

## Prince William County Racial and Social Justice Commission

### Work Plan 2021

**Mission:** The Prince William County Racial and Social Justice Commission was created by the Board of County Supervisors as a forum to study and propose solutions for racial and social justice issues and experiences within the County and to provide an opportunity to conduct a series of dialogues about racial justice with the community, other local governments, and other agencies and organizations; to identify areas of concern; to research best practices and what other jurisdictions have done and learned from similar activities. The Board of County Supervisors desires to examine its state of racial and social justice and requested the Commission to focus initially on three areas: policing the provision of government services and public education in partnership with the Prince William School System. The Commission will issue a report with recommendations to the Board of County Supervisors at the end of the calendar year.

**Goals:** The following three general goals have been identified. First, the Commission will review the police department's policies, practices, and interactions with the communities of color, including its hiring practices and use of force protocols. Second, the Commission will assess how the county government delivers its services and the diversity and inclusion of the workforce providing these services. Third, the Commission will assess how public education policies impact children of color in discipline, academic achievement, and access to resources.

The Commission will look at all these areas through an equity lens by gathering relevant information about who benefits and who is burdened by existing policies and practices, and who participated in creating these policies and practices. The Commission will conduct a series of

listening sessions with the community and with subject matter experts, conduct independent research, and consult relevant jurisdictions and community partners.

During the calendar year 2021, the Commission will prioritize its work, focusing on the objectives and activities to advance these goals.

**1. The Commission will review the police department's policies, practices, and interactions with the communities of color, including its hiring practices and use of force protocols.**

To achieve this goal, the Commission will conduct activities that will help it understand the current policing perspective in Prince William County from the professional policing perspective and the community perspective.

**Objectives:** Developing activities that meet the following objectives will allow the Commission to reach its first goal.

**1.1** The Commission will adopt a schedule of listening sessions with the community and Policing subject matter experts.

**1.2** The Commission will contact community organizations and community partners for outreach and participation in these listening sessions.

**1.3** The Commission will create a **Policing and Community Committee** to gather data on different areas of police policies, practices, discipline, use of force, and interactions with the community.

**1.4** The Commission will utilize surveys, focus groups, town hall meetings, hearings, and other methods to gather relevant information from the community.

1.5 The Commission will issue a report with recommendations by the end of the calendar year.

**2. The Commission will assess how the county government delivers its services and the diversity and inclusion of the workforce providing these services.**

**Objectives:** Developing activities that meet the following objectives will allow the Commission to reach its second goal.

2.1 The Commission will utilize surveys, focus groups, town hall meetings, hearings, and other methods to gather relevant information from the County's workforce.

2.2 The Commission will examine relevant data to assess the composition of the workforce and its relationship with the County's demographics.

2.3 The Commission will examine the County's hiring and promotion practices and other personnel practices for equity and inclusion.

2.4 The Commission will hold listening sessions with Human Resources subject matter experts.

2.5 The Commission will contact community organizations and community partners for outreach and participation in these listening sessions.

2.6 The Commission will create a Workforce Committee to gather data on different areas of the workforce's personnel policies and practices.

2.7 The Commission will issue a report with recommendations by the end of the calendar year.

3. **In partnership with the school system, the Commission will assess how public education policies impact children of color in the areas of discipline, academic achievement, and access to resources.**

**Objectives:** Developing the following activities will allow the County to reach its third goal.

**3.1** The Commission will adopt a schedule of listening sessions with the community and education subject matter experts.

**3.2** The Commission will contact community organizations and community partners for outreach and participation in these listening sessions.

**3.3** The Commission will create an **Education and Communities of Color Committee** to gather data on different education policies, practices, disciplining, academic achievement, and access to resources for students of color.

**3.4** The Commission will utilize surveys, focus groups, town hall meetings, hearings, and other methods to gather relevant school system information.

**3.5** The Commission will issue a report with recommendations by the end of the calendar year.