



SUBMISSION FORM

All submission forms must include the following information. Separate submission forms must be turned in for each eligible program. **Deadline: July 1, 2022.** Please include this submission form with the electronic entry. If you do not receive an email confirming receipt of your entry within 3 days of submission, please contact [Gage Harter](#).

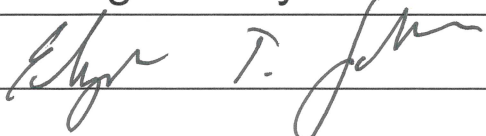
PROGRAM INFORMATION

County: Prince William County
Program Title: Courageous Conversations and Reimagining Public Safety
Program Category: Criminal Justice & Public Safety

CONTACT INFORMATION

Name: Peter Newsham
Title: Chief of Police
Department: Police Department
Telephone: (703)792-6650 Website: www.pwcva.gov/police
Email: delainclark@pwcgov.org (Point of Contact)

SIGNATURE OF COUNTY ADMINISTRATOR OR DEPUTY/ASSISTANT COUNTY ADMINISTRATOR

Name: Elijah T. Johnson
Title: Acting County Executive
Signature: 

Virginia Association of Counties (VACo) Achievement Awards Nomination Narrative

Nominee: Prince William County Police Department

Project: Courageous Conversations and Reimagining Public Safety

Program Category: Criminal Justice & Public Safety

Executive Summary and Brief Overview:

In August of 2020, the Prince William County Police Department and Virginia Department of Criminal Justice Services (DCJS) began a year-long series of listening and learning exchanges titled Courageous Conversations as part of DCJS's broader investment in community and law enforcement partnerships state-wide. The purpose of the project has been to support enhanced relationships between key community representatives and law enforcement officials based on clear and honest communication to listen and understand each other's perspectives and goals. This was a unique opportunity to further strengthen the Police Department's commitment to ongoing citizen and community engagement and collaboration, enhance public trust, and improve the delivery of police services to the public.

As a direct result of this initiative, the focus group hosted an inaugural Community Fair on September 25, 2021. The goal of the Fair was to create another opportunity to foster lasting relationships with our diverse community by bringing together citizens and members of our agency in a safe, trusting environment. As part of the recruitment effort at the event, the Police Department utilized a "rapid hiring" process through which the initial hiring phases were completed during the event to make conditional offers of employment on-site during the Fair.

Problem:

The purpose of the project has been to support enhanced relationships and trust between the community and law enforcement based on clear and honest communication to listen and understand each other's perspectives and goals. This has been a unique opportunity to further strengthen the Police Department's commitment to ongoing citizen and community engagement and collaboration, enhance public trust, and improve the delivery of police services to the public. The Police Department was under no legal obligation to establish the program and did so proactively to further strengthen its relationship with the community it serves.

Program Description:

The initiative included several phases including:

Phase I - Begin a community bi-directional conversation among residents and local and state leaders to create co-owned solutions for issues that deeply impact minority communities, marginalized groups, faith-based organizations, and others as they relate to policing. Secondly, to ensure that communities' voices and ideas are heard, such that common ground can be identified to help inspire confidence to build a path forward. Third, to create long-term sustainability for community-led dialogues to continue, and to inform legislative initiatives for future State General Assembly Sessions. Fourth, to support enhanced relationships between key community representatives and law enforcement officials and begin a foundation based on clear and honest communication. This phase was the beginning of many conversations between the parties wherein each can listen and understand each other's perspectives and goals.

Phase II - Developing community-centric recommendations which included:

- Identify site specific problems.
- Generate options, identify community assets, and offer recommendations to address those problems.
- Propose output and outcome measures of success.
- Provide an overview of local and state processes as they relate to revising policies, practices and standard operating procedures.

Phase III - Reimagining Public Safety in Prince William County. Goals include 1.) To enhance understanding, 2.) To improve communication, 3.) To encourage a better working relationship between community members and local law enforcement professionals. These goals align with the overall objective of this endeavor: to implement a series of listening and learning exchanges that allow participants to recognize, appreciate and surmount historical, individual, societal, and institutional obstacles that negatively impact efforts to strengthen community policing efforts. Three focal areas in this overall initiative will remain the same and

**Virginia Association of Counties (VACo) Achievement Awards
Nomination Narrative
Program: Courageous Conversations and Reimagining Public Safety**

include: (1) implicit bias, (2) use of force, and (3) recruitment, selection, and retention of police professionals

The exchanges were facilitated by DCJS in collaboration with the University of Virginia Batten School of Public Policy, subject matter experts in the field of public safety, key community stakeholders, guest speakers, and staff from the Prince William County Police Department. The focus of the meetings was to:

- Build and strengthen the relationship between the community and local law enforcement
- Develop leadership initiatives
- Facilitate discussions to identify and develop community-based strategies to address community issues and concerns
- Reimagine public safety services

Key aspects of the meetings included discussions on key topic areas such as:

- Use of Force
- Recruitment, Selection and Retention
- Implicit Bias

Results/Success of the Program:

The initial meeting was held on August 15, 2020, and have been ongoing on a monthly basis. Over the course of several months, several points arose and centered around the idea of going out into the neighborhood and getting to know others from unique backgrounds that differ from your own. Additionally, Prince William County was recognized as one of the most diverse counties in the nation, something which became an incredible opportunity for this initiative to be successful. Another major suggestion was to pursue projects of partnership between community organizations with the recently established Prince William County Racial and Social Justice Commission

through the Police Department. Finally, a key point of discussion was the marginalization of some minority communities to include the Hispanic community.

This was a unique opportunity to further strengthen the Police Department's commitment to ongoing citizen and community engagement and collaboration, enhance public trust, and improve the delivery of police services to the public. The establishment of the Courageous Conversations program has been a collaborative effort between the Police Department, Virginia Department of Criminal Justice Services and the community. It has been accomplished utilizing existing Department resources in an effort to increase communication with the Prince William community and further enhance trust between the community and the Police Department. The program was established proactively to continue to build upon the strong relationship the Department has with the residents it serves and provides the community with a direct line of communication to Department leadership so that they may provide feedback on Police Department policies and activities. It has garnered a very positive response from the community on the Police Department's efforts to increase communication and collaboration.

As a direct result of this initiative, the Prince William County focus group hosted an inaugural Community Fair on September 25, 2021. The goal of the Fair was to create another opportunity to foster lasting relationships with our diverse community by bringing together citizens and members of our agency in a safe, trusting environment that included diverse foods, music, and children's entertainment. There were over thirty booths representing community groups, other County agencies and private sector companies to engage the community regarding the recruitment of diverse employees and provide hiring opportunities. As part of the recruitment effort at the event, the Police Department utilized a "rapid hiring" process through which the initial hiring phases were completed during the event to make conditional offers of employment on-site during the Fair. It is hoped that this will assist in the Police Department's efforts of building a workforce that is more closely representative of the community we serve.

More Information: <https://www.youtube.com/watch?v=hB7J55hWBI>



NEWS RELEASE

September 21, 2021

There Is Lots to See and Do at Saturday's Community Fair!

Prince William County, VA... A host of County agencies will be on hand to register voters, sign up election officer volunteers, adopt a companion animal, complete a Child ID form for children's safety, sign up to receive emergency alerts, learn about employment opportunities with the Police, Fire & Rescue and Public Safety Communications agencies, and so much more!

The Prince William County Police Department will host a community fair on Saturday, Sept. 25, 2021, to showcase the many facets of police work in the county with displays, fun activities, appointments with a recruiter, pet adoptions and much more. [View the video invitation from Police Chief Peter Newsham!](#)

The event is from noon to 4 p.m. at the Sean Connaughton Plaza, 1 County Complex Court, Woodbridge, VA 22192. County residents are cordially invited to the community fair, which also will feature displays from numerous County public-safety agencies and other County government organizations, community organizations, live music and food trucks. There will be performers available for photo opportunities and face painting for the young and the young-at-heart.

Background investigators and recruiters will be present to speak to anyone interested in a career as a police officer. Job applications will be accepted that day. The Department is committed to a diverse workforce and encourages all interested applicants to contact the Prince William County Police Personnel Bureau at (703) 792-6580 or visit the Department's recruiting website at www.joinpwcpcd.org.

The Department is also on social media: [Facebook](#) | [Twitter](#) | [YouTube](#) | [Instagram](#) | [NextDoor](#)

-end-



NEWS RELEASE

21 de septiembre de 2021

¡Hay mucho para hacer y para ver el sábado en la feria comunitaria!

Prince William County, VA... Muchas agencias del condado estarán presentes y le ofrecerán servicios como ayuda para registrarse como votante, completar un formulario para obtener una identificación infantil para la seguridad de sus niños, información de como convertirse en un oficial electoral voluntario, como adoptar un animal de compañía, como inscribirse para recibir alertas de emergencia, ¡y mucho más! Además puede enterarse sobre oportunidades de empleo con la policía, con los bomberos, y con las agencias de comunicación y seguridad pública.

El Departamento de Policía del Condado de Prince William patrocinará la feria el sábado 25 de septiembre de 2021. El evento será de 12:00 a 4 p.m. en la Plaza Sean Connaughton, 1 County Complex Court, Woodbridge, VA 22192. Los residentes del condado están cordialmente invitados a asistir a la feria comunitaria. ¡Vea el vídeo de invitación del jefe de la Policía Peter Newsham en el enlace. [View the video invitation from Police Chief Peter Newsham!](#)

Habrá numerosas exhibiciones de las agencias de seguridad pública, otras organizaciones gubernamentales del condado y organizaciones comunitarias. Mostrará las muchas facetas del trabajo policial con exhibiciones, actividades divertidas, citas con reclutadores, adopciones de mascotas y mucho más. Habrá música en vivo, comida de carros ambulantes, podrá tomarse fotografías con algunos artistas que estarán presentes y una estación para pintarse la cara tanto para los chiquitines como los jóvenes de corazón.

Si está interesado en una carrera como oficial de la policía tendrá la oportunidad de hablar con reclutadores e investigadores de antecedentes y su solicitud de empleo también será aceptada ese día. El departamento está comprometido a tener una fuerza laboral diversa y alienta a los solicitantes interesados a comunicarse con la oficina de personal de la policía al (703) 792-6580 o a visitar el sitio web de reclutamiento www.joinpwcpd.org.

El departamento también está en los medios sociales: [Facebook](#) | [Twitter](#) | [YouTube](#) | [Instagram](#) | [NextDoor](#)

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NEWS RELEASE

September 22, 2021

Interview For a Job At the Police Department Community Fair

Prince William County, VA... The Prince William County Police Department will host a community fair on Saturday, Sept. 25, 2021. Background investigators and recruiters will be present to speak to anyone interested in a career as a police officer. Job applications will be accepted that day.

The event is from noon to 4 p.m. at the Sean Connaughton Plaza, 1 County Complex Court, Woodbridge, VA 22192. **Scan the code to set up an appointment!**

The Department is committed to a diverse workforce and encourages all interested applicants to contact the Prince William County Police Personnel Bureau at (703) 792-6580 or visit the Department's recruiting website at www.joinpwcpd.org.



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NEWS RELEASE

22 de septiembre de 2021

Entrevista para un trabajo en la feria comunitaria del departamento de policía

Prince William County, VA... El departamento de policía del condado de Prince William tendrá una feria comunitaria el sábado 25 de septiembre de 2021. Si está interesado en una carrera como oficial de la policía tendrá la oportunidad de hablar con reclutadores e investigadores de antecedentes y su solicitud de empleo también será aceptada ese día.

El evento será de 12:00 a 4 p.m. en la Plaza Sean Connaughton, 1 County Complex Court, Woodbridge, VA 22192. **¡Escanee el código para programar una cita!**

El departamento está comprometido a tener una fuerza laboral diversa y alienta a los solicitantes interesados a comunicarse con la oficina de personal de la policía al (703) 792-6580 o a visitar el sitio web de reclutamiento www.joinpwcpd.org.



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Event Promotional Materials



Prince William Community Fair Event Photographs

