ADVOCACY & EQUITY IN ACTION

A UNIFIED BLACK AGENDA ACTION PLAN

Findings, Priorities, and Strategic Execution Plan for the Black Community in Fairfax County

PRESENTED BY COALITION LEADERSHIP:

- **NAACP Fairfax County Branch**
- **First Baptist Church of Vienna**
- **Voices of Black Fairfax**

Letter of Introduction

To the Residents, Leaders, and Stakeholders of Fairfax County,

We stand at a critical juncture in our community's history, a moment that demands clear truth-telling, collective reflection, and deliberate action. On behalf of the NAACP Fairfax County Branch, the First Baptist Church of Vienna, and Voices of Black Fairfax, we present this official summary of findings and concerns from the **Black Agenda Summit**.

Convened on **September 12, 2026**, the Black Agenda Summit was a landmark, nonpartisan community gathering designed to unify voices, elevate critical local priorities, and establish a clear, actionable civil rights platform for Black residents across Fairfax County.

Our work does not exist in a vacuum. We stand firmly on the shoulders of giants, generations of Black leaders, faith communities, advocates, and organizers who labored tirelessly to pave the path toward equity, justice, and self-determination. It is their legacy of resilience and vision that fuels our present effort.

The Black voice is not merely a component of community dialogue; it is essential to the health, integrity, and progress of our democracy. When Black communities are heard, supported, and empowered, the entire civic fabric is strengthened. Demonstrating this collective power, over 150 community members, including elected officials, faith leaders, grassroots advocates, and residents gathered to discuss key civil rights initiatives, community priorities, and legislative action items for the upcoming year.

Through organizing, galvanizing our community, and building intentional strategic partnerships, the Summit brought together these diverse voices to forge a unified path forward. The findings within this summary address fundamental areas of impact, including:

- **Economic Opportunity**
- **Educational Equity**
- **Justice & Public Safety**

- **Healthcare Access & Health Equity**
- **Civic Engagement & Voting Rights**

> **PURPOSE:** This summary is both a Mirror reflecting the true state and lived realities of Black residents in our region, and a Blueprint guiding elected officials, faith leaders, organizers, and community members toward actionable solutions and meaningful accountability.

We invite you to read these findings not as a passive update, but as a call to action. True progress requires sustained advocacy, collective investment, and an unyielding commitment to justice. Together, as a galvanized coalition, we will continue to build a future defined by dignity, equity, and opportunity for all.

In Solidarity and Purpose,
NAACP Fairfax County Branch
First Baptist Church of Vienna
Voices of Black Fairfax

Executive Summary & Core Message

Pastor Walton opened the summit by challenging participants to convert civic participation into measurable political power. He emphasized that relationships with elected officials must not replace accountability and that support during elections should lead to direct action during budgeting, policymaking, school funding, voting-rights debates, and other consequential decisions.

Conversation	Collaboration	Organization	Action	Measurable Change

Community-Engagement Framework

Karen Campblin of the Virginia NAACP outlined democratic-organizing principles intended to ensure the agenda is created by not merely for the community:

- Include people most directly affected by the issues.
- Organize from the bottom up and allow participants to speak for themselves.
- Share speaking time, prevent domination, and listen to understand with positive intent.
- Treat lived experience as a legitimate form of expertise.
- Challenge ideas rather than attacking people, focusing on common ground.
- Place off-topic matters in a 'parking lot' for later consideration.
- Carry lessons back to churches, organizations, families, and community networks.

Consolidated Budget Developments & Policy Findings

Les Shockley reviewed federal, Virginia, and Fairfax County budget developments affecting healthcare, housing, and education, highlighting the overarching risk that federal cuts transfer growing financial burdens to state and local governments.

Strategic Pillar	Detailed Budget & Legislation Realities	Major Community Concerns & Impact
Healthcare & Human Services	• Federal (HHS FY2027 Request: $111B): OBBB cuts VA Medicaid by $29B over 10 yrs. Family/child programs (AFDC), seniors, and disability support cut by 20% ($28B). Community Services Block Grant ($775M) proposed for elimination. Social Services Block Grant (SSBG) frozen. • State (VA FY2027 Enacted: $37B): Gov. Spanberger estimates $2B–$6B annual shortfall. GA set aside $500M+ for cuts; $577M for childcare (30% increase); $150M for ACA premium assistance; $350M Medicaid Reserve. • County (Fairfax HHS FY2027: $409M): Added staffing for workload; Homeless Services Contract funded (shelters, overflow, hypothermia prevention, street outreach); Community Health Care Network serves uninsured.	• Potential Medicaid and ACA coverage losses. • Stricter work and eligibility requirements. • Reduced SNAP administration leading to food insecurity. • Heavy demand on local safety-net healthcare and emergency services for unhoused, elderly, disabled, and immigrant residents.
Housing Justice	• Federal (HUD FY2027 Request: $73B): Dismantling Fair Housing; 21st Century Road to Housing Act (LIHTC); Homeless Assistance Grants shifted away from permanent supportive housing to short-term shelter. Public housing voucher freeze (except VASH & family unification). Zeroes out HOME ($5B), LIHEAP ($4B), and CDFI ($4B). • State (VA DHCD FY2027: $402M): $100M affordable housing/energy; $60M mixed-income pilot & Housing Trust Fund; $14M homelessness expansion; $12M foreclosure/eviction prevention; $25M weatherization. • County: $53M for affordable housing construction; 1,487 / 10,000 units completed by 2034. FCHRA manages 1,500+ units across multi-family, senior, and group home properties.	• Led by Amanda Misiko Andere: Distinction between Racial Equity, Racial Justice, and Housing Justice (human right vs. commodity). • Housing costs reflect inadequate wages, speculative development, and gentrification. • Threat of losing permanent supportive housing funding. • Intersection with environmental hazards (pollution, flood risks, infrastructure).

Education & Youth Development	• Federal (Dept of Ed Request: $77B): Proposals to shift role to states; K-12 Title I reductions; Head Start frozen at $12B (Project 2025 called for elimination). • State (VA DOE FY2027: $32B): Directs K-12, community colleges, and universities. • County (FCPS FY2027: $3.1B): 4% increase. County maintains it is inadequately funded by the state, referencing the JLARC study.	• Elementary: Early literacy, phonics instruction, and early STEM/AI. • Secondary: Career Technical Education (CTE) in HVAC, electrical, trades, cosmetology, coding; promoting women in underrepresented fields. • AI Guardrails: Ethical use, distinguishing plagiarism vs. creativity, guarding against racial bias in algorithms. • Executive Functioning: Teaching financial literacy (graduation requirement), time management, calendars, and organizational skills. • School Board Clarification: Online mental health and special ed services extend through age 22.
Behavioral Health	• Regional/County Focus: Rev. Dr. Michael Sessons highlighted combat PTSD, foster care trauma, and family mental illness. • Expansion needed for crisis-receiving centers in Northern Virginia and county co-responder programs.	• Untreated conditions due to stigma, mistrust, cost, and provider shortages. • Faith as a support, but NOT a substitute for professional care. • Police-first responses criminalize behavioral health crises and escalate danger.
Economic Development	• County Procurement Gaps: Lack of tracking for Black-owned business participation and county contracting.	• Need for annual disaggregated economic data (procurement spend, wage gaps, business ownership) on the One Fairfax model. • Need for a Fairfax County Black Business Directory. • Partnerships with historic Black sites like Tinner Hill and Northern Virginia Black Chamber of Commerce.
Justice & Public Safety	• Juvenile Justice & SRO Program: Oversight of School Resource Officer interactions; evaluation of conditions at Bon Air Juvenile Correctional Center and private group homes.	• SRO Data Transparency: Mandatory FOIA requests and verification of SRO data accuracy. • Case Study: Using recent county budget cuts as a case study for youth program disinvestment. • Mass Police Surveillance: Usage of Flock ALPR cameras and police drones. • Police Misconduct: Driving while Black, stop & frisk, excessive force, and aggressive ICE tactics (shock gloves).

The Black Agenda Action Plan: Sequential Phases

Phase 1: Coalition Consolidation & Infrastructure Building

✓ Establish formal communication channels among Black faith institutions, NAACP, and community advocacy organizations.

✓ Convene breakout committees into ongoing working groups responsible for refining policy demands.

✓ Actively integrate youth leadership into civic discussions and build support systems for Black seniors.

Phase 2: Data Demands, FOIA Tracking & Baseline Metrics

✓ Petition Fairfax County for annual disaggregated economic data (procurement spend, wage gaps, business ownership) mirroring the One Fairfax model.

✓ File FOIA requests and perform data verification/audits regarding School Resource Officer (SRO) interactions, arrests, and discipline disparities.

✓ Audit local police surveillance technologies, including Flock ALPR camera placement and drone usage.

✓ Track progress on Fairfax County's 10,000 affordable housing unit commitment and local Medicaid/SNAP administrative caseloads.

Phase 3: Community Education & Capacity Mobilization

✓ Conduct year-round civic education workshops on local, state, and federal government decision-making.

✓ Launch parent advocacy networks and workshops explaining educational and Special Education (IEP) rights starting in elementary school.

✓ Normalize mental health therapy within churches and community networks to eliminate cultural stigma.

✓ Deliver community AI literacy workshops focusing on ethical use, fact-checking, and career preparation.

Phase 4: Legislative & Budget Advocacy

✓ Advocate for increased state K-12 funding (addressing JLARC study gaps) and demand restoration of county youth program funding.

✓ Push for a Housing Justice framework that redefines affordability based on actual community income levels and preserves existing housing.

✓ Demand increased county budget allocations for behavioral health crisis-receiving centers and co-responder models.

✓ Partner with statewide organizations to strengthen voter protections and fund pipelines for Black civic leadership.

Phase 5: Institutional Implementation & Direct Service Execution

✓ Publish an official Fairfax County Black Business Directory in partnership with the Northern Virginia Black Chamber of Commerce.

✓ Push for specific county contracting goals/targets for Black-owned businesses.

✓ Expand Career Technical Education (CTE) pathways in schools (electrical, HVAC, plumbing, IT, barbering/cosmetology, coding) and actively promote opportunities for women in underrepresented fields.

✓ Leverage faith-based infrastructure as community hubs for legal aid, healthcare navigation, and family support.

Phase 6: Oversight, Evaluation & Electoral Accountability

✓ Publish an annual Black Agenda Scorecard evaluating elected officials on budget votes, school policy, and community investments.

✓ Host regular town halls with the Board of Supervisors, School Board, and law enforcement leadership.

✓ Establish community support and legal defense protocols to protect advocates and whistleblowers against retaliation.

Detailed Directives by Action Area

1. Economic Development

- Request annual disaggregated county economic data covering business ownership, race-based wage gaps, and procurement spend (One Fairfax model).
- Establish specific county contracting goals and targets for Black-owned enterprises.
- Publish and distribute a comprehensive Fairfax County Black Business Directory.
- Increase first-time business owner technical assistance and expand contracting coordination with the Northern Virginia Black Chamber of Commerce.
- Forge economic and cultural partnerships with historic Black sites, such as Tinner Hill.

2. Housing Justice

- Shift from basic 'affordable housing' to a Housing Justice framework centered on human rights, racial equity, and resident agency (Amanda Misiko Andere model).
- Prioritize preservation of existing affordable housing to prevent displacement from historic communities.
- Expand rental assistance, guaranteed income pilots, weatherization programs ($25M state allocation), and emergency housing relief.
- Ensure affordable housing is located near Metro/transit, quality schools, and job centers with full community amenities.
- Resist federal funding shifts away from Permanent Supportive Housing toward short-term shelters.

3. Education & Student Development

- Elementary Foundations: Strengthen phonics instruction, early reading literacy, and introductory STEM/AI exposure.

- Secondary Pathways: Expand Career & Technical Education (CTE) in skilled trades (HVAC, electrical, plumbing, auto, cosmetology, coding) and promote women in traditionally underrepresented fields.
- AI Literacy & Guardrails: Teach critical thinking, plagiarism vs. creativity, and address AI-driven racial bias in algorithms.
- Executive Functioning Skills: Build student capabilities in time management, organization, calendars, assignment tracking, and financial literacy.
- Parent Engagement: Conduct direct parent-support workshops to help families navigate Special Education, IEPs, and student rights from elementary through graduation.
- Life Skills & Wellbeing: Expand school-based mental health support (extending through age 22 for disabled students), character education, and professional mentorship networks.

4. Behavioral Health & Community Care

- Confront mental health stigma in the Black community by normalizing counseling and integrated care alongside faith practices (Rev. Dr. Michael Sessons framework).
- Expand funding for Fairfax County's crisis diversion programs, co-responder models, and localized crisis-receiving centers.
- Reduce over-reliance on police officers for mental health crises to prevent criminalization and escalation.
- Increase access to culturally responsive behavioral health providers and resident therapists in schools.

5. Criminal Justice & Public Safety

- Juvenile Justice Reform: File FOIA requests to audit SRO data accuracy, eliminate police targeting of Black/disabled students, and investigate conditions at Bon Air Correctional Center and private group homes.
- Budget Case Study: Use recent Fairfax County budget cuts as a formal case study to analyze why the county disinvested from youth support programs.
- Mass Surveillance Oversight: Halt unmonitored expansion of mass police surveillance technologies (e.g. ALPR, drones) including ending all ALPR camera usage.
- Police Accountability: Address discriminatory traffic stops ('driving while Black'), excessive force, stop-and-frisk, and aggressive ICE tactics (such as shock gloves).
- Youth Reinvestment: Build joint coalition advocacy to push for increased county investment in community youth programs.

Immediate Next Steps & Commitments

The Black Agenda Summit organizers commit to the following immediate execution steps:

1. Distribute all summit materials, reports, and presentation files across coalition networks.
2. Formally convene the Black Agenda Working Group to manage phase-by-phase implementation.
3. Present this report and policy agenda directly to the Fairfax County Board of Supervisors and School Board.
4. Maintain continuous parent, youth, and voter education forums throughout the year.

5. Convert the gathering from a discussion into coordinated, sustained community action.

Closing Statement: The Imperative of a Black Agenda & Collective Power

A Black Agenda is not a symbolic declaration or a mere wish list of desires; it is a vital mechanism for self-determination, democratic integrity, and structural accountability. In a complex, rapidly growing region like Fairfax County, equity does not occur by default or through passive goodwill. Without a unified, intentional, and community-driven agenda, the specific needs, historical inequities, and systemic challenges facing Black residents risk being diluted, marginalized, or overlooked in broader policy debates.

The true strength of a Black Agenda lies in the principle of **collective thought and organized action**. Individual voices, no matter how passionate, can be easily isolated or dismissed by institutional structures. However, when grassroots advocates, faith leaders, educators, business owners, youth, and civic organizations align around shared data, clear demands, and strategic priorities, individual participation transforms into formidable community power. Collective thought ensures that policy solutions are rooted in the authentic lived experiences of those most impacted—moving us away from top-down decision-making and toward true democratic participation.

Fairfax County NAACP President Niki Zimmerman underscores the importance of bringing community voices together to identify shared priorities, advocate for equitable policies, and hold decision-makers accountable. Through continued engagement and collective action, the Branch remains committed to advancing a Black Agenda that reflects the needs and aspirations of Black residents throughout Fairfax County.

Ultimately, establishing a clear Black Agenda strengthens the entire civic fabric of Fairfax County. When we demand housing justice, equitable educational funding, targeted economic investment, mental health infrastructure, and fair criminal justice practices, we create a more just, resilient, and prosperous society for every resident. As we move forward from conversation to measurable execution, let this agenda serve as an enduring mandate: our unity is our strength, our collective vision is our roadmap, and our sustained work will secure our future.

> **FINAL CALL TO ACTION:** Moving from conversation to accountable action requires every participant to 'put in work'. Together, through unified purpose and collective thought, we will hold decision-makers accountable and secure lasting equity for the Black community of Fairfax County.