



# An Equity Perspective to Frame the Path Forward

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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