An Equity Perspective to Frame the Path Forward

PRESENTATION TO THE PUBLIC SAFETY COMMITTEE

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What we are hearing from the community...

- Most community members support police – they just desire policing that protects and serves everyone, equitably.

- Change in policy helps but the culture and values need to be checked – Are the values being upheld? Does the culture embrace reform?

- There is no technological fix to a *structural* problem – The underlying factors that contribute to crime must also be addressed.

- There is a fundamental distrust of government, in this case, policing, resulting from personal experience and a collective history.
The Path Forward...

An Equity Perspective

- A collective definition and broader understanding of *Public Safety and Crime Prevention*, focusing on alternatives outside of the current traditional punishment and policing paradigm – education, health, housing, etc.

- Fostering strong partnership between FCPD and the communities they serve – gaining trust (and *repairing broken trust*) and nurturing legitimacy on both sides of the police-resident divide through meaningful community engagement

- Using data to allow the identification of racial inequities and implementing strategies, with the involvement of community, to remedy long standing disparities

- Recruiting and inclusion to develop a workforce, at all levels, that reflects the diversity of Fairfax County

- Focus on the *Values* and *Culture* of the organization