

Opportunity Consulting

Town of Arlington Equity Review

Yasamin Gordon

Director of Equity, Inclusion & Culture

About Us

Who We are

Opportunity Consulting is a Washington, DC-based, Black and Hispanic Woman-owned, certified business enterprise. 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 partner with mission-driven organizations, school systems, cities, public agencies, and foundations to help them align equity-focused intentions with real-life impact. We offer a new approach to traditional consulting: a research-based, community-driven design process that centers on achieving racial equity in systems, policies, and practices. Our work is based on a commitment to life-long learning, staying connected to research and on-the-ground work in the field, and prioritizing lived experiences through stakeholder engagement.



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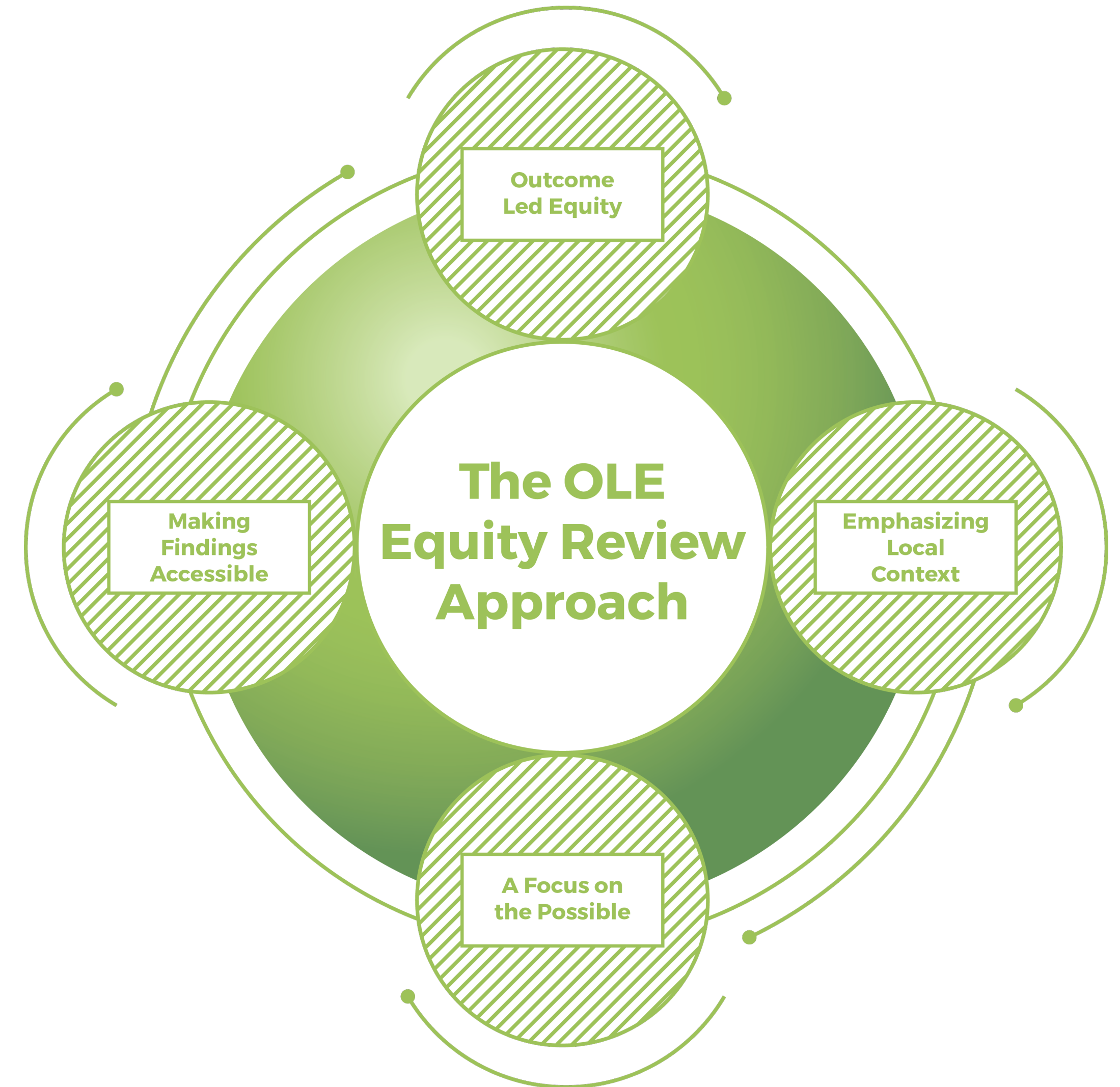
Town of Arlington Project

Approach

The OLE review begins with outcomes first. Afterward, through a process of “reverse engineering,” the OLE review explains where policies and practices are potentially contributing to unequal outcomes.

Policies represent intentions only, which are the center of this study process. So, we begin our review with a detailed examination of inequality in the outcomes (lived experience) of the city residents. Afterward, the review identifies what the outcomes look like and pinpoints which community members are most significantly negatively impacted by outcomes.

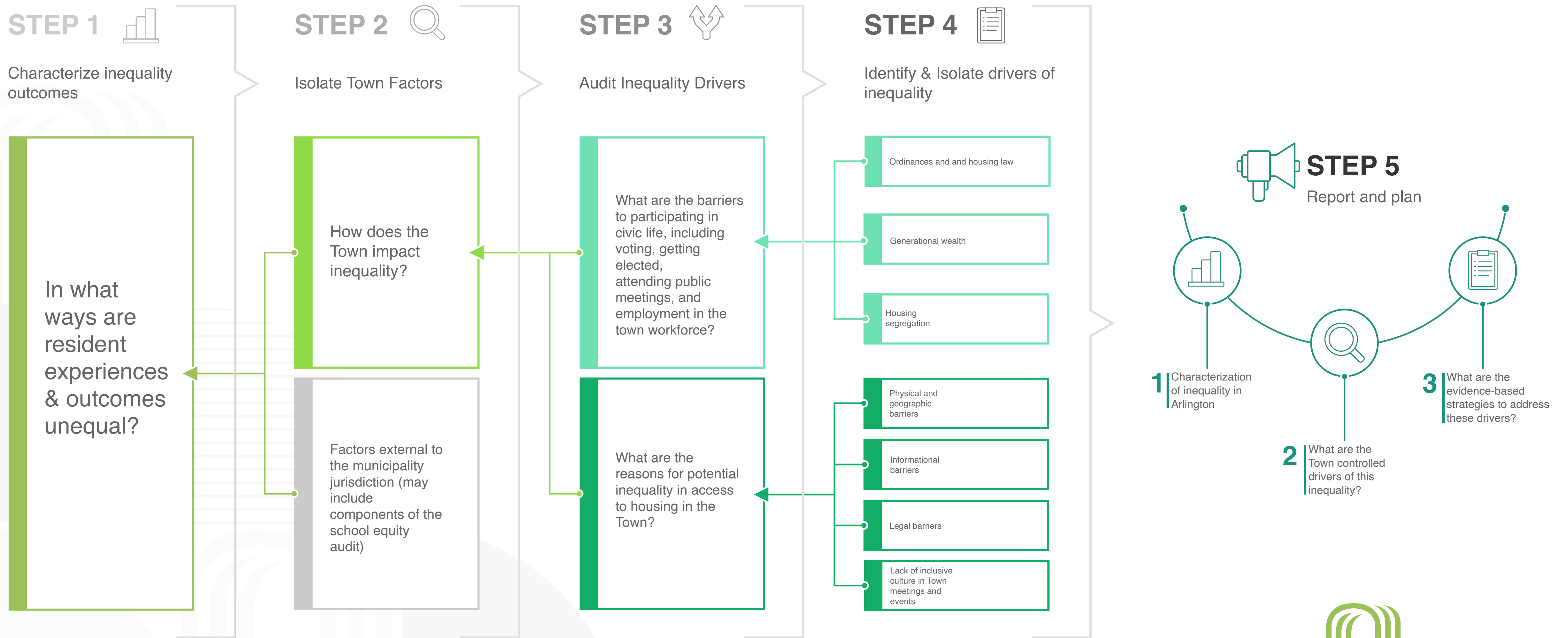
Then, through a research-based inquiry of the potential drivers of inequality in town policies, we begin to identify the actual practices that may contribute to the outcomes. Only after discovering findings and making conclusions about the specific inequalities in the town, do we examine policy documents to compare the stated intentions with the outcomes, and to identify the opportunities for improvement in city practices. The outcome-guided review allows for a laser-like focus on actual results and a real change in the residents’ experiences.



Areas of Focus

Area	Guiding Questions
Civic Participation	<ul style="list-style-type: none">• <i>What are the barriers to participating in civic life, including voting, getting elected, and attending public meetings?</i>
Town Workforce	<ul style="list-style-type: none">• <i>What are the barriers to employment in the town workforce and what is the impact of these barriers?</i>
Housing Inequality	<ul style="list-style-type: none">• <i>What are the reasons for potential inequality in access to housing in the town?</i>

The Outcome LED Equity (OLE) Audit



PROJECT TIMELINE

