

Racial Equity Plan – Phase 1

"Develop and implement a transformative plan to address racial inequity and discrimination in the City of Fredericksburg"

Goal A. Ensure that the safety of demonstrators and the public remains a top priority (Ref. # 2.1)

Champion: Brian Layton

Team: Angela Freeman, Diane Beyer, Kim Herbert

Task	Phase	Reference #
1. Reduce traffic conflicts and disruptions associated with demonstrations	Immediate	2.7
2. Manage permitted demonstrations	Immediate	3.1
3. Provide public safety for unpermitted demonstrations	Immediate	3.2
4. Reduce community disruption associated with demonstration activities	Intermediate	6.1

- Amendment to Executive Order 3 was issued on 6/30/2020 reinforcing permits for demonstrations occurring in the street.
- City met with demonstration leaders and repeatedly encouraged continued lawful assembly and free speech.
- Communication Team met with downtown business owners who intend to meet with demonstrators to encourage lawful/peaceful demonstration out of the streets.
- The Mayor and Chief of Police have each prepared a letter to the downtown business community.

Goal B. Develop Communications Plan in cooperation with the following stakeholders: the public, businesses, city staff and Council

Champion: Bill Freehling

Team: Brian Layton, Kathleen Dooley, Sarah Kirkpatrick, Sonja Cantu, Tim Baroody, Angela Freeman, Dori Martin, Victoria Matthews

Task	Phase	Reference #
1. Provide clear information to stakeholders re: City goals and priorities, approach to enforcement	Immediate	2.5
2. Maintain/support Police Department and other City staff morale	Immediate	2.6
3. Seek continuous public feedback for City's approach	Immediate	2.8
4. Obtain supplemental advisors as needed	Immediate	2.9
5. Communicate regular reports to all stakeholders	Immediate	3.3
6. Improve outreach to the downtown business community	Immediate	3.4

- A communications plan has been developed and the city is executing on it daily with videos, letters, social media, articles, meetings, etc.
- Letter sent to employees from City Manager July 2.
- Talks have begun with Main Street, Fredericksburg businesses, the Chamber of Commerce and Council
- A crisis communication firm has been hired
- *Ask the Mayor* video to be released every Friday. Frequent news releases will occur with updates on activities, city happenings.
- A letter from the Mayor went to business community July 2. A letter from Police Chief to downtown business community has also been sent.

Goal C. Assess law enforcement response to demonstrations and identify criminal justice reform proposals.

Champion: Rashawn Cowles

Team: Brian Layton, Kathleen Dooley, Angela Freeman, Dori Martin, Mark Whitley

Task	Phase	Reference #
1. Complete administrative investigation of Use of Force Reports and Incident Command Reports; complete reports and submit summary for review by Citizen Advisory Panel	Immediate	2.3, 2.4
2. Obtain an independent third party and complete a review of the City’s response to demonstrations on May 31 through and including June 2, 2020	Immediate	2.10
3. Identify criminal justice reform proposals and assess whether Fredericksburg Police Department meets the proposed reform element	Intermediate	3.9,7.3
4. Prepare for General Assembly Special Session	Intermediate	7.2

- Administrative Investigation Report to be substantially complete by end of July 2020
- City Council proposed to authorize on July 14 the hiring of a 3rd party to review the City’s response to demonstrations on May 31 through and including June 2. Preliminary findings will be scheduled for 3 months after work starts. Final report due not later than 6 months after work starts.
- City has begun collecting reform proposals. Will be analyzing in the next few weeks.

Goal D. Community Engagement

Champion: TBD

Team: Angela Freeman, Bill Freehling, Brian Layton, Christen Gallik, Sarah Kirkpatrick, Sonja Cantu

Task	Phase	Reference #
1. Invite “Whole of Community” to participate in the City Council’s response to racial injustice.	Immediate	3.8, 6.2
2. Citizens Advisory Panel reviews its mission, membership, and bylaws; the panel should consider expansion.	Immediate	3.5
3. Identify key community stakeholders across multiple sectors (Education, Business, Faith, etc.)	Intermediate	New
4. Council members will meet with Boards/Commissions to introduce Phase 1 of Council's Racial Equity Plan (this plan).	Intermediate	New
5. Hire advisor/facilitator and plan for community engagement	Intermediate	7.5,8,10.1, 2.9
6. Define the role(s) of key community stakeholders	Intermediate	7.4
7. Execute community engagement plan	Intermediate	7.5,8,10.1
8. Compile response/input from the community stakeholders and prepare report to council	Intermediate	New
9. Develop shared/common definitions & vision, potentially with a Steering Committee	Intermediate	New

- The City will hire an independent facilitator with experience in leading community conversation on the topic of racial equity. The experience with community discussion of the slave auction block, facilitated by the International Coalition of Sites of Conscience, is the model for this goal. One example of a community conversation is the discussion of monuments, street renaming and the future recognition of Black history with the Memorials Commission.
- CAP and PD are drafting a revised CAP charter that will expand membership, orientation and education, clarify role in reviewing departmental policies, statistics, response to resistance and significant events.

Goal E. Address racial inequity through strategic planning and goal setting (Ref. # 9)

Champion: Mayor & Council (Tim Baroody)

Team: Angela Freeman, Brian Layton, Christen Gallik, Dori Martin, Kathleen Dooley, Suzanne Tills, Tim Baroody, Victoria Matthews, Lesley Moore

Task	Phase	Reference #
1. City Council approves this [response and recovery] plan and requests periodic updates	Immediate	3.7
2. Formalize incident management team and have it meet regularly	Immediate	2.2
3. Assess where we track race information today, determine accuracy and develop a baseline. Identify what additional data is needed to be collected during community engagement.	Immediate	New
4. Develop Community Indicators* from community engagement.	Intermediate	New
5. Begin to identify reform topics for further consideration	Immediate	2.11
6. Identify community partners/organizations to help promote racial equity	Intermediate	7.4

7. Generate actionable proposals for the City and community's work over the next biennium.	Intermediate	5
8. City Manager/consultant develops the product of the strategic planning meeting	Strategic Planning	10.3
9. Plan for City Council priority-setting two-day meeting – assess availability/desirability of facilitator	Intermediate	7.6
10. Schedule and hold City Council special meetings as necessary; update on progress; provide for Council discussion and direction/course correction as needed	Intermediate	3.6
11. City Council holds its strategic planning meeting. Consider an extended format for this meeting, including the potential for a three-day meeting, or meetings on two consecutive weekends.	Strategic Planning	10.2
12. City Council publishes draft strategic plan for public input	Strategic Planning	10.4
13. Formally adopt a community vision of racial equity heavily informed by communities of color impacted by institutional and structural racism (from Goal D.9).	Strategic Planning	8
14. City Council adopts strategic plan and encourages its community stakeholders to adopt complementary action plans for the biennium.	Strategic Planning	10.5

- Planning has begun to collect baseline data related to a) Internal: Human Resources, purchasing, policy/procedures/services, criminal justice and the City is anticipated to perform an internal review of each department, applying a race equity lens. b) External: Housing, employment, health, education, income/wealth
- Track progress at the state level, minority business initiative, ONE Virginia plan.

- Actionable proposals may include for example, 1: Develop an internal city team to first become educated and then educators for employees on race equity. This parallel organization will work with HR to develop a core training curriculum to promote equity in all departments. They will also serve as facilitators to discuss race issues for employees. 2: Continue to explore ways to tell a more complete history. Priorities may/should include: a) Permanent improvements to the corner of Charles and William Street b) Auction Block moved to Museum, and interpreted c) Redo the City's Tourism Film d) Marker for Freedom Riders at Fire Station One (both state marker and traditional story board being discussed) e) Canal Street signage/improvements (DeBaptiste wharf site) f) Brochures/website/signage updates and g. Civil Rights Trail

***Community Indicator** – The means by which we can measure impact in the community. Community indicators should be disaggregated by race.

Ex 1. Unemployment rates

Ex 2. Household incomes

Ex 3. Number of businesses developed

Source: GARE (Government Alliance on Race & Equity)

<https://www.racialequityalliance.org/resources/racial-equity-action-plans-manual/>

Citation: Curren R., Nelson, J., Marsh, D.S., Noor, S., Liu, N. "Racial Equity Action Plans, A How-to Manual.": Haas Institute for a Fair and Inclusive Society, University of California, Berkeley, 2016

Reference Numbers in the Plan not included above:

Section 4 – Incident Management Team List

7.1 – Continue/maintain Immediate Term actions as needed (continuing work, not a distinct action)