



**COMMUNITY RECOMMENDATIONS FOR MORE
EQUITABLE POLICING IN FAIRFAX COUNTY**

A Proposed Action Plan

**Police Reform Matrix Working Group
May 16, 2023**

WORKING GROUP

- ▶ Diane Burkley Alejandro
- ▶ Sadaf Atashbarghi-Nehr
- ▶ Dirck Hargraves
- ▶ Prince Howard
- ▶ Mary Kimm
- ▶ Jennifer Lockwood-Shabat
- ▶ Phillip Niedzielski-Eichner, Convenor
- ▶ Adrian Steel
- ▶ Eric Ubias
- ▶ Vernon Walton

Ex Officio:

- Fairfax County Police Department: Eli Cory | Robert Hines
- Office of Civilian Review Panel: Steven Richardson
- Office of Independent Police Auditor: Richard Schott

BACKGROUND

- A. History of Matrix | Making Actionable**
- B. Formation of Matrix Working Group**
- C. Working Group Process**
- D. Organization of Proposed Action Agenda**

PROPOSED ACTION AGENDA

- ▶ **RETHINKING POLICING**
- ▶ **USE OF FORCE POLICY AND ACCOUNTABILITY**
- ▶ **INDEPENDENT OVERSIGHT**
- ▶ **POLICE OFFICER EXCELLENCE**
- ▶ **COMMUNITY ENGAGEMENT AND PARTICIPATION**
- ▶ **DATA REPORTING, ANALYSIS, AND TRANSPARENCY**
- ▶ **SPECIALIZED POLICE UNITS**
- ▶ **MONITORING AND EVALUATING PROGRAM PROGRESS**

POLICING | USE OF FORCE

▶ Rethinking Policing

- ▶ Shift non-safety responsibility to clinical and social service professionals
- ▶ Fully expand Diversion First and co-responder programs
- ▶ Identify, be open to, and assess other models of policing

▶ Use of Force Policy and Accountability

- ▶ UTSA and CAC UOF recommendations
- ▶ Alternative to “objective reasonableness” standard
- ▶ Report pointing a weapon as UOF
- ▶ Assess and Strengthen Implementation

OVERSIGHT | EXCELLENCE

▶ Independent Oversight

- ▶ Localities now have authority to increase civilian oversight
- ▶ Assign Fairfax CRP and IPA independent investigatory authority
- ▶ CRP and Independent Police Auditor draft a coordinated plan by a date certain
- ▶ Interim authority for CRP: (i) IAB investigations of racial bias or profiling; (ii) IPA on use of force

▶ Police Officer Excellence

- ▶ Best assurance of quality policing, trusted by community:
 - ▶ High quality, well-trained, and resilient officers
 - ▶ Reflective of the Fairfax County population
- ▶ Officer performance expectations and accountability
- ▶ Physical and mental fitness underpinning officer readiness
- ▶ Retention: Regular and actionable survey feedback from officers

ENGAGEMENT | DATA

▶ **Community Engagement and Participation**

- ▶ Build on One Fairfax policy
- ▶ Robust engagement: diverse public, particularly adversely affected communities, must play meaningful role
- ▶ Though FCPD is experienced in community engagement and participation, more is needed

▶ **Transparency, Data Reporting, and Data Analysis**

- ▶ Special powers and extraordinary authority warrant extra-accountability
- ▶ Need to maintain a "predisposition to disclose"
- ▶ Demographic data and performance analysis on police practices essential
- ▶ Great strides made with data dashboards for public access
- ▶ More effort required to address concerns about disparate treatment

ASSESS | EVALUATE

► Specialized Police Units

- Assess the policy framework within which they operate and their operational history
- Evaluate roles, responsibilities, value, impact, practices, and potential disparities
- Identify key parameters such as training and supervisory ratio
- Report demographic data on key police actions including use of force

► Monitoring and Evaluating Program Progress

- Data-driven program evaluation is essential tool for optimizing value of initiative
- Examples: Diversion First, co-responder program, CIT, de-escalation, and UOF policies
- The basic question: Are initiatives accomplishing intended purposes?
- Dedicated office to perform this function, including public engagement
- Benefits: Board, County Executive, and Public

SUMMARY | CONCLUSION

- ▶ Continue to rethink the fundamentals of police practices, in particular use of force and in distinguishing criminal behavior from mental and behavioral disorders.
 - ▶ Empower the Civilian Review Panel with expanded oversight and investigative authority in coordination with the Independent Police Auditor.
 - ▶ Focus on disparities in enforcement practices as relates to people of color.
 - ▶ Expect full transparency to include collecting and reporting on an additional data on the interaction of police officers with people they encounter for law enforcement purposes.
 - ▶ Ramp-up efforts to engage and communicate to build trust and community confidence.
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- ▶ Increased OISs and recent death of Mr. Johnson have increased urgency to consider this proposed action plan.
 - ▶ The Working Group welcomes the opportunity to remain actively engaged and we offer our continued service.

QUESTIONS?