



FAIRFAX COUNTY NAACP

2025 Branch Accomplishments and Year-End Summary

December 2025

Fairfax County NAACP
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From the President, Fairfax County NAACP

The Fairfax County NAACP is proud to share the 2025 Branch Accomplishments and Year-End Summary. This report reflects a year of committed advocacy, strong partnerships, and meaningful progress across education, housing, public safety, civic engagement, and economic opportunity.

Our committees worked with purpose and determination, ensuring that community needs and civil rights priorities remained central in county decision-making. Their efforts strengthened relationships with local leaders, produced measurable outcomes, and elevated the voices of those most impacted by inequity.

We extend our deep appreciation to our committee chairs, members, and partners for their leadership throughout the year. As we move into 2026, the Fairfax County NAACP remains firmly dedicated to advancing justice, expanding opportunity, and securing a more equitable future for every resident of Fairfax County.

Niki Zimmerman, President
Fairfax County NAACP

Budget Committee



2025 Year in Review

- Presented to Fairfax County Board of Supervisors at the FY 2026 Budget April public hearing, highlighting the branch’s budget priorities that impact the community.
 - Kept the branch informed regarding Board of Supervisors proposals and actions affecting the community from monitoring their public hearings.
 - Formed branch’s positions on Fairfax County Public Schools Collective Bargaining agreement, meals tax, and real estate taxes. Presented those positions to Board of Supervisors and other community organizations that we worked with.
 - Investigated opportunities for branch’s opportunity to be awarded funds from Fairfax County 2025 Budget Carryover. Research concluded there was no opportunity, but did learn more about the process which will be helpful in future endeavors. We would look at Consolidated Community Fund.
 - Served actively with the Invest in Fairfax coalition, joining organizations and unions to advocate for budgetary issues that benefit the community.
 - Co-headed May Public Forum on “How the election affected the Black community” at Burke Library.
 - Moderated the July General Membership meeting featuring County Executive Bryan Hill who spoke on the FY 2026 Fairfax County budget and economic outlook.
 - Supported other NAACP committees in their advocacy efforts related to budget priorities.
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Budget Committee

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- Kept 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.
- Assisted other committees in the chapter in obtaining government budgetary resources.
- Monitored how government funds are spent as directed by our Advocacy committees for programs of interest.

The Budget Committee's work is integrally linked to the core Advocacy Committees. This work was carried out through research, information sharing, discussions with stakeholders, culminating in the Board of Supervisors' FY 2026 budget hearing. What follows is a review of those requests.

- **Public Defender Office**

Following a 2024 General meeting presentation made by Ms. Dawn Butorac, arranged by CJ Committee, we worked to find support for her requested budget increase of \$300K for additional staffing salaries/resources. Met with Supervisor Alcorn and staff to stimulate interest. Made this a point of emphasis at the April public hearing.

Budget Committee

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Outcome: The BoS maintained the supplement at 15%, but the attorney staffing was increased by 3 to 44 attorneys. On November 14th, Ms. Butorac shared her FY 2027 request which again asks for an increase to 25%. This impacts our community as 40% of the indigent clients are black. The pay scale for attorneys in her office are significantly lower resulting in higher attrition and less experience.

- **Expand the Co-responder Program**

More funding to increase staffing and reduce chances of tragic outcomes that occurred with the death of Ms. Sydney Wilson in Reston.

Outcome: Based on data received from Supervisor Lusk's office provided to me by Legal Redress chair, Meredyth Havesay, there is 12 hour coverage daily 365 days per year. However, the question is whether the staff scheduling best aligns with the hours when mental health emergencies occur. Supervisor Lusk's office has expressed that 24 hour coverage is a goal. Working on scheduling and adding resources if needed remain an open objective in 2026. The Fairfax Roundtable may become the vehicle to move this forward.

- **Housing**

Increase to 2 cents of the county real estate tax to incremental funding for affordable housing.

Budget Committee

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Outcome: The FY 2026 Budget dedicated \$42.44 million, equal to 1.25 cents on the real estate tax rate.

Acquisition and conversion of more commercial properties for emergency housing.

Outcome: Completed Fair Ridge Emergency Housing (Sully District); In process - Beacon Landing (Fairfax); Cornerstones (Rt 50 & W. Ox); Kennedy Shelter (Beacon Hill).

More resources for representation of lower-income tenants in Friday's Eviction court.

Outcome: Not much progress.

- **Education**

Funding the Collective Bargaining Agreement between FCS and union.

Outcome: The BoS did not provide full funding for the CBA. The School Board took their approved budget and provided full-time instructional and operational staff in FCPS a 6% increase plus \$1K bonus for returning employees. Part-time staff not represented by the Fairfax Education Union, office staff, and administrators received 5% raises.

Pending: More Special Education Teachers and Early Education Teachers.

Hiring and retention of more black teachers.

Budget Committee

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More funding for legal representation for parents of children with special needs.

Outcome: With 200 positions not filled due to the direct underfunding of the contract it is highly likely that the goals for the above were not achieved. There is no data to support status.

- **Legal Redress**

We asked for \$5M in the FY 2025 County budget to support low-income residents in non-criminal proceedings including tenant landlord disputes, employment matters, consumer disputes, etc. We believe that offering attorneys stipends will make this feasible.

Outcome: No developments in this area and Fairfax Roundtable may be a more viable approach.

Criminal Justice Committee



2025 Year in Review

- Coordinated Fairfax County's first-ever expungement clinic in partnership with the Clerk of the Court and Supervisor Rodney Lusk's office.
 - Assisted 60 participants and successfully filed 53 expungement petitions, helping remove barriers to employment, housing, and other opportunities.
 - Participated in the Foot Pursuit Equity Action Team (EAT), the first EAT convened by the One Fairfax Roundtable.
 - The Foot Pursuit EAT was organized in the wake of Timothy Johnson's killing to provide recommendations to FCPD on its first foot pursuit policy, a longtime priority of the Fairfax NAACP.
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Education Committee



2025 Year in Review

Executive Summary

Despite a tumultuous and challenging national environment in 2025, the Education Committee successfully maintained a strong focus on its mission: ensuring all students of color and economically disadvantaged students are on a path to college or a successful career through access to equitable resources, great teachers, a challenging curriculum, and a representative environment. The cornerstone achievement of the year was establishing a strong, collaborative relationship with FCPS Superintendent Dr. Reid and securing unprecedented access to leadership and key data metrics.

Key Achievements and Progress Status

- **Access to Great Teachers (SUCCESS / In Progress):**

The Committee achieved a monumental success by fully supporting the Fairfax Education Union (FEU), which resulted in the school system's first Collective Bargaining Agreement in 47 years and a successful 6% pay raise for over 15,000 instructional staff. This success supports attracting and retaining high-quality educators, which is crucial for our mission. Despite the underfunding of the CBA, Dr. Reid maintained a 98% instructional position fill rate.

Education Committee

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- **Path to College or Career (YES):**

Through strong engagement with FCPS leadership, we secured access to data required to advocate for clear post-graduation options for all students. We actively engaged in the boundary study process, which will be a central focus of our 2026 advocacy agenda.

- **Specific Agenda Successes:**

The Committee successfully advocated for the implementation of changes to math access pathways and a clear, measurable plan to improve literacy through 12th grade for students of color.

Persistent Challenges and Areas for 2026 Focus

- **Representative Environment (NO):** This remains the most critical gap. Black staff participation stands at only 2.4%, far below the community's representation goals. A continued, intensified focus on recruitment and retention of Black teachers will be required.
 - **Equitable Resources (IN PROGRESS):** While technology access is met, many schools require urgent physical upgrades, renovations, and improvements in air quality, temperature controls, equipment, and accessibility.
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Education Committee

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- **Challenging Curriculum (INCOMPLETE):** The full impact and effectiveness of new literacy initiatives (like the Benchmark reading program) cannot yet be assessed. Data is pending and will be crucial for the 2026 assessment of curriculum effectiveness.
- **Data and Staffing Shortages (PENDING):** Critical data points (literacy, AAP enrollment, Black staff recruitment/retention) are still pending release. Furthermore, we must continue to demand that FCPS address the urgent Special Education teacher shortage.

2026 Outlook

- The primary focus for the Committee in 2026 will be to leverage the newly available data to create transparent, data-driven plans to increase Black teacher hiring, address the Special Education shortage, monitor the impact of boundary shifts, and secure necessary physical resource upgrades. Our continued collaboration with Dr. Reid and FCPS stakeholders remains essential to fulfilling the fundamental human and civil right of access to quality education.
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Fair & Affordable Housing Committee



2025 Year in Review

The Housing Committee advocates for fair and affordable housing for all residents, especially for people of color who were systemically 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.

Our accomplishments on each of our main points of advocacy for 2025 are below.

Help the community understand the ongoing effects of racial segregation policies in housing and development

- **NEW:** Help publicize recent research on the history of local residential segregation policies and their impact on current land use patterns. Because these policies were intentional, new policies can intentionally seek different outcomes.

What we did: This effort was quashed by the county executive who wanted to keep the county's head down as the Trump administration came after liberal jurisdictions and cut federal grants. We still have a draft of land use discrimination by GMU researchers we hope to work with others to revise and publicize.

Fair & Affordable Housing Committee

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Influenced new policies to stress equity in community economic development

- **NEW:** Influence county land-use policy to encourage equitable development that benefits current low-income residents (especially people of color) and local businesses wishing to retain and improve their communities (as opposed to gentrification).

What we did: We created layers on a GIS county map that showed the overlap between areas set for dense development and areas of high population vulnerability. We presented this to planning commissioners along with recommendations on how to encourage community development that benefits low wealth communities through nonprofit CDFA developers. I also interviewed a number of community leaders and developers in surrounding jurisdictions that use this approach. We got support from the Southeast Fairfax Development Corporation and the Northern Virginia Affordable Housing Alliance. Racially coded offensive language was stricken from the new policy plan and a section inserted on encouraging community development that benefits the community.

NEW: Reduce displacement of current residents and businesses. Each development application should identify the number of rental units and local businesses that would be displaced to make this part of the public discussion.

Fair & Affordable Housing Committee

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We will submit this type of suggestion to the staff team leading an interagency effort to promote affordable housing.

- Persuaded the county to recognize renters (30% of the population) as having rights equal to home owners to be notified of plans for nearby developments and engaged in discussions.

We have asked the BOS for this and it is on the 2027 work plan for the Zoning Dept. We will ask friendly supervisors to get it pushed up. May be a candidate for the Roundtable.

Affirmatively further fair housing

- **NEW:** Hold a joint event with the Fairfax County Department of Housing and Community Development to promote mechanisms to increase Black homeownership.
 - **Done:** Four hour Saturday Workshop held at GumSprings Community center. Three speakers. Lots of handouts. Good evaluations from the 18 attendees.
 - Stress that Fair Housing means that people of color must have housing choices throughout the community.
 - Continue working with the Washington Metro Council of Governments (COG) Fair Housing Outreach group to encourage the county to produce annual progress reports on fair housing actions including goals and metrics.
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Fair & Affordable Housing Committee

Cont.

Met with the Metro Council of Governments group to help develop a format for jurisdictional reports on their fair housing efforts. At the last meeting we thought the reports were too general to be meaningful and comparable. Another meeting is scheduled.

Support more funding for stable housing

- Organize stakeholders to testify for more affordable housing funding throughout the budget process and especially at the three-day public comment period. Advocate especially for county funds to:
 - Build more committed affordable housing
 - Provide more emergency rental assistance to keep people housed.
 - Provide decent emergency shelters for people who are unhoused.

For the fourth year, we organized a team of 10 people to testify from various perspectives. We had three religious leaders, a youth volunteer, a former homeless person, an affordable housing developer, and other advocates. Everyone was well prepared and the testimony was well received. We coordinated with our allies at Tenants and Workers United who testified for better conditions at the mobile home parks. We testified against some budget cuts that fell heavily on low-wealth residents

Fair & Affordable Housing Committee

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and some of those cuts were restored. Housing funding was raised only a quarter penny on a \$100 property tax valuation. We hope for more funds next year from a meals tax which begins January 1.

Encourage greater public acceptance of committed affordable housing

- Help organize local, mainly faith-based, community groups to support affordable housing and homeless shelters when they are sited in neighborhoods that oppose them.

We worked closely with a group of faith leaders and local residents to support an affordable housing project at the site of the current Franconia Governmental Center which is moving to a new location. The county land was leased to an affordable housing developer, thus greatly reducing the funding needed for the project. Local Home Owners Associations fought the project vehemently. We provided supportive testimony at numerous public hearings and Chair Paden served on a community task force. Based on our experience with this project and a previous one, we are joining with the Northern Virginia Affordable Housing Alliance to co-produce a guidebook for housing advocates on how to deal with stiff local opposition to a project based on their claim that it will “change the character of the neighborhood.”

Fair & Affordable Housing Committee

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Support rights of tenants and mobile home owners

- Continue work with local organizations, such as Tenants and Workers United, that organize low-income tenants and mobile home owners, who are mostly people of color.
 - Support involvement of organizational partners trusted by residents in the formation of mobile home park policies.
 - Push for market-rate compensation to any mobile home owner who is displaced by sale of their mobile home park to a developer.
 - Promote tenant organizing in Fairfax Redevelopment and Housing Authority housing.
 - Support the right to counsel in eviction court, including for undocumented residents.

NAACP was one of two advocacy organizations invited to attend the county's Manufactured Housing Roundtable monthly meetings at which it presented proposed policy and zoning changes to mobile home park residents and owners. Staff accepted our recommendation to require developers to pay compensation at the market rate value of their homes if the park is sold for development, which was a huge accomplishment. The policies are being voted

Fair & Affordable Housing Committee

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on now by the Planning Commission and will go to the Board of Supervisors in December. We are also asking for a change in state law to give residents a right of first refusal to bid on a park if it is offered for sale. We got this bill on the list of the top five bills being promoted by a state coalition of tenants' rights groups and, with the election of a Democratic governor, we hope it will pass and be signed.

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

- Continue to push the county to provide adequate indoor overnight shelter during summer heat spells.
- Pursue county guidelines for humane treatment of people in homeless camps that are cleared by county police, including alternate shelter, storage, witnesses to any camp clearing, and deployment of only officers trained in de-escalation.

Following our efforts of two years ago, the County is maintaining its efforts to shield homeless people from the increasing summer heat and humidity and storms by opening all overnight shelters when the heat index hits a certain point and also advertising the location of county cooling centers, providing bus tokens, and stocking homeless day centers with supplies like bug repellent, rain hats, water bottles. We will continue our advocacy for a cool dry sleeping space for anyone who wants one. Summer overnight shelter is especially important for people who are elderly and or in poor health.

Legal Redress Committee



2025 Year in Review

- Hosted six undergraduate summer interns, who significantly helped reduce the backlog of complaints. Nearly all complaints filed to date have been assigned to a committee member for resolution.
 - Developed complaint matrices for education and police cases to identify potential systemic patterns that need attention.
 - Engaged with Craig Miles, Fairfax Police Civilian Review Panel liaison, on issues of police transparency and accountability.
 - Continued collaboration with Supervisor Rodney Lusk on policing matters, including the co-responder program and interactions between FCPD and the Magistrate's Office.
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Membership Committee



2025 Year in Review

- Achieved a 25% increase in membership through two major initiatives:
 - The second annual Black Greek Letter Organization (BGLO) Membership Drive, uniting historically Black fraternities and sororities to expand membership and collaborate on shared goals.
 - A reengagement campaign that welcomed back many inactive members, strengthening the branch's collective voice.
 - Hosted the March 2025 General Meeting, featuring Co-Chair Jasmine Carr and her grandmother, Carolyn Williamson Green—caregiver and cousin to Rosa Parks—who presented “Remembering Rosa Parks Through Family Memories.” The program underscored the power of generational storytelling in preserving the civil rights legacy.
 - Represented the Fairfax NAACP at six community events, where the membership table engaged directly with residents and advanced the branch's mission.
 - Continued building partnerships with community organizations, places of worship, and local businesses, extending the branch's reach and impact.
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Political Action Committee



2025 Year in Review

- In Partnership with Common Ground, 200 postcards were written to Virginia Black Voters encouraging them to vote in the 2025 Primary Election. (April/May 2025)
 - Co-sponsored a Candidate Forum with League of Women Voters, for the candidates on the ballot for the 11th Congressional District (August 18, 2025).
 - Voter Registration/Education Drives were held at:
 - First Baptist Church Juneteenth Festival (June 14, 2025)
 - Lorton Community Center School Supply Distribution (August 2, 2025)
 - Expungement Clinic (September 13, 2025)
 - Reston Multicultural Festival (September 20, 2025)
 - Created a “Know Before You Vote” Trifold distributed to voters at our events.
 - Hosted a “What’s on the Ballot” “What’s at Stake” Why your Vote Matters” a Community Conversation with Community Leaders who shared information on the issues that were on the ballot in the November 4th General Election (September 15, 2025).
 - PAC Chair attended the Virginia NAACP Democracy GOTV in October 2025.
 - Hosted a Virginia State House of Delegates Meet & Greet in partnership with Alpha Kappa Alpha Sorority, Inc., Delta Sigma Theta Sorority, Inc. and League of Women Voters (Oct 11, 2025).
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Political Action Committee

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- In partnership with Common Ground, an additional 200 postcards were written to Virginia Black Voters encouraging them to vote in the 2025 General Election. (Sept/Oct 2025).
Hosted Souls to the Polls Event and Fish Fry as a Get Out the Vote activity in partnership with Delta Sigma Theta Sorority, Inc. We reached over 130 voters. (October 26, 2025).
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Religious Affairs Committee



2025 Year in Review

- Arranged for Dr. Arnett Waters from Heritage Fellowship Church in Reston, VA, to speak at the February 5, 2025, NOVA Parks Black History Month and Transit Equity Day commemoration held at Meadowlark Gardens. This event included a historical marker ceremony honoring Howard University students who challenged Virginia's Jim Crow laws.
 - Hosted a panel discussion at the May General Membership meeting on the role of faith in resisting and opposing tyranny.
 - Organized a cemetery clean-up on June 7, 2025, at the historic Harris Family Cemetery at Bull Run Park in Centreville — the final resting place of more than 110 African Americans, including formerly enslaved people and their descendants.
 - Held the 4th annual Juneteenth Commemoration on June 21, 2025, at the Harris Family Cemetery. The program featured remarks from county officials, a Harris family representative, and Fairfax NAACP leaders. The ceremony included a procession led by the Alfred Street Baptist Church Girl Scouts, musical selections from a soloist, and a message of hope from Bishop Brett Fuller. An ice cream social followed the successful event.
 - A Girl Scout Gold Award project has been initiated to create a self-guided tour at the African American cemetery in Bull Run Regional Park. The project also includes
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Religious Affairs Committee

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constructing a pathway through the cemetery to help visitors feel confident that they are showing proper respect while walking through the site. A Religious Affairs Committee member is serving as an advisor for this project.

- The committee is currently in the initial stages of exploring ways to encourage faith communities to actively support the policy advocacy agenda of the branch Housing Committee.
 - Formed partnerships with Fairfax County Neighborhood and Community Services and the Virginia Interfaith Center for Public Policy to advance anti-racism dialogue in faith communities.
 - Attended the unveiling ceremony of the Louise Archer historical marker at the Louise Archer Elementary School in Vienna, celebrating her enduring legacy.
 - Attended a meet and greet on September 5, 2025, with Rev. Dr LeKeisha Cook from the Virginia Interfaith Center for Public Policy to strengthen relationships with key faith community leaders. You may recall that Rev. Dr. Cook spoke at the May General Membership meeting.
 - Participated in the Interfaith Resiliency Conference on September 18, 2025, to learn about emergency preparedness for faith communities. The event was organized by Faith Communities in Action (a program of Neighborhood and Community Services).
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Religious Affairs Committee

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- Coordinated the purchase of a table for 10 for the Fairfax NAACP to attend the Congressional Black Caucus Foundation's annual prayer breakfast on September 27, 2025.
 - Attended the annual commemoration of the Deed of Gift by Robert Carter III with descendants of Nomini Hall's enslaved and free community in Virginia's Northern Neck. On October 25, 2025, a new cemetery marker was unveiled. Several attendees expressed interest in joining our Juneteenth commemoration at Bull Run, which also honors descendants of the enslaved and formerly enslaved people.
 - Attended the Annual Early Thanksgiving Dinner Program on November 20, 2025, hosted by the American Turkish Friendship Association, a 501(c)(3) non-profit based in Northern Virginia and committed to fostering the social, cultural, spiritual, and educational well-being of both Turkish and American communities. The event united representatives from more than 40 faith, business, and community organizations for an evening centered on gratitude, fellowship, and shared values.
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About Fairfax County NAACP

The Fairfax County NAACP is a nonpartisan, nonprofit organization whose mission is 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, educational and economic security of Black people and all people of color. More information can be found at fairfaxnaacp.org.