

FY2021

HUMAN RIGHTS COMMISSION
**ANNUAL
REPORT**



PRINCE WILLIAM
Human Rights



Human Rights Commission **Annual Report** Fiscal Year 2021

Board of County Supervisors

Chair-At-Large: Ann B. Wheeler
Vice Chair Andrea O. Bailey
Victor S. Angry
Kenny A. Boddye
Pete K. Candland
Margaret A. Franklin
Jeanine M. Lawson
Yesli Vega

Human Rights Commission

Curtis Porter, Chairman
Ramunda Young, Vice Chair
Evelyn BruMar, Parliamentarian
Dr. Susan Holly
William A. Johnston, III
Tonya James
Dr. Erika Laos
Padreus Pratter
Christopher Lee

Human Rights Staff

Raul Torres, Executive Director
Shelia Venning, Human Rights Manager
Kimberly Sparkes, Outreach and Education Coordinator
Oliver Demery, Investigator
Dennis Sumlin, Investigator
Tiffany Jones, Administrative Specialist

Mission Statement

The mission of the Prince William County Human Rights Commission is to eliminate discrimination through civil and human rights law enforcement and to establish equal opportunity for all persons within the county through education.

New Human Rights Staff



Kimberly Sparkes
Outreach & Education
Coordinator

The Executive Director designated Kimberly Sparkes as the new Human Rights Outreach and Education Coordinator. Her duties include coordination of community outreach and education as well as training, development and coordination for staff, commissioners, and other stakeholders. Kimberly will also coordinate the Student Leadership Council Program.



Tiffany Jones
Administrative Specialist

The Executive Director appointed Tiffany Jones as a Administrative Specialist in the Office of Human Rights. Her duties and responsibilities include providing administrative support to ensure efficient operation of the office. Supports managers and employees through a variety of tasks related to organization and communication.

New Human Rights Commissioners



Padreus Pratter

The Board of County Supervisors appointed Padreus Pratter as a Human Rights Commissioner. His term runs from July 2021 through July 2024. He has experience working across business, government, and civil society to uplift underrepresented communities.

Christopher Lee

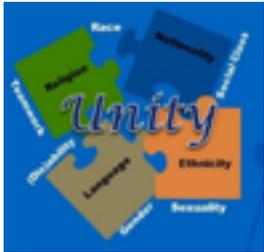
The Board of County Supervisors appointed Christopher Lee as a Human Rights Commissioner. His term runs from November 2021 through November 2024. Currently a graduate student in philosophy. He is involved in community organizing and citizen action within Prince William County.

The Year In Review



Administration

The Human Rights Office continues to navigate uncharted waters due to the impacts of the COVID-19 pandemic on our day to day operations. This year we have adopted a hybrid working schedule with staff coming back in to the office several days a week, and working remotely a couple days a week. We continue to fulfill the mission of our office during this unprecedented pandemic without major disruptions or unreasonable delays. The mission of the Human Rights Office is to eliminate discrimination through civil and human rights laws enforcement and to establish equal opportunity for all persons within the county through education.



Workforce Training

For fiscal year 2021, the Human Rights Office offered the following trainings to managers, supervisors and employees.

1. New Employee Orientation - Equal Opportunity and Compliance Training
2. Creating an Inclusive & Harassment-Free Workplace Participant Guide – Supervisors
3. Cultural Diversity
4. Fire and Rescue Recruits - Behaviors, Boundaries, and Best Practices
5. Police Recruits - Behaviors, Boundaries, and Best Practices

United States[®] Census Results

After months of delays due to COVID-19, data collection for the 2020 Census wrapped up in mid-October, 2020. The first dataset was released in mid-August with the P.L. 94-171 Redistricting Data. The data includes total population and voting age population by race and ethnicity, as well as group quarters and basic housing information down to census blocks. The 2020 Census data is used in redistricting efforts at the state and local levels across the country. According to the Census Bureau, the release date for more detailed 2020 Census data is still uncertain but will occur sometime in 2022.

The Human Rights Office in conjunction with the County's Demographer led the 2020 census efforts. In September 2021, the US Census Bureau released detailed 2020 data on population changes and a breakdown of the nation's racial and ethnic diversity. For more information on Prince William County Census data, please visit the following website: www.pwcva.gov/2020-census

In The Community



Universal Human Rights Day

On January 16, 2021, the Prince William Human Rights Commission (PWHRC) celebrated Universal Human Rights Day and the anniversary of Dr. Martin Luther King's birthday with a virtual ceremony. Also, the commission recognized community leaders and organizations that contributed to the advancement of human rights in Prince William County. The PWHRC presented awards to the following persons/organizations: **Aaron Tolson, Helen Zurita, Lisa Shea, Immigrants First, PLLC., Lisa Ullrich and Jerome Hughes, Masks for Humanity, MurLarkey Distilled Spirits and Top Ladies of Distinction, Inc., Dale City-Prince William County Chapter.**



Human Rights Student Leadership Council

The award winning Prince William County Human Rights Student Leadership Council's (HRSLC) mission is to promote human rights awareness and diversity to inspire High School students leaders. Some of the council's activities included assisting the Human Rights Commission with its annual Universal Human Rights Day program and attending Equal Employment and Fair Housing seminars.

The HRSLC will engage in implementing human and civil rights projects in the community. Such projects consisted of collaborating with other organizations to raise community awareness about human and civil rights issues. As well as sharing unique experiences and promoting diversity through small group discussions, online interactions, and oral presentations of issues of concern to the Human Rights Commission.



Outreach & Education/Community Engagement

Due to the COVID-19 pandemic, much of the agency's outreach and community engagement was moved to a virtual environment.

Kimberly Sparkes, Outreach & Education Coordinator, participated in several outreach events, both virtually and in person, such as; Welcome Afghan Allies Townhall, Hispanic Heritage Celebration, Nershalom Board Meeting, PWC Annual Community Fair, Housing Forward Virginia, League of Woman's Voters, Unity in the Community Townhall, Souls to the Polls, PWC Fair Housing Public Forum, Student Leadership Council and Delta Sigma Theta Sorority.

The Human Rights Commission Chair, Curtis Porter continues as the President of the Virginia Association for Human Rights (VAHR for the 2021 - 2022 term).



Virginia Association of Counties (VACO) Award Winner
The Human Rights Commission's Student Leadership Council program was selected as the winner of the 2020 Virginia Association of Counties (VACO) Best

The Office of Human Rights



Alternative Dispute Resolutions: Mediation and Conciliation

The Office of Human Rights uses two (2) types of Alternative Dispute Resolution (ADR), mediation, and conciliation. The HRO offers mediation to both parties at the filing of any discrimination complaint. Mediation is conducted by In-house certified mediators. Investigators perform conciliation at any stage during the processing of a complaint. Both alternative resolution methods are accessible to all parties throughout the investigation process. Also, Human Rights certified mediators have been available to other county agencies, if requested, to mediate employment-related issues.



Engagement, Collaborations and Partnerships

The office of Human Rights is working with the Equal Employment Opportunity Commission's (EEOC) outreach division in providing compliance training pertaining to civil rights laws.

The Human Rights Office has established a partnership with the consulate of El Salvador in Woodbridge to outreach the broader Hispanic community. In spite of the COVID-19 pandemic, the Human Rights Office (HRO) conducted outreach activities in the community to include meetings with: PWC Eatz and Brew Festival, Hispanic Heritage Festival, Community Food Distribution, Community Healthcare Coalition Meeting, Suicide Prevention Walk, World Heritage Festival, Manassas City Law Enforcement Fair and Expo, Community Food Distribution, Pride Festival and Haymarket Day.

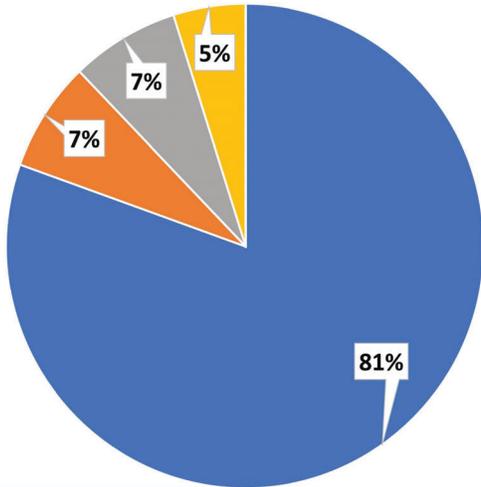
The HRO renewed its partnership with both the EEOC for the investigation of dually filed cases and with the Prince William County Office of Housing and Community Development for Fair Housing testing and training.

Resolutions:

- Requested the County Board of Supervisors to amend the Prince William County Human Rights Ordinance, Chapter 10 of the Prince William County Code, to include status as a veteran, sexual orientation, and gender identity as protected classes.
- Declare, Affirm and Recognize the month of February National African American History Month.
- Adopted a policy for remote participation when a quorum is physically assembled in one location.
- Declare, Affirm and Recognize the month of March as Woman History Month
- Declare, Affirm and Recognize the month of April as Fair Housing Month and Sexual Assault Survivor Awareness Month.
- Declare, Affirm and Recognize the month of May as Asian and Pacific Islander American Heritage Month.
- The Human Rights Commission affirmed June as the LGBTQ+ Pride Month.
- Declare, Affirm and Recognize Juneteenth Day on June 19th.
- Declare, Affirm and Recognize the month of September 15 to October 15 of 2020 as Hispanic Heritage Month Indigenous Requested the Board of County Supervisors to review and adopt a new county seal.
- Declare, Affirm and Recognize the month of November American and Native American Heritage Month.

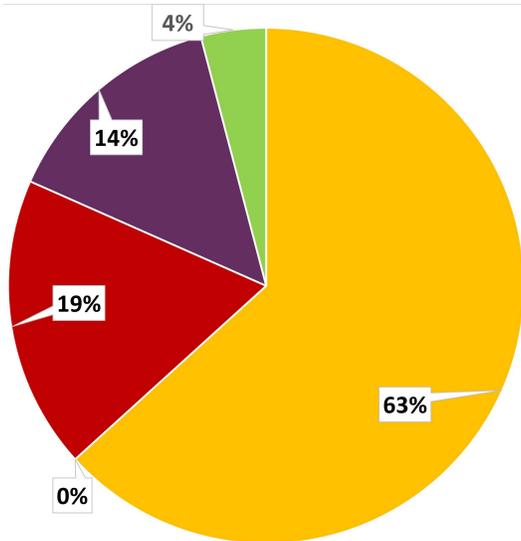
Statistics

Case Closures



- Employment
- Housing
- Public Accommodation
- Education

Reasons For Closures



- No Probable Cause
- Probable Cause
- Settlements
- Withdrawals/ Right to Sue
- Appeal

County FY21	
# of Cases Filed	68
Cases Closed	41
% closed w/in 1yr of filing	95%
Resolved through Settlements (9)	19%
No Probable Cause (31)	63%
Probable Cause (0)	0%
Appeal (2)	4%
Withdrawals/Right to Sue (6)	14%
Appeals upheld	100%
Settlement amount	\$27,400.00

Our statistics for the County's FY 2021 reveal that 81% of the complaints closed were employment-related, 7% claimed public accommodation issues, 7% were about housing-related issues and 5% claimed education matters.

During the County's FY 2021, 19% percent of the cases were settled. These settlements represented \$27,400.00 in monetary benefits to complainants.

In FY 2021, 95% of the cases were closed within one year of filing.

Only 4% of the cases closed during FY2021 were appealed, and 100% of the decisions made by the Executive Director were upheld by the Human Rights Commission after hearing the appeals.

EQUALITY

DIVERSITY

CULTURE

ADVOCACY

**"The rights of every man are diminished
when the rights of one man are
threatened"
- John F. Kennedy**

COMMUNITY

EDUCATION

Prince William County
Human Rights Commission
15941 Donald Curtis Drive, Suite 125
Woodbridge, VA 22191
703-792-4680

www.pwcgov.org/HumanRights

PEOPLE