
EQUITY IMPACT PLAN ANNUAL REPORT

CALENDAR YEAR 2024

BACKGROUND INFORMATION

Department Name: Fairfax County Police Department (FCPD)

Equity Lead(s): Chief Kevin Davis and Deputy Chief James Krause

Date:

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DEPARTMENTAL GOALS

Goal 1: *Diversify staff at all levels through recruitment, retention, promotions, and hiring.*

Goal 1 Progress:

The FCPD is actively working to diversify its staff through recruitment, retention, and promotion efforts. The department is committed to the 30x30 Initiative, which aims to have 30% of police recruits be female by 2030. Nationally, women make up only 12% of sworn officers and 3% of police leadership in the United States. However, the FCPD surpasses these national trends for both sworn officers and police leadership, including command staff. Recent academy recruit classes have achieved over 30% female participation.

Under the 30x30 program, the FCPD is intentionally focusing on engaging women in the agency with a concerted effort on retention by creating mentoring opportunities, female-centered health & wellness education, and cultivating dialogue concentrated on reducing sworn female attrition. This includes retention engagement events, focus groups, and networking opportunities. The FCPD recognizes the need to encourage female aspirations in law enforcement from a young age, offering opportunities for high school and college-age students to volunteer as public safety cadets, complete internships alongside officers, and attend an all-female summer outreach program designed to highlight law enforcement as a diverse career path through the experiences of successful female officers.

The FCPD continues to hire recruits immediately after they complete all hiring qualifications. This approach allows the FCPD to secure promising candidates before other law enforcement agencies hire them. These new hires are referred to as Pre-Academy Recruits (PARs) and receive educational and physical fitness training to prepare them for the academy better. The FCPD invests in its officers from their first day of employment, leading to positive experiences that have improved the agency's retention rate.

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One notable outcome of this program is that it has contributed to a more diverse workforce within the FCPD. The recruit classes participating in this program have tended to be more diverse than the current staff, with some classes having majority-minority demographics. Since the start of FCPD's commitment to the 30x30 initiative in 2021, the FCPD has had three academy classes with over 30% female participants, and all classes have averaged 27% female representation.

The Fairfax County Police Department (FCPD) offers ten part-time Police Apprentice positions to young adults aged 18 to 20 years old. The Apprentice position is designed as a pipeline program for those who aspire to become police officers at the age of 21. The position focuses primarily on logistics assignments and provides employees with exposure to the police department while allowing them the flexibility to attend college.

These apprenticeships offer opportunities for young adults seeking to work while pursuing their education before reaching the minimum age requirement of 21 to become police officers. Once Police Apprentices turn 20.5 years old, they can enter the academy at a higher salary and transition into full-time sworn police officers. Historically, the program has attracted women and people of color, which helps create a more diverse candidate pool within the FCPD. Since 2012, the program has included 33% female participants and 38% participants from communities of color. As of December 2024, eight of these positions are filled, with five women and three individuals from diverse backgrounds.

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SWORN OFFICER DEMOGRAPHICS AS OF January 1, 2025

Demographic Report		as of 1/1/2025	
Race/Eth.	Gender	#	%
Am. Indian or Alaskan Native	Female	0	0.0%
	Male	1	0.1%
	Sub-Total	1	0.1%
Asian	Female	9	0.7%
	Male	78	5.7%
	Sub-Total	87	6.4%
Black or African American	Female	24	1.8%
	Male	99	7.3%
	Sub-Total	123	9.0%
Hispanic/ Latino	Female	40	2.9%
	Male	100	7.3%
	Sub-Total	140	10.3%
Native HI or other Pac. Islander	Female	2	0.1%
	Male	2	0.1%
	Sub-Total	4	0.3%
Two or more races	Female	6	0.4%
	Male	17	1.2%
	Sub-Total	23	1.7%
White	Female	182	13.3%
	Male	804	58.9%
	Sub-Total	986	72.3%
Total Sworn*	Female	263	19.3%
	Male	1,101	80.7%
	Total	1,364	100%
Historically Underrepresented Groups		560	41.1%

*Includes: PO, APPO, recruits

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Department-wide, underrepresented group representation has increased 1.3%

2024 recruit diversity (includes APPO, any recycled recruits):

- Session 86
 - 24.2% female
 - 51.5% minority
 - 51.5% foreign language fluency
 - 3.0% pipeline program participant: 1 Police Apprentice/Public Safety Cadet
- Session 87
 - 26.0% female
 - 46.0% minority
 - 34.0% foreign language fluency
 - 14.0% pipeline program participants: 3 Police Apprentices, 4 Interns
- Session 88
 - 20.0% female
 - 37.1% minority
 - 25.7% foreign language fluency
 - 11.4 pipeline program participants: 2 Police Apprentices (1 also Police Leaders of Tomorrow), 2 Community Police Academy

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COMMAND STAFF DEMOGRAPHICS AS OF JANUARY 1, 2025

Command Demographic Report			as of 1/1/2025	
Race/Eth.	Sex	Position*	#	%
Asian	Male	Dep. Chief	2	2.4%
		Major	1	1.2%
		Captain	1	1.2%
	Sub-Total		4	4.9%
Black or African American	Female	Major	1	1.2%
	Male	Dep. Chief	1	1.2%
		Major	3	3.7%
		Captain	1	1.2%
Sub-Total		6	7.3%	
Hispanic/ Latino	Female	Major	1	1.2%
	Male	Captain	1	1.2%
	Sub-Total		2	2.4%
White	Female	Asst. Chief	1	1.2%
		Dep. Chief	1	1.2%
		Major	10	12.2%
		Captain	3	3.7%
	Male	Chief	1	1.2%
		Asst. Chief	3	3.7%
		Dep. Chief	9	11.0%
		Major	13	15.9%
		Captain	29	35.4%
		Sub-Total		70
Total Command Staff	Female		17	17
	Male		66	65
	Total		83	82
Historically Underrepresented Groups			27	32.5%

*Position titles reflective of 2024 Rank Restructure

Command Demographic Report			as of 1/1/2025		
Race/Eth.	Sex	Position*	#	%	
Asian	Male	Dep. Chief	2	1.5%	
		Major	1	0.7%	
		Captain	1	0.7%	
	Sub-Total		4	3.0%	
Black or African American	Female	Major	1	0.7%	
	Male	Dep. Chief	1	0.7%	
		Major	3	2.2%	
		Captain	1	0.7%	
		Lieutenant	2	1.5%	
Sub-Total		8	5.9%		
Hispanic/ Latino	Female	Major	1	0.7%	
	Male	Captain	1	0.7%	
	Sub-Total		2	1.5%	
White	Female	Asst. Chief	1	0.7%	
		Dep. Chief	1	0.7%	
		Major	10	7.4%	
		Captain	3	2.2%	
		Lieutenant	4	3.0%	
	Male	Chief	1	0.7%	
		Asst. Chief	3	2.2%	
		Dep. Chief	9	6.7%	
		Major	13	9.6%	
		Captain	29	21.5%	
		Lieutenant	47	34.8%	
		Sub-Total		121	89.6%
		Total Command Staff	Female		21
Male			115	114	
Total			136	135	
Historically Underrepresented Groups			33	24.3%	

*Position titles reflective of 2024 Rank Restructure

In 2024, the FCPD underwent a restructuring of its ranks to better address the department's operational needs. This restructuring affects the comparison between 2023 and 2024.

Comparing 1/1/2025 to 1/1/2024 among Command Staff (using updated ranks):

- 2.5% increase in representation of historically underrepresented groups – includes a 1.7% increase in female representation among Command Staff
- Women represent 41.4% of Police Majors, up 13.8% from 2023 (Captain) – also includes increased racial/ethnic diversity among women at that rank

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LIST OF RECRUITING EVENTS FOCUSED ON DIVERSITY

Campaign	Event Date
Tet Festival 2024	1/20/2024
MOMNetwork (Mothers of Muslims) Teen Career Fair	1/21/2024
Virginia State University Criminal Justice Class Presentations	1/22/2024
HBCU Field Trip (Virginia State University): The Fairfax Experience	2/23/2024
Unite, Uplift & Celebrate: Fairfax County Black History Month Celebration 2024	2/23/2024
Fairfax County Muslim Leaders meeting	2/28/2024
30X30 Women's Hiring Expo	3/2/2024
McLean Islamic Center's Interfaith Iftar	4/7/2024
Special Olympics Virginia – Little Feet Meet	4/19/2024
Virginia State University "Diversifying The Criminal Justice Landscape" Panel	4/19/2024
Communities of Trust Public Safety Day	4/20/2024
Culmore Day	5/4/2024
KORUS Festival 2024	5/4/2024
VA Career Works Spring Into Work Event (sponsored by Dar Al-Hijrah Islamic Center)	5/22/2024
Reston Pride 2024	6/1/2024
NOBLE Golf Tournament 2024	6/3/2024
NOBLE Build-A-Bike 2024	6/13/2024
Springfield Town Center Pride Night Out	6/26/2024
National Night Out (multiple events)	8/6/2024
Al Fatih Academy Presentation	8/22/2024
Delaware State University 2024 Fall Career Pathways Expo	9/17/2024
Muslim First Responder Event (Chantilly)	10/6/2024
Dar Al-Hijrah Coffee with a Cop	10/18/2024
Virginia State University Criminal Justice Class Presentations	10/23/2024
Cultural Orientation Session	10/30/2024
Neighborhood Community Services "Climb"	11/7/2024

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Goal 2: *Maintain open communication with community members to ensure transparency in FCPD's performance.*

Goal 2 Progress:

Patrol officers consistently engage with the community by responding to calls for service, managing traffic, enforcing criminal laws, and conducting IPAC foot patrols twice during each shift. The Fairfax County Police Department (FCPD) utilizes a survey tool called My90 to gather feedback from community members after they have interacted with police officers. This tool provides immediate insights into how individual sworn officers perform during specific service calls.

In June 2023, the Fairfax County Police Department (FCPD) launched Zencity's Blockwise, a public survey tool utilized by many leading police departments nationwide. This tool helps the FCPD understand local concerns, attitudes, sentiments, and levels of trust toward police officers. By gathering this information, the department aims to gain a comprehensive understanding of neighborhood safety issues and enhance its responsiveness to community priorities. Blockwise aims to encourage survey participation from a diverse range of our population.

Survey data from both Blockwise and My90 is published quarterly. Highlights from these surveys include:

- The data and responses collected by my90 are shared with the public via the FCPD Open Data Portal, furthering the goal of continued open communication between the FCPD and our community.
- There are high levels of trust and feelings of safety within the community. Of the over 24,400 respondents who had recently interacted with an FCPD officer, 90% viewed their interaction with our department as either optimistic or very positive.
- Community members feel respected and treated fairly following contact with the FCPD. Community members strongly agree that the FCPD treated them with respect (94%), treated them fairly (93%), and that officers listened to them (93%) and answered their questions (91%).

Chief Davis and the FCPD's Public Affairs Bureau regularly update the community on incidents involving the use of deadly force. These updates are provided during such incidents and through scheduled press conferences. Following FCPD General Order 402 (Release of Information), timely updates, along with body-worn camera footage and the names of involved officers, are released to the community as required.

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The FCPD is making strides in connecting with marginalized communities through community engagement efforts. Examples of these efforts include trunk-or-treat events in diverse neighborhoods, mock traffic stops, collaborations with police and faith-based groups, "Coffee with Cops" sessions, and discussions in barber shops.

Goal 3: *Build stronger relationships with faith communities by providing increased support for their diverse cultural and security needs.*

Goal 3 Progress:

In September 2024, the Fairfax County Police Department (FCPD) partnered with the Fire and Rescue Department, the Department of Emergency Management and Security, and the Department of Neighborhood and Community Services to host the 3rd Annual Interfaith Resiliency Conference at Fairfax Church. Over 100 community members associated with various houses of worship in Fairfax County attended the conference. The 2024 Conference focused on three main topics.

- A Community Approach to Preventing Targeted Violence
- Fairfax County's Opioid Response and Resources for Your Community
- Introduction to Preparedness for Houses of Worship

In 2024, rising international tensions in the Middle East had a significant impact on our local community, leading to an increase in bias crimes, bias incidents, and protests throughout the County. In response, extensive outreach and support were provided to the Jewish and Muslim communities to address their concerns regarding safety and security. Numerous police resources were deployed to enhance visibility and ensure safety, with Station Commanders developing innovative strategies for visibility and crime deterrence at facilities serving these communities.

Throughout the year, the FCPD Public Affairs, in collaboration with the Board of Supervisors and County Public Affairs, worked to raise community awareness about the security assessments conducted by FCPD officers for houses of worship. These assessments evaluate the facility's infrastructure, security features, and environmental design. Additionally, this marked the fourth consecutive year that the FCPD applied for a grant from the Department of Criminal Justice Services, which provides funding for houses of worship that apply through the FCPD. Information regarding additional grant opportunities from the Federal Emergency Management Agency and the Department of Homeland Security was also shared with the faith community.

Security assessments at our houses of worship have proven effective in enhancing safety for our community members, helping them feel more secure. Thirty-six houses of worship requested that our Crime Prevention Unit conduct security assessment surveys on their properties. Additionally,

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there have been several instances in the county where houses of worship have successfully used these security assessments to apply for federal grants. These grants focus on investing in nonprofit security by providing funding to cover the costs of improving security at these facilities. The security assessment reports outlined specific enhancements needed, and these reports served as a key factor in securing grant funding for our local houses of worship. Several organizations have received between \$60,000 and \$144,000 for security improvements.

COUNTYWIDE GOALS

Not applicable

OTHER EQUITY-RELATED WORK

In 2024, the FCPD prioritized community engagement as the primary approach to advancing equity within the community. Equity-related initiatives were undertaken throughout the FCPD, with a focus on improving language access and geographic accessibility for community members who face barriers to our programs. This focus aimed to address challenges related to language and location that hinder access to our services.

- The FCPD Women's Self-Defense Program is expanding into the community, with a focus on location and language accessibility. One successful event, held in the fall of 2024 in the Mount Vernon District, was offered entirely in Spanish.
- Mount Vernon, Mason, and Franconia stations have the highest Spanish-speaking populations in the county. In 2024, each of those stations had a Spanish-speaking officer assigned to their Crime Prevention/Community Outreach Office.
- The LGBTQ Liaison Officer worked throughout the year to further develop this position and establish stronger relationships within the community. The Liaison also built relationships within the LGBTQ law enforcement community.
- The Muslim Liaison Officer's experience and input, 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.
- In 2024, the Muslim Liaison attended 19 events with Muslim communities across Fairfax County.
- The Opioid Unit noticed a rise in the number of overdoses among Hispanic communities. To address this issue, the department conducted a public education session called "Hidden in Plain Sight." The session was translated into Spanish and was taught by Spanish-speaking officers to Hispanic communities. The initiative was well received and appreciated by the attendees.

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- The FCPD Community Police Academy was offered twice in 2024, graduating 95 community members. Of those graduates, 58% identified as female, and 48% identified as Black, Asian, Hispanic/Latino, or of another ethnicity.
- In April, all sworn women were invited to participate in a 30x30 luncheon, which featured a panel of sworn females who held detective or specialty positions. That panel discussed the challenges they faced as females on their path to earning those positions and offered recommendations for officers interested in positions outside of patrol.
- In June, FCPD hosted a Public Safety Day for community members with developmental disabilities in partnership with The Arc of Northern Virginia, FCFD, DEMS, Fairfax County 9-1-1, and the Fairfax County Sheriff's Office. Over 100 community members attended, and they were given the opportunity to participate in a mock traffic stop, with police officers providing step-by-step instructions on what happens during a traffic stop and guidance on how to behave. Many attendees reported feeling less anxiety over the prospect of being stopped by a police officer in the future. Caretakers were also provided the opportunity to complete information sheets for their intellectually disabled charge to have their details entered into a first responder database in case any calls for service are dispatched to their address and they feel responding units would benefit from certain information (non-verbal, deaf, prone to flight, combative, etc.).
- In July, all sworn women were invited to participate in a 30x30 luncheon, which featured a panel of sworn female leaders. They discussed the challenges they faced as women in supervisory positions and offered recommendations for those interested in pursuing a supervisory role. The overarching message was to encourage female officers to take the upcoming Sergeant's test if they met the qualifications.
- FCPD hosted three summer youth education programs: the Police Leaders of Tomorrow (PLOT), with 29 attendees; the Teen Police Academy (TPA), with 31 attendees; and the Future Women Leaders in Law Enforcement (FWLLE), with 24 attendees. The PLOT and TPA boasted 59% and 52% female attendance, the highest since their inception.
- The PLOT experienced a majority-minority by ethnicity attendance, with 72% identifying as Black, Asian, or Hispanic/Latino. The TPA and FWLLE had 52% and 50% Black, Asian, or Hispanic/Latino, respectively.
- In July, FCPD was awarded "The Gift of Safety," a car seat grant, in partnership with Toyota and Cincinnati Children's Hospital. This grant provided 50 car seats to FCPD for distribution as needed, with a focus on low-income and non-English-speaking families.