

**HUMAN RIGHTS COMMISSION**

# **ANNUAL REPORT**

**FY2023**



**PRINCE WILLIAM**  
— Human Rights

## Human Rights Commission **Annual Report**

Fiscal Year 2023

July 1, 2022 – June 30, 2023

### **2020 – 2023 Board of County Supervisors**

Ann Wheeler, Chair At-Large

Kenny A. Boddy, Vice Chair

Victor S. Angry

Andrea O. Bailey

Margaret Angela Franklin

Robert B. Weir

Jeanine M. Lawson

Yesli Vega

### **Human Rights Commission**

Curtis Porter, Chairman

Evelyn BruMar, Vice Chair

Ramunda Young, Parliamentarian

Benjamin Baldwin

William A. Johnston, III

Dr. Erika Laos

Aaron Muz

Padreus Pratter

Victor L. Ginoba, Jr.

### **Human Rights Office Staff**

Raul Torres, Executive Director

Shelia Venning, Human Rights Manager

Kimberly Sparkes, Outreach and Education Coordinator

Oliver Demery, Investigator

Dennis Sumlin, Investigator

Tiffany Jones, Administrative Specialist

## **Mission Statement**

The mission of the Prince William County Human Rights Commission is to eliminate discrimination through civil and human rights law enforcement and to establish equal opportunity for all persons within the county through education.

# Human Rights Commissioners



## New Commissioner Victor L. Ginoba, Jr.

The Board of County Supervisors appointed Victor L. Ginoba, Jr. to the Human Rights Commission. His term runs from Feb. 7, 2023 through February 2026. Mr. Ginoba is a technical consultant professional with established experience in overseeing business processes, along with application business analysis and service management. Mr. Ginoba is also a veteran of the United States Army.



2023 Human Rights Commissioners: Left to Right - Benjamin Baldwin, Chair Curtis Porter, Victor Ginoba, William Johnston, Ramunda Young, Aaron Muz and Vice Chair Evelyn BruMar.  
Not pictured: Padreus D. Pratter and Dr. Erika Laos.

# The Year In Review



## ADMINISTRATION

The Human Rights Office (HRO) operates with a budget of \$875,874 and a staff of six full-time employees. It receives federal financial support from the Equal Employment Opportunity Commission (EEOC) and the Department of Housing and Urban Development.

The mission of the Human Rights Commission is to eliminate discrimination through civil and human rights law enforcement and to establish equal opportunity for all persons within the county through education. During FY23, the office received 59 complaints of discrimination and closed 37 of them. It has a very efficient investigation process and a robust outreach and education program. See additional details of complaint closures statistics on page 5.

# The Year In Review (Cont.)



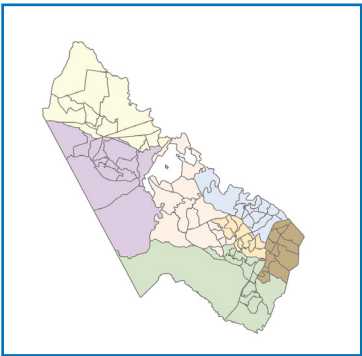
## FAIR HOUSING TESTING

The HRO conducted Fair Housing testing on race and national origin in western Prince William County. Testing was done through a regional testing contract sponsored by one of our partners, the Northern Virginia Regional Commission. The baseline testing consisted of 60 rental tests located in various zip codes in western Prince William County. The test results revealed no systemic issues. The findings showed no differences in treatment found in either the race or national origin tests. The results of the testing can be found at [pwcva.gov/departments/human-rights/fair-housing-reports](http://pwcva.gov/departments/human-rights/fair-housing-reports).



## HUMAN RIGHTS COMMUNITY LIAISON PROGRAM

The Human Rights Community Liaison Program is a community referral network program which supports the mission of the Human Rights Commission. It makes referrals of possible discrimination issues to the Human Rights Office for evaluation and investigation, participates in the Human Rights Office's outreach and education events and helps with the dissemination of literature and information to the community.



## COMPLAINT REVIEWER

The Human Rights Office (HRO) and the Geospatial Technology Services (GTS), a division of the Prince William County Department of Information Technology, have developed an online application to track complaints filed with the HRO. Complaint data from the HRO is fed to the application, which then displays data such as complaint category, discrimination type, and census tracts and racial/ethnic identities of those making complaints. Data is displayed on maps, charts and graphs and can yield a table of data points associated with the complaint of interest. The application was created using ERSI's ArcGIS Online Instant Apps and Map Viewer applications and enables the user to summarize data and visualize patterns and trends. As the application accepts additional complaint data each quarter, the data analysis will become more powerful.

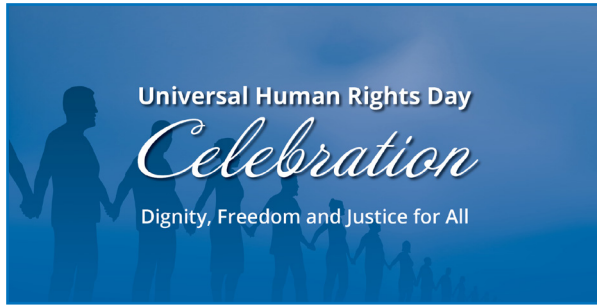


## TRAINING AND DEVELOPMENT

The Human Rights Office conducted or participated in the following training in FY23:

- Equal Employment Opportunity training
- Ordinance training
- Webinar Series: Fair Housing, Preventing Sexual Harassment in the Workplace, Family Medical Leave Act (FMLA) and Re-Entry of Inmates into the Community
- Agency Records Center (ARC) - Refresher Training
- How to conduct effective EEO investigation interviews
- Pregnant Workers Fairness Act (PWFA)
- Human trafficking
- Fair Employment Practice Agency (FEPA) Conference
- Virginia Association of Human Rights (VAHR) Conference
- Cyber security
- Educational Newsletters: Focus on Human Rights - Fair Housing; Affirmative Action, Public Accommodation and the Pregnant Workers Fairness Act (PWFA)

# In The Community



## UNIVERSAL HUMAN RIGHTS DAY

Annually, the Prince William Human Rights Commission (PWHRC) honors candidates chosen from the community for their outstanding contributions to equality and civil rights for all people in Prince William County.

On January 14, 2023, the PWHRC celebrated Universal Human Rights Day and the anniversary of Dr. Martin Luther King Jr.'s birthday. The guest speaker for the event was Mindy Weinstein, Director of the Washington, D.C. Equal Employment Opportunity Commission (EEOC).

The Human Rights Day theme was "Dignity, Freedom and Justice for All," chosen to remind everyone of the initial mission of the Universal Declaration of Human Rights.

Traditionally, the Prince William County Human Rights Commission celebrates the day by recognizing persons and/or organizations that by their actions express and promote the principles of Human Rights. The following individuals and groups were recognized: **Reverend Cozy Bailey, Darryl Overton, National Coalition of 100 Black Woman, Inc. (in collaboration with Apple Federal Credit Union, John D. Jenkins Elementary School and SPARK Foundation), Tenants and Workers United and the Woodbridge Alumni Chapter of Kappa Alpha Psi Fraternity, Inc.**



## HUMAN RIGHTS STUDENT LEADERSHIP COUNCIL - COHORT 7

The HRO has been dedicated to cultivating the Human Rights Student Leadership Council (HRSLC) into an award-winning platform for high school students to develop their leadership skills and explore their interests and knowledge about human rights, civil rights and anti-discrimination laws that impact our community. The program is designed to prepare high school students for community leadership roles while broadening their perspectives as prospective employees, tenants and consumers in the community

Cohort 7 consisted of 37 students from Prince William County's public schools, home schooled and private schools. Some of Cohort 7 activities included assisting the PWHRC with its annual Universal Human Rights Day program, attending Equal Employment and Fair Housing seminars, sharing unique experiences and promoting diversity through small group discussions and oral presentations of issues of concern to the PWHRC.



## COMMUNITY ENGAGEMENT THROUGH OUTREACH AND EDUCATION

During FY23, the HRO participated in more than 50 educational and outreach activities, human rights campaigns and partnerships and marketing activities, to engage with the community. Some of these include the following:

- ARC of Greater Prince William County - Employment Services
- Launching, Learning, Leading Conference - PWCS
- PWCCF Community & Mental Health Awareness Fair
- OmniRide Workforce and Education Seminar
- FMLA - The Prince William County Way Webinar
- Re-Entry - The Prince William County Way Webinar
- Harassment in the Workplace - The Prince William County Way Webinar
- Focus on Human Rights: Fair Housing Month Newsletter
- Affirmative Action, Public Accommodation and PWFA Newsletter

# The Human Rights Office



## ALTERNATIVE DISPUTE RESOLUTION: MEDIATION AND CONCILIATION

The HRO uses two types of Alternative Dispute Resolution (ADR): mediation and conciliation. The HRO offers mediation to both parties at the filing of any discrimination complaint. Mediation is conducted by in-house certified mediators. Investigators perform conciliation at any stage during the processing of a complaint. Both alternative resolution methods are accessible to all parties throughout the investigation process. Also, if requested, Human Rights certified mediators have been available to other county agencies to mediate employment-related issues.



## ENGAGEMENT, COLLABORATIONS AND PARTNERSHIPS

The HRO renewed its partnership with the EEOC for the investigation of dually-filed cases and with the Prince William County Office of Housing and Community Development for Fair Housing testing and training. The HRO works with the EEOC outreach division to provide compliance training pertaining to civil rights laws.

The HRO has established new partnerships with the following:

- International Brotherhood of Electrical Workers, Local Union 26
- PWC Realtors Association
- Justice Center - Immigrant Justice Program
- Hire Ground, Inc.
- Brightview HealthCare
- Woodbridge Women's Club
- PWC Black Fire Fighters Association

The HRO conducted outreach activities in the community, including: St. Patrick's Day Parade, Northern VA Housing Expo, Manassas Park Community Fair, Equality Prince William Pride Event, Mental Health Wellness Expo-National Coalition of 100 Black Women, Inc., Taste of Woodbridge, Dale City Juneteenth and National Night Out – PWC Police Department.



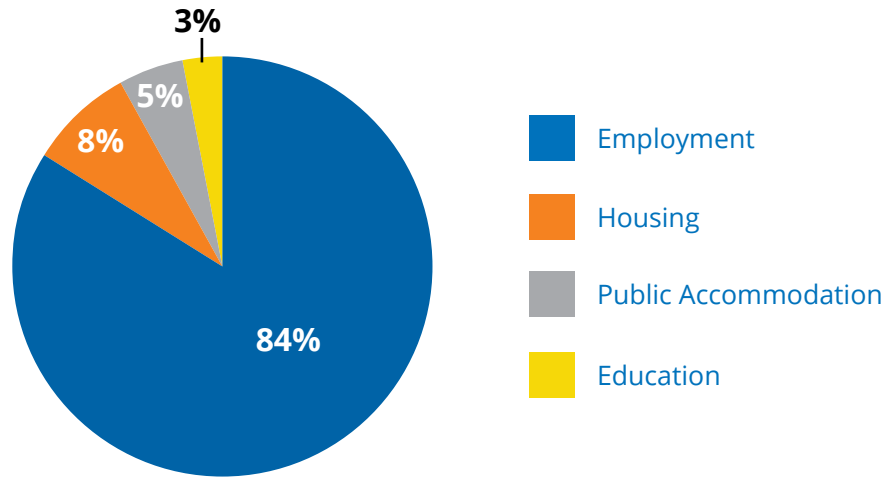
## RESOLUTIONS

The Human Rights Commission passed the following resolutions for FY23:

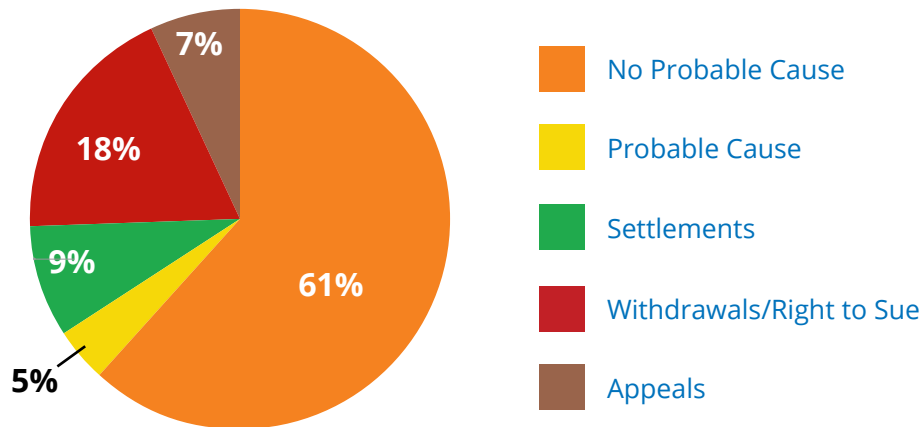
- Recognizing February 2023 as Black History Month
- Recognizing March 2023 as Women's History Month
- Recognizing April 2023 as Fair Housing Month
- Recognizing May 2023 as Asian and Pacific Islander Heritage Month
- Recognizing June 2023 as Lesbian, Gay, Bisexual, Transgender, Queer or Questioning and More (LGBTQIA+) Pride Month
- Recognizing the 19th of June 2023, as Juneteenth Day
- Recognizing the month of September 15 to October 15, 2023, as Hispanic Heritage Month
- Recognizing October 2023 as National Disability Employment Awareness Month
- Recognizing the 11th of November 2023, as Veterans Day
- Recognizing November 2023 as Native American Heritage Month

# Statistics

## CASE CLOSURES



## REASONS FOR CLOSURES



| County FY23                      |          |
|----------------------------------|----------|
| # of Cases Filed                 | 59       |
| Cases Closed                     | 37       |
| % Closed w/in One Year of Filing | 95%      |
| Resolved through Settlements (4) | 9%       |
| No Probable Cause (27)           | 61%      |
| Probable Cause (2)               | 5%       |
| Appealed (3)                     | 7%       |
| Withdrawals/Right to Sue (8)     | 18%      |
| Appeals Upheld                   | 100%     |
| Settlement Amount                | \$83,180 |

HRO's statistics for FY23 reveal that 84 percent of the complaints closed were employment-related, 5 percent claimed public accommodation issues, 8 percent were about housing-related issues and 3 percent claimed education matters.

During FY23, 9 percent of the cases were settled. These settlements represented \$83,180 in monetary benefits to those who made complaints.

In FY23, 95 percent of the cases were closed within one year of filing.

Only 7 percent of the cases closed during FY23 were appealed and 100 percent of the decisions made by the Executive Director were upheld by the Human Rights Commission after hearing the appeals.

“Be the change you wish  
to see in the world.”

- Mahatma Gandhi



**Prince William County Human Rights Commission**

15941 Donald Curtis Drive, Suite 125  
Woodbridge, VA 22191  
703-792-4680

[pwcva.gov/HumanRights](http://pwcva.gov/HumanRights)

**PRINCE WILLIAM**  
Human Rights

