

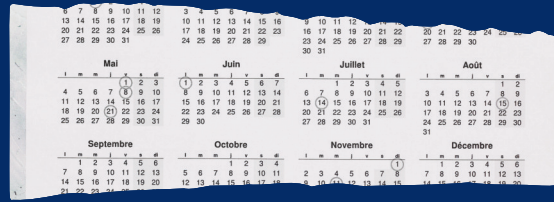
**NAACP**  
Fairfax County

# FAIRFAX COUNTY NAACP

## 2026 ADVOCACY AGENDA

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# FRAMING OUR AGENDA



## Framing Our Agenda for the Fairfax County NAACP: 2026

As we move into 2026, an important year for statewide and local elections, our focus must, and will, remain squarely on the political engagement of our membership and the wider community. The stakes are simply too high to do otherwise.

We will continue to dedicate our efforts to the areas that are of primary importance and concern to the people we serve:

- **Education:** Advocating for equitable funding, resources, and policy changes to eliminate achievement gaps and ensure quality education for every student.
- **Criminal Justice:** Working towards systemic reform, addressing issues of police accountability, sentencing equity, and successful re-entry programs.
- **Housing:** Pushing for policies that increase the supply of affordable housing, prevent displacement, and combat discrimination in all aspects of the housing market.

Additionally, through the work of our Budget Committee, we will maintain a laser focus on the Fairfax County budget to ensure funds are expended in a truly equitable fashion across all sectors of county initiatives and programs, holding decision-makers accountable.

By actively engaging with our elected officials and securing representation on key community-focused boards and commissions, we will continue to drive progress toward a more equitable and humane society. This ensures that Fairfax County not only maintains but accelerates its advance along a truly progressive pathway that delivers liberty and justice for all.

# Fairfax County NAACP 2026 Advocacy Agenda

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## TABLE OF CONTENTS

|  |       |      |
|--|-------|------|
| • President’s Message                      | ----- | 1    |
| • Education Committee                      | ----- | 2    |
| • Criminal Justice Committee               | ----- | 3-4  |
| • Fair and Affordable Housing<br>Committee | ----- | 5-6  |
| • Political Action Committee               | ----- | 7-8  |
| • Budget Committee                         | ----- | 9-10 |

## PRESIDENT'S MESSAGE: SETTING OUR COURSE FOR 2026

As we step into 2026, we, at the Fairfax NAACP acknowledge that we face a complex and challenging landscape, but our history proves that we are resilient. The work ahead is demanding; if we do not respond and act strategically, we risk seeing persistent turmoil and widening social and economic divides. The challenges our communities will encounter this year will undoubtedly necessitate a renewed focus, energized commitment, and the development of new policies and laws essential to finally close the gaps that have persisted for far too long.

We continue our strong call for an end to structural disparities, and that work begins with a candid examination of our own community to actively dismantle the barriers that perpetuate and foster institutional racism. Because the root causes of the injustices our communities face—inequality and systemic bias are deeply interconnected, our solutions must be as well. Every decision we make must be intentional, transformative, proactive, and equitable.

In the past year, we have seen sustained energy and growth. Membership in the Fairfax County NAACP Branch has continued its steady increase, solidifying our foundation with hundreds of dedicated members and a broad network of partners, allies, and supporters.

Our shared mission remains clear: to achieve equity, political rights, and social inclusion by advancing policies and practices that expand human and civil rights, eliminate discrimination, and accelerate the well-being, education, and economic security of Black people and all persons of color.

Our 2026 Advocacy Agenda will succeed when we challenge ourselves to unite and embody the ideals of Dr. King's "beloved community." Our advocacy committees are committed to their work to remove systemic barriers and institute fair and equal access across key areas:

- **Quality Education:** Ensuring equitable resources and outcomes for all students.
- **Restorative Criminal Justice:** Advocating for systemic reforms, reduced mass incarceration, and community-centered justice.
- **Affordable and Equitable Housing:** Fighting predatory practices and expanding access to stable, quality housing.
- **Quality and Affordable Health Care:** Addressing health disparities and ensuring comprehensive care for all.
- **A Just Transition to Clean Energy and Energy Efficiency:** Advocating for environmental policies that do not burden vulnerable communities.
- **Economic Justice:** Promoting wealth creation, fair employment, and contracting opportunities.
- **Support for Our Vulnerable Communities:** Prioritizing resources for seniors, youth, and those facing specific hardships.

With a Servant Leader's Heart, we will move forward together.



**Niki L. Zimmerman, President**  
Fairfax County NAACP  
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## Education Committee [education@fairfaxnaacp.org](mailto:education@fairfaxnaacp.org)

The Education Committee works to ensure that all students of color and economically disadvantaged students 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 both a human and a civil right. During the year 2025-26, the Education Committee will advocate for the following:

- We will host a state of the schools' event with Fairfax County Public Schools and Superintendent Dr. Michelle Reid on a date to be determined, continuing our advocacy toward increased math and literacy rates for students, increased Black teacher recruitment and retention, and improved access to resources for Special Education, autistic, dyslexic, and Title 1 students.
- We will apply strong support and advocacy to the Fairfax Education Union representing Instructional and Operational staff in FCPS as they lobby the Board of Supervisors to fully fund the Collective Bargaining Agreement in year two.
- We will evaluate applications for the Michelle Leete Memorial Scholarship in advance of College Day in partnership with the Scholarship Committee.
- We will plan and host a Community Empowerment Summit in partnership with the Criminal Justice Committee to introduce Black Fairfax County residents and returning citizens to training jobs and career opportunities in the Artificial Intelligence Industry. This event will include follow-up events yet to be developed.
- We will host an Educator Forum in Spring 2026 with special guests.
- We will plan and host a "Know Your Rights" information event for community members interested in learning how to best support children with autistic, dyslexic and special education needs within the school system.

## Criminal Justice Committee

[justice@fairfaxnaacp.org](mailto:justice@fairfaxnaacp.org)

The Criminal Justice Committee advocates for reform to criminal justice policies, reduction in the prison population, and advancing voter and employment rights of the formerly incarcerated. In 2026, the Criminal Justice Committee will advance the following initiatives:

- **Examine policies regarding co-responder model**

Fairfax County has a co-responder program that pairs mental health clinicians with police officers to aid in de-escalation. On September 16, 2024, however, a Fairfax County police officer responded alone to a welfare check with an individual who was experiencing a mental health crisis. The situation escalated resulting in the shooting death of the individual in crisis. While we are encouraged that Fairfax County has a co-responder program, we plan to gain clarity on how co-responder deployment is decided and to ensure that established protocols are followed consistently to minimize the risk of such a tragic and unwarranted outcome.

- **Expungement Clinic**

Countless people have criminal records that hinder their ability to make a living, find housing, get education, and so much more. In 2025, the Criminal Justice Committee partnered with other organizations to hold Fairfax County's first ever expungement clinic to remove charges from people's records. This event was completely booked well in advance and successfully opened 53 petitions for expungement. We will work with our partners to expand the 2026 Expungement Clinic in size by increasing the number of people who can be assisted and in scope by providing assistance to those who are eligible to have their criminal records sealed, an option that becomes available in Virginia on July 1, 2026.

- **Reform the Office of Fairfax Commonwealth's Attorney**

Hold the Office of the Fairfax Commonwealth's Attorney accountable for implementation of its own "Plea Bargaining, Charging Decisions, and Sentencing Policy" guidelines. The CA's office needs to effectively implement sections 3A, 4, 6, and 12 to ensure fair plea bargaining, charges, and dispositions. Plea Bargaining is the primary way most criminal cases are resolved; the Fairfax CA's office has ineffectively applied these guidelines to cases, creating plea deals that do not reflect what is shown in the guidelines while also creating situations that are wholly unjust and do not represent its own values of criminal

## **Criminal Justice Committee (cont.)** **[justice@fairfaxnaacp.org](mailto:justice@fairfaxnaacp.org)**

justice reform. We will continuously advocate that the Fairfax CA's office follow through with criminal justice reforms that ensure fairer plea bargaining, charging, and sentencing. We will engage with the Fairfax CA's office and encourage specific data collection in order to examine the magnitude of this problem and focus on possible solutions and outcomes.

- **Second Chance Job Fair**

Stable employment is key to reducing recidivism; however, having a record reduces the likelihood of a job callback or offer by as much as 50 percent. A job fair will be held to help returning citizens find jobs and improve their ability to find and hold jobs. The job fair will connect formerly incarcerated individuals with employers and provide them with resources for career readiness. Resources will include services such as one-on-one resume reviews, one-on-one career consultations, information on available training and educational programs, and assistance with job applications.

## Fair and Affordable Housing Committee

[housing@fairfaxnaacp.org](mailto:housing@fairfaxnaacp.org)

The Housing Committee advocates for fair and affordable housing for all residents, especially for people of color who were systematically excluded from it for generations. We will help spread local awareness of the effects of past injustices such as segregation laws, racial covenants, discrimination in renting and lending, displacement, and gentrification. Largely because of these policies, people of color are disproportionately represented in both the population of homeowners (low) and in the population of homeless people (high). We seek new intentional policies and actions to redress past policies. Some of our main points of advocacy for 2026 are as follows:

### **Promote the concept of equitable community-based economic development to county planners and electeds**

- Organize at least two webinars featuring a speaker or panel on community-based development that benefits, rather than displaces, low-wealth neighborhoods. This follows on our successful effort to get community-led development in the new Land Use Policy Plan.
- Partner with the county equity office, the Southeast Fairfax Development corporation, Enterprise Community Development, and others to plan these webinars.

### **Support more funding for stable affordable housing**

- Join with others to develop county-level strategies to counter the threat from HUD to suddenly discontinue funding for people in permanent supportive housing.
- Organize a dozen speakers for the county budget hearing in April to ask for more county funding for affordable housing, permanent supportive housing, and rent relief. We still need to reach 2 pennies on the dollar of valuation.

### **Encourage greater public acceptance of committed affordable housing**

- With NAACP BRIDGE funding, collaborate with the Northern Virginia Affordable Housing Alliance and other partners to develop an online advocacy guide for faith communities and neighbors who want to support local affordable housing in the face of opposition from other community members.
- Work with SEIU and teachers' unions to support workforce housing at public hearings.

## **Fair and Affordable Housing Committee (cont.)** [housing@fairfaxnaacp.org](mailto:housing@fairfaxnaacp.org)

### **Support rights of tenants and mobile home owners**

- Continue to push the County to notify tenants and mobile home owners of new developments including data centers being planned near their communities and insist on their rights to information in their language and without jargon.
- Continue to support right of first refusal and fair market value compensation when mobile home parks are sold to developers.
- With our partners Tenants and Workers United (TWU), and as a member of the Manufactured Housing Roundtable, monitor issues, progress, and threats in mobile home communities.
- Stand with TWU to protest ICE when they take immigrants without a warrant from their communities to detention facilities

### **Support the civil and human rights of homeless people, including their right to housing**

- Continue to support the evidenced-based Housing First policy for homeless people, despite its abandonment by the current Administration.
- Continue to press for more funding for services, permanent supportive housing, and heat relief programs for people who are homeless.
- Keep pressure on the County to complete the long-overdue replacement of the Kennedy Shelter on Richmond Highway (no groundbreaking 10 years after funding).

## Political Action Committee

[politicalaction@fairfaxnaacp.org](mailto:politicalaction@fairfaxnaacp.org)

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 works to increase access to the democratic process through voter registration, voter education and protection, education, advocating for a participatory budgeting process, and working to repeal racially discriminatory legislation. We have an incredible opportunity to build Black political power in Fairfax County. In 2026, the Political Action Committee will advocate to effect change in the following ways:

- **Voter Empowerment Campaign:**

Ensure voter empowerment through education, training, voter registration, and election participation efforts throughout the year. We will focus on increasing voter registration of 18–29-year-olds, we will also focus on identifying the large percentage of Black voters who are infrequent voters or may be at risk to be removed from the voter polls and the automatic restoration of voting rights to the formerly incarcerated.

- **Candidate Engagement:**

The committee will host candidate forums and events to give Fairfax County Voters the opportunity to meet and question our representatives on important topics that impact Fairfax County residents.

- **Voting Rights and Political Representation:**

Advocate for enhancements that will increase voter access in Virginia: Begin pre-registration at age 16, which will increase voter registration of 18-29 year olds; Localities must increase the number of mandatory Sunday voting during the early vote period and; Automatic restoration of voting rights to the formerly incarcerated.

- **Make A Plan To Vote Campaign | TurnOut To Win:**

Research shows voters are more likely to make it to the polls if they make a plan on when, where, and how they will vote. We will encourage such planning among our membership and supporters.

## Political Action Committee (cont.)

[politicalaction@fairfaxnaacp.org](mailto:politicalaction@fairfaxnaacp.org)

- **Fairfax Round Table Submissions:**

The Political Action will submit to the Fairfax Round Table a request that Fairfax County consider opening the polls for additional Saturday and Sunday Voting. This request would require additional funding be provided to the Fairfax Board of Elections to support the additional days.

## Budget Committee

[budget@fairfaxnaACP.org](mailto:budget@fairfaxnaACP.org)

Our local government is responsible for serving its citizens in every community with fairness and equity. The Budget Committee will strive to reduce inequities in our community by seeking more funding to support initiatives and programs in underserved communities. We will advocate for the economically disadvantaged citizens whose voices are often unsolicited and unheard. In 2026, the Budget Committee will focus on the following priorities:

- Make recommendations to the County Board of Supervisors during the FY 2027 Budgetary Review process that address the above with specific budgetary proposals.
  - **Public Defender Office**

Seek the 25% supplement that the office has requested in its FY 2027 budget. We are advocating for an additional \$300,000 for this office to more effectively perform its job. The office should be adequately staffed to serve indigent clients, many of whom are incarcerated for minor crimes, creating an additional tax burden to the County. Legal assistance to indigent blacks (40% of arrests) and Latinos (29% of arrests), who are arrested at a disproportionate rate exceeding their demographic representation in Fairfax County.
  - **Co-responder Program**

Work in coordination with the Criminal Justice Committee to prevent this vital program from potential budget cuts, as suggested by Chief Davis. Will work to educate lawmakers that adequately funding this program is a more cost-effective way to assist people having mental crises than responding to wrongful death lawsuits that could lead to multi-million dollar settlements.
  - **Housing**

Have Fairfax County meet the goal of 2 cents of incremental funding for affordable housing.  
Increase emergency housing capacity to meet the needs of residents.  
Add Rent support and legal help in pre-eviction to keep people housed.

## **Budget Committee (cont.)**

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- Keep the chapter informed of Board of Supervisors meetings, plans, and announcements so that impacted chapter Advocacy committees can respond or take action where needed and act accordingly.
- Collaborate with community organizations with which we have shared interests in promoting programs and initiatives that deserve greater prioritization and funding.
- Assist other committees in the chapter in obtaining government budgetary resources.
- Monitor how government funds are spent as directed by our Advocacy committees for programs of interest.



## Change Doesn't Happen Alone

Progress doesn't happen on its own. By becoming a member of our local NAACP branch, you help carry forward a legacy of advocacy while building a future grounded in equity and justice. Stand with us, add your voice, and be part of the work that makes change possible.



**NAACP**  
*Fairfax County Branch*