I didn't know that; and I'm sorry.

*Comment by Ms. Mallard:* Well, I went to school in Spain and I was told that I was very ugly, and an American. But guess what - we learn to get along with people. We come back and we sit and make friends with them. Now, the school situation is different. We're talking about McLean Community Center. So, hopefully the issues don't exist here. I'll stop talking and I know it right of me, but I just think we're talking about two different entities or two different realms.

*Comment by another board member:* McLean High School is part of McLean Community Center. Most of the people who go there are serviced here in this community center.

*Comment by youth board member:* And I know people every single day who go to the Center to do their homework. I know people who go to OFC every day - these are very intertwined communities. And it's not just one or the other - these entities are together. People come from there [school] to here; everything that happens there that I've experienced there, I'm sure has been experienced at OFC several times. Just because kids are moving from one location to another does not mean it stops from happening. If it happened within the walls of this building, I'm sure it has happened inside the walls of OFC and it happens at McLean High School, still this year.

*Comment by another board member:* This one-on-one against our Executive Director... against our board... the accusations that we're 'hiding stuff from citizens.' As our Chair mentioned at the beginning of the session: there are certain things that by law are required to be spoken under "Closed Session." All of this stuff... the vitriol that's coming from folks like you -



every time we have this meeting, it's a consistent thing. It's not moving either your agenda forward, or this board forward. So, I would seriously consider you think about when you come next time, what the goal is here – rather than trying to make your fellow citizens, who are doing this on a volunteer basis trying to move this Center forward, before you continue to speak like that to us.

**4. Mrs. Shapiro**

Well, I'm sorry, but as a taxpaying member of this community, I'm offended that the director is trying to paint this community to the way it was presented – as though we are a white supremacist community. There are always going to be bad apples in any school, in any community, or in any company. You're always going to have some bad apples, O.K. But I firmly believe that it's better to think of the positive and lead by example, rather than to try to paint the community with what a few bad apples do, and make it sound like this community is full of white supremacists. And, I think that was irresponsible for the director to present our community that way. I'm not saying that there's not going to be some bad people in any and every community. But, I take offense to the words that were written in print about this community.

**5. Kathleen Nawaz** (in response to Mrs. Shapiro's remarks)

Just to add one thing is that: I think there are two things going on here: 1. There are the bad apples. And I agree - those people do exist and we wish they didn't, but they're there: anti semitic; anti-black... you name it: anti-gay, anti-trans. People who have feelings - they do not want an inclusive society; they "other" people. 2. Then we have the topic that was so well displayed by the woman who came from One Fairfax this evening. She talked about equality vs. equity; and I'm not sure if you were here for that. But what she talked about is that we don't exist in a level playing field. I grew up in New Jersey as a white kid; I had advantages that people of color just haven't had. And we don't fully appreciate how different an experience that I may have had vs. a person who lives in X neighborhood or is in a poor neighborhood or a black neighborhood. I mean, today if you want to have a child that is going to succeed in the world, the way to do that is to pick the right zip code. That's how it works. So, all I would say is: we're talking about two different things here. I can understand personally what you're saying about bad apples. And I agree with you – none of us want those bad apples here. But there is a second piece of this story – and that's the more troublesome one. That's the one that really requires us to look at the foundation on which we stand and how some of us are standing in a different place than others. That's what I would ask.

**The following public comments by Small District 1A-Dranesville residents were submitted in writing in advance of this meeting. Each person received the following standard reply at the time they wrote to MCC:**

Dear \_\_\_\_\_

We appreciate your taking the time to share your thoughts regarding \_\_\_\_\_.

Your comments will be shared with the McLean Community Center's Governing Board.

All MCC Governing Board meetings are open to the public. You can view the board schedule on our website at: <https://mcleancenter.org/about/governing-meetings/meetings-agendas>

Thank you.

Sincerely,

Holly Novak - Executive Assistant to the Governing Board - McLean Community Center

**1. anonymous female visitor to MCC on December 12, 2021**

*\*summary e-mail provided by Board Chair Zamora-Appel*

**From:** Bárbara Zamora-Appel <zamoraappelmcc@gmail.com>

**Sent:** Monday, December 13, 2021 12:58 PM





**To:** Singh, Daniel <Daniel.Singh@fairfaxcounty.gov>  
**Cc:** Carla Post <carla4community@gmail.com>; Novak, Holly R <Holly.Novak@fairfaxcounty.gov>  
**Subject:** Re: VR - Traveling While Black

Daniel,

Thank you. I took my family to see it yesterday and they all enjoyed the experience.

A lady that was visiting the center approached me to ask me what I thought about the experience and if I thought it was transformative. She asked if people are being asked to give feedback as they leave. She said that it's important to capture their comments right after they've seen the movie so we can either 1) offer a discussion option or 2) bring other programs like these to the center.

I told her to please submit her feedback to the center but she said that telling me this is her way of providing her feedback. She has not seen it, nor will she see it (she said she doesn't need to see it because she knows very well what happened and is happening to the black community).

Barbara

2. **Paul Kohlenberger**

*\*e-mail response from Daniel Singh*

**From:** Singh, Daniel <Daniel.Singh@fairfaxcounty.gov>

**Sent:** Monday, December 13, 2021 9:30 AM

**To:** Paul Kohlenberger <paulkohl@msn.com>

**Subject:** Data correction

Dear Paul,

Hope you had a good weekend. AMS told me you had caught an error in the population statistics. Thanks for catching that. We are grateful to you for your diligence and continued support of MCC. I've spoken to AMS, and that data is being researched and addressed at no cost to MCC.

Hope you have a good holiday season and look forward to connecting with you in the new year.

Kind regards,  
Daniel Singh  
Executive Director  
McLean Community Center

3. **Tatiana D'Emidio**

McLean Community Center wants to know how it can serve you better.

Please take a few minutes to share your thoughts.

Are you a resident of McLean/Great Falls?  Yes  No

What kind of programs or activities should MCC provide?

Moral, ethical, healthy FOR MIND & BODY,  
Family FRIENDLY, and AGE APPROPRIATE.

Should MCC sponsor children's events featuring drag queens / kings?  Yes  No

Any other comments ?

Any events CONTAINING PORN  
and pedophilia will be REPORTED TO the  
POLICE & FEDERAL INVESTIGATION as per

Thank You !

Signature Optional

*Val A D'Amico*  
SECTION 1466A Title 18 of the UNITED STATES CODE

#### 4. Nicholas Kalis

**From:** Nicholas Kalis <nkalis@kaliscompanies.com>

**Sent:** Wednesday, December 15, 2021 9:47 PM

**To:** Chairman <Chairman@fairfaxcounty.gov>

**Subject:** Good news - this might be the first instance of nation-wide publicity for our Saturday protest as it happened

***Fairfax County Board of Supervisors Embarrass Our County Again – Fairfax County is Now Famous for a Local Citizenry Coming Out in Force to protest Social Justice Warriors running our libraries and the McLean Community Center. Click and Read the link below.***

<https://thinkcivics.com/parents-protest-at-dolley-madison-under-heavy-police-surveillance-in-fairfax-county-virginia/>

Authored by Nicholas Kalis

Please circulate this. I do not have a good contact list.

#### 5. Nicholas Kalis

**From:** Nick Kalis <nkalis@verizon.net>

**Sent:** Monday, December 20, 2021 8:46 AM

**To:** elaine.tholen@fcps.edu

**Cc:** Novak, Holly R <Holly.Novak@fairfaxcounty.gov>

**Subject:** Documented Criminality Surrounding Drag Queen Story Hours Around the Nation

Just some examples:

<https://www.lifesitenews.com/blogs/child-court-judge-who-sponsored-drag-queen-story-hour-arrested-for-child-porn/>

<https://abc13.com/houston-public-library-drag-queen-story-time-albert-garza-reader-charged-with-child-sex-assault/5197176/>

<https://metrovoicenews.com/convicted-sex-offenders-holding-drag-queen-story-time-at-texas-libraries/>

## 6. Nicholas Kalis

### McLean Community Center Board Meetings Assail Freedom of Speech and Assembly

By Nicholas Kalis, JD

McLean, Virginia

Free speech was chilled on December 8, 2021, when only five (5) speakers were allowed to speak at a McLean Community Center (MCC) board meeting and then for only three (3) minutes each. That night, three (3) speakers spoke against this board's policy to engage and pay handsomely drag queens to indoctrinate children as young as toddlers at the MCC and the Dolly Madison Library. When it was my turn to speak, I indicated to the board that news reports allege that some quarters at the MCC engaged in anti-Catholic bigotry and that the board should consider whether two provisions of the Code of Virginia involving crimes may have been violated by these events. My attempts to have the board secretary distribute handouts - printouts of one even-handed *Fairfax Times* news story and a letter to the editor - to all 11 board members failed as most board members refused the handouts.. One board member, Carla Post, who would not take my handout, repeatedly asked whether my handouts had been submitted to the board members before.

A mild-mannered group of speakers - one prominent lawyer; a former US Ambassador; and a property manager uniformly opposed this board's drag queen story time efforts; one visitor though made a veiled rambling presentation seeming to link board opponents to Ku Klux Klan men.

Applause for one opposing voice triggered Chairperson Barbara Zamora-Appel to threaten all visitors with expulsion for disruptive behavior and admonish us that while applause may be acceptable at a theater, it would not be tolerated here. Visitors meekly complied with her illegal demand; this board chose not to embarrass themselves by attempting to shut down the only push back from visitors who indicated their approval of subsequent speakers with finger snapping. Sort of reminded me of how American POWs in the infamous Hanoi Hilton jail run by the Viet Cong were able to elude communication restrictions by tapping out some sort of code to reach out to other prisoners.

Self-congratulatory assertions by board members abounded about its diverse makeup; their great performance; and how they were advancing equity and diversity goals - indeed, they indicated this was their top priority. Self-congratulation continued with their pick of Daniel Phoenix Singh as MCC director although his biography seems to indicate he has had no prior management experience of the sort appropriate to a community center if any at all. When I complained that even the Nazis would not have prohibited applause, Director Singh instantly revealed he is really in charge by directing Zamora-Appel how to handle my critical remark with expulsion. Threats were even made by one board member to call the Fairfax County Police. We have learned from expensive FOIA searches that this board has been considered changing its rules to bar the public altogether from its regular meetings. How MCC Board meetings are held should trouble all Fairfax County citizens.

## 7. Nicholas Kalis

**From:** Nicholas Kalis <nkalis@kaliscompanies.com>

**Sent:** Sunday, January 9, 2022 12:03 PM

**To:** Novak, Holly R <Holly.Novak@fairfaxcounty.gov>

**Subject:** December 2021 Board Meeting - For the Record

Dear Board Members:



During a presentation before your December 2021 Board Meeting, an outside consultant sought to emphasize the diversity of the McLean community. One of the arguments the consultant marshalled were that students at McLean High School were of a diverse makeup. I would like to caution against using this as evidence of the diversity of our small taxing district. I do not believe that the attendance boundaries for McLean High School coincide with those of our MCC taxing district. Thank you.

Sincerely,  
Nicholas Kalis

#### 8. Nicholas Kalis

**From:** Nicholas Kalis <nkalis@kaliscompanies.com>  
**Sent:** Monday, January 10, 2022 11:45 PM  
**To:** Novak, Holly R <Holly.Novak@fairfaxcounty.gov>  
**Subject:** What I found shocking...

Dear Ms. Novak:

I found the differences between today's MCC Board and the MCC Board I served on to be shocking.

- Our board did not have unhappy community members attending meetings with grievances.
- We did not have a policy of limiting outside speakers to five (5).
- We did not have a policy of limiting community input to three (3) minutes each.
- Our efforts did not engender nationwide opprobrium in the press.
- We did not discuss the need for extra security at our events.
- We did not threaten to close down board meetings because of applause.
- We did not engage in the smug self-congratulations about our hiring decisions that seem to permeate the meeting I attended in December 2021.
- We did not self-congratulate ourselves about our diversity – though we were diverse.
- We did not self-congratulate about our crowning achievements as social justice warriors.
- We seemed genuinely focused on serving our community.

Nicholas Kalis, JD  
Resident, Small District 1A-Dranesville

#### 9. Caroline Hottenstein (phone call > voicemail message on 1/11/22)

She participated in Community Listening Session in November and was curious to know if anything has come of that yet?

*Summary of phone conversation:* MCC staff member Holly Novak phoned back on Jan. 13 to explain that the strategic plan will be summarized in some form on MCC website in a few months (perhaps March or April 2022) and that the results of the strategic plan analysis will become implemented into future programming at MCC.

Mrs. Hottenstein said the Community Listening Session was a positive experience and that it was good to see so many people of different ages participating, especially young people.

#### 10. Lauren Kahn

**From:** Lauren Kahn <laurenskahn@gmail.com>  
**Sent:** Sunday, January 16, 2022 11:50 PM



**To:** Schallern Treff, Sarah <[Sarah.SchallernTreff@fairfaxcounty.gov](mailto:Sarah.SchallernTreff@fairfaxcounty.gov)>  
**Subject:** Re: Change to The Alden's movie lineup

Putting EV chargers is clearly a waste of money for the taxpayers. Most people attending events at the MCC come from close in. Why shd taxpayers in the special district pay the electric bills for the general public to get free usage of the chargers?

With the pandemic & property tax increases that surely will come, this is a very stupid & inconsiderate decision. Is there going to be a public meeting on this?

People from the neighborhood will also drive over to get free charges for their cars. The MCC is not a shopping mall where the chargers are there to encourage people to spend a bunch of money while they charge. There will also be vandalism & perhaps bills from Dominion.

The whole thing made me furious. Less than 2% of Virginians own EVs? Does the MCC have extra money to throw around?

EV chargers do not have to be in every parking lot. Moreover, the bill which wd have provided for EVs tax credits is stuck in the Senate & probably will not pass.

This is just infuriating. People buying EVs need to have a place to charge them at home. If you don't have a garage, you take them to the fast charger on Rte 7 opposite Trader Joe's (where Whole Foods is).

We are in the midst of a fight over communal chargers in Kings Manor II which is a project designed to primarily benefit ONE Board of Directors member who is behind it. Most homeowners associations do not even attempt such projects due to the cost.

Please route this to someone at the MCC with whom I can discuss this in detail.

What the MCC shd do is wait until the future is clear about EVs. If lots of people buy them a lot of gas stations will become charging stations and charging will speed up. A project now is just 100% stupid.

Lauren Kahn

#### 11. Nicholas Kalis

**From:** Nicholas Kalis <[nkalis@kaliscompanies.com](mailto:nkalis@kaliscompanies.com)>  
**Sent:** Sunday, January 16, 2022 2:27 PM  
**To:** Novak, Holly R <[Holly.Novak@fairfaxcounty.gov](mailto:Holly.Novak@fairfaxcounty.gov)>

**Subject:** Is there anything in the MCC Charter that requires that candidates not be identified by political party?

Thank you.  
N Kalis

#### 12. Nicholas Kalis

**From:** Nicholas Kalis <[nkalis@kaliscompanies.com](mailto:nkalis@kaliscompanies.com)>  
**Sent:** Monday, January 24, 2022 8:43 AM  
**To:** Novak, Holly R <[Holly.Novak@fairfaxcounty.gov](mailto:Holly.Novak@fairfaxcounty.gov)>  
**Subject:** RE: Fairfax Times Publishes Letter to the Editor critical of MMC Board

What good is an open meeting that limits the number of speakers, limits severely the time they can speak, and prohibits applause? Hard to tell whether these meeting are more fitting for behind the iron curtain or in Nazi Germany.

#### 13. Nicholas Kalis

**From:** Nicholas Kalis <[nkalis@kaliscompanies.com](mailto:nkalis@kaliscompanies.com)>  
**Sent:** Sunday, January 23, 2022 5:36 PM  
**Subject:** Fairfax Times Publishes Letter to the Editor critical of MMC Board



## *Fairfax Times* Publishes Letter to the Editor critical of MMC Board

### McLean Community Center board meetings assail freedom of speech and assembly

Jan 21, 2022

Dear Editor,

Free speech was chilled on December 8, 2021, when only five (5) speakers were allowed to speak at a McLean Community Center (MCC) board meeting and then for only three (3) minutes each. That night, three (3) speakers spoke against this board's policy to engage and pay handsomely drag queens to indoctrinate children as young as toddlers at the MCC and the Dolly Madison Library. When it was my turn to speak, I indicated to the board that news report allege that some quarters at the MCC engaged in anti-Catholic bigotry and that the board should consider whether two provisions of the Code of Virginia involving crimes may have been violated by these events. My attempts to have the board secretary distribute handouts - printouts of one even-handed Fairfax Times news story and a letter to the editor - to all 11 board members failed as most board members refused the handouts.. One board member, Carla Post, who would not take my handout, repeatedly asked whether my handouts had been submitted to the board members before.

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Applause for one opposing voice triggered Chairperson Barbara Zamora-Appel to threaten all visitors with expulsion for disruptive behavior and admonish us that while applause may be acceptable at a theater, it would not be tolerated here. Visitors meekly complied with her illegal demand; this board chose not to embarrass themselves by attempting to shut down the only push back from visitors who indicated their approval of subsequent speakers with finger snapping. Sort of reminded me of how American POWs in the infamous Hanoi Hilton jail run by the Viet Cong were able to elude communication restrictions by tapping out some sort of code to reach out to other prisoners.

Self-congratulatory assertions by board members abounded about its diverse makeup; their great performance; and how they were advancing equity and diversity goals – indeed, they indicated this was their top priority. Self-congratulation continued with their pick of Daniel Phoenix Singh as MCC director although his biography seems to indicate he has had no prior management experience of the sort appropriate to a community center if any at all. When I complained that even the Nazis would not have prohibited applause, Director Singh instantly revealed he is really in charge by directly Zamora-Appel how to handle my critical remark with expulsion. Threats were even made by one board member to call the Fairfax County Police. We have learned from expensive FOIA searches that this board has been considered changing its rules to bar the public altogether from its regular meetings. How MCC Board meetings are held should trouble all Fairfax County citizens.

Nicholas Kalis, JD

McLean

#### 14. Nicholas Kalis

Dear Mr. Kalis,

We appreciate your taking the time to share your comments regarding the MCC Governing Board meeting on December 8.

Your comments will be shared with the McLean Community Center's Governing Board.

All MCC Governing Board meetings are open to the public. You can view the board schedule on our website at: <https://mcleancenter.org/about/governing-meetings/meetings-agendas>

Thank you.

Sincerely,

Holly Novak - Executive Assistant to the Governing Board, McLean Community Center

**From:** Nick Kalis <nkalis@verizon.net>

**Sent:** Wednesday, January 26, 2022 10:59 AM

**To:** Novak, Holly R <Holly.Novak@fairfaxcounty.gov>



**Cc:** 'William Denk' <thinkdenk3@msn.com>  
**Subject:** Corrections Requested

Dear Ms. Novak,

Corrections are in order to the draft minutes of the Dec 8, 2021 meeting.

First, I repeatedly reserved my time as the board expended a great deal of time one by one it seems deciding whether they would take two newspaper clippings from the *Fairfax Times*

Second, the time clock alarm did not sound audibly during my presentation nor was it hear by everyone except possibly during my very last sentence. It is only a matter of civility to allow a speaker to complete a sentence. Nicholas Kalis did not ignore the alarm and continue his remarks save possibly to complete a sentence.

Third, you misstated how Chair Zamora-Appel responded to the applause; her remarks were more threatening than depicted in the minutes. Zamora-Appel gave us an "order", not a "request".

Fourth, I did not verbally abuse Daniel Singh

N Kalis

[Board meeting Minutes 120821 DRAFT-pending approval .pdf \(mcleancenter.org\)](https://mcleancenter.org/Board_meeting_Minutes_120821_DRAFT-pending_approval_.pdf)

## 15. Nicholas Kalis

**From:** Nick Kalis <nkalis@verizon.net>

**Sent:** Wednesday, January 26, 2022 12:36 PM

**To:** [wgyarc@aol.com](mailto:wgyarc@aol.com)

**Cc:** [paulkohl@msn.com](mailto:paulkohl@msn.com); Singh, Daniel <[Daniel.Singh@fairfaxcounty.gov](mailto:Daniel.Singh@fairfaxcounty.gov)>

**Subject:** Alert - Please keep your ears open for the dog whistles of white supremacy that Daniel Singh is hearing in McLean

Glenn and Paul,

Did you hear the dog whistles of white supremacy echoing in McLean?

So. Daniel Singh and the MCC are going to stabilize the McLean Community?

Could he consider himself the new Moses to lead us out of Egypt and into the promised land? No, could not be.

<http://m.mcleanconnection.com/news/2022/jan/05/searching-answers-racism-mclean/>

I did not realize our community was unstable. And the dog whistles of white supremacy escaped my ears.

Nicholas Kalis

## 16. Richard Porter

*\*The following letter was submitted in writing to AMS strategic planning consultants on Nov. 18, 2021 at the Community Listening Session held at MCC. AMS consultants gave it to MCC staff following the Governing Board regular meeting on January 26, 2022, and it is therefore part of the record of these Minutes.*



## **Remarks to the MCC Governing Board and AMS Planning and Research**

**November 18, 2021**

My name is Richard Porter. I am a longtime resident of district 1A-Dranesville.

With respect to strategic planning and programming, I want to make two important points.

First, the current Governing Board and its Executive Director have lost sight of their primary mission, which is to provide programming that is desired and broadly supported by the local community, i.e., the taxpayers who built MCC and make its continuing functioning possible.

Second, although the Board pays lip service to wanting to hear from its constituents and says that it takes constituents' suggestions "very seriously", that is all that it is – lip service.

The MCC's mission statement acknowledges that its primary mission is to "provide a sense of community... to all residents of Small District Dranesville." When many local residents objected to a decision made last June to bring in drag queens and a drag king to perform for toddlers, the Board's only response was to pass a resolution praising its staff and promising to be "leaders in our community and the global movement towards diversity, equity, inclusion, and accessibility." [See the attached resolution.] Talk about straying out of one's lane. That is not what this Board was elected to be!





I cannot overemphasize how divisive and destructive to District 1A's sense of community it will be if the Board and its Executive Director continue down the path of extreme wokeness that it appears to be on. Frankly, its programming needs to be more local, and more balanced. For example, there was no original programming to celebrate Veteran's Day and there is nothing on its calendar of events to celebrate Thanksgiving. This contrasts, for example, to a full week of LGBTQ+ programming during the week of October 4, leading up to "coming-out day." [See the attached schedule.]

Let me be clear. No one objects to programming that may be of particular interest to the District 1A LGBTQ+ community. But when the Board and its Executive Director seem incapable of responding to the legitimate concerns of residents who oppose bringing in out-of-state adult entertainers to foster sexual dysphoria in children, that is very disturbing.

Richard Porter

McLean, Virginia

## **CLOSED SESSION**

With public comments having concluded, Chair Zamora-Appel began a transition into "Closed Session." She explained that she needed to leave the meeting at this time due to personal reasons and officially transferred continuing leadership of this meeting to Vice-Chair Post, who read aloud the following MOTIONS to go into Closed Session and took a vote on each:

### **MOTION #1 Going into Closed Session:**

I move that the McLean Community Center Governing Board go into Closed Session, pursuant to Virginia Code Section 2.2-3711(A)(3) for the purpose of the discussion and consideration of the acquisition of real property for a public purpose, where discussion in in an open meeting would adversely affect the bargaining position and negotiating strategy of this body. The subject matter to be heard, discussed, considered, and consulted upon concerns a bid for the purchase of real property and its facilities where the McLean Community Center will be offering a purchase proposal with multiple competing bidders for that property.

**The MOTION passed unanimously.**

### **MOTION #2 Going into Closed Session:**

I move that the McLean Community Center Governing Board go into Closed Session, pursuant to Virginia Code Section 2.2-3711(A)(3) for the purpose of the discussion and consideration of the disposition of publicly held real property, where discussion in in an open meeting would adversely affect the bargaining position and negotiating strategy of this body. The subject matter to be heard, discussed, considered, and consulted upon concerns a lapsed lease over a property owned by the



McLean Community Center, potential new lessors, and best options for protecting and maximizing the McLean Community Center’s return on the leasehold. **The MOTION passed unanimously.**

Vice-Chair Post confirmed that all public attendees had exited the room and the board could now continue a discussion in “Closed Session.” With the public having exited, only Governing Board members and MCC staff remained in the room.

**Closed Session began at 9:10 p.m.**

**Closed Session ended at 9:45 p.m.**

### **RECONVENE INTO PUBLIC SESSION**

Vice-Chair Post announced that public attendees were now welcomed to return to the meeting room if they wished to continue observing the meeting. No one from the public returned.

The cleansing MOTIONS to reconvene into Public Session were then read aloud by Vice-Chair Post and a vote was taken on each:

#### **MOTION #1 Coming Out of Closed Session:**

In accordance with Virginia Code Section 2.2-3712, I move that the McLean Community Center Governing Board members certify that, to the best of each member’s knowledge, only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the Closed Session was convened were heard, discussed, considered or consulted upon in Closed Session.

**The MOTION passed unanimously.**

#### **MOTION #2 Coming Out of Closed Session:**

In accordance with Virginia Code Section 2.2-3712, I move that the McLean Community Center Governing Board members certify that, to the best of each member’s knowledge, only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the Closed Session was convened were heard, discussed, considered or consulted upon in Closed Session.

**The MOTION passed unanimously.**

### **ADJOURNMENT**

Vice-Chair Post thanked everyone for attending and adjourned the meeting at 9:45 p.m.

Respectfully submitted – Holly Novak, Executive Assistant to the Governing Board

# BECOMING FAIRFAX

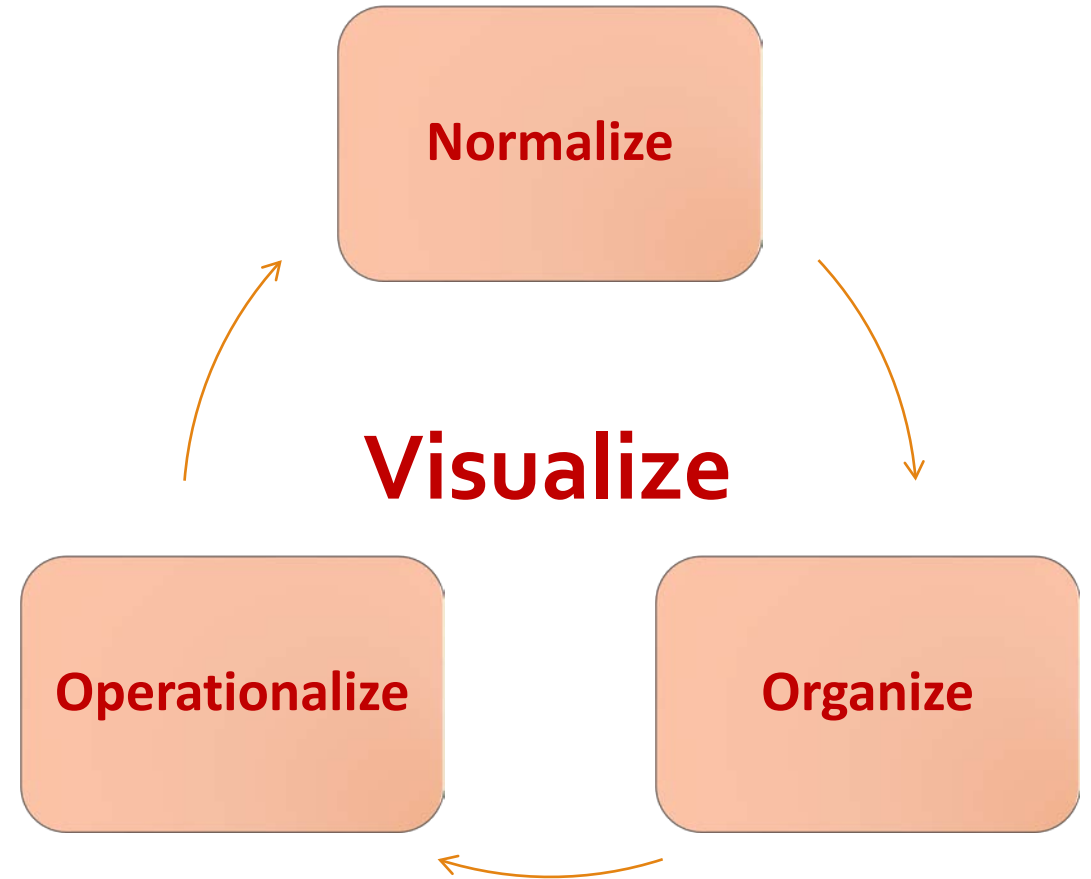
**Discussion with the McLean Community Center Governing Board**

**Karla Bruce, Chief Equity Officer**

January 26, 2022

# Governing & Managing to Advance Equity

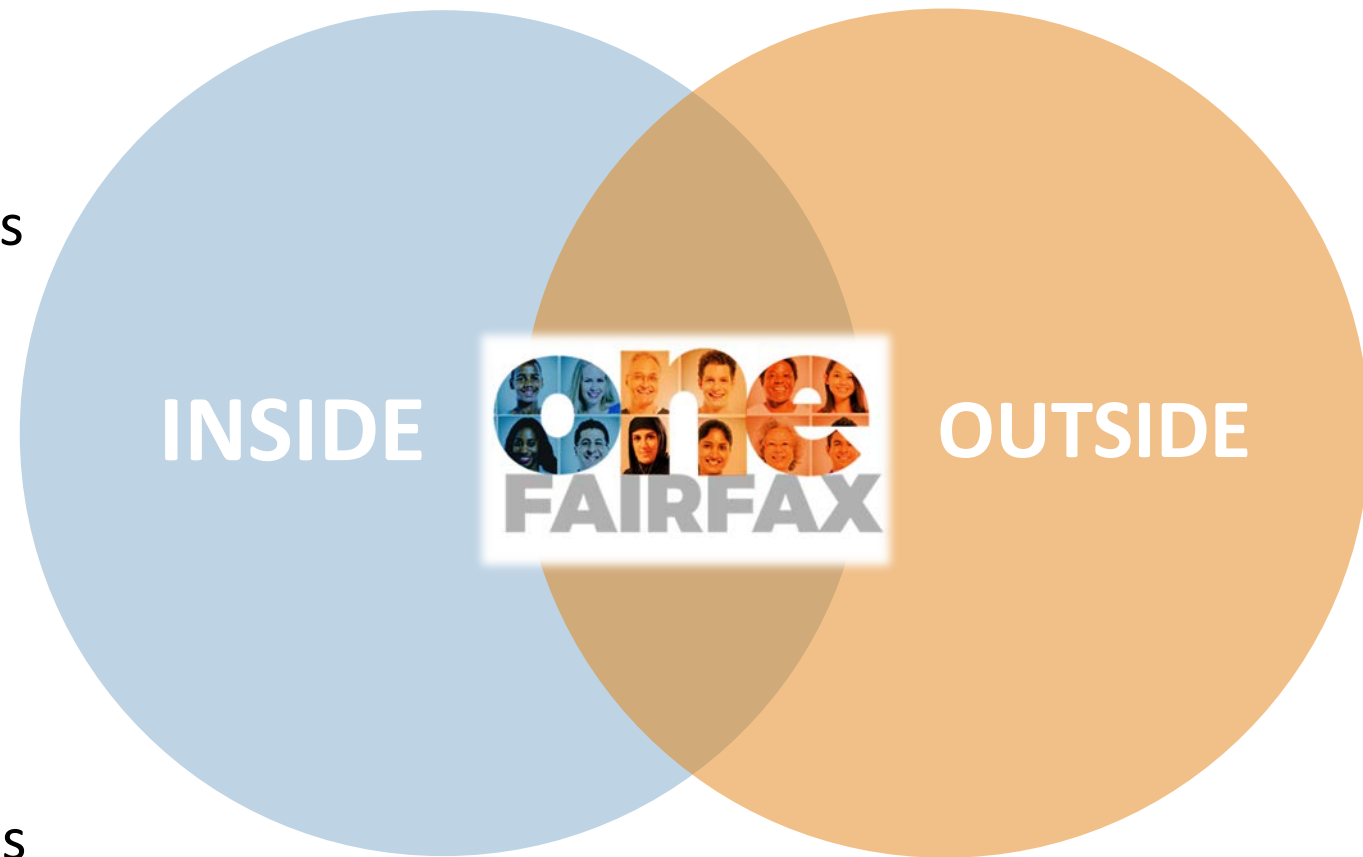
- One Fairfax is a Racial and Social Equity Resolution and Policy committing the county and FCPS to intentionally consider equity when making policies, planning and delivering programs and services
- It's a way to think about and approach the governance and management of the county and involves:
  - Facing our **history** and our current reality
  - Understanding where we are now and **what we want for the future**
  - Establishing clear **priorities** and making explicit **choices**
  - Committing to **bold and innovative approaches**
  - Meaningfully **engaging community and key stakeholders**



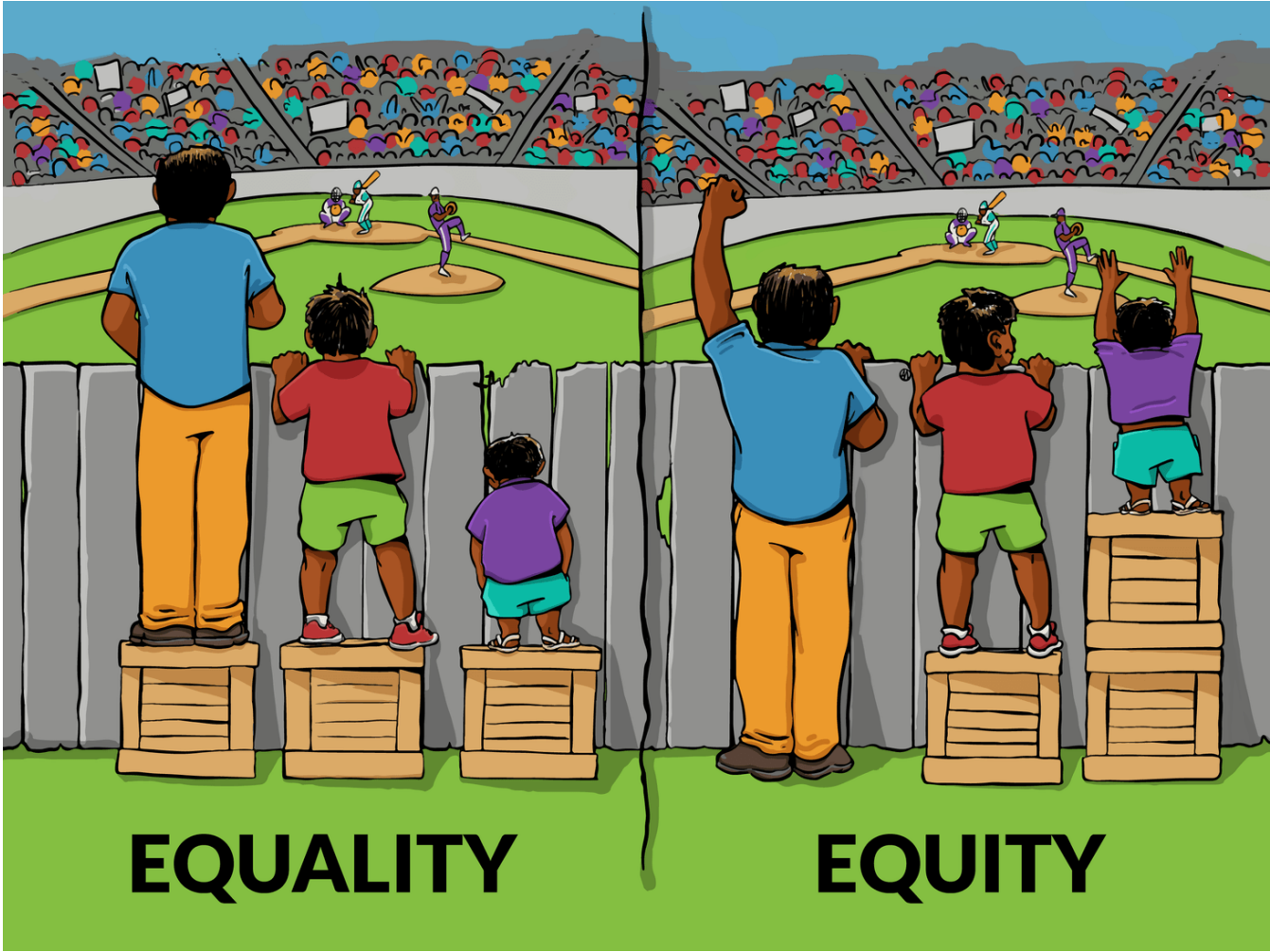
# An Inside/Outside Strategy is Key

Those outside of government:

- Articulate how the doors of opportunity have been opened or closed and provide a deeper understanding of the drivers and roots of inequity
- Shape the shared community values and assumptions necessary for the whole community to embrace the strategic importance of achieving equity
- Co-create the solutions and cultivate the accountability to advance progress toward an equitable Fairfax County



# Equity is Fairness not Sameness



# Equity is Fairness not Sameness



**EQUALITY**



**EQUITY**

Not the people's "lack" preventing them from participating in the soccer game, it's the unjust system and structure.



Fairfax County is placing a strategic focus on creating *“Communities of Opportunity”*

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Promoting the success of ALL Neighborhoods & ALL Populations in Fairfax County

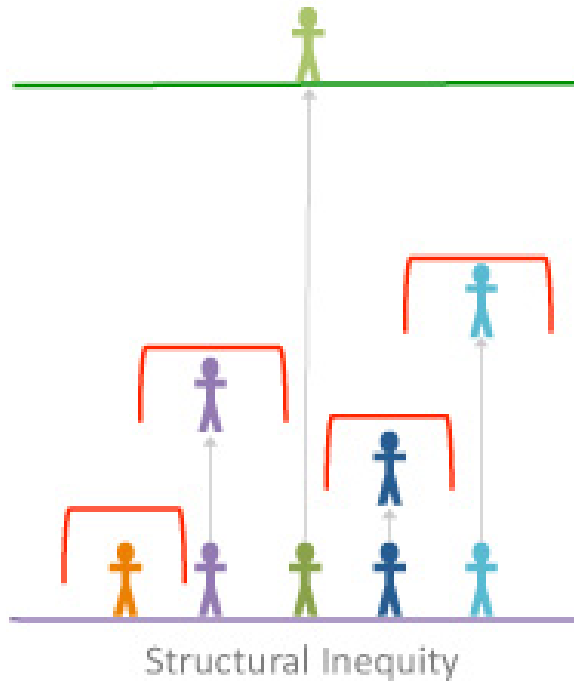


# The Principle of Targeted Universalism:

Abandoning a *one-size-fits-all* policy development formula in favor of an approach that is more inclusive and outcome-oriented

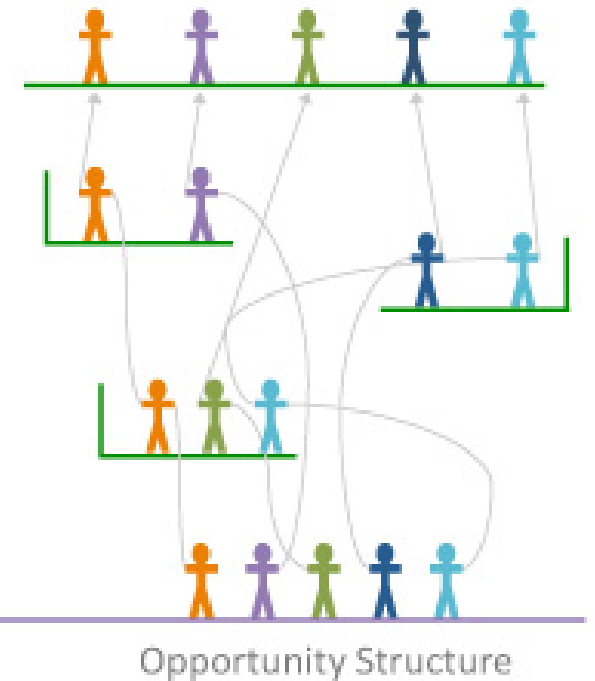
## Universal Goal with Targeted Solutions

*Structural Inequity* produces consistently different outcomes for different communities.



vs.

*Opportunity Structures* respond with necessary resources and multiple paths needed for different communities & individuals to thrive.



# Key Elements of a Community of Opportunity



**EDUCATION**



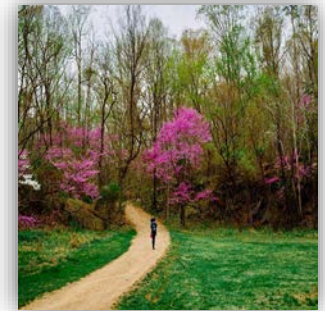
**ECONOMY**



**MOBILITY**



**FOOD**



**RECREATION/CULTURE**



**HOUSING**



**JUSTICE**



**HEALTHCARE**



**DIGITAL ACCESS**



**QUALITY CHILDCARE**



# One Fairfax in Practice: Applying an Equity Lens

- **The Proposal:** What is the policy, program, practice or decision under consideration?
- **Desired Results:** What are the outcomes we want to achieve? What are the community-level conditions we aim to impact?
- **Assumptions:** What are our beliefs and ideas about the issue, situation, and people involved? How can we counter implicit bias?
- **Analysis of Data:** What data do we have? What data do we need? What does it tell us?
- **Community Engagement:** How have the people affected by the proposal been engaged? Are there opportunities to expand engagement?
- **Strategies for Equity:** Who will benefit from or be burdened by this action? What strategies will address vulnerability or build opportunity? How can we mitigate unintended consequences?
  - **Implementation:** Is the plan feasible? Is it adequately resourced? How can we think and act creatively to make “it” happen?
  - **Contextual Factors:** What factors might influence the proposal? What factors are in and/or out of our control?
  - **Accountability:** How will impacts be documented and evaluated? Are anticipated outcomes being achieved? How can we course correct?



# One Fairfax in Practice:

## Equity-informed planning and decision-making

- Enabling inclusive public participation by actively addressing access barriers
- Consideration of historical context
- Consideration of current conditions and context
- Consideration of societal values past and present and the beliefs they are grounded in
- Consideration of impacts – *Who is impacted and how?*
- Consciousness of Othering and Belonging – *Expanding the Circle of Human Concern*
- *Other factors to consider?*



# Reports and Other Resources

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[Deeply Rooted – Recalling how past policies shaped the present reminds us that today’s policies can shape the future \(historyfortomorrow.org\)](#)

[Getting Ahead: The Uneven Opportunity Landscape in Northern Virginia](#)

[Uneven Opportunities: How Conditions for Wellness Vary Across the Metropolitan Washington Region](#)

[Racial Inequities in Fairfax County 2011-2015](#)

[Equitable Growth Profile of Fairfax County](#)

[Zoning and Segregation in Virginia: Part 1 \(mcguirewoods.com\)](#)

[GIS Demographics and Equity Resources \(fairfax.va.us\)](#)

[The Opportunity Index for Northern Virginia \(cfnova.org\)](#)

[Healthy Places Index: A New Resource for Measuring Opportunity in Northern Virginia](#)

For additional information on One Fairfax, please visit our website: <https://www.fairfaxcounty.gov/topics/one-fairfax>



# Questions & Discussion

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