The EI Insider

PRINCE WILLIAM
Equity and Inclusion

In the Know: Connecting Prince William County



WELCOME TO THE LATEST EDITION OF *THE EI INSIDER*

This issue highlights the people, programs, and partnerships advancing equity and inclusion throughout Prince William County. From employee engagement and community celebrations to accessibility, leadership development, and organizational progress, these stories reflect the work happening across our County.

As the Office of Equity and Inclusion welcomes our new Director, George Braxton, we look forward to building on this work and continuing to support a workplace and community where everyone has the opportunity to thrive.



LETTER FROM THE EDITOR



Thank you to the employees, departments, and community partners who continue to contribute to these efforts. I hope these stories offer a glimpse into the work taking place across the County and encourage you to find ways to get involved. I encourage you to explore this edition, share what resonates with you, and stay connected with the Office of Equity and Inclusion.

Kala Washington

Marketing & Communications | Office of Equity and Inclusion

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COMING TOGETHER FOR JUNETEENTH

A look back at the Juneteenth & Me Festival and the community collaboration behind it.



Visit PWConnects to get involved for Juneteenth 2027!

Juneteenth commemorates June 19, 1865, the day news of emancipation reached enslaved people in Galveston, Texas, more than two years after the Emancipation Proclamation. More than 7,000 employees and community members gathered this June at Pfitzner Stadium for the Juneteenth & Me Festival to honor that history and celebrate the culture and resilience that grew from it. The day featured performances, speakers, community leaders, vendors, and activities for families. The festival was made possible by a collaboration between H.U.E.S. ERG, departments, community organizations, employees, and community volunteers, whose planning turned an idea into a day the whole community could share.

Thank you to everyone who planned, volunteered, performed, and showed up.

Mark your calendar for next year's festival on Friday, June 18, 2027.

CELEBRATING HISPANIC HERITAGE WITH LATINO VOICES

Highlights from the ERG's first Hispanic Heritage Family Day.

Hispanic Heritage Month, observed September 15 to October 15, is a time to recognize the history, culture, and contributions of Hispanic and Latino communities. This year, Latino Voices, the County's newest Employee Resource Group, marked the month with its first-ever Hispanic Heritage Family Day.

On October 10, hundreds of employees and their families gathered at McCoart Plaza for food, music, dance, storytelling, crafts, and more. Guests learned about traditional dances and cultural meals, while connecting with colleagues they might not otherwise meet.

The event was a milestone for the group and for the County's ERG community. Thank you to everyone who helped make this event a success.

Click here to view photos from the day.

Interested in joining Latino Voices Employee Resource Group? Contact latinovoices@pwcgov.org or look for the group on PWConnects.

ERGS IN ACTION

How employee-led groups connected with County employees at GovFest.



PWC Proud Co-chair, Mo Zuzchik-Pierce

Employee Resource Groups (ERGs) are voluntary, employee-led groups that bring colleagues together around shared identities, experiences, or interests. They create space for connection, advocacy, and professional growth, and they give employees a platform to share their voices and shape a more inclusive workplace. They are open to everyone, and allies are essential to their success.

This year, the County's ERGs took that mission directly to employees at GovFest on October 9. PWC Proud, Disability ERG, H.U.E.S., and Latino Voices staffed tables, introduced themselves, and answered a question many employees have: what does an ERG actually do?

Visitors learned that the County's ERGs each hold their own meetings and events, and that membership is open to all County employees.

Many of those conversations were with employees who had never attended an ERG meeting. Some wanted to know whether they were eligible. The answer is yes. You do not need to share an identity to participate, and ERGs welcome anyone who wants to learn, listen, and support colleagues. Others were curious about leadership roles or about starting a group of their own.

GovFest also showed that ERGs are more than a calendar of events. They are a network. Employees who connect through a group often find mentors, share resources, and bring new ideas back to their teams.

Join an ERG. Check PWConnects for current groups and meeting information, or contact the Office of Equity and Inclusion at ei@pwcgov.org.

Interested in starting a new group? We'd like to hear from you.

RECOGNIZING NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

Recognizing the value, talent, and contributions of employees with disabilities.



Disability ERG members with Chair Jefferson

Every October, National Disability Employment Awareness Month recognizes the value and talent that people with disabilities bring to the workplace. The observance traces back to 1945 and has grown from a call to hire veterans and others with disabilities into a broader celebration of inclusive employment. Its message today is simple: workplaces are stronger when everyone's abilities are valued and everyone has what they need to contribute.

This year, the Prince William County Board of County Supervisors recognized October as National Disability Employment Awareness Month. The Disability ERG supported the development of the proclamation and attended the Board meeting.

Awareness is a starting point. An inclusive workplace also means looking at how we hire, how we onboard, how we hold meetings, and how we design documents and systems, so that people of all abilities can do their best work. Disabilities are not always visible, and many employees have needs that go unspoken because they are unsure how a request will be received. Normalizing conversations about accommodations, flexibility, and access helps everyone, including employees who may never ask.

Disability ERG meets monthly and welcomes members and allies. To learn more, contact DisabilityERG@pwcgov.org or visit PWConnects.

INCLUSION IN PRACTICE

Language access and accessibility resources employees can use in their work.

Inclusion shows up in everyday work, including whether the residents we serve can understand and use our information and services. A flyer in a language someone can't read, a form a screen reader can't navigate, or a video without captions can quietly shut people out. The good news is that most of these barriers can be prevented with small, consistent habits.

Language access. Prince William County is home to residents who speak many languages, and clear communication is part of good service. The County has interpretation and translation services available. Plan ahead where you can. Translation takes time, so planning ahead helps ensure residents receive important information when they need it.

INCLUSION IN PRACTICE (CONTINUED)



Accessibility. Accessible communication helps people with visual, hearing, cognitive, and motor disabilities, and it also helps anyone reading on a phone, in a hurry, or in a second language. The Office of Communications and Engagement provides guidance on accessible documents, captioning, and alt text to ensure County resources are available to all residents.

Information can be found on: https://www.pwcva.gov/department/office-communication. Reach out at communications@pwcgov.org with questions.

Quick tips before you hit send

- Add alt text to images so screen reader users know what's there.
- Use plain language and short sentences.
- Use real headings, not just bold text, so assistive technology can navigate your document.
- Choose high-contrast colors and avoid relying on color alone to convey meaning.
- Caption videos and share transcripts when you can.

FROM INSIGHTS TO ACTION

What the Annual Report tells us.

The Office of Equity and Inclusion's 2026 Annual Report describes an organization working to make equity measurable, practical, and connected to employee and community experience. Three themes should carry forward into the next quarter.



First, data-informed practice is becoming part of how departments work. The report identifies progress in using workforce climate and culture data, hiring data, and service-delivery information to guide decisions. It also reports that 93% of departments are taking active steps to increase psychological safety, while 82% report participation in Equity and Inclusion leadership cohorts or related programs.

FROM INSIGHTS TO ACTION (CONTINUED)



Second, leadership development is producing practical application. More than 550 County leaders have participated in leadership development, and participants reported stronger confidence and understanding of equitable leadership. They described using structured hiring and evaluation practices, psychological-safety tools, reflective decision-making, bias awareness, greater transparency, and stronger belonging on teams.

Third, the next phase requires infrastructure and consistency. The report identifies language access coordination, broader use of the Equity Impact Screening Assessment, regular communication about department climate and culture, and stronger use of data in hiring and climate work as opportunities for growth. Only 33% of departments have a designated language access coordinator, 41% have submitted a project for EISA review, and 26% do not regularly communicate about department climate and culture.

The next step is to build on this progress and make these practices part of everyday operations. Employees can help by reading the full report at https://www.pwcva.gov/department/office-equity-and-inclusion, sharing one finding with their teams, and choosing one practical action for the coming quarter.

ANNUAL REPORT HIGHLIGHTS

A snapshot of progress and opportunities identified in the 2026 Annual Report.

Measure	Finding
Departments taking active steps to increase psychological safety	93%
Departments reporting leadership cohort or related program participation	82%
Departments that have submitted a project for EISA review	41%
Departments not regularly communicating about climate and culture	26%

2026 ORGANIZATIONAL SURVEY

Key takeaways from the 2026 Organizational Engagement Survey.

The 2026 Organizational Engagement Survey shows that employee engagement within Prince William County Government remains strong. The engagement score was 77, unchanged from the May 2025 survey and 10 points higher than the November 2021 survey.

Participation was 33%, down from 42% last year, while employees submitted 9,265 comments—a 629% increase from the prior year. The volume of comments is an important signal: employees are using the survey to share detailed experiences, ideas, and concerns. Of the 29 survey questions, 18 scores increased, seven remained unchanged, and four decreased.

The results should be communicated with both appreciation and accountability. A strong, stable engagement score is worth celebrating, but the lower response rate means continued outreach is important so that more employee voices are represented. The comments and item-level results should guide department conversations, leadership review, and focused action planning.

Executive leadership, department directors, and team leaders will review the findings to identify key opportunities and actions that improve the employee experience. The Office of Equity and Inclusion can help connect this work to the Annual Report's priorities: psychological safety, transparent communication, data-informed decision-making, language access, and equitable systems.

GLINT SURVEY SCORECARD 2026 Organizational Engagement Survey

Survey Measure	Result
Engagement score	77
Participation	33%
Comments submitted	9,265
Questions with increased scores	18 of 29
Questions with unchanged scores	7
Questions with decreased scores	4

2026 ORGANIZATIONAL SURVEY (CONTINUED)

The question results are mixed: most improved, several were unchanged, and some decreased. Taken together, they call for careful review rather than a single overall conclusion. This summary does not identify department-level scores, top strengths,or opportunities that are not verified here.

The next step is to review the findings, identify department actions and owners, and communicate progress. Clear ownership can help connect feedback to decisions; regular updates can show employees what is being considered and what follow-through is under way.

The balanced message is that engagement remains strong and employees provided substantial feedback, while participation and visible action need continued attention. Listening is most meaningful when employees can see how findings are reviewed and how progress is communicated.

LEADING WITH EQUITY: WORKSHOP AND COHORT WRAP-UP

How leadership development opportunities are helping County leaders put inclusive practices into action.



Leadership Cohort Graduating Class, 2025-2026

The Office of Equity and Inclusion continues to support leadership development through learning opportunities that strengthen inclusive management practices and foster a workplace culture built on trust, fairness, and belonging. Two key initiatives, the Mindful Leadership Workshop and the 2025–2026 Equity and Inclusion Leadership Cohort, provided County leaders with opportunities to reflect on their leadership approaches and put inclusive practices into action.

The Mindful Leadership Workshop series gave managers and supervisors dedicated time to focus on awareness, compassion, connection, and the impact of their leadership on others. Sessions explored inclusive listening, bias recognition, emotional awareness, and trust-building. The final workshop took place on April 17, bringing the series to a close.

LEADING WITH EQUITY: WORKSHOP AND COHORT WRAP-UP (CONTINUED)

The 2025–2026 Equity and Inclusion Leadership Cohort, which ran from October 2025 through May 2026, brought together County leaders to strengthen their understanding and application of equity-centered leadership. Through interactive learning, participants explored equitable decision-making, psychological safety, cultural humility, and bias mitigation while building shared language around empathy, collaboration, empowerment, and well-being.

Participants reported applying what they learned through more thoughtful decision-making, structured hiring and evaluation practices, greater transparency, and stronger team belonging.

Together, these initiatives reinforce the importance of intentional leadership in shaping the employee experience. By applying these practices within their teams, County leaders help create an environment where employees feel valued, supported, and empowered to contribute.

Congratulations to all participants, and thank you to the supervisors who supported their development. The Office of Equity and Inclusion looks forward to continuing to provide opportunities that strengthen inclusive leadership across the organization.

STAY CONNECTED

Equity and inclusion grow through everyday actions, shared responsibility, and continued engagement. Across Prince William County, employees advance this work through their ideas, partnerships, and service to the community.

The Office of Equity and Inclusion welcomes opportunities to connect with employees, support department initiatives, and share resources. Whether you are interested in joining an Employee Resource Group or learning more about equity and inclusion, we encourage you to stay engaged.

Thank you for reading *The EI Insider* and for helping build a more inclusive Prince William County.

STAY IN TOUCH

Office of Equity and Inclusion
Email: ei@pwcgov.org
Visit: pwcva.gov/department/office-equity-and-inclusion

Equity and inclusion are everyone's work.