
New Directions

Volume 1, Issue 1

July 1999

Arlington New Directions Coalition
524 N. Jackson Street • Arlington • Virginia • 22201
703 • 243 • 5775

Arlington New Directions Coalition Organizes

Arlingtonians from across the county have joined together to form a new not-for-profit group to monitor and analyze key issues affecting everyone who lives and/or works in Arlington and to help the community communicate to the county government fresh perspectives on issues and solutions. The group's name is the *Arlington New Directions Coalition (ANDC)*.

"Many of the issues we will be writing about and discussing with the community and the county board deal in one way or another with development. Many of us have lived and been active in Arlington for 20 years or more. The changes that development can bring do not worry us as much as whether the changes are beneficial to people and to the future well being of our diverse community. We will be looking specifi-

continued on page 8

Building a Diverse Community

by Lois Athey of the Gates of Arlington Tenants Association

The following is the first in a three-part series on diversity and Arlington. This first article focuses on immigrants to Arlington and a primary way the community and County government can help them-and all other Arlingtonians be assured that access to housing in the County is equitable, through the establishment of an Office of Fair Housing. Most other local jurisdictions provide such a service to all citizens and non-citizens alike.

According to 1998 County and U.S. Census data, the majority of newcomers to Arlington today are minorities of many racial, ethnic, and religious backgrounds as well as levels of education and income, most of whom are refugees or immigrants. At present, one in every five Arlington residents was born in a country other than the United States, and one in every four residents five years of age and older speaks a language other than English at home (half of those who do not speak English at home speak Spanish, the most prevalent language in the county after English).

Virginia is projected to remain a major secondary immigrant state through the year 2025, meaning that when immigrants come here, they have moved from their first destination in the U.S. The immigrants coming to Virginia in general and to Arlington in particular tend to be

continued on page 10

Inside This Issue

- 1 **Arlington New Directions Coalition Organizes**
Building a Diverse Community
- 2 **Wanted in Arlington: Open Government**
- 3 **Arna Valley Dislocation: A Call to Action**
- 4 **Asking Questions of Arlington Public Schools about Serving All Children**
- 6 **Affordable Housing Task Force**
- 7 **\$100,00 SARPS Report**

Wanted in Arlington: Open Government

By Rev. Jeanne Lowe

By definition, a democracy is an ever-evolving experiment in self-government. To foster an inclusive and civic society, a democratic government must be open, sensitive to change, willing to look continually at how it works, and must be able to adopt new directions responsive to changing conditions and needs.

Arlington is experiencing change in the make-up of its population, in the mix of its housing stock, in the development of its commercial areas, and in the educational needs of children and adult residents and workers. Change brings difficult questions. How might the processes and systems of County government be adjusted to better serve the quest for a better, more satisfying life for all Arlingtonians? What attitudes will advance and give life to new directions in County processes and programs?

To truly honor the notion of tolerance and the talk of strength from diversity, Arlington is challenged to develop a heightened, community-wide attitude of discernment, an attitude which distinguishes between what is right and wrong and what are merely differences based on being raised in different cultures. Differences labeled as wrongs can lead to isolation, unfairness, injustice, and a riven community. Differences accepted as differences can lead to understanding, a shared-sense of community, responsive policies, and a civil society.

Discernment must be accompanied by an open government. Open government is an authentic process that goes beyond the opportunity to speak at meetings and hearings. An open government invites spontaneity and understands that policies and programs are always "works in progress" needing constant, inclusive community feedback and assessment. An open government uses community feedback to improve its performance, not to justify already-made decisions. Open government can be risky, but it is the only defense against a politics falling prey to the pitfalls of self-sustaining power and personal prestige and power. Arlington needs to develop improved mechanisms for ensuring its governmental processes are fully open to all

its residents.

A key to improving these mechanisms is the willingness to look and plan ahead in preventive as well as active ways. Waiting for issues to arrive on the public agenda leads to crisis management and limited options, as evidenced by the recent controversy over the conversion of the Arna Valley complex from affordable to upscale apartments. By planning ahead, the County, with more open input from the community, might well have come up with a plan far more responsive to the needs of Arna Valley residents than the plan that was adopted.

Looking ahead means considering the impacts of options on all the people involved, regardless of cultural backgrounds. It means stretching current ways of doing government business. It means seeking to hear and see anew. It means ensuring a greater inclusion in the policy process than many residents now enjoy.

next page

New Directions is the quarterly publication of the Arlington New Directions Coalition. It will report formal positions taken by the coalition and will carry news articles and opinion pieces consistent with its mission and values on critical public issues in Arlington County.

Contact Charlie Rinker at (703) 243-5775 for more information about the Coalition and/or Kit Johnston at kitkat5@erols.com to be placed on the mailing list. A \$10 donation would help defray printing and mailing costs. The next issue will be published in the fall of 1999. *New Directions* is available in Spanish. Este boletín está disponible en español. Puede obtenerlo si llama al siguiente número (703) 243-5775.

Editorial Board

Kit Johnston, Charlie Rinker, Lora Rinker, Jeanne Lowe, Mary Rackmales, Mary Rouleau, Jack Cornman, Dan Cassidy, Andi Cullins, Father Gerry Creedon, Jim Webster, Carlos Luna.

A healthy, democratic government, then, is one of genuine, careful, and humble attention to what is happening and to what is being expressed in perhaps different ways by all the people of the community. Such a government sees meaningful engagement with people as opportunities to learn, to be flexible, and to devise decisions that are understood and embraced by the broader community.

Yes, Arlington faces numerous challenges, but with a commitment to a discerning, open approach to government, it can identify the new directions which will make tolerance of differences the community ethic and will make diversity one of its major strengths.

Arna Valley Dislocation: A Call to Action

In January, the Arlington County Board approved a redevelopment plan for Arna Valley (AV) that replaces 720 affordable housing units with 943 luxury units, displacing hundreds of low-income and minority families. One hundred sixty five of the units are to be “affordable” with the help of large expenditures by Arlington County. As part of the approval, a relocation/displacement plan for current tenants was created, and a Relocation Task Force was appointed to monitor the process and make recommendations. The first set of vacate notices were sent to AV tenants in mid-March with a move-out date of mid-July. The second set of vacate notices were sent in early-June. The relocation/displacement plan, the most expensive in County history, includes components to encourage transition to home ownership and to help with related moving expenses and actual rent subsidization for a one-year period. But this assistance cannot overcome the obvious problem: a lack of available affordable units in Arlington (as well as in the region as a whole). This problem will only get worse as more AV residents get notices to vacate. It will be especially traumatic for those families with children in Arlington schools. The County’s present vacancy rate is 2.7% (2% is considered normal turnover). The market is even worse for families who need two- and three-bedroom units.

Reports on the relocation effort, based on preliminary data, are not encouraging. Current AV residents who have put their names on waiting lists for new units on the site doubt that they will be able to afford the “affordable” units. They have also expressed concern that they will not be welcomed in a “luxury” complex. According to the private agency handling the relocation, 44% of the families displaced so far have

moved outside of Arlington.

Only a small number (seven, as of the 7/22 meeting of the task force) of AV households have been able to access the County’s Moderate Income Purchase Assistance Program (the most beneficial AV assistance program) to buy a home. Likewise, the Temporary Assistance Fund (rent subsidization) has helped only 10% of the displaced families (as of the 7/22 meeting). One of the problems is that the process for securing assistance is complicated, requires visits to more than one office, and generally is not user-friendly.

The County Board apparently is not exercising oversight to ensure that process it set forth is working effectively. The citizen-volunteers who serve on the Relocation Task Force are making a good effort, but their power is very limited. As Task Force member Ginnie Apperson noted, “The Task Force has no power other than to review and suggest, and we don’t always know if what we suggest is carried out and at what speed.”

ANDC calls upon the County Board immediately to review the relocation plan and to make changes as warranted that will make the program easier for AV residents to access assistance and to receive more of it. Readers should contact the County Board urging this course of action.

Asking Questions of Arlington Public Schools about Serving All Children

By Andi Cullins

American public schools are meant to serve all children, regardless of their family's income, their race, or their first language. We educate a greater percentage of our population in publicly funded and operated K-12 schools than any other nation in the world. Other nations spend a greater percentage of national income on public education, but American public schools educate the widest breadth of students through to high-school graduation, including those with disabilities, special educational needs, and non-citizens. The quality of education that can be obtained in these schools has been an underlying strength of the United States in the 20th century.

Such diversity creates opportunities as well as challenges. In today's world, where business, commerce, and the arts all are increasingly multicultural, individuals who are comfortable with cultures, situations, perspectives, and people outside of their own culture, group, or direct experience are at an advantage in their lives in general and in their work or careers in particular.

In Arlington, our public schools are increasingly diverse – much more so than our general population. System wide, the student population is 49% Caucasian, 35% Hispanic, 11% African American, and 5% Asian. Thirty-nine percent of our 18,564 students receive free or reduced rate lunches, a statistic that may well understate the number of families with qualifying low incomes. The largest percentage of second language learners in Arlington schools speak Spanish as their first language. Our second language population includes children whose first language is one of more than 60 different languages.

As our schools grow more diverse, we need to ask the following kinds of questions to ensure that our system is creating opportunities as well as meeting challenges:

- How is the system defining success in school, in terms of students and programs?

In Arlington, our public schools are increasingly diverse – much more so than our general population. System wide, the student population is 49% Caucasian, 35% Hispanic, 11% African American, and 5% Asian. Thirty-nine percent of our 18,564 students receive free or reduced rate lunches, a statistic that may well understate the number of families with qualifying low incomes. The largest percentage of second language learners in Arlington schools speak Spanish as their first language. Our second language population includes children whose first language is one of more than 60 different languages.

- Are the expectations high for all children? Are these expectations communicated in reinforcing and respectful ways that increase children's self-esteem?
- What regular and periodic measures of student success does the system use? Do these measures go beyond standardized test scores?
- What avenues for intervention exist when a student is not succeeding? And how well are these communicated to parents?
- Do all parents, regardless of education level or language fluency, have access to the type of information that is necessary to ensure their child's success?
- Does distribution of the system's resources insure that equal opportunity to learn is not just available but is also provided to all students?
- How diverse is the school system workforce? What opportunities are provided to students for interaction with adults from a variety of backgrounds and culture?

- Are specialized services, such as educational and orientation services, as well as general information, available to children and families with special needs?
- Are there specialized education programs to meet the full range of student needs?
- If there are such programs, how long do students stay in them? Are the mechanisms for movement into the mainstream based on the student's success? How do these students fare in the mainstream?
- Are students in these programs meeting the Virginia State standards for acquisition of the high-school diploma?
- How well does the system communicate? What regular channels of communication have been established?
- Does the system solicit and value communication from parents and the community at large?
- What informal mechanisms exist for communication?
- How often are materials provided in the major languages? How difficult is it to get information in languages not considered to be major?
- Does the system provide comprehensive and accessible information to parents about the progress of their children?
- How many parents from diverse backgrounds actually participate in countywide processes? In school-level PTA and other activities? What outreach mechanisms are in place?
- How quickly does the system respond to new ways of communicating suggested by grassroots groups?

The over-arching question for the entire community is always, "Is every child in our system receiving the kind of education that will enable them to reach their full potential?" That must be the goal of any system that is truly concerned with education.

“Money should never be separated from values,” argues Professor Rosabeth Moss Kanter of Harvard Business School. “Detached from values it may indeed be the root of all evil. Linked effectively to social purpose it can be the root of opportunity.”

“The Japanese coined an appropriate aphorism: All of us are smarter than any of us. Experience suggests that both economic and political systems gain in vitality, robustness and moral legitimacy as they gain in active participants.”

Quotes are from The Ownership Solution: Toward a Shared Capitalism for the 21st Century, by Jeff Gates, (Perseus Books, Reading, Mass)

Affordable Housing Task Force

By Charles Rinker

The Arlington Affordable Housing Task Force (AHTF), established by the County Board, held its first meeting in March. The impetus for the AHTF was the concern generated by the Board's approval of the redevelopment site plan for Arna Valley, which will result in the removal of a community of primarily Hispanic and African-American low-income families. (See related article on Arna Valley Dislocation.)

The AHTF is charged with the following tasks: reviewing the policies and tools the County currently uses to preserve and provide affordable housing (both rental and homeownership), identifying unmet affordable housing needs, and recommending new and/or amended policies and tools that will better meet the County's affordable housing needs. The AHTF is to report its recommendations to the County Board by December of this year.

On June 14, AHTF held a public hearing to allow anyone in Arlington to express their concerns about affordable housing and to provide suggestions about new tools and revised policies that might better meet the housing needs of low-income Arlington residents and workers. The Task Force also accepted written recommendations. There was a significant turnout at the hearing. A wide array of suggestions was offered. A selected summary of proposals follows:

- Make the current Special Affordable Housing Protection District ordinance that requires a 1:1 replacement of affordable housing (now applicable in the Rosslyn-Ballston corridor) applicable countywide to affordable housing properties of 50 units or more.
- Adopt an Affordable Dwelling Unit zoning ordinance (similar to Fairfax County's) that requires all commercial and residential developers to contribute affordable housing units or funds in exchange for density bonuses.

- Permit the transfer of density and development rights by developers who partner with non-profit housing developers (including tenant-sponsored cooperatives and condominiums) to provide affordable housing on a development site where affordable housing already exists.
- Provide increased density and other incentives to developers who build affordable three and four bedroom rental or homeownership units.
- Use the County's creditworthiness to guarantee financing of affordable housing by non-profit developers (including tenant-sponsored cooperatives and condominiums), up to a certain cap amount, to enhance the financing value to the lender and generate lower interest rates.
- Expand the County's current real estate tax incentive program used in rehabilitation of affordable housing to include new construction and provide real estate tax abatement or rebates to non-profit providers (including tenant-sponsored cooperatives and condominiums).
- Encourage non-profit developers (including tenant-sponsored cooperatives and condominiums) to develop multi-family rental properties into homeownership properties (59% of Arlington's present housing stock is multi-family).
- When the County's rental vacancy rate is below 4%, require a redeveloper of an existing affordable housing site to submit a displacement impact statement to document where the residents of the property will go and how the developer will keep the displacement to less than 20% of the existing residents.
- Allocate County resources (such as the Affordable Housing Investment Fund) exclusively for non-profit housing providers or for non-profit/for-profit partnerships that specialize in developing housing for households with incomes at or below 50% of the area median income.

- Institute a proactive program to identify “at risk” affordable housing properties before redevelopment proposals are made and work collaboratively with owners, developers, residents, and neighbors to preserve properties as affordable units.
- Promote the passage of state and federal legislation that would give affordable housing property owners income tax breaks if they sold their properties to their tenants or to a non-profit organization that would work with the tenants to preserve and/or provide affordable housing.

- Establish and staff an office to handle fair housing complaints and issues and proactively to test, investigate, and combat housing discrimination.

If you have recommendations (or want to support or comment on any of the above), contact AHTF, Al Eisenberg and Jim Almand, Co-Chairs, 2100 Clarendon Blvd., Rm. #709, Arlington, VA 22201. Also send a copy to ANDC (see pgs. 1 and 2 for information on how to do this) so that those monitoring the work of the AHTF can be made aware of your suggestions.

\$100,000 Report Details Revitalization and Preservation Strategies for County Board

On May 25, two consultants with Hunter Interests Inc. (of Annapolis) presented to county advisory groups and others their \$100,000 *Study of Area Revitalization and Preservation Strategies for Arlington County* (SARPS). The study was to have been formally presented to the County Board on June 30.

Hunter had been charged by the Board with analyzing “the causes of disinvestment in some residential areas (especially multifamily) and neighborhood-serving commercial areas...and with identifying options, based on a survey of best practices, to increase reinvestment,” according to a county press release.

The study concluded in part, that market forces that affect Arlington will remain strong for the foreseeable future; that Arlington’s neighborhoods are “generally well maintained”; that “deteriorated properties are due primarily to individual property owners’ decisions, not unfavorable market conditions”; and that “with proper incentive and enforcement tools, the County has a wide range of preservation and revitalization options open to it.” The report focused primarily on the Columbia Pike corridor and drew varied responses from those attending the presentation.

Some respondents were concerned about the traffic that would be generated by one option presented in the study – the creation of an “international entertainment area.” A resident of Columbia Heights West expressed interest in the study “as a first step” but was concerned about intervention scenarios in the study that would selectively displace low-income tenants from rental properties along the Pike. Another respondent noted the study’s option of creating a Commercial Development Authority and asked, “What is the real need for this? What is the real advantage? Would we be creating just another bureaucracy?”

One long-time County activist and commission member expressed concern about the lack of details in the study about the effectiveness of practices in other communities labeled as “best” by the National Council on Urban Economic Development (Cambridge, Mass., and Jersey City, NJ, were particularly singled out for further scrutiny by Arlington). Another respondent wondered out loud why we aren’t looking in our own back yard to see “what works and what doesn’t.”

Copies of the report can be obtained by contacting John Mausert-Mooney, at 228-3113.

cally at issues and innovative problem solving in housing, transportation, cultural and economic diversity, and education,” said Charles Rinker, one of the founders of the group.

Members of the group have been meeting informally for several months. In May, the group adopted the following:

ANDC Vision Statement

Arlington can and should be a community that:

- is diverse, just, and caring;
- is open and responsive to all;
- promotes innovative programs and services; and
- works to ensure the social, economic, and political empowerment of those who live or work within its boundaries.

The purpose and values that bind the group, as drafted by longtime Arlington resident and political activist Jack Cornman, reflect, Cornman noted “what many of us have been thinking about for some time. It was heartening to me to see so many like-minded Arlingtonians come together to articulate the same thoughts.” The purpose and values of the group are as follows:

ANDC Purpose Statement

Arlington’s population has become more diverse. The mix of its residents has changed. Its business sector has grown. While many of the changes are positive and welcomed, these changes also have created challenges and opportunities to build a stronger, more caring, more vibrant, and more inclusive community. However, in too many instances, the County government and some parts of the community have failed to provide leadership and direction to meet these challenges in innovative, caring, and progressive ways. The Arlington New Directions Coalition (ANDC) was created to generate ideas, recommendations, and public support to ensure that Arlington returns to the progressive tradition that has made it a special community.

ANDC Values

ANDC subscribes to these values:

- Each individual, regardless of age, citizenship, ethnicity, family status, gender, income, race, religion, or sexual orientation, is an equally valued member of our community.
- A diverse population is a strength to be valued, nurtured, and built upon.
- The well being of people, whether residents and/or workers, comes first.
- Open and full citizen exchanges on critical issues, the willingness of the community to help others, and the opportunity to support quality public programs and services are public values necessary to build and maintain a civil, inclusive community.

ANDC Mission

Through research, public education, and political action, ANDC will:

- work to foster a public ethic that values the diversity of the Arlington community and the common ties that strengthen a community;
- work to ensure that all County policies, programs, and services serve equally well all segments of the community and that County staff is responsive to Arlington’s diverse population;
- promote ongoing, meaningful, and inclusive community dialogues on critical issues and the effective involvement of all stakeholders in decision-making processes; and
- advance innovative, progressive policies and programs across a wide range of critical issues (such as the right to decent, affordable housing, the impacts of economic development, the quality of education) that put the needs of people first, building on contributions residents and workers have made and are making to the Arlington community.

At present, members of the group sit on or are monitoring the County's Affordable Housing Task Force, the Relocation Task Force, (assigned to review relocation efforts at Arna Valley), and proposals for residential and commercial development along Columbia Pike and in Rosslyn.

The *New Directions* newsletter will be produced and mailed quarterly. See page 2 for more information on its purpose and how to receive it and keep track of future events.

In memory of a friend

Robert Stanners Dies at Age 49

Robert Stanners was an active Arlington Democrat, a member of the Save Arna Valley Coalition and a member of the *Arlington New Directions Coalition*. He died July 9 at George Washington University Hospital. He had AIDS.

“...there are two kinds of community or economic development, ‘the High Road and the Low Road’ ...The Low Road seeks big short-term returns to a small section of the ‘private sector’, and its methods are to lower wages, weaken organization, and promote destructive competition. The High Road seeks the highest and best use of our human and material resources and is made possible by values that seek the broadest distribution of wealth and human development as an objective of the economy. Obviously our strategy is to advance the High Road and block the Low Road.”

Building the Bridge to the High Road: Expanding Participation and Democracy in the Economy to Build Sustainable Communities, by Dan Swinney, Midwest Center for Labor Research.

young and to have families. In Arlington, many of the children of immigrants are U.S. citizens and speak English. This sometimes leads to the existence of families with mixed legal status.

Issues

Well documented is the fact that all minorities – most of them people of color, at least at present – face some issues in common in American society. These issues include racial, ethnic, and/or religious and language bias and discrimination. Immigrants to Arlington who are minorities tend to experience these types of bias and discrimination as well as other problems. For example, there is a distinction in U.S. law between immigrants who are refugees and those who are not refugees. A refugee is officially recognized by the U.S. government and therefore is eligible for a series of social services, including cash payments and medical assistance, employment assistance, social services, housing assistance, and language training. For eight months, the U.S. government reimburses states like Virginia for assistance provided to refugees. After refugees have been in the U.S. for one year, they are eligible to become permanent residents.

“Arlington’s population is growing: it is now 187,100; 9% higher than the 1990 census. The majority of the newcomers are minorities of many racial, ethnic, and religious backgrounds as well as levels of education and income. Today, Arlington’s large minority population comprises the following racial and ethnic groups: Hispanics, 17.8%; African Americans, 11%; and Asians, 9%.”

A refugee also can apply to have his or her spouse and unmarried minor children join him or her in the U.S.

Under U.S. law and by policy and regulation, ALL other immigrants must look on their own for jobs and housing while trying to overcome language barriers.

A refugee’s status is a safety net that gives the family help during the first difficult transitions to a new way of life. Most of Arlington’s Somali, Kurdish, and Vietnamese residents arrive as refugees. Other immigrants, many from Central and South American countries, have no such safety net and may spend 10 or more years just trying to legalize their visa status. For example, Salvadorans and Guatemalans have “temporary protection status.” Under U.S. immigration regulation, this is a state of residential limbo, neither permanent nor guaranteed for any length of time.

Although both Arlington’s refugees and immigrants tend to have low to moderate income levels, undocumented workers or workers here under official temporary protection status tend to have the lowest incomes. Most of them have no trouble finding jobs in and around Arlington. In fact, that is often why they are here. The booming Northern Virginia economy in general and Arlington’s emphasis on tourism and tourism services in particular attract many semi-skilled and unskilled workers to our area. But the wages are low, most often the minimum wage. And when it comes to the essential services needed to live decently and to raise healthy families, there are problems for the immigrant in Arlington. Especially when it comes to equitable access to housing—both rental and owned.

Fair Housing: What Other Communities Provide

In Arlington, the Human Rights Commission takes complaints about fair housing, a critical issue for immigrants. Meanwhile, other jurisdictions, such as Fairfax County, Alexandria City, and Montgomery County provide these services and more, specifically services to combat bias and discrimination in housing. Fairfax and Montgomery County hired Fair Housing Coordinators after a 1997 audit conducted by the Fair

next page

Housing Council of Greater Washington showed rental housing discrimination against both Blacks and Hispanics in their jurisdictions. (According to the audit, the percentage of tests run with evidence of race discrimination against Blacks in Arlington was 22%, the lowest in any jurisdiction studied, but against Hispanics in Arlington, the percentage of 50%—the second highest of any jurisdiction studied [Montgomery County’s percentage was 56%]).

Bonnie Conrad, Fairfax County’s Human Rights Specialist and Fair Housing Coordinator, was hired in April of 1998 and tests for discrimination in the county with a \$100,000 budget. Other key program components include a counseling training program on landlord/tenant law, mortgage banking, fair housing, and credit, and the development of an education, outreach, and enforcement plan. In addition, a Fair Housing Task Force has been created for input from community members as well as the county’s housing agency and housing nonprofits. The office has four staff fluent in Spanish. The source of the funding for all of these activities is general revenue, including HOME and CDGB funds. Earlier this summer, Fairfax was to have released a major audit of fair housing in the county.

Charlotte Wade is the Fair Housing Coordinator for Montgomery County. County Executive Douglas Duncan established her position as a direct response to the negative results of the 1997 fair housing audit. Montgomery County approved \$400,000 for systemic rental testing and seminars to educate people about rental and home mortgage issues. An interagency fair housing coordinating group includes the private sector as well as public officials.

In Alexandria City, Melodie Baron serves as Division Chief of the Tenant/Landlord Office. Alexandria has been testing for local housing discrimination for the past 10 years, with emphasis on rental properties. If a test indicate discrimination, the City files a complaint. Often, the City meets with the landlord or owner and will also meet with property maintenance staff. If the problem persists, a complaint is filed with the U.S. Human Rights Commission. Ms. Baron says her office encourages people to file fair housing complaints. She has Spanish speakers on her staff.

Arlington County should draw on the experiences of these efforts to craft and implement a model fair housing and housing assistance program to combat housing discrimination and bias.

In the next issue of *New Directions*

What is the present retirement system for Arlington school teachers, firefighters, and police?

Can we do better?

Arlington New Directions Coalition
524 N. Jackson Street
Arlington, Virginia 22201

PRESORTED
STANDARD
US POSTAGE PAID
MERRIFIELD, VA
PERMIT No. 2398

ADDRESS CORRECTION REQUESTED

Mailing Address
Street Number and Name
City, State 98765-4321

Calendar of Events

Aug. 2: 6-8:30 p.m. Task Force on Retirement Principles and Compensation Practices, County Board Room.

Aug. 9: 7 p.m. Affordable Housing Task Force Meeting, Court Square West, Rm. C, 1st fl.

Aug. 10: 7:30 p.m. Arlington New Directions Coalition Meeting, 524 N. Jackson St.

Aug. 16: 6-8:30 p.m. Task Force on Retirement Principles and Compensation Practices, County Board Room.

Aug. 23: 7 p.m. Affordable Housing Task Force Meeting, Court Square West, Rm. C, 1st fl.

Aug. 24: 7:30 a.m. Arlington New Directions Coalition Meeting, 524 N. Jackson St.

Aug. 30: 6-8:30 p.m. Task Force on Retirement Principles and Compensation Practices,

County Board Room.

Sept. 13: 6-8:30 p.m. Task Force on Retirement Principles and Compensation Practices, County Board Room.

Sept. 14: 7:30 p.m. Arlington New Directions Coalition Meeting, 524 N. Jackson St.

Sept. 27: 6-8:30 p.m. Task Force on Retirement Principles and Compensation Practices, County Board Room

Sept. 27: 7 p.m. Affordable Housing Task Force Meeting, Court Square West, Rm. C, 1st fl.

Sept. 28: 7:30 a.m. Arlington New Directions Coalition Meeting, 524 N. Jackson St.

Oct. 11: 6-8:30 p.m. Task Force on Retirement Principles and Compensation Practices, County Board Room.