



CEDV Leadership Facilitation Group

**January 5, 2023
11:00 a.m. – 12 p.m.
ZOOM Meeting**

Members Present: Supervisor James Walkinshaw (chair), Jim Ferguson, Kader Gumus, Joe Meyer, Michelle Boyd, Chris Leonard, Tom Arnold, Toni Zollicoffer, Stacy Ziebell, Brittany Vera

I. Electronic Meeting Requirements

Supervisor Walkinshaw read the script required for electronic meetings. Supervisor Walkinshaw moved to ensure the voices of all members were audible to the other group members. Chris Leonard seconded the motion, and it passed without objection. Supervisor Walkinshaw moved to verify that the state of emergency makes it unsafe to meet in person and that video conferencing technology should be utilized to conduct the meeting. Chris Leonard seconded the motion, and it passed without objection. Supervisor Walkinshaw made a third motion that all matters discussed in the meeting are necessary to continue operations and the discharge of the Committee's lawful purposes, duties, and responsibilities. Chris Leonard seconded the motion and it passed unanimously.

II. Adoption of September Meeting Minutes

Supervisor Walkinshaw asked for discussion or correction to the meeting minutes from September 2022. Hearing no discussion or corrections, Brittany Vera moved to adopt the September Meeting minutes. Joe Meyer seconded the motion, and the motion passed unanimously.

III. Coordinated Community Response Updates

a. Status on Work of CCR Workgroups & Committees

Stacy Ziebell shared that Anna Kim, the DV Network Liaison to the Council, will not be renewing her term due to workload. The DV Network is recruiting for a new liaison. DV Network providers are still seeing complex cases involving trauma and substance use. Other trends include that families involved in custody and visitation or protective order cases are being sent to the County's supervised visitation program less frequently. This creates unnecessary risks. Families are ordered to exchange children at police stations or using private programs that do not understand the safety needs related to domestic violence.



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The waitlist for the County's supervised visitation and exchange program reached 17 families during the summer but is now down to two families.

Kader voiced her support for the County's supervised visitation program and how excellent it is compared to other programs that are available through private pay. There are limitations to the program, but she would advocate for the expansion and utilization of the program in the coming year. Kader requested to have more discussions about the supervised visitation program and volunteered to lead workgroups. Stacy suggested having a presentation on the supervised visitation program to remind Council members the purpose of the program and its role in maintaining safety for children and adult victims as well as helping families stay connected in safe and healthy ways.

Stacy shared that sextortion cases with minors are on the rise. Individuals are asking children for sexual images and then asking them for money. This is a recent trend highlighted by the FBI.

In surrounding jurisdictions, specifically Loudoun, there have been increasing trends for DV homicides committed by adult children, which is also happening in Fairfax. In Loudoun, cases of smothering are on the rise. These crimes are not prosecuted easily. We know these cases often lead to homicide.

In Fairfax, there is an increased demand for services for women in the ADAPT program. There are plans for a gender specific group.

For counseling for survivors and children, there is still a real need in the community. Access to counseling for children has improved, but the need is still there.

Brittany Vera shared the Victim Access Workgroup continues to meet monthly. Small groups of stakeholders meet between meetings to develop material related to the different steps of the protective order process. Content is then reviewed by the larger workgroup. Once reviewed by the larger workgroup, developed content is edited by DSVS' communications specialist. Managers and directors will have the chance to review and approve final content before it is formatted for the webpage. Efforts are being made to ensure content matches current county websites.

The Protective Order (PO) Relief Workgroup is focused on developing methods of supporting the judiciary's use of specific forms of relief in protective orders. These forms of relief include family violence intervention programs, mental health and substance use evaluation or treatment, and addressing the needs of family for temporary custody and visitation. Support will be delivered through micro-trainings to judges, the creation of bench cards, and other means.



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Stacy shared the Civil and Criminal Process Workgroup is beginning to revise the protective order application packet for General District Court. There is also follow up taking place for the magistrate training that took place last year. The workgroup is creating materials to help the magistrates utilize the information effectively. The magistrates will also be receiving information on the Lethality Assessment Protocol in Fairfax County. The Commonwealth Attorney's Office is not present at these meetings and the group is exploring ways to move forward to re-engage a representative from the office. There was an initial representative, the individual then left their position. The goals of the group do require the office's involvement and participation.

The Accountability Workgroup has developed eight different goals. Their first goal will focus on listening to the voices of survivors to help guide their work. Supervisor Walkinshaw asked when the group might have an updated for the full Council. Stacy suggested that once they finish the listening sessions with survivors, the group will have relevant information for the Council based on information they learn.

Brittany shared updates from the Step Up 4 Kids Coalition. The Guardian ad litem (GAL) Training Committee of the Coalition provided a training in November to GALs across northern Virginia on the impact of substance use on parenting and effective ways of working with parents. A panel of judges from other jurisdictions provided views from the bench. Continuing Legal Education credits were provided to attendees. Trainings for GALs will continue approximately two trainings a year. The goal is to elevate the practice of Guardians ad litem and the representation of and advocacy for the children they represent.

The Resilient Kids, Thriving Families Program grant funded program continues to provide mental health services to children and their families impacted by domestic violence. Training efforts for this grant currently focus on NCS community center staff and School Age Childcare (SACC) staff in Region 2. Prevention workshops for children at these sites will follow once training for staff is complete.

Stacy shared the Firearms Surrender workgroup continues to address ways to disseminate information about the firearms surrender law. The workgroup developed an infographic poster that is now being distributed by the Juvenile and Domestic Relations Court judges to all respondents. Other jurisdictions in Northern Virginia have asked to utilize the infographic and it has been put in a state guide. The workgroup has collected six months of data from petitioners who report firearms as a part of their abuse story. Data collection on this topic will be ongoing. The workgroup is inviting an expert to present on a high risk model and ways to provide support, attention and resources to high risk DV cases before it is too late. Toni Zollicoffer shared the group continues to advocate through the human services issue paper and position recommendations to support stricter legislation to close the 24-hour loophole. There are a number of pre-filed bills regarding firearms and concealed carry permits.



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IV. Equity Workgroup – Leadership Structure of Council

Jim Ferguson directed the group's attention to the document Stacy sent in advance of the meeting and the proposed changes to the Council's leadership structure.

Jim reminded the Leadership team of the goals of the Equity Workgroup and the changes proposed to the bylaws. The CEDV has grown over the years from a council of county leadership to expand to include the voices and concerns of the community. This what led to the creation of the Equity subcommittee. The subcommittee has several goals, first of which is to integrate an equity and racial justice lens into all areas of the CEDV's internal and external work. This includes examining full CEDV participation, diversity of perspectives, inclusion, and participation. More recently this has included issues of structure, leadership structure, succession planning, barriers to participation and how to promote and increase engagement with the work of the Council.

The bylaws will need to be amended in order to accomplish the changes that are proposed. Because of the timing of the changes, the bylaws will need to be open and amended twice for different issues related to leadership and then equity and engagement. Jim emphasized that this process has been very thorough and exhaustive and included surveys, interviews with Council members, research about other commissions leadership structures, and focus groups.

The current leadership structure proposal is to have a chair and vice chair as well as the creation of a new position which would be a community leader/organizer role. There would also be modifications to the leadership facilitation group to flush out its role and the addition of a position. Regarding the nominations committee, there would be significant clarification of the committee's roles and processes.

Specific to leadership structure changes, the chair and vice chair would serve three-year terms. The chair or vice chair would be a member of the BOS or senior county leadership. The other position would be filled by a nonprofit leader. Whichever position is held by the county leader, the other position would be filled by the community leader, and the positions would alternate every three years between which role holds which leadership position. The proposal does not change the duties of the chair. The vice-chair's role is not specifically fleshed out in the proposed changes but exists to assist the chair in the performance of their duties. This allows for flexibility in the roles and needs of the individuals filling those positions.

The other new position is the community leader/organizer. This would directly address the desire by the Council for more community voice and diversity. The qualifications and responsibilities for this position are very specific and iterated in the document already distributed. The position would sit on the leadership team and the nominations committee.



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The ideal candidate would have a good track record of engagement, advocacy, and leadership on domestic violence and would bring those qualities to the Council.

The Leadership Facilitation Group has the responsibility to support, strengthen, and enhance the county's response to domestic violence. The Leadership Facilitation Group would take on the new role of appointing or recommending the members of the nominating committee. Several positions would be added to the Leadership Facilitation Group including the Vice Chair, community leader/organizer, and immediate past chair, the director of DFS, and the additional spot for the executive director of a non-profit organization.

Jim detailed the changes to the role and responsibilities of the nominations committee to recruit, identify and vet potential candidates for leadership.

Jim proposed that the Leadership Group present the recommendations to the full Council and vote on the new structure at the next meeting. It would be helpful to have the Leadership Facilitation Group support or endorse this new structure to the full Council.

Supervisor Walkinshaw clarified whether an at-large community member could hold the chair or vice chair. Jim explained that the Equity workgroup had this discussion amongst themselves. The community's voice would be elevated through the community leader/organizer role. Because of the significant time commitment involved in leadership, there was no built-in mechanism to ensure this commitment is kept if the role is held by a community member. Toni Zollicoffer added that one of the conversations the workgroup had was about access to county and nonprofit leadership for this role, and leadership would be made easier when there are people who are functioning at similar levels in their work.

Supervisor Walkinshaw asked about whether the nonprofit leader needed to be a leader in the response to DV in Fairfax. Jim pointed to page four of the document and the membership requirements where it specifies the non-profit has to be filled by a leader of a nonprofit that works on DV issues. The person could be a board member or other member of a leadership team.

Chris Leonard acknowledged that this would generate a lot of discussion amongst the Council. He could see what the workgroup was trying to do with the new leadership structure, the unknown factor was how the Council would react to going from having one leader to three leaders. He emphasized support for the structure being proposed but asked for more detail about what this new structure would bring about.

Jim emphasized that much of what they are trying to address is capacity and succession planning. This takes the burden off one person and provides more opportunities for people to serve in key roles. Many people acknowledged a lack of previous experience serving in leadership roles. Chris asked whether the structure blocks the community leader from becoming a chair or vice chair and expressed his concern for this. Toni shared that the



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group was trying to think of iterative changes. The group wanted to ensure they did not want to limit the ability of the Council to have access to the Board of Supervisors or other nonprofit leaders to effect change. There is a need for movement towards greater community engagement, voice, and ownership, but not wanting to make a huge shift in structure without seeing the effect of the current change. It will be a gradual shift from a county specific body to a county and community owned body.

Joe Meyer acknowledged that the sharing of power will likely be a shift for many members of the Council as it was for him. Many people will only focus on the chair and vice chair and it will take some acclimation to recognize the role of the community leader/organizer. It will be important to highlight this to the wider Council.

Kader raised the concern of how she has been surprised by the number of community leaders she has met who espouse a concerning approach to domestic violence response. She asked how this would be accounted for when considering leaders. Jim believed that this would be the role of the nominations committee to vet applicants. Supervisor Walkinshaw echoed that at some point the nomination committee would have to weed out applicants who might not be appropriate for leadership.

Supervisor Walkinshaw suggested that it may be helpful to frame this as a compromise between the two different views within the Council as to leadership. Supervisor Walkinshaw noted the importance of the interagency approach to the Council. Supervisor Walkinshaw anticipates the question coming from his colleagues about any precedent in the county for a member of the Board of Supervisors serving as vice chair to a non-profit leader. Supervisor Walkinshaw reiterated the difficulty he has had with finding colleagues on the Board to serve as chair. It may be even more difficult to have someone serve as a vice chair for three years.

Chris could not speak to such a leadership structure in other places amongst human services agencies. Stacy saw some use of co-chairs. Supervisor Walkinshaw raised the question of who might be considered a senior level county official. Someone will be taking on a large job on top of existing responsibilities. Stacy pointed out the vice chair is a little less work than the chair. Chris asked about the timeline for selecting a vice chair and community leader if it is adopted. Supervisor Walkinshaw clarified that this structure would go into effect when his term ends.

Joe clarified whether the group had consensus or could endorse moving forward with this leadership structure to put forward to the Council for a vote. Supervisor Walkinshaw said he did not think a vote was necessary, but they could move forward with consensus.

V. Agenda Setting - Next CEDV Meeting (January 19)



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The leadership structure changes will be on the agenda. The commonwealth attorney report will also be on the agenda. Stacy suggested that we hold off on bringing the service dog. Supervisor Walkinshaw suggested having the service dog at the first in-person meeting. Supervisor Walkinshaw wants to move forward with the CWA report as quickly as possible since so much work and effort has gone into the report already. Stacy suggested that it might be helpful to have one slide with achievements and updates to show the amount of work being done all year long.

VI. Adjourn



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