

ARLINGTON COUNTY, VIRGINIA

HUMAN RIGHTS COMMISSION
2011 Clarendon Boulevard, Suite 318
ARLINGTON, VIRGINIA 22201
Fax (703)-4390 TTY (703) 228-3446



Approved by the Committee on 4/23/2018

HUMAN RIGHTS COMMISSION / EEO STANDING COMMITTEE

Minutes – July 20, 2017 Meeting

The meeting was called to order at 6:10 PM by the Chair, Mrs. Sukari Pinnock-Fitts. The following committee members were present: Mr. Mao Lin, Ms. Carol Lieber, Mr. Abe Bibizadeh, Ms. Marlene Terreros, and Ms. Maribel Contreras. Commissioner Robert Huekler was excused. Staff presents were Raul Torres and Antonio Acevedo. Other Human Rights Commission members were present as guests. Also present, was the Commissioner of Revenue Ingrid Morroy.

- I. The Chair asked the Committee Members and the Human Rights Commissioners to introduce themselves. The Chair introduced County Board liaison Ms. Katie Cristol and also acknowledged the Commissioner of Revenue, Ms. Ingrid Morroy, who was in attendance.
- II. The minutes of the March 2017 meeting were unanimously approved.
- III. The Chair asked for public comments. Ms. Morroy expressed her interest in the development of minority employees in County Government. She stated the need for the County to achieve better Affirmative Action and Diversity results. She encouraged the Committee to continue working with the County towards that goal.
- IV. County Board member Katie Cristol addressed the Committee expressing her desire to work with them and her interest in protecting the rights of women, children and the advancement of minorities in the County. She thanked the Committee for extending her an invitation to the July outreach event. During her briefing, she recounted the efforts of the County Board to ensure that the County

government and its contractors provide living wages to their employees, the extension of health benefits to transgender individuals, and to provide parental leave to employees. Ms. Cristol said that due to the limitations imposed by the Dillon rule to local governments, the County Board could not request or impose to private employers the adoption of those same human rights policies. She indicated that the board didn't monitor County policies for fairness in hiring, but was confident that the County offices of human resources and human rights were doing a good job monitoring the processes. Stated that she was in constant communication with Mark and Marcy and was planning to meet with his executive leadership to ask for more work in developing and collecting information on barriers and EEO issues. Ms. Cristol indicated that she was going to meet with Mark and go over the Committee's concerns, then asked to hear from the Committee and wanted to learn if there were policy issues that needed attention.

V. The Committee Members delineated their issues and concerns as follows:

1. County lacks diversity at higher executive levels, such as division chiefs, department heads, and deputies.
2. There is no effort or affirmative plan to hire disabled residents.
3. The percentage of involuntary separation of minorities continues to be high and human resources is not doing much to address or resolve the situation.
4. There is only one EEO awareness training in the County for new hires with no follow up for employees and managers with long-term tenure.
5. The Committee believes that the decentralization of recruiting and hiring functions by the Department of Human Resources is not working in the best interest of minorities and the citizens of the County.
6. The Human Rights Commission requested funds to the County Board to conduct a "Barrier Analysis." The Committee indicates that funds were allocated but utilized by human resources to conduct a diversity and inclusion study without addressing the issue of employment barriers in the hiring and advancement of minorities. The Committee objected to

referring to this diversity and inclusion study as a barrier analysis in the AAP and wanted those references to be removed from the AAP.

7. The Committee did not endorse the 2016-2017 Affirmative Action Plan.

- VI. A motion was introduced to “ask the Arlington County Human Rights Commission to request the County Board to fund and conduct a true “Barrier Analysis.” “The motion passed unanimously.
- VII. Commissioners inquired as to the replacement of Raul Torres, the current director of the Human Rights Office and requested an update by their next meeting.
- VIII. A motion to adjourn was made and seconded. The motion passed unanimously, and the meeting was adjourned at 8:05 PM.

Certify that the minutes are true copy of the original approved by the EO standing Committee of the Human Rights Commission on April 23, 2018. Commission Staff.