

HUMAN RIGHTS COMMISSION

# ANNUAL REPORT FY2022



**PRINCE WILLIAM**  
Human Rights

**Human Rights Commission  
Annual Report**  
Fiscal Year 2022

**Board of County Supervisors**

Ann Wheeler, Chair At-Large  
Margaret Angela Franklin, Vice Chair  
Victor S. Angry  
Andrea O. Bailey  
Kenny A. Boddye  
Pete K. Candland  
Jeanine M. Lawson  
Yesli Vega

**Human Rights Commission**

Curtis Porter, Chairman  
Evelyn BruMar, Vice Chair  
Ramunda Young, Parliamentarian  
Benjamin Baldwin  
Tonya James  
William A. Johnston, III  
Dr. Erika Laos  
Aaron Muz  
Padreus Pratter

**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

**New Human Rights Commissioners**



**Aaron Muz**

The Board of County Supervisors appointed Aaron Muz to the Human Rights Commission. His term runs from February 2022 through February 2024. Mr. Muz has experience in nonprofit and higher education programs with years of professional experience working with high schools and universities. He is currently a Senior Coordinator for Outreach, Engagement and Student Transition at George Mason University.



**Benjamin Baldwin**

The Board of County Supervisors appointed Benjamin Baldwin to the Human Rights Commission. His term runs from December 2022 through December 2025. Mr. Baldwin is a financial advisor and former Marine Corps aviator with years of experience fostering cross-functional teams. He is currently a financial consultant at Fidelity Investments.



2022 Human Rights Commissioners: Left to Right - Tonya James, Benjamin Baldwin, Ramunda Young, Padreus Pratter, Evelyn BruMar, Curtis Porter, William Johnston III.  
Not pictured: Aaron Muz, Erika Laos.

**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.



# The Year In Review



## ADMINISTRATION

The Human Rights Office (HRO) operates with a budget of \$900,349 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. All staff work on a hybrid schedule which includes not less than two teleworking days per week.

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 FY22, the office received 64 complaints of discrimination and closed 43 of them. It has a very efficient investigation process and a robust outreach and education program.



## FAIR HOUSING TESTING

The HRO conducted Fair Housing testing on race and national origin in eastern 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 65 rental tests. The test results revealed no systemic issues. The findings showed no differences in treatment found in either the race or national origin tests.



## INTERNSHIPS

The HRO internship program is designed to foster the next generation of civil rights leaders through civil rights-related education, career development and networking. We hired two undergraduate college students for the summer. The program allowed interns to increase their knowledge and awareness of civil and human rights issues. The interns were fully integrated into staff activities and involved in communications, development, operations, field and policy work.

The HRO selected Edwin Gonzalez, a sophomore at George Mason University, and Nicole Galang, a senior at Christopher Newport University.



## TRAINING AND DEVELOPMENT

The Human Rights Office conducted or participated in the following training in FY22:

- Equal Employment Opportunity Training.
- Fair Housing Training.
- Ordinance Training.
- Fair Employment Practice Agency Training.
- Case Management Training.
- Webinar Series: Fair Housing, Equal Employment, Family Medical Leave Act
- EEOC Case Assessment Webinar.

# In The Community



## UNIVERSAL HUMAN RIGHTS DAY

Annually, the Prince William Human Rights Commission (PWHRC) awards candidates chosen from the county, honoring their outstanding contributions that have promoted equality for all people in Prince William County.

On January 15, 2022, the PWHRC celebrated Universal Human Rights Day and the anniversary of Dr. Martin Luther King's birthday with a virtual ceremony. The guest speakers

for the event were Dr. Tanya McDade, Prince William County Public Schools Superintendent, and Dolores Huerta, United Farm Workers Association Co-founder.

This year's Human Rights Day theme is related to Equality and Article 1 of the Universal Human Rights — "All human beings are born free and equal in dignity and rights." The principles of equality and non-discrimination are at the heart of human rights. This includes addressing and finding solutions for deep-rooted forms of discrimination that have affected the most vulnerable people in societies, including women and girls, indigenous peoples, people of African descent, LGBTQIA+ people, migrants and people with disabilities, among others.

The PWHRC recognized the following individuals and organizations that contributed to the advancement of human rights in Prince William County: **Sharita Rouse, Tummy Yum Yum Gourmet Candy; Frank Washington, Coalition to Save Historic Thoroughfare; Yaqub Muhammad Zargarpur; Carried to Full Term; Omicron Zeta Sigma Chapter of Phi Beta Sigma Fraternity, Inc.; Pi Lambda Lambda Chapter of Omega Psi Phi Fraternity, Inc.; and Prince William County Police Department - Courageous Conversations.**



## HUMAN RIGHTS STUDENT LEADERSHIP COUNCIL - COHORT 6

The mission of the award-winning Prince William County Human Rights Student Leadership Council (HRSLC) is to promote human rights awareness and diversity to inspire high school student leaders.

The HRSLC, in collaboration with Prince William County Schools, empowers students with the resources, training and experiences to develop into leaders through core values and a lifetime commitment to service.

Some of HRSLC's 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 FY22, we participated in more than 50 educational and outreach activities, human rights campaigns and partnerships and marketing activities, virtually and in person, to let the community know who we are and what we do.

We partnered with the EEOC, Casa BruMar, Tenants and Workers United, Virginia Career Works and Equality Prince William.





# The Human Rights Office



## ALTERNATIVE DISPUTE RESOLUTION: MEDIATION AND CONCILIATION

The Human Rights Office 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.

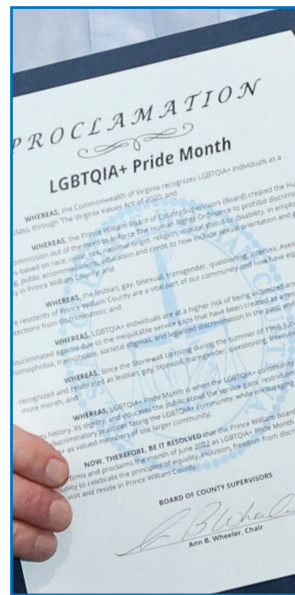


## ENGAGEMENT, COLLABORATIONS AND PARTNERSHIPS

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 partnerships with Todos Supermarket in Woodbridge to reach the broader Hispanic community, the EEOC and the following Prince William County agencies: Area Agency on Aging, Clerk of the Circuit Court, Community Services Board, Emergency Services, Police and Sheriff's Departments, Prince William Public Libraries and Public Works. Other partnerships include Casa BruMar, Equality Prince William, Habitat for Humanity, Saved Hands Foundation, Tenants and Workers United, Unity in the Community and Virginia Career Works.

The HRO conducted outreach activities in the community, including Community Food Distribution, Suicide Prevention Walk, Pride Festival, Haymarket Day, Trunk or Treat, Police Night Out, Freedom High School Mental Health Awareness, Black History Health Fair, Family Orientation Re-entry Council, 2nd Annual Community Fair, Taste of Woodbridge and Juneteenth Festival.



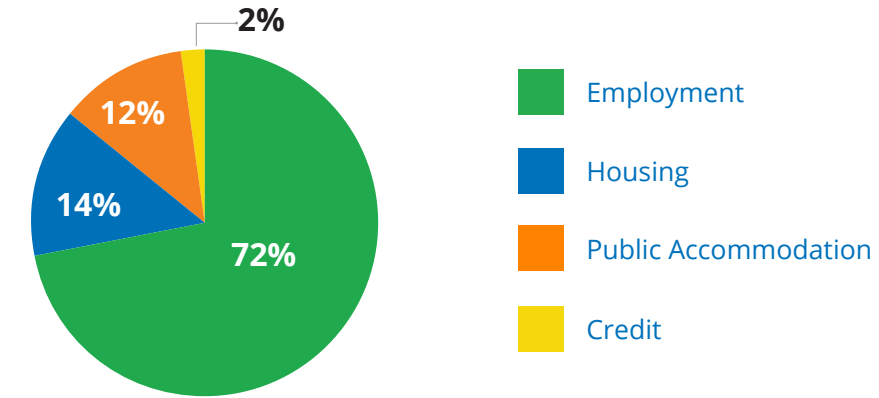
## RESOLUTIONS

The Human Rights Commission passed the following resolutions:

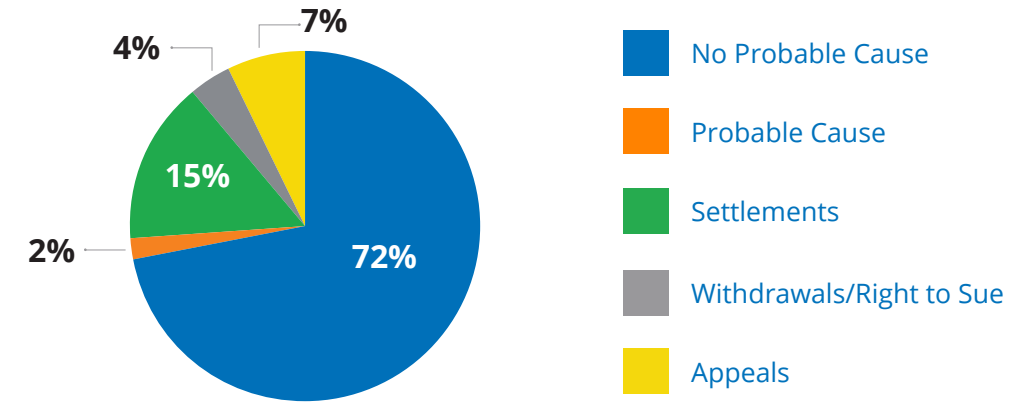
- Resolution to declare, affirm and recognize March 2022 as Women's History Month.
- Resolution to declare, affirm and recognize April 2022 as Fair Housing Month.
- Resolution to declare, affirm and recognize May 2022 as Asian and Pacific Islander Heritage Month.
- Resolution to declare, affirm and recognize June 2022 as Lesbian, Gay, Bisexual, Transgender, Queer or Questioning and More (LGBTQIA+) Pride Month.
- Resolution to declare, affirm and recognize the 19th of June 2022, as Juneteenth Day.
- Resolution to declare, affirm and recognize the celebration of the 58th Anniversary of the Civil Rights Act of 1964.
- Resolution to declare, affirm and recognize the month of September 15 to October 15, 2022, as Hispanic Heritage Month.

# Statistics

## CASE CLOSURES



## REASONS FOR CLOSURES



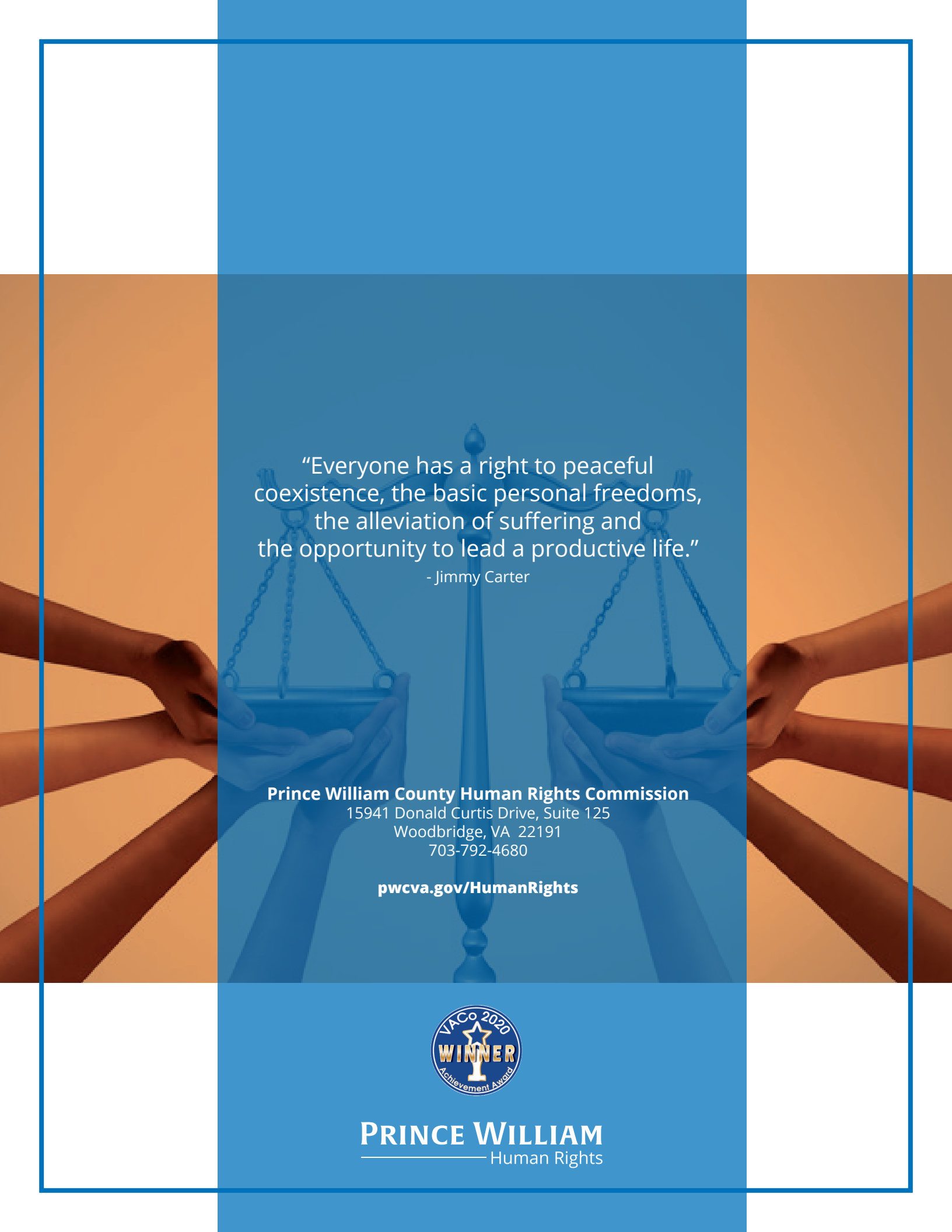
| County FY22                      |          |
|----------------------------------|----------|
| # of Cases Filed                 | 64       |
| Cases Closed                     | 43       |
| % Closed w/in One Year of Filing | 100%     |
| Resolved through Settlements (7) | 15%      |
| No Probable Cause (33)           | 72%      |
| Probable Cause (1)               | 2%       |
| Appealed (3)                     | 7%       |
| Withdrawals/Right to Sue (2)     | 4%       |
| Appeals Upheld                   | 100%     |
| Settlement Amount                | \$41,700 |

HRO's statistics for FY22 reveal that 72% of the complaints closed were employment-related, 12% claimed public accommodation issues, 14% were about housing-related issues and 2% claimed credit matters.

During FY22, 15% of the cases were settled. These settlements represented \$41,700.00 in monetary benefits to the complainants.

In FY22, 100% of the cases were closed within one year of filing.

Only 7% of the cases closed during FY22 were appealed and 100% of the decisions made by the Executive Director were upheld by the Human Rights Commission after hearing the appeals.



“Everyone has a right to peaceful  
coexistence, the basic personal freedoms,  
the alleviation of suffering and  
the opportunity to lead a productive life.”

- Jimmy Carter

**Prince William County Human Rights Commission**

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



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