

MOTION: October 20, 2020
SECOND: Regular Meeting
RE: CREATE A RACIAL AND SOCIAL JUSTICE TASK FORCE

ACTION:

WHEREAS, the Board of County Supervisors issued a directive to county staff to provide alternatives for the creation of a Racial and Social Justice Task Force, which would examine the state of racial and social justice for people of color within Prince William County with an initial focus on policing, the provision of government services; and public education, subject to the establishment of a partnership with the Prince William County School System; and

WHEREAS, the Board of County Supervisors recognizes that public education is under the exclusive purview of the Prince William County School Board but wants to include an educational component as a focus of this Task Force in partnership with the Prince William County School Board; and

WHEREAS, the County's goal is not only to treat all its residents equally but to reduce any disparities and to proactively give all our residents opportunities to participate fully in the benefits, programs, and services that the County offers; and

WHEREAS, the Board of County Supervisors wishes to establish a forum to study and propose solutions for racial and social justice issues and experiences within the County, and provide an opportunity to conduct a series of dialogues about racial justice with the community, other local governments, and other agencies and organizations; to identify areas of concern; to research best practices and what other jurisdictions have done and learned from similar activities; and

WHEREAS, the Board of County Supervisors desires to examine its own state of racial and social justice and focus initially on three areas: policing, the provision of government services, and public education in partnership with the Prince William School System. The Task Force would consider, among others, the police department's policies and practices, including its hiring practices and use of force protocols. Also, the Task Force or Committee would assess how the county government delivers its services and the diversity and inclusion of the workforce providing these services; and how public education policies are impacting children of color.

NOW, THEREFORE, BE IT RESOLVED that the Prince William Board of County Supervisors hereby creates an ad hoc Racial and Social Justice Task Force and herein defines the scope of its mission, membership, resources, duration, and reporting requirements.

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Mission: The Racial and Social Justice Task Force will initially examine the state of racial and social justice for people of color in the areas of policing, the provision of government services, and public education, subject to the establishment of a partnership with the Prince William School System. The Task Force will examine, among others, the police department's policies and practices, including its hiring practices and use of force protocols. The Task Force will assess how the county government delivers its services and the diversity and inclusion of the workforce providing these services. The Task Force, in partnership with the Prince William School System, will examine how the public school system's policies are impacting children of color. Meetings of the Task Force are subject to the open meetings requirement of the Freedom of Information Act (FOIA), and the records of the group are likewise subject to FOIA.

Membership: The Racial and Social Justice Task Force shall have not more than eleven (11) members. All members will serve without compensation. The County Board of Supervisors will appoint eight members, one per each magisterial district and one at-large. The Chief of Police, the County Executive, and the Chair of the Human Rights Commission or their corresponding designees will be members ex officio of the Task Force. The Task Force will elect a Chair and a Vice-Chair among themselves. Member terms will expire when the Task Force report is accepted by the Board of County Supervisors. All members of the Task Force serve at the pleasure of the Board of County Supervisors.

Staff Support: The County Executive will provide staff support to the Racial and Social Justice Task Force. Existing Human Rights staff resources will be redirected toward accomplishing the goals established by the Board of County Supervisors.

Reporting and Sunset: The Racial and Social Justice Task Force will submit a report with recommendations to the Board of County Supervisors within twelve months of its first organizational meeting. The report will identify issues of concern, best practices, and a path forward to improve racial justice for people of color in Prince William County. The Task Force will complete its work with the Board of County Supervisors' acceptance of the report.

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Votes:

Ayes:

Nays:

Absent from Vote:

Absent from Meeting:

For Information:

County Attorney

Human Rights

Executive Management

Prince William County Schools

ATTEST: _____

Clerk to the Board



STAFF REPORT

Board Meeting Date:	October 20, 2020 - REVISED
Agenda Title:	Create a Racial and Social Justice Task Force
Requested Action:	Approve the resolution
Department / Agency Lead:	Human Rights
Staff Lead:	Raul Torres, Director

EXECUTIVE SUMMARY

The Board of County Supervisors (BOCS) issued Directive 20-35 to create a citizen group to host and promote deeper conversation about race relations in Prince William County. This group would examine the state of racial and social justice within Prince William County with an initial focus on three areas: policing, the provision of government services, and public education, in partnership with the Prince William School System.

Staff recommends that the BOCS create an ad hoc Racial and Social Justice Task Force in accordance with County Code 10.1 to examine the state of racial and social justice in Prince William County.

BACKGROUND

The BOCS issued Directive 20-35 on June 2, 2020. Staff was directed to bring to the BOCS a plan for establishing a Race Relations Commission to host and promote deeper conversation in Prince William County. The BOCS requested staff draft a statement of purpose, policy goals, and recommendations for the composition of the commission (e.g., residents, faith leaders, elected officials, and members of public safety). The BOCS received a presentation on August 4, 2020, regarding some possible alternatives. After some discussion, staff was requested to meet with the individual BOCS members to gather feedback and return with a revised proposal. These meetings occurred in August and September 2020.

Board members indicated that the areas of concern that they wanted the Committee to consider were policing, government services, and education. Since education is the sole purview of the School Board, it is included in the draft charter but subject to the development of a partnership with the Schools to include an educational component in the assessment. Board members also asked about the relative merits and costs of an ad hoc task force compared to an ongoing committee. Please see the following table for details.

Structure	Status	Member Term	Cost
Task Force	Ad Hoc	1 year (estimated)	Redirect existing resources
Committee	Permanent	Coterminous with the BOCS	\$200,000 for 2 FTE, salary, benefits, technology outfitting, and professional development

After considering the feedback received, staff proposes that the BOCS create an ad hoc task force on Racial and Social Justice. County Code Chapter 10.1, the Human Rights Ordinance, Section 10.1-7 (b)(10) clearly envisions the creation of a Task Force when needed: *"To establish a forum for discussing discrimination and other human rights problems within the county and to form committees with representatives from concerned groups within the county to study and propose solutions to discrimination and other human rights problems within the county."* Task forces have been utilized in the past to address specific racial injustices on an ad hoc basis.

The Task Force members would be appointed by the BOCS and would present the final report and recommendations to the BOCS. The Human Rights Commission concurs with the need for a task force and concurs with the County Executive's plan to redirect Human Rights staff time to support the task force from initiation to completion. It is estimated that the task force would exist for approximately one year with the charge to provide a report and recommendations for BOCS consideration. The appointed members will serve without compensation and at the pleasure of the BOCS.

The following draft charter is proposed.

Mission: The Racial and Social Justice Task Force will examine the state of racial and social justice for people of color in the areas of policing, the provision of government services, and public education, subject to the establishment of a partnership with the Prince William School System. The Task Force will examine, among others, the police department's policies, and practices, including its hiring practices and use of force protocols. Also, the Task Force will assess how the

county government delivers its services and the diversity and inclusion of the workforce providing these services; and the impact of public education policies on children of color.

Membership: The Racial and Social Justice Task Force shall have not more than eleven (11) members. All members will serve without compensation. The BOCS will appoint eight members, one per each magisterial district and one at-large. The Chief of Police, the County Executive, and the Chair of the Human Rights Commission or their corresponding designees will be members ex officio of the Task Force. The Task Force will elect a Chair and a Vice-Chair among themselves. Member terms will expire when the Task Force delivers its report to the BOCS. All members of the Task Force serve at the pleasure of the BOCS.

Staff Support: The County Executive will provide staff support to the Racial and Social Justice Task Force. Existing Human Rights staff resources would be redirected toward accomplishing the goals established by the Board of County Supervisors.

Reporting and Sunset: The Racial and Social Justice Task Force will submit a report with recommendations to the BOCS within twelve months of its first organizational meeting. The report will identify issues of concern, best practices, and a path forward to improve racial justice for people of color in Prince William County. The Task Force will have completed its work with the BOCS' acceptance of the report.

By creating a Racial and Social Justice Task Force or Committee, Prince William County will have an opportunity to examine its own state of racial and social justice and focus initially on three areas: policing, the provision of government services, and public education, in partnership with the Prince William School System. The Task Force or Committee would consider, among others, the police department's policies and practices, including its hiring practices and use of force protocols. Also, the Task Force or Committee would assess how the county government delivers its services and the diversity and inclusion of the workforce providing these services; and, in partnership with the Prince William County School System, the impact of public school policies on children of color.

STAFF RECOMMENDATION

Staff recommends that the BOCS create an ad hoc Racial and Social Justice Task Force to examine the state of racial and social justice in Prince William County in the areas of policing, the provision of government services, and public education, in partnership with the Prince William County School System.

Service Level / Policy Impact

Creating a Racial and Social Justice Task Force will provide the opportunity to examine the state of racial and social justice in Prince William County. The Task Force will conduct a series of dialogues about racial justice with the community, other local governments, and other agencies and organizations; will identify areas of concern; will research best practices and what other jurisdictions have done and learned from similar activities, and will submit a report within 12 months recommending a path forward which will improve racial and social justice in Prince William County.

The assessment report will provide an equity lens that will inform recommendations for actions that will encourage positive outcomes and/or mitigate adverse effects. The information collected will serve as equitable tools that will address the equity issues of who benefits, who is burdened, and who participates in the planning of our policies, programs, and services. By incorporating these lenses, Prince William County will intentionally commit to becoming more inclusive and equitable and, therefore, will increase the quality of its services to the community.

Once the BOCS accepts the report, the Task Force will have completed its work.

Fiscal Impact

The proposed Racial and Social Justice Task Force would be supported by existing Human Rights staff. The County will not incur significant costs with this approach.

If the BOCS selects the permanent Committee option and creates a permanent Racial and Social Justice Committee, two additional FTE would be needed to support the new Committee as a new, ongoing activity of the Human Rights Office. The estimated ongoing costs for those additional resources are estimated at \$200,000 for salary, benefits, technology outfitting, and professional development.

Legal Impact

The BOCS has the inherent legal authority to create an ad hoc Racial and Social Justice Task Force. Given that the Task Force will be appointed by and reporting to the BOCS, the meetings of the Task Force would be subject to the open meetings requirements of the Freedom of Information Act (FOIA), and the records of the group would likewise be subject to FOIA.

Timing

If the BOCS creates the Task Force on October 20, it is anticipated that member appointments would be made in November and December 2020. The Task Force could be convened for the first meeting in late December 2020 or January 2021, and the report and recommendations would be ready for BOCS review by January 2022.

STAFF CONTACT INFORMATION

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Racial and Social Justice Task Force Proposal

Raul Torres, Director
Human Rights
October 20, 2020



Desired Outcome



To create a Racial and Social Justice Task Force, which will deliver a report with recommendations to the Board of County Supervisors within 12 months on how to improve racial and social justice throughout Prince William County, after initially identifying community concerns in the areas of policing, the provision of government services, and public education in partnership with schools.

Task Force Mission



- Examine the police department's policies and practices, including its hiring practices and use of force protocols
- Assess how the county government delivers its services and the diversity and inclusion of the workforce providing these services
- Assess the impact of public school policies on children of color, in partnership with schools

How Will the Task Force Work?



- Deliverables and Reporting
 - Conduct a series of dialogues about racial and social justice for people of color among members of the community, local government agencies, and other organizations
 - Identify areas of concern within the community
 - Research best practices and what other jurisdictions have learned from similar activities
 - Recommend a path forward within a set period of 12 months that will improve racial and social justice for people of color in the community.

Membership & Staff Support

- Membership
 - 11 members: 8 appointed by Board and 3 ex-officio: Police Chief, County Executive, and the Chair of the Human Rights Commission or their corresponding designees
 - Will elect their own Chair and Vice-Chair

- Cost: Zero
 - Existing staff resources would be redirected toward accomplishing the goals established by the Board of County Supervisors, under the oversight of the Human Rights Commission
 - The most cost-effective option

Alternative Structures

- Human Rights Ordinance, Section 10.1-7 (b)(10) clearly envisions that the County would establish a Task Force when needed:
 - “To establish a forum for discussing discrimination and other human rights problems within the county and to form committees with representatives from concerned groups within the county to study and propose solutions to discrimination and other human rights problems within the county.”

Structure	Status	Member Term	Cost
Task Force	Ad Hoc	1 year (estimated)	Redirect existing resources
Committee	Permanent	Coterminous with the BOCS	\$200,000 for 2 FTE, salary, benefits, technology outfitting, and professional development

Timeline and Next Steps



- Oct 2020
 - BOCS creates Racial and Social Justice Task Force
- Oct–Nov 2020
 - BOCS appoints eight members
- Dec 2020
 - Task Force holds an organizational meeting with assigned staff to prepare its work plan and elect its Chair and Vice-Chair
- Jan–Nov 2021
 - Task Force executes the work plan
- Dec 2021
 - Task Force prepares and delivers its report with recommendations