

ARLINGTON COUNTY, VIRGINIA

HUMAN RIGHTS COMMISSION
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HUMAN RIGHTS COMMISSION

Minutes-July 11, 2019 Meeting

The meeting was called to order by Chair Roland Watkins. The following commission members were present: Kiley Tibbetts, Paul Lewis, Helen Connolly, Susie Lee, Sukari Pinnock–Fitts, Marilyn Calix, Latoya Asia. Walter Sargent, Tony Sanders, and Carole Lieber were absent. Executive Director Gurjit Chima was present from the Office of Human Rights (OHR). Arlington Gay and Lesbian Alliance (AGLA) President Bruce Hightower was present as a member of the public. The meeting proceeded as follows:

- I. The minutes from the commission's May and June meetings were unanimously approved.
- II. There were no questions on the statistical report and no investigation extension request from OHR.
- III. The Executive Director shared that the county passed a new restroom and locker room policy which states, in part, that individuals should use county restrooms and locker rooms associated with the gender with which they identified.
- IV. The Executive Director shared that the procurement process was proceeding as scheduled. Ms. Pinnock-Fitts asked for the identity of the vendors to which the Executive Director responded that she could not provide that information pursuant to guidance she was given from the Department of Management and Finance. The Executive Director shared that she was informed that the Virginia Procurement Act and county policies and/or practices prohibited disclosure of such information until a vendor was selected. Ms. Pinnock-Fitts expressed her disappointment at the response and asked the Chair to request the information from the County Board. Ms. Pinnock-Fitts also asked the Chair to request information regarding the

categories against which vendors would be rated. The Executive Director shared that OHR sought, and the HRC provided, input into the RFP drafting which was incorporated in the final draft of the RFP and stated that the rating information requested by Ms. Pincock-Fitts was previously shared with the HRC. The commission acknowledged their input was requested by the OHR and provided by the HRC. Mr. Tibbetts confirmed that the information regarding the rating of vendors by OHR requested by Ms. Pincock-Fitts was previously shared by the Executive Director. Mr. Tibbetts referred commission members to the RFP. The Executive Director stated that the HRC was made aware that the RFP was published on or about the date it was so published in April 2019.

- V. The commission voted unanimously to endorse the Tenant Landlord Commission's proposal to add source of income as a protected basis to the Human Rights ordinance.
- VI. The Chair discussed his recommendation to amend the county's Human Rights ordinance to include "transgender, gender identity, gender expression, and gender fluidity" as protected bases either through an addition of the definition of "sex" in the ordinance or through a revision of the policy statement of the ordinance. The commission unanimously voted to approve the Chair's proposal. Member of the public Bruce Hightower expressed his support for the measure and emphasized that adding "gender fluidity" would send a very positive message to Arlington County's youth and millennials.
- VII. Mr. Lewis repeated his suggestions for a key note speaker to the J.B. Hunter awards. He indicated that he recommended the following individuals for the role: Congressman John Lewis, Jeane Robinson, Jeh Johnson, and Elisa Massimino.
- VIII. Mr. Tibbetts shared that he was working with the Executive Director to reschedule the EEO Standing Committee for the third time based on members' availability.
- IX. Mr. Tibbetts shared that he was working on language regarding a "call-in policy" to add to the HRC charter as he believed that would allow HRC commissioners to call in to meetings when they could not attend in person.
- X. The Executive Director shared information about the upcoming County Fair and that pens would be ordered per the Chair's request. The Executive Director shared

that she was informed that the organization of the Fair would be different from recent years and that groups would not be assigned tables.

- XI. Ms. Pincock-Fitts inquired about former HRC Chair Carlos Velasquez's email to commissioners requesting their participation in, and support of, the county's census effort. The commission unanimously voted to approve serving as a "partner" on the effort.
- XII. Meeting adjourned.