
CALENDAR YEAR 2022 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Fairfax County Police Department

Equity Lead(s): Chief Kevin Davis, Deputy Chief Gun Lee, Major James Krause, Dr. Noah Fritz

Date: February 24, 2023

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Goal 1: Increase command staff understanding of procedural justice and implicit bias principles in order to apply them both internally and externally.

Goal 1 Progress: As of November 18, 2022, all sworn police officers, including supervisors and command staff, have attended both procedural justice (PJ) and implicit bias (IB) training. This training emphasized applying the principals both internally and externally. This goal has thus been completed.

Goal 2: Introduce PJ and IB concepts to new recruits through training at the police academy, CIT Training for sworn FCPD, Active Bystandership for Law Enforcement (ABLE), Integrating Communications, Assessment, and Tactics (ICAT)

Goal 2 Progress: As stated in Goal 1, all sworn police officers have attended PJ and IB training. These training classes overlap with and tie together concepts from CIT, ABLE, and ICAT training. All sworn officers are currently attending ABLE training in the fall of 2022 and ICAT training during the spring of 2023. Police recruits and lateral hires will receive training, on these topics, while attending the Criminal Justice Academy.

Goal 3: Create and develop the Chief's Leadership Councils.

Goal 3 Progress: In addition to the Chief's Community Advisory Council (CCAC) and the Community Advisory Councils (CAC), Chief Davis has established and implemented several employee advisory councils for detectives, patrol officers, and professional staff. He also established the Faith-Based Advisory Council to engage the faith community. The polices for the CCAC and the CAC have been updated and their roles have been expanded to be more inclusive of the entire Fairfax County community. Meetings are held monthly, bi-monthly, and quarterly, dependent upon the Council.

Goal 4: Diversify staff at all levels through recruitment, retention, promotions, and hiring.

Goal 4 Progress: The FCPD is continuously working on diversifying its staff through recruiting, retention and promotion efforts. The FCPD is committed to the [30x30 Initiative](#) with the goal of 30% female police officers by 2030. Nationally, women make up only 12% of sworn officers and 3% of police leadership in the US. The FCPD exceeds the national trend for both sworn officers and police leadership (command

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staff). In March 2020, women made up 15.8% of sworn officers and as of February 2023, women make up 18.9%. In January 2021, women made up 16.9% of Command Staff and as of February 2023, women make up 20.5% of police leadership. Specifically, at the rank of Captain, in January 2021, women constituted 14.3% of the total number of Captains and as of February 2023, the number of women serving at that rank has increased to 23.3%. Police Captains command Divisions and District Stations and serve in a vital leadership position. The FCPD provides Department diversity transparency to the community with the publication of a diversity scorecard, posted on the [FCPD webpage](#), the FCPD Open Datal Portal, and keep these numbers updated on a regular basis.

Sworn Officer Demographics as of January 30, 2023

ALL SWORN			
Race/Ethnicity	Gender	#	%
American Indian or Alaskan Native	Female	0	0.0%
	Male	1	0.1%
	Sub-Total	1	0.1%
Asian	Female	9	0.7%
	Male	69	5.2%
	Sub-Total	78	5.8%
Black or African American	Female	21	1.6%
	Male	91	6.8%
	Sub-Total	112	8.4%
Hispanic/Latino	Female	27	2.0%
	Male	77	5.8%
	Sub-Total	104	7.8%
Native Hawaiian or other Pacific Islander	Female	0	0.0%
	Male	3	0.2%
	Sub-Total	3	0.2%
Two or more races	Female	3	0.2%
	Male	14	1.0%
	Sub-Total	17	1.3%
White	Female	194	14.5%
	Male	830	62.0%
	Sub-Total	1,024	76.5%
Total Sworn	Female	254	19.0%
	Male	1,085	81.0%
	Total	1,339	100%

Includes recruits in the Academy

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Command Staff Demographics as of January 30, 2023

COMMAND STAFF				
Race/Ethnicity	Position	Sex	#	%
Asian	Major	Male	2	2.6%
	Lieutenant	Male	2	2.6%
	Sub-Total			4
Black or African American	Captain	Male	2	2.6%
	Lieutenant	Female	1	1.3%
		Male	2	2.6%
	Sub-Total			5
Hispanic/Latino	Lieutenant	Male	1	1.3%
	Sub-Total			1
Two or more races	Lieutenant Colonel	Male	1	1.3%
	Sub-Total			1
White	Chief	Male	1	1.3%
	Lieutenant Colonel	Female	1	1.3%
		Male	2	2.6%
	Major	Female	1	1.3%
		Male	9	11.5%
	Captain	Female	7	9.0%
		Male	21	26.9%
	Lieutenant	Female	6	7.7%
		Male	19	24.4%
	Sub-Total			67
Total Command Staff		Female	16	20.5%
		Male	62	79.5%
		Total	78	100%

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During 2022, FCPD recruiters attended many events, venues, job fairs, and community events. Some of the recruiting opportunities that focused on diversity specifically included:

- 1/13/2022 – Telemundo interview
- 1/19/2022 – Mountain View Alternative HS Career Fair
- 1/26/2022 - Black History Month photoshoot at Historic Pleasant Grove Church
- 2/12/2022 – Mt. Vernon District Town Meeting
- 3/16/2022 – Diversity and Inclusion Career Fair
- 3/19/2022 – Barber Shop Talk (Centreville)
- 3/23/2022 – NOBLE event (Alexandria)
- 3/24/2022 – Barber Shop Talk (Rt. 1 in Alexandria)
- 4/8/2022 – Lorton/South County Recruiting Event
- 4/21/2022 – Bryant Alternative School Career Fair
- 4/22/2022 – First Responder Roundtable (Annandale HS)
- 5/7/2022 – Lee District Community Center Opening (Audubon Ave, Mt. Vernon)
- 6/3/2022 – Spring Fling – Cops vs Kids basketball (Lee Community Center – Mt. Vernon)
- 6/18/2022 – Gum Springs Juneteenth/Community Day
- 6/21/2022 – Coffee w/a Cop (Rt. 1)
- 6/25/2022 – Mt. Vernon Public Safety Day
- 6/25/2022 – Youth Professional Day (Baileys Community Center)
- 7/9/2022 – Hagel Circle Community Day (BOS Stork event)
- 7/13/2022 – Mott Center Summer Camp presentation
- 7/14/2022 – D9 photoshoot w/ PD and FD Chiefs and officers
- 8/17/2022 – Boys & Girls Club presentation (Alexandria)
- 9/24/2022 – Latina Festival
- 10/20/2022 – Hiring Event hosted by the Muslim community in Woodlawn
- 2/1/2022 - Vietnamese New Year celebration
- 4/18/2022 – 30x30 Roundtable (female recruitment project)
- 6/4/2022 – Reston Pride Festival
- 6/17/2022 – Pride & Chill (engagement w/LGBTQ community)
- 8/20/2022 – 30x30 Hiring Expo (hosted by FCPD)
- 8/21/2022 – Vietfest
- 8/3/2022 – Pakistani Day Celebration
- 9/10/2022 – KORUS festival (Korean-American community event)
- 10/7/2022 – 30x30 webinar

Goal 5: Maintain open communication with community members regarding FCPD's performance.

Goal 5 Progress: Patrol officers communicate with and engage the community on a constant basis to include responding to calls for service, traffic, and criminal enforcement efforts and IPAC foot patrols twice each shift. The FCPD is participating in a pilot program using My90, which solicits feedback from

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community members post interaction with police officers. This provides almost immediate feedback on how individual sworn police officers are performing on certain types of calls for service.

Several FCPD General Orders were opened for community review and feedback during the 2022 year, to include General Orders 402 (Release of Information), 509 (Body-Worn Camera and In-Car Video Programs), 540 (Use of Force), and 601 (Arrest Procedures). FCPD incorporated multiple community-based suggestions into revisions of these policies, which were streamlined for ease of understanding by officers and to reflect community-based priorities. Furthermore, FCPD General Order 540, and current Department practices and procedures were also reviewed and commented upon by the University of Texas-San Antonio and concurrently assessed by a Citizens Advisory Council established by Supervisor Lusk. Over 70% of the total recommendations were incorporated into the review of General Order 540 and/or existing agency practices and procedures. The FCPD has also hosted a Community Use of Force Day at the Criminal Justice Academy, which allowed interested individuals to personally see and participate in FCPD use of force training during a one-day workshop.

Chief Davis and the FCPD's Public Affairs Bureau have consistently updated the community on FCPD use of deadly force incidents both at the scene of such incidents, as well as through scheduled, announced press conferences. In accordance with FCPD General Order 402 (Release of Information), timely updates and the release of body-worn camera/in-car video footage as well as involved officer(s) names have been released to the community in a timely manner.

Through our community engagement efforts, we are connecting more with marginalized communities. Some examples of community engagement efforts include trunk or treat events in diverse communities, mock traffic stops, police and faith community groups, coffee with cops, and barber shop talks. We continue to participate in outreach efforts sponsored by the Fairfax County Communities of Trust Committee.

Chief Davis held a webinar on "The State of the Fairfax County Police Department." This webinar, produced by Fairfax County Communications, Channel 16, focused on his one-year anniversary and the improvements and successes of the Department. It was aired for a month and can still be viewed on the FCPD YouTube channel, as well as Channel 16.

Goal 6: Utilize qualitative and quantitative methodology for Center for Policing Equity to identify which policing practices have patterns of racial disparities and what factors may be contributing to those disparities.

Goal 6 Progress: The Director of the Office of Data Analytics and Strategic Initiatives has received the methodology from the Center for Policing Equity and is in the process of defining a process to collect data that can be analyzed to determine those factors. Crime data, demographic data, and police activity data will be reviewed and monitored. During this process, data collection practices will be reviewed as well as the actual practices to ensure that they are equitable.

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Was other equity-related work completed in addition to the goals above? If so, please describe.

- A LGBTQ Liaison Officer position was established and filled. We are working to further develop this position and build more relationships in this community.
- A Muslim Liaison Officer position was created and filled. Community engagement and recruiting efforts have been expanded in the Muslim community. Relationships have been strengthened between the Muslim leaders and the District Station Commanders.
- Quarterly meetings will be held with faith leaders and District Station Commanders.