

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
October 27, 2020 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

- On the evening of September 24th, approx. 65 demonstrators gathered at Hurkamp Park and marched throughout the downtown. This began lawfully as demonstrators utilized the sidewalks then turned unlawful as they took over streets – to include walking the wrong way on one-way streets in the downtown. Fredericksburg Police Department officers followed the established enforcement plan by warning violators via electronic PA system several times before issuing summonses for Pedestrian in the Roadway violations. Ultimately, eight summonses were issued for pedestrians in the roadway (failed to leave roadway after being warned), one assault arrest (citizen smacked a phone from a demonstrators hand), and one outstanding traffic summons was served on a demonstrator (from an unrelated incident).

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

- Communications Team continues to meet semi-regularly and work with its consultant on a scaled-down contract.
- Messaging has been developed regarding the Slave Auction Block and the temporary exhibits coming to both the former location and FAM.
- “Ask The Mayor” segment continues every other week.

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

- Fredericksburg Police Department (FPD) completed a video montage of the protest and presented the video along with a de-briefing of the events to all City Council members. This occurred on 9/17, 9/21, 9/22, and 10/1.
- FPD and its local partners from Stafford and Spotsylvania participated in a joint training, which included Incident Command Systems (ICS), which is the system used to coordinate a response to any major incident that may include outside agencies and/ or last more than 2 hours involving a supervisor and 2 or more officers of FPD. During this training major facets of the response to the demonstrations that took place on May 31-June 2 that involved our outside partners were also de-briefed for the purposes of lessons learned and information sharing.
- Command Staff (Chief & Captains) met with PERF on 10/24 to go-over their preliminary report on FPD's response to the demonstrations. PERF has asked for some additional information, which is currently being compiled and will be submitted to them the week of 10/26.
- As of this date 10/26 the General Assembly Special Session is still on-going.

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

- Staff recognizes City Council's commitment to continued community outreach and dialogue.
- We recognize we are in the midst of a moment where similar conversations are occurring across the state, the nation and really internationally. We recognize our residents and community leaders have already begun these hard conversations and the City is part of the broader community conversation. These conversations have proven to not always be easy. But this hard work has the potential to impact our community in positive ways. If approached constructively, with the goal to support/represent and protect all of our residents, there is the potential for this hard work to enhance our policies, programs and service delivery to achieve better outcomes--especially enhanced outcomes related to City Council's Future Desired States.
- There are current opportunities for the public to provide input to the City. Boards will be offered a chance to provide input this week. The public survey will be the primary tool and is available in written form as an online tool and there are a limited number of virtual sessions available to ensure equity in access for those that prefer and/or have accommodation requirements that allow for oral feedback.
- More information is available on the City's website.
- The link will be sent to those who express interest to participate tomorrow and will be available on our website. Registration is open for special accommodation/virtual session, with strong

encouragement for resident participation. The dates include October 28th at 7:00-8:15pm; October 29th at 12:30pm-1:45pm; November 9th at 5:30pm-6:45pm; November 10th at 6:00pm-7:15pm.

- The public feedback is anonymous. International Coalition of Sites of Conscience, will host, collect, and analyze the public input. Participants will identify if they are residents, business owners/employees, from an organization (like a private school)/major institution (College/University), etc. so that the findings may be analyzed and understood from the perspective of multiple stakeholders or a single perspective, like residents or businesses, can be isolated.
- ICSC will present the findings in a session that will be available/broadcast to the public during the first week of December, likely December 4th. They will prepare a report for Council's consideration during its December retreat.
- On our website (www.fredericksburgva.gov), it is listed on the main page scrolling banner—titled Public Input. You may also find it by clicking Get Involved, under the Community Tab. Click on “active engagement projects” link. Find the Survey and Session registration under Racial Equity Initiatives.

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

- Work continues on the existing Priority “Telling Our Story” Projects.
 - 1) As prescribed by the Action Plan to Council on November 5, 2019, the bronze medallion and wayside panel have been installed. The panel highlights some aspects of the site's history and describes the process in which the City is engaged. It is not intended to be comprehensive, but to ensure that the site remains visible and that information is readily available to the public. Efforts to develop a Request for Proposals for the permanent interpretation will continue.
 - 2) The Slave Auction Block has been relocated to FAM. FAM will continue its work to develop a temporary exhibit. Planning for the permanent interpretation will consider the City's interpretation of the Corner of Charles and Williams Street.
 - 3) Text for the French John's Wharf (DeBaptiste), Freedom Riders and the Green Book panels have been finalized. These have been sent to be fabricated and are expected back in late November. The bases for the panels have been installed so the panels may be inserted quickly after receipt.