
CALENDAR YEAR 2023 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Fairfax County Police Department

Equity Leads: Chief Kevin Davis and Major James Krause

Date: March 15, 2024

EQUITY IMPACT PLAN REPORT

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

Goal 1 Progress: The FCPD is continuously working on diversifying its staff through recruiting, retention, and promotion efforts. The FCPD is committed to the [30x30 Initiative](#) to have 30% of police recruits be female by 2030. Nationally, women comprise 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 staff). Recent academy recruit classes have exceeded 30% of women. In March 2020, women made up 15.8% of sworn officers, and as of January 2024, women made up 19.1%. In January 2021, women comprised 16.9% of command staff; as of January 2024, women comprised 19% of police leadership. Specifically, at the rank of Captain, in January 2021, women constituted 14.3% of the total number of Captains. As of January 2024, the number of women serving at that rank has increased to 32% from 23.3% in 2023. Police Captains command Divisions and District Stations and serve in a vital leadership position. The FCPD is transparent to the community with sworn officer demographics by publishing a diversity scorecard posted on the FCPD webpage and the [FCPD Open Data Portal](#) and regularly updating these numbers.

In 2023, the FCPD implemented a new policy of hiring recruits immediately upon completing all hiring qualifications. This was done to ensure the FCPD could hire promising candidates before other law enforcement agencies hired them. These new hires, known as Pre-Academy Recruits (PARs), are provided with educational and physical fitness training to prepare them for the academy better.

The Fairfax County Police Department (FCPD) invests in their officers from the very first day of their employment. This program has resulted in positive experiences for officers, which has, in turn, improved the agency's retention rate. One of the positive outcomes of this program is that it has helped in diversifying FCPD staffing. The recruit classes that have been a part of this program have been more diverse than the current staff. In fact, some of these classes have had a majority of minorities. Over the last three years, the average proportion of female recruits has been 30%.

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Sworn Officer Demographics as of January 1, 2024

Demographic Report		as of 1/1/2024	
Race/Eth.	Gender	#	%
Am. Indian or Alaskan Native	Female	0	0.0%
	Male	1	0.1%
	Sub-Total	1	0.1%
Asian	Female	10	0.7%
	Male	81	5.9%
	Sub-Total	91	6.6%
Black or African American	Female	24	1.8%
	Male	96	7.0%
	Sub-Total	120	8.8%
Hispanic/ Latino	Female	34	2.5%
	Male	89	6.5%
	Sub-Total	123	9.0%
Native HI or other Pac. Islander	Female	2	0.1%
	Male	2	0.1%
	Sub-Total	4	0.3%
Two or more races	Female	4	0.3%
	Male	14	1.0%
	Sub-Total	18	1.3%
White	Female	188	13.7%
	Male	824	60.2%
	Sub-Total	1,012	73.9%
Total Sworn*	Female	262	19.1%
	Male	1,107	80.9%
	Total	1,369	100%
Hist. Underrepresented Groups		545	39.8%
*Includes recruits and APPO			

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Command Staff Demographics as of January 1, 2024

Command Demographic Report			as of	1/1/2024
Race/Eth.	Sex	Position	#	%
Asian	Male	LT Colonel	0	0.0%
		Major	2	2.5%
		Captain	1	1.3%
		Lieutenant	1	1.3%
	Sub-Total		4	5.1%
Black or African American	Female	Lieutenant	1	1.3%
	Male	Major	1	1.3%
		Captain	3	3.8%
		Lieutenant	0	0.0%
	Sub-Total		5	6.3%
Hispanic/ Latino	Female	Lieutenant	1	1.3%
	Male	Lieutenant	1	1.3%
	Sub-Total		2	2.5%
Two or More Races	Male	LT Colonel	0	0.0%
		Lieutenant	0	0.0%
	Sub-Total		0	0.0%
White	Female	LT Colonel	1	1.3%
		Major	1	1.3%
		Captain	8	10.1%
		Lieutenant	3	3.8%
	Male	Chief	1	1.3%
		LT Colonel	3	3.8%
		Major	9	11.4%
		Captain	17	21.5%
		Lieutenant	25	31.6%
	Sub-Total		68	86.1%
Total Command Staff		Female	15	19.0%
		Male	64	81.0%
		Total	79	100%
Historically Underrepresented Groups			24	30.4%

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During 2023, FCPD recruiters attended many events, venues, job fairs, and community events. Some of the recruiting opportunities that focused on diversity specifically included:

Event	Date
30x30 webinar	1/2/2023
Tet Festival	1/14/2023
Eden Center	1/22/2023
Black History Month Program	2/17/2023
VSU (Fairfax Experience HBCU Tour)	2/27/2023
Norfolk State University Career Expo	3/8/2023
30x30 Hiring Expo	3/11/2023
DE State U 2023 Spring Career Pathways Expo	3/23/2023
Bowie State University Spring 2023 Career Fair	4/5/2023
Teen Summit (Mount Vernon)	4/7/2023
Bryant Alternative HS	4/19/2023
Communities of Trust Public Safety Day	4/29/2023
VA Career Works Spring Into Work Job Fair	5/10/2023
Philadelphia PD/Temple U Diversity LE Career Fair	5/20/2023
Coalition of Asian Pacific Americans of Virginia (CAPAVA)	5/20/2023
Reston Pride Festival 2023	6/3/2023
Mosaic Pride Parade	6/3/2023
NOBLE- Build a Bike in DC	6/15/2023
Gum Springs Day	6/17/2023
KANPA Picnic	7/2/2023
VietFest X	8/12/2023
Virginia State University (Presentation)	8/24/2023
VCU Diversity Career & Internship Fair 2023	9/27/2023
Korus Festival	10/15/2023
Young Male Summit	11/11/2023

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Goal 2: Maintain open communication with community members regarding FCPD's performance.

Goal 2 Progress: Patrol officers communicate with and engage the community constantly, including responding to calls for service, traffic, and criminal enforcement efforts and IPAC foot patrols twice each shift. The FCPD uses a survey tool called My90, which solicits feedback from community members after interaction with police officers. This provides almost immediate feedback on how individual sworn police officers perform on specific service calls.

In June 2023, the FCPD launched Zencity's Blockwise, a new public survey tool used by dozens of leading police departments nationwide, to understand local concerns, attitudes, sentiments, and trust in police officers. The tool will enable FCPD to understand local neighborhood safety issues holistically, enhancing responsiveness to community priorities. Survey data from both Blockwise and My90 are being published to the community quarterly.

Highlights from the M90 and Blockwise

- High levels of overall trust and satisfaction. Of the over 10,500 respondents from community members who had recently interacted with an FCPD officer, 87% of respondents viewed their interaction with our department as very positive.
- Residents feel respected and treated fairly. Residents strongly agree that FCPD treated them with respect (91%), treated them fairly (88%), and officers listened to them (90%), and had their questions answered (86%) 72% of residents feel mostly or completely safe in their neighborhoods.

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

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 participating in outreach efforts sponsored by the Fairfax County Communities of Trust Committee.

Goal 3: Expand engagement and build relationships with the faith community.

Goal 3 Progress: In September 2023, the FCPD partnered with the Fire and Rescue Department, Department of Emergency Management and Security, and the Department of Neighborhood and Community Services to host the 2nd Annual Interfaith Resiliency Conference at Fairfax Church. The conference was attended by 75 community members linked to various houses of worship within Fairfax

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County. Crime Prevention and Community Outreach Officers conducted two breakout sessions, Hidden in Plain Sight, and the Civilian Response to Active Shooter Events, notably two of the most requested topics in a pre-conference poll. The follow-up survey to this conference was overwhelmingly positive, with 100% of respondents agreeing that the Hidden in Plain Sight presentation was a meaningful conversation to have.

In November 2023, Fatimah Popal joined the Police Department (FCPD) as the department's first Muslim Chaplain. She joins the ten other Chaplains of various faiths whose primary role is to provide pastoral and crisis support to police officers, staff, and family members affected by traumatic situations. Police Chaplains secondarily support residents of Fairfax County who are also affected by traumatic incidents with crisis support.

The last quarter of 2023 showed an unprecedented rise in bias crimes and bias incidents towards the local Jewish community. A significant amount of outreach and support was provided to the Jewish and Muslim communities to alleviate concerns about safety and security. Numerous police resources were deployed to enhance visibility and safety. Station Commanders devised creative solutions to provide visibility and crime deterrence at all Jewish and Muslim facilities.

Throughout the year, FCPD Public Affairs, in coordination with the Board of Supervisors and County Public Affairs, increased the community's awareness about the security assessments the FCPD officers give to houses of worship. These assessments focus on the facility, infrastructure, security features, and environmental design. This was also the third year the FCPD applied for a Department of Criminal Justice Services grant that provides funding for houses of worship that apply with the FCPD. Additional Federal Emergency Management Association and Department of Homeland Security grant information was also shared with the faith community.

Goal 4: Continue procedural justice/implicit bias (PJ/IB) training for new hires in the FCPD; follow up training with supervisors and commanders.

Goal 4 Progress: A team of FCPD trainers teaches Procedural Justice and Implicit Bias training to all police recruits during the 6-month police academy. This training is permanently built into the training schedule for all recruits.

The Fairfax County Criminal Justice Academy incorporates Procedural Justice and Implicit Bias training as a core component of its curriculum for recruits. Supervisors and Commanders receive additional training on enhancing their perspective and community relations skills, in accordance with the One Fairfax objective. The Department of Criminal Justice Services also requires incumbent officers to complete at least two hours of cultural diversity training biennially, including Procedural Justice and Implicit Bias topics.

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The FCPD identified and started new training programs that contribute to accountability and building better skill sets for dealing with potential use of force situations. All FCPD police officers attended Active Bystandership for Law Enforcement training (ABLE). ABLE training was developed by researchers and community partners at Georgetown Law School and is designed to prepare officers to successfully intervene to prevent harm and to create a law enforcement culture that supports peer intervention.

In the Spring of 2023, all FCPD officers received Integrating Communications, Assessment, and Tactics (iCAT) training. This training provides officers with the tools, skills, and options they need to defuse a range of critical incidents successfully and safely. It builds upon previous training in critical thinking, crisis intervention, communications, and tactics and integrates them.

Goal 5: Collect data that can be analyzed to be used to identify policing practices that have patterns of disparities and what factors may be contributing to those disparities.

Goal 5 Progress: The FCPD tracks and uses data to monitor police activities in all areas related to our mission to identify areas we can improve. This data is also used to look for patterns of disparities and what factors may be contributing to those disparities. Foot pursuits, vehicle pursuits, use of force, investigations, arrests, and traffic summons are all tracked, monitored, and discussed multiple times per week. This is further enhanced by developing the FCPD's Real Time Crime Center, which monitors trends and patterns in real-time.

The Chief of Police has implemented Crime Operations Resolution Engagement (CORE), a data-driven crime solution emphasizing information-sharing, accountability, and responsibility. CORE brings together police commanders, experts, and data teams to provide accurate intelligence for effective crime solutions. Station commanders discuss criminal issues, and peer feedback and problem-solving promote enforcement solutions. CORE meetings occur weekly, ensuring proper focus on neighborhoods most needing proactive police work. These efforts have disrupted or quelled many criminal activities.

The department recognizes that a successful partnership between the police and the community must be based on reliable, transparent information. The FCPD is committed to transparency within the community and has established a full-time Open Data Portal. This one-of-a-kind portal provides real-time data statistics and enforcement information to the community on a perpetual basis. The portal includes easy-to-read charts, figures, and documents, which are updated quarterly to reflect the demographics of our department. The data provided is an honest look at the crime picture in the community and allows visitors to review the latest reforms, department outreach initiatives, and public reports. It also includes information about the age, race, gender, and years of service for our police officers at all ranks.

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Describe other equity-related work completed in CY 2023 (efforts that advance racial and social equity that your department was involved in within the department or countywide) not in the department's Equity Impact Plan.

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

- The three Police District Stations with the highest Spanish-speaking populations in the county now have officers who can speak Spanish assigned to their Crime Prevention/Community Outreach Office.
- The LGBTQ Liaison Officer worked throughout the year to further develop this position and build more relationships in this 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.
- 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.
- The FCPD Community Police Academy was offered twice in 2023, graduating 67 community members—40% of those graduates identified as female and 33% as Black, Asian., Hispanic/Latino, or other.
- In February, all sworn women were invited to participate in a 30x30 focus group to identify cultural practices, organizational structures, and internal policies that create challenges for females within the department. Ideas were solicited for suggestions for improvements, and sub-categories were identified for further modification and development.
- 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 FCSO. Over 100 community members attended and experienced a mock traffic stop, receiving guidance on how to react and what to expect. Many attendees reported feeling much less concerned over the prospect of being stopped by a police officer in the future.
- FCPD hosted three summer youth education programs: the Police Leaders of Tomorrow (PLOT) with 16 attendees, the Teen Police Academy (TPA) with 31 attendees, and the Future Women Leaders in Law Enforcement (FWLLE) with 26 attendees. The PLOT and FWLLE saw the largest enrollment since their inception. The PLOT and TPA boasted 38% and 45% female attendance. The PLOT experienced a majority-minority by ethnicity attendance, with 63% identifying as Black, Asian., or Hispanic/Latino. The TPA and FWLLE had 45% and 46% Black, Asian, or Hispanic/Latino, respectively.