

Racial Equity Plan – Phase 1

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

Based June 23, 2020 Response and Recovery Plan
March 9, 2021 Update

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

- The tasks in this goal have been completed and continue to be managed. Amendment to Executive Order 3 was issued on June 30, 2020 reinforcing permits for demonstrations occurring in the street.

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

- The tasks in this goal have been completed and continue to be managed. A consultant has been retained to provide public relations support. A communications plan was developed, and the city has been executing on a regular basis that included a police public educational event, letters to employees and letters to the business community from the Mayor and Police Chief.
- Members of the Communications Team continue to meet regularly and work with its consultant on a scaled-down contract.
- Messaging has been developed regarding the Slave Auction Block, the release of the racial equity survey and the PERF report.
- "Ask The Mayor" segment continues.

[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
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- The tasks in this goal have been completed and continue to be managed. Fredericksburg Police Department (FPD) implemented new procedures in their Response to Resistance policy that included the addition of ‘Duty to Intervene’ and ‘Show of Deadly Force’ reporting. FPD completed its administrative review. The City hired PERF. PERF has delivered its final report.
- The report has been referred to staff. Chief Layton briefed City Council at its work session on March 9th and provided the framework for how the FPD will study and utilize the PERF report to implement change to the FPD directives, the operational guides and training to align with national best practices. Staff will provide an additional brief to City Council in April. The City is accepting public input via a survey on its website. Public comments are also being accepted through the City’s normal methods.
- Staff continues to monitor General Assembly Legislation as it is sent to the Governor for signature.

Goal D. Community Engagement

Champion: TBD

Team: Angela Freeman, Bill Freehling, Brian Layton, Christen Gallik, Sarah Kirkpatrick, Sonja Cantu, Wendy Stone, Jillian Franklin, Victoria Matthews

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 (CAP) 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 tasks in this goal have almost all been completed and continue to be managed. The CAP has been expanded and new members installed. A consultant (ICSC) has been retained and facilitated a public outreach process to solicit feedback related to racial equity. The public presentation on the findings occurred on December 10, 2020. The presentation and report are posted to the City's website.
- The balance of the work will be covered during or as a follow-up to City Council's off-site, facilitated meeting, which has been scheduled for May 13th, May 14th, and May 15th.

[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, Susanna Finn

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

- A team was established to develop the framework to implement the response and recovery plan. Regular meeting were held. The balance of the activity relates to the City Council’s establishment of a vision for racial equity. This work will take place during City Council’s off-site, facilitated meeting, which has been scheduled for May 13th, May 14th, and May 15th.
- The City is joining the Government Alliance on Race and Equity to gain access to best practices, research, tools and support to help advance efforts to develop a Racial Equity Action Plan.

Council Priorities Update Related to Telling A More Complete Story (Priority #21)

- The slave auction block has been removed and delivered to Fredericksburg Area Museum (FAM). Dovetail Cultural Resource Group provided oversight of the removal and cleaning. FAM will host a temporary exhibit while developing the permanent exhibit.
- Efforts to develop the permanent interpretation of the corner of William and Charles Street, the former site of the slave auction block continue. A task force is being assembled to begin the Request for Proposal process to engage a firm to provide to provide support. A bronze medallion and wayside panel has been installed and will remain until the permanent interpretation is designed.
- Three new wayside panel topics have been identified and include (1) the Green Book, highlighting the Green Book travel guide for African Americans and depicts two hotels in Fredericksburg that were listed in the guide, (2) the Freedom Riders, highlighting the movement to desegregate interstate travel and James Farmer, a principle organizer and a former professor of the University of Mary Washington, and (3) French John's Wharf, highlighting John DeBaptiste, a Free Black man, who purchased land and established a shipping wharf and operated the Falmouth Ferry. The panels have been fabricated and installed. Future topics include commemorating the first civil rights protest in Fredericksburg, led by the 26-member graduating seniors of the all-Black Walker-Grant High School who protested racial injustice.
- Oral histories are being collected to be used in future initiatives. Such initiatives include the development of a Fredericksburg Civil Rights Trail. This work will continue in 2021 and will also include revising the tourism material, signage and tourism film.