



Raul Torres
Executive Director

August 13, 2026

Minutes of June 11, 2026
Racial & Social Justice – Task Force
James J McCoart Building – Board Chambers

MINUTES

Chair

Curtis O. Porter

Members

Victoria D. Staubly
Benjamin Baldwin

Present: Commissioners: Victoria Staubly, Benjamin Baldwin, Chair, Curtis Porter, Director, Raul Torres, Assistant Director, Shelia Venning, and Administrative Specialist, Tiffany Jones.

Chair Porter called the meeting to order at 6:01 pm.

Citizens Time

- There were no citizens present.

Old Business

- The minutes of the April 9, 2026, meeting were approved (Baldwin moved, Staubly seconded).

New Business

- Chief Newsham met with the Racial and Social Justice Task Force to review previous recommendations, outline where the department currently stands, and shared updates via a PowerPoint presentation;
 - The first recommendation involved bringing in the National Policing Institute to review the department's use-of-force practices. The resulting findings report, completed in March 2025, provides an in-depth review with an emphasis on operational processes and statistical analysis.
 - The five-year analysis revealed an overall rise in use-of-force incidents, which was largely attributed to lower-level physical control (e.g., placing hands behind the back

during resistance), while higher levels of severe force declined. Additionally, the report evaluated key contributing factors, including racial and ethnic disparities, geographic patterns, primary triggers for force, and broader influences like COVID-19 and the Black Lives Matter movement.

- The primary recommendation includes eight sub-recommendations: strengthening community engagement, expanding mental health interventions, re-examining nuisance enforcement (noted as the department's greatest challenge), incorporating data-driven policing, monitoring resource allocation, improving data collection, documenting de-escalation efforts during force investigations, and conducting ongoing policy reviews—which Prince William County must complete every two years.
- The second recommendation focused on probable cause, specifically highlighting demographic disproportion in vehicle searches. Moving forward, PWC officers must explain the justification for a stop to the driver.
- The third recommendation addressed the high rate of juvenile arrests by establishing a new Memorandum of Understanding (MOU) between Prince William County Public Schools (PWCS) and the Prince William County Police Department (PWCPD), which included the implementation of School Resource Officers (SROs).
- The fourth recommendation addressed funding for Crisis Intervention Training. Thanks to a GMU grant, 80% of the department is now CIT-trained. PWCPD also implemented Active Bystandership training, which equips officers to step in and prevent misconduct or inappropriate use of force by fellow officers.
- The fifth recommendation focuses on increasing department diversity by expanding recruitment efforts to diverse institutions and organizations, including Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), and minority-focused professional groups. PWCPD has improved its policies and now has a more diverse workforce.
- The sixth recommendation focuses on analyzing officer resignations, specifically regarding compensation. With the county's adoption of collective bargaining, salary adjustments can now be negotiated directly with the county to align with competing agencies and improve officer retention.
- The final recommendation focuses on educating community members about their rights and improving accessibility to leadership. To support this, the department implemented an anonymous "Ask the Chief" program, which has proven highly valuable and led to several positive operational changes.

- The Task Force requested full written documentation on recommendations from external agencies. This will allow the agencies to submit updates in writing rather than attending meetings in person, unless the Task Force requires additional information.
- The Director of Human Resources, Susan Washington, is scheduled to present at the next meeting in August, outlining the department's progress on recommendations and detailing future planned updates.
- It is expected that the final draft will be distributed to the entire Human Rights Commission by December. Pending any unforeseen delays, this step will mark the official completion of the task force's work.

The meeting was adjourned at 6:53 pm.