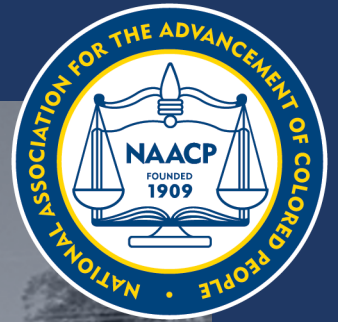


20



FAIRFAX COUNTY NAACP

2021 ADVOCACY AGENDA

BUILDING A BELOVED COMMUNITY

21

“Our goal is to create a beloved community and this will require a qualitative change in our souls as well as a quantitative change in our lives.”

Dr. Martin Luther King, Jr.

Last year was unprecedented and tumultuous for so many but especially communities of color. If we fail to take heed, respond, and act accordingly, we could see a continuation of the turmoil through much of this year and beyond. The challenges of 2020 also highlighted that our communities continue to struggle greatly in ways that require renewed focus, renewed energy, and new policies and laws to close gaps that have remained wide for far too long.

As the nation calls for an end to structural disparities, we have a duty to examine our own community and eliminate those barriers that continue to perpetuate and foster institutional racism. Since the root causes of the problems our communities face – inequality and injustices – are deeply connected, so must our solutions. We are certainly at an inflection point, and we must ensure that all our decisions are intentional, transformative, pro-active, and equitable.

The membership of the Fairfax County NAACP branch continues to grow steadily. We now have over 1,000 active members and close to 8,000 friends and allies on social media. Our shared mission is to ensure the political, educational, social and economic equality of rights of all persons and to eliminate race-based discrimination by ensuring the removal of barriers of racial discrimination through a democratic process.

Our 2021 Advocacy Agenda will work when we challenge ourselves to join together and live up to the ideals of the Beloved Community. Our Standing Committees will continue to remove systemic barriers to institute fair and equal access to quality education; a restorative criminal justice system; affordable and equitable housing; access to clean air and natural resources; a just transition to clean energy and energy efficiency; economic justice; and support for our vulnerable communities (veterans, LGBTQ, women, etc.).

Sincerely,

Karen Campblin

Karen Campblin

President

Fairfax County NAACP

president@fairfaxnaacp.org

Framing our Advocacy Agenda

The pandemic has had an impact on our education and voting systems, affected student success, representation of our communities, and more. Our 2021 Advocacy Agenda is guided by a framework of community-driven efforts that will set Fairfax County on a progressive path towards full equality and helps to ensure the political, educational, social, and economic equality of rights.

Armed Services and Veterans Affairs

The Armed Services and Veterans Affairs Committee will continue to address physical, mental, housing, health, and employment challenges faced by our Veterans of all ages and will continue to monitor the efforts intended to serve all Veterans. The branch recognizes the double threat Veterans are challenged by the pandemic, and will advocate for equitable stability recovery for veterans and their families in Fairfax County.

In 2021 the Criminal Justice Committee will advocate to effect change in the following ways:

1. Ensure equitable access to medical services and COVID-19 vaccines
2. Work to improve access to health and wellness programs. The Virginia Veteran and Family Support program encourages veterans and family members struggling due to COVID-19 to connect with their regional VVFS office and representative by visiting the VDVS website where you can find local contact information including email addresses and telephone numbers or call the statewide hotline 1-877-285-1299 to connect to regional support.
3. Inform about programs intended to protect against utility disruptions and provide mortgage/rent relief

Armed Services and Veterans Affairs

Email: veterans@fairfaxnaacp.org

Criminal Justice

Historically, Black and Brown communities make up a disproportionate amount of convictions and have been subject to mass incarceration by laws and enforcement. Restorative justice is a justice system that deemphasizes excessive force and over militarization of our police programs, services, equipment, and focuses on making communities whole. Out of the box solutions must be employed that focus on addressing and treating the root of the problem, instead of issuing harsh punishment. The Fairfax County NAACP supports strategies to increase trust and public safety by advancing effective law enforcement practices.

In 2021 the Criminal Justice Committee will advocate to effect change in the following ways:

1. Support hiring progressive reform Police Chief
2. Work to improve Data collection and increase Transparency
3. Improve Use of Force policy

4. Expand authority of Police Civilian Review Panel
5. Coordinate with Reform Efforts of Fairfax County Commonwealth Attorney
6. Improve Body-Worn Camera policies
7. Increase diversity of FCPD

Criminal Justice Committee

Email: justice@fairfaxnaacp.org

Economic Development/Opportunity

To achieve our vision of community resilience we must provide opportunities for financial security and independence. NAACP call this new economic system a “Regenerative Economy” or “Living Economy” and recognizes the importance of addressing the challenging economic realities faced by Fairfax County residents including poverty, lack of jobs and disproportionate high unemployment, lack of affordable housing, foreclosures, etc. The Economic Development Committee will work to enhance the capacity of the Black community and other underserved groups through financial economic education, individual and community asset building, diversity and inclusion hiring, career advancement and procurement.

In 2021 the Economic Development Committee will advocate to effect change in the following ways:

1. May 2021- Construction workers and apprenticeship Job Fair
2. June 2021-Juneteenth Family Reunion Celebration (partnership with local church and small black business owners)
3. August 2021- Law Enforcement Career Fair
4. December 2021- Black Business Expo

Economic Development Committee

Email: economicdev@fairfaxnaacp.org

Education

The Education Committee works to ensure that all Black, disadvantaged students and students of color are on the path to college or a successful career by ensuring access to great teachers, equitable resources, a challenging curriculum, and a representative environment. Access to quality education is a human and civil right.

In 2021 the Economic Development Committee will seek to build on these efforts in the following ways:

1. Close the minority student achievement gap in literacy and raise the pass rate on the 3rd grade Reading SOL to 90% of all FCPS students by 2024. FCPS will implement a scientifically-proven structured literacy program that provides explicit instruction in the essential components of reading: phonological awareness, phonics, fluency, vocabulary, and reading comprehension in the

general classroom setting, starting in kindergarten. Rationale: In 2019 3rd grade FCPS students passed the reading SOL at the following rates: Hispanic 47%, Black 61%, Asian 82%, White 83%. The goal to close the achievement gap was documented by the FCPS school board as early as 1991. No significant progress has been made towards this goal in 30 years.

2. Protect vulnerable students, faculty, and staff in Fairfax County communities and zip codes most heavily hit by COVID-19:
 - a. Create detailed online learning plans to address the specific hardships that have and will continue to befall these most vulnerable populations before the proposed Sept. 8 school reopening date
 - b. Conduct an ongoing review of health, safety, wellness, and educational metrics specific to these most vulnerable populations with monthly reporting
3. Create an effective model for Equity and Cultural Responsiveness Team support in schools by the end of the 2020-2021 school year:
 - a. Evaluate the scope of work, leadership hierarchy, community outreach, and feedback structures within the new Chief Equity Academic Officer position
 - a. Review suspension, restraint, isolation, expulsion, and alternative school data for demographic bias
 - b. Assess the effectiveness of the new blended position via clearly articulated metrics that include both equity and academic measures
4. Using recently released FCPD data, move the School Board to take a vote on removing school resource officers (SROs) from schools by the end of the 2020-21 school year
5. Establish curriculum review committees that will scrutinize current curricula for racial or cultural bias, especially in the areas of Social Studies/History/English to identify resources and teaching practices that can promote a more inclusive worldview and a more complete study of United States and World History by the end of the 2020-21 school year
6. Using 2019-2020 hiring and retention data, create a transparent, data driven plan to increase hiring and improve retention of Black and Latinx teachers. This plan must be assessed for progress semiannually in a public forum
7. Review the Advanced Academic Program (AAP) to examine its admissions process, goals, implementation, and accountability to identify its cost benefit as a program for educational enrichment
8. Review demographic data and access protocols to abstract math, Honors, AP (advanced placement), and IB (international baccalaureate) classes with the goal of increasing participation of Black and Latinx students by the end of the 2020-2021 school year
9. Examine the roles, limits, and domain of Principals and Regional Area Superintendents to ensure that during the 2020-2021 school year we have implemented a system of effective oversight on issues of equity
10. Review and revise the admissions process to Thomas Jefferson High School for Science and Technology (TJ):
 - a. Ensure admission standards are easily accessible to the public on the FCPS website by the end of 2020
 - b. Lobby the school board to establish a community-based admissions review board for TJ admissions in time for the freshman class of 2026
 - c. Review the policy allowing students from outside Fairfax County to be considered for admittance to TJ by the end of 2020

- d. Ensure TJ reflects the population it serves

Education Committee

Email: education@fairfaxnaacp.org

Environmental and Climate Justice

Environmental Justice, including climate change, have a disproportionate impact on communities of color and other vulnerable communities. To move away from an extractive community, we need systemic transformation. Environmental and climate justice are civil and human rights issues. There is a direct connection between pollution and the affect those are having on the health and wellbeing of our communities. The ECJ committee strives to (1) reduce harmful emissions, particularly greenhouse gases, (2) advance energy efficiency and clean energy, and (3) strengthen community resilience and livability.

In 2021 the Environmental and Climate Justice Committee will advocate to effect change in the following ways:

1. Advocate for development to be equitable and sustainable.
 - a. Advocate for development not to cause displacement of diverse and under-resourced members of the community.
 - b. Advocate for development to prioritize and preserve natural resources.
2. Advocate for the renaming of Confederate markers.
 - a. Advocate for stories of all Fairfax County communities to be represented.
3. Advocate for reduction in air pollution in overburdened communities.
 - a. Identify under-resourced communities that are overburdened with air polluting utilities.
 - b. Advocate for accessible EV transportation.
 - c. Educate community on effects of air pollution on health.
4. Advocate to preserve current tree canopy and increase tree canopy in overdeveloped areas.
 - a. Educate community on benefits of tree canopy.
5. Provide opportunities for diverse communities to connect with environment.

Environmental and Climate Justice

Email: environment@fairfaxnaacp.org

Fair and Affordable Housing

Safe and affordable housing is a human right and a necessary component of fair and equitable community. Individuals and families are struggling to afford affordable housing in Fairfax County. Strong public policy is necessary to moderate housing market forces driven by profit rather than human need and dignity. The Fair and Affordable Housing committee advocates for innovative land use regulations, polices and funding programs that support increasing Fairfax County's low to moderately priced housing while addressing residential segregation and housing discrimination, renters protection, and gentrification/displacement.

In 2021 the Fair and Affordable Housing Committee will advocate to effect change in the following ways:

1. Press for new development guidelines under OneFairfax policy to protect long-established communities of color from gentrification and displacement.

2. Promote new fair housing guidelines (including source of income) to give people of color more opportunity for housing throughout the county.
3. Help stabilize housing during COVID by helping direct rent relief funds to low-income, minority communities to prevent evictions. Promote right of civil representation for tenants in eviction court.
4. Preserve and increase affordable housing. Call for more funding and more creative evidence-based land use and zoning policies to assist low-income renters, homebuyers, and manufactured homeowners.

Fair and Affordable Housing Committee

Email: housing@fairfaxnaacp.org

Health

Black communities and communities of color continue to have the highest incidence, prevalence and mortality rates from chronic diseases like cardiovascular disease, diabetes and obesity. Furthermore, communities of color suffer from disproportionately higher rate of exposure to environmental hazards, stress, racial assaults, poor air quality, lack of access to safe and affordable opportunities for outdoor recreation, lack of mental health services, and lack of educational and career prospects¹. African Americans and other people of color have a right to access to timely, quality, affordable health and mental care.

In 2021 the Health Committee will advocate to effect change in the following ways:

1. COVID-19: Support family resiliency during the pandemic
 - a. Diaper Drive-- continue the great success from last year with more drives
 - b. Mental Health Support per SAMHSA presentation
 - c. COVID-19 Vaccine Education
2. Building Access to Health Care
 - a. Medicaid sign up promotion/guidance
3. Addressing Health Disparities
 - a. We are exploring other ways we can work to address the following disparities:
 - Colon Cancer Screening Campaign (March is National [Colorectal Cancer](#) Awareness Month)
 - Maternal Mortality
 - HIV and AIDS testing & destigmatization
 - Chronic Disease- Cardiovascular disease, Diabetes, obesity
 - Gun Violence prevention
4. Growing Community Relationships with Similar Organizations

Health Committee

Email: health@fairfaxnaacp.org

¹ House Joint Resolution No. 537, 2021 VA Special Session 1 (VA 2021) <https://lis.virginia.gov/cgi-bin/legp604.exe?212+ful+HJ537>

Political Action Committee

Government should be accountable to the people, transparent in practice, inclusive of all people, participatory and accessible, representative of the groups it serves and responsive to the needs of everyone. The Political Action Committee will work to increase access to the democratic process through voter registration, voter education and protection, education, advocating for a participatory budgeting process, and work to repeal racially discriminatory legislation.

In 2021 the Political Action Committee will advocate to effect change in the following ways:

1. Voter Registration and Get Out the Vote
 - a. Develop and provide training/informational opportunities throughout the year to inform and encourage active participation in the electoral process.
2. Voter Intimidation / Disenfranchisement Protection
 - a. Work to reduce deceptive practices in polling locations.
3. Voter Education
 - a. Host candidate forum(s) for to allow members an opportunity to listen to and ask questions and concerns to candidates running for local, state and federal offices, particularly those offices that will appear on the ballot in 2021.
4. Immigration Reform
 - a. Work collaboratively with the Education and Criminal Justice Committees and community organizations to monitor and advocate for sensible laws to protect undocumented residents from profiling, unnecessary detention, involuntary child abandonment, and unwarranted ICE activities.
5. Redistricting
 - a. Support fair bi-partisan redistricting efforts that do not disenfranchise minority communities.
6. National Voter Education Week Social Media Takeover
 - a. October 5th-9th; Designed to help bridge the gap between thinking of voting and casting your ballot - <https://votereducationweek.org>
7. Work with the Youth Council and Young Adults to encourage Voter Registration, Education and Participation
8. Advocate for a Participatory Budget Process
 - a. Work Collaboratively with all committees to advocate for a county budget that achieves the goal and mission presented in the 2021 Advocacy Agenda.

Political Action Committee

Email: politicalaction@fairfaxnaacp.org