



Town Of Arlington Community Equity Audit

The Project

The Town of Arlington acknowledges that town services and programs can sometimes have unequal impact and contribute to widening or shrinking gaps between residents' opportunities and outcomes. This summer, Town Leadership decided to initiate a community equity audit to examine the town's impact on those gaps and determine how they can develop better and more equitable policies and practices in 3 areas: **Voting/Civic Participation, Housing and the Town Workforce**. Opportunity Consulting is partnering with Arlington for the scope of the project.

Who We Are

Opportunity Consulting is a Washington D.C.- based, Woman and Black- owned, certified business that partners with organizations across the country. We work at the intersection of community, systems and research to create a more just and equitable world where every person has an opportunity to thrive. We are committed to the mission of helping public service organizations build initiatives, conditions and ability in order to to improve outcomes and opportunities for those who have historically been underserved.

Our Work

We specialize in a unique, proprietary approach for equity reviews called the OLE (Outcomes Led Equity) Approach. The OLE Approach is a process that focuses on the outcomes of inequality within a local context and focusing on what's possible. Staff at Opportunity Consulting use specific data collection and analysis that leads to identifying the drivers for inequality. We work to find the areas where outcomes intersect with intentions- through town policies and structures- to identify the contributing factors of unequal outcomes for residents. We then recommend strategies for the town, in order to develop and implement systems that will create better and more equitable outcomes and opportunities for all residents.

Resident experience is a central focus and essential to this process, so we invite community members from historically underserved and underrepresented populations to participate and engage with us in the form of focus groups; to lend their voice and talk with us about their experiences in Arlington. We believe that together, we can guide The Town of Arlington to successfully implement new practices to improve diversity, equity, and inclusivity.

