

30X30



HIGHLIGHTS FROM THE FIELD

A 30X30 AGENCY SPOTLIGHT SERIES

The future of policing is being redefined by agencies leading with innovation, purpose, and a drive to make a lasting difference. The 30x30 Initiative's Highlights from the Field series shares the voices behind the change — strengthening policing and creating safer, more connected communities.



Chief of Police:
Chief Kevin Davis

SERIES SPOTLIGHT:

FAIRFAX COUNTY POLICE DEPARTMENT (FCPD)

CHANGING THE CULTURE: HOW FAIRFAX IS REBUILDING THE PIPELINE

The Fairfax County Police Department (FCPD), serving over 1.1 million residents in Northern Virginia, is one of the largest agencies in the country and an early adopter of the 30x30 Initiative. The department has implemented a suite of data-informed strategies to recruit, retain, and advance women in law enforcement, while fostering a workplace culture that supports all officers throughout their careers.

LEADERSHIP AT THE HELM

Chief Kevin Davis has championed this work from the top, ensuring that advancing women in policing remains an agency-wide priority. “We have to get this right,” he shared, pointing to the importance of credibility, trust, and community connection. His leadership has empowered a range of voices within the department to take ownership of 30x30’s goals.



FROM THE DESK OF 30X30: A CONVERSATION WITH CHIEF KEVIN DAVIS

As part of this highlight, we sat down with Chief Kevin Davis to understand what makes Fairfax County’s approach both bold and practical. Drawing from decades of leadership experience—including in Baltimore, Prince George’s County and Anne Arundel County—Chief Davis shared how his views on gender and leadership have evolved, and why he believes this work can’t be optional.

“I think we owe it to the profession to get this right,” he told us. “Not just for women, but for the next generation of officers, period.”

Chief Davis spoke candidly about his early years in policing. His police academy class was all male. He didn’t work directly with a female officer until several years into his career. At the time, women were virtually absent from his professional environment.

He noticed while working alongside women, they were often the first to say things out loud—things that many of their male counterparts were hesitant to voice. That willingness to name the obvious and navigate complexity had a real impact, often diffusing tension and helping teams act more decisively.

His perspective began to shift as he worked alongside women who brought a different kind of clarity and courage—voices that spoke up when it mattered most. The value of female representation on every team helped create a more effective department.

FROM THE DESK OF 30X30: A CONVERSATION WITH CHIEF KEVIN DAVIS (CONTINUED)

His leadership in Fairfax County has mirrored that insight: intentional hiring expos, pre-academy preparation, wellness systems that support all stages of an officer's life, and a command staff that increasingly reflects the community it serves.

Change hasn't always been easy. For those who remain skeptical, Davis has a simple challenge: "Prove it." As he put it, "You're entitled to your own opinions—but not your own facts." When challenged, he challenges back—with data, with real stories, and with a clear vision for what policing can be.

This agency highlight builds on that conversation, showing what it looks like when leadership doesn't just talk about culture change, but does the work to make it real.

PRE-ACADEMY PREPARATION: PRE-ACADEMY RECRUITS (PARS)

Through the Pre-Academy Recruits (PARs) program, qualified candidates are hired before the academy's start and provided with structured support in physical conditioning, nutrition, and professional development. PARs immediately receive full police officer salary and benefits, as well as accruing service time before swearing in. Early indications suggest that this approach is associated with reduced injuries, improved confidence, and increased retention among recruits. The FCPD reports promising results across diverse recruit populations—not just women—highlighting the potential benefits of a more modern, supportive training model.

MEASURABLE OUTCOMES

- Women now make up **19.1% of sworn officers**, up from 15.8% in 2020
- **19% of department leadership** is female; women comprise **32% of captains**
- **15.2% of supervisors** (sergeants and lieutenants) are women
- **5 of 8 patrol districts** are commanded by women
- Women comprise **60% of participants** in the department's Public Safety Cadet Program

The following outlines the specific approaches of the Fairfax County Police Department to understand and meet the unique needs of women and continually work toward a culture that addresses bias and ensures all officers can thrive. Notably, while some actions specifically focus on supporting women and addressing their needs, many of the department's strategies involve the type of sound agency management that ensures all officers are engaged and supported throughout their careers. Fairfax County is a strong example of what 30x30 often promotes: improving working conditions for women benefits everyone.

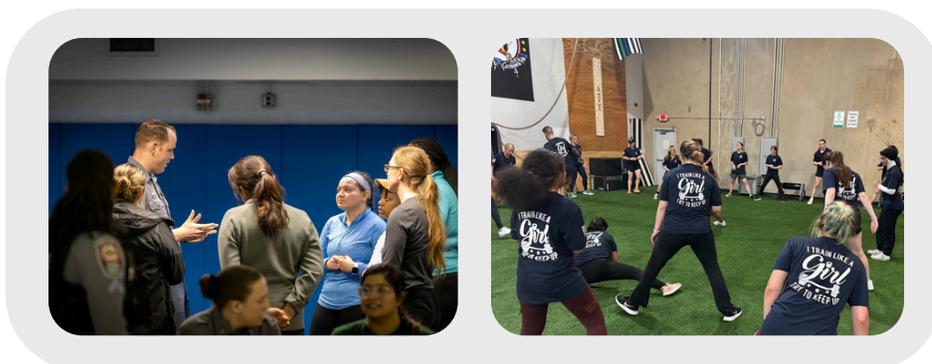
RECRUITMENT INNOVATION: HIRING EXPOS AND 30X30-SPECIFIC EVENTS

FCPD hosts regular hiring expos as part of its broader recruitment strategy. These events are designed to give applicants early exposure to the department's expectations and to reduce barriers in the application process.

In addition to general expos, FCPD runs dedicated 30x30 Hiring Expos specifically for women, offering a gender-informed and candid space to explore law enforcement careers. These women-only events feature:

- Personal stories and open dialogue with female officers across ranks
- Information on navigating work-life integration, family planning, and career advancement
- A supportive environment to ask questions and build early professional relationships
- Realistic preparation for the Physical Abilities Test in a low-pressure setting

Applicants are invited to attend either general or women-specific expos based on their preference. This dual-track model has increased female engagement, confidence, and ultimately, applications.



WELLNESS AND SUPPORT SYSTEMS

First-responder specific wellness is built into the structure of FCPD—not just as a benefit, but as a strategy to help officers stay healthy, effective, and connected throughout their careers.

Key elements include:

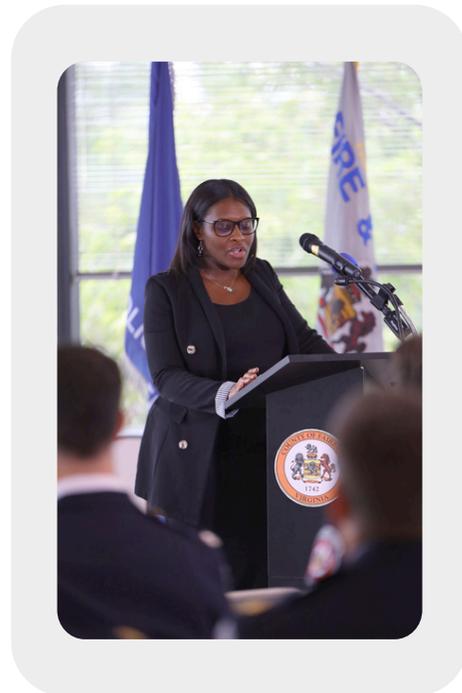
- **WellFit and GarageFit programs** that offer strength and conditioning support starting before the Academy and continuing after graduation. Certified strength and conditioning coaches, along with 65+ peer fitness coaches, including many women with law enforcement or athletic backgrounds, provide structured workouts that improve performance and reduce injuries.
- **In-house wellness staff** includes licensed counselors, a registered dietitian, nutritionist, physical therapist, and athletic trainer. Officers can access individual coaching, nutrition support, and mental health care that reflect the demands of the job and the different needs officers may have over time.
- **Focused support** for all officers returning from leave, including postpartum and family-related transitions. The department has increased access to lactation spaces and provides flexible duty options. The FCPD strives to offer meaningful light-duty assignments to expectant officers, with a goal to keep them engaged and better prepared for the next steps in their careers. The wellness team is available to provide support from fertility to postpartum, offering rehabilitation, strength and conditioning programs, and nutrition support throughout every phase.



WELLNESS AND SUPPORT SYSTEMS (CONTINUED)

- **A proactive approach to mental health**, with clinicians available for one-on-one sessions, peer referrals, and early intervention. Officers know who to call—and trust that they'll be taken seriously.
- **Annual Women's Health Seminar**, now in its third year, brings officers together to talk about what they're navigating—whether that's coming back to work after having a baby or dealing with longer-term health questions. Participation has grown every year, tripling from 2023 to 2024.

Wellness services are open to sworn and professional staff. They're not just add-ons—they're a consistent part of how the department supports its people at every stage.



LEADERSHIP DEVELOPMENT AND ADVANCEMENT

To increase representation in supervisory and command ranks, the department has implemented:

- Promotional preparation luncheons and mentoring for officers eligible for advancement
- Distribution of practical resources on confidence and leadership
- Consistent messaging that encourages officers to pursue growth before they feel “100% ready”

Supervisors and commanders help set expectations that leadership is within reach—and provide support along the way.

RETENTION AND REENTRY SUPPORT

Flexible duty assignments following parental leave are used to build experience in areas like investigations, search warrant writing, and administrative command. Officers return more prepared and more competitive for specialized roles.

Return-to-work planning includes check-ins, mentorship, and continued access to peer wellness resources.

EARLY ENGAGEMENT AND COMMUNITY OUTREACH

- A free monthly Women’s Self-Defense Series introduces participants to police services and builds community trust while simultaneously providing assault prevention education.
- The Future Women Leaders in Law Enforcement summer program gives high school girls behind the scenes access to specialty units within FCPD with a focus on presentations and Q&As from female officers. Participants engage in physical training and hands-on demonstrations while getting an opportunity for officer mentorship.
- Shirts worn during the program include QR codes linking directly to FCPD’s recruitment site.
- The Public Safety Cadet Program, open to teens and young adults, serves as an early pipeline. The 24-25 school year boasted 86 cadets between 3 posts strategically positioned across the county—and 60% are women.



ORGANIZATIONAL CULTURE AND ACCOUNTABILITY

Initial misconceptions about 30x30 were addressed through clear communication, internal education, and strong leadership support. FCPD has since moved from a “screen out” mindset to a “build up” approach, focusing on developing and supporting all members of its workforce. The department has taken steps to ensure that equipment, policies, and support services meet the real needs of its workforce. Changes introduced through the 30x30 framework—such as wellness access, flexible duty options, and mentoring—have improved the workplace for all employees, not just women.

PROGRESS

SUSTAINING PROGRESS

FCPD’s current focus includes:

- Expanding promotion readiness efforts
- Exploring childcare solutions
- Increasing outreach to early-career women
- Continuing to integrate professional staff into department-wide efforts
- Building feedback loops that reflect officer experience and guide continuous improvement

The department is clear: progress has been made, but the work continues.





AGENCY RESOURCES

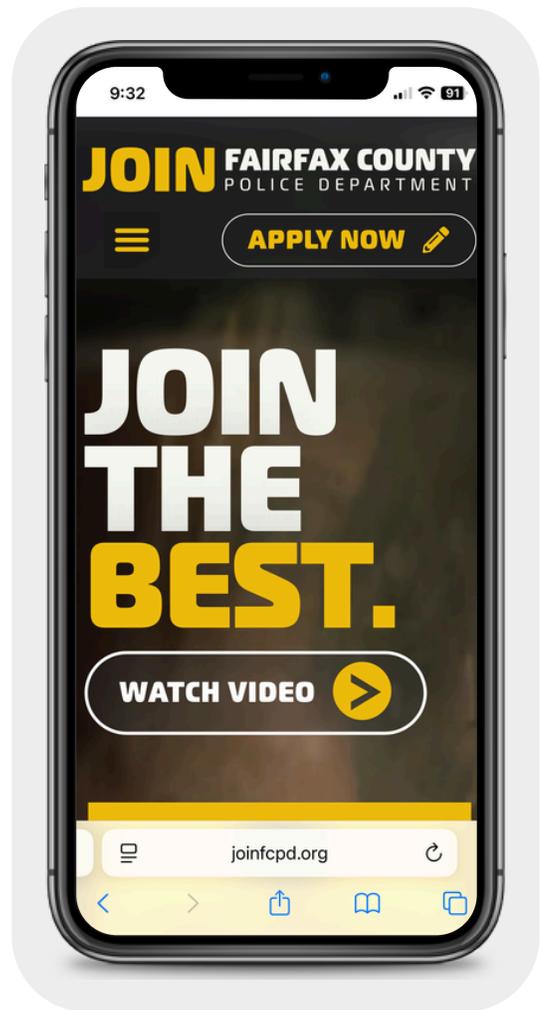
To learn more about Fairfax County PD, feel free to reach out to:

Captain Deanna Weand

 Deanna.weand@fairfaxcounty.gov

Additionally, you can explore the following resources:

-  [Join Fairfax County PD: home](#)
-  [Fairfax County PD on YouTube](#)
-  [Fairfax County PD on X](#)
-  [Fairfax County PD LinkedIn](#)
-  [Fairfax County PD on Instagram](#)
-  [Fairfax County PD on Facebook](#)
-  [Fairfax County Police Department News](#)



ABOUT 30X30

The 30×30 Initiative is a coalition of police leaders, researchers, and professional organizations committed to advancing and supporting women in law enforcement, both in the U.S. and beyond.

 info@30x30initiative.org

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 [The State of the 30x30 Initiative - 2025 Impact Report](#)

