

ARLINGTON COUNTY, VIRGINIA

HUMAN RIGHTS COMMISSION
2100 Clarendon Boulevard, Suite 318
ARLINGTON, VIRGINIA 22201
Fax (703)-4390 TTY (703) 228-3446



HUMAN RIGHTS COMMISSION

Minutes-March 14, 2019 Meeting

The meeting was called to order by Chair Roland Watkins. The following committee members were present: Helen Connolly, Susie Lee, Kiley Tibbetts, Walter Charles Sargent, Paul Lewis, Latoya Asia, Carole Lieber, and Sukari Pinnock-Fitts. Tony Sanders and Marilyn Calix were absent. Aruna Minhas on behalf of Executive Director, Gurjit Chima, and Sandra Perez were present from the Office of Human Rights. No member of the public was in attendance. The meeting proceeded as follows:

- I. The Minutes from the previous meeting were approved after being amended to reflect the following: Mr. Tibbetts reported greeting from the previous HRC chair and Ms. Lieber vacated her role as the EEOAC's liaison to the Disability Advisory Commission.
- II. Ms. Minhas provided an update on barrier analysis study's procurement status. Ms. Minhas shared that procurement prioritized the RFP's processing to expedite the matter. Ms. Lieber and Mr. Watkins expressed disappointment at what they felt was a lengthy process.
- III. The commissioners requested additional information pertaining to the complainants' employment/applicant status in future monthly inquiries statistics report. They desired this information for all internal and external employment-related queries regardless of the basis alleged beginning with the current fiscal year. Mr. Lewis requested the office provide this information pertaining to all employment related inquiries from the past 2 fiscal years until today by the June 2019 meeting. Ms. Lieber joined in the request but also requested general

information regarding the nature of allegations in disability-related complaints filed by employee complainants.

- IV. Ms. Lieber stated to the commission that they had not yet received a final version of AAP.
- V. Commissioners approved an extension for an ARCO Charge.
- VI. Ms. Pinnock-Fitts provided an update on the Tiffany Jocelyn event. Ms. Lee, Mr. Walter, Mr. Tibbetts, Mr. Lewis agreed to volunteer during the event in response to Ms. Pinnock-Fitts expressing a need for volunteers. Logistics pertaining to food, raffle, and certificates for panelists were discussed. Mr. Tibbetts has volunteered to assist with food arrangements while Mr. Sanders volunteered to arrange filming of the event.
- VII. Mr. Watkins requested that the OHR display the event conspicuously on the county's website and advertise via community news and media.
- VIII. Ms. Asia proposed designating a member for a communication liaison role for commission events. She volunteered herself for the role.
- IX. Mr. Tibbetts encouraged commissioners to attend an event on Aging at Marymount University on Monday, March 18, 2019.
- X. Ms. Lee reported that she intends to meet with Ms. Chima to discuss take-aways/report from James B. Hunter Awards function held in December 2018.
- XI. Mr. Lewis inquired if any other commission member was interested in serving on the James B. Hunter Awards committee. Ms. Lieber volunteered to help.
- XII. Commissioners discussed the status of the FEPA/EEOC forum hosted by OHR. Mr. Watkins requested to add this topic to the next meeting agenda. Ms. Minhas advised that the forum is normally held in summer (July). Commissioners requested information on the timeline/deadline for the scheduling of the event.
- XIII. Commissioners shared concerns about the county manager's budget cut proposal impacting OHR and the Commission's objectives. Commissioners discussed writing to the county board regarding the budget cuts.
- XIV. Mr. Watkins shared information pertaining to a commission chairs' meeting with the county board/county manager in relation to budget cuts at which he stated that he learned about the proposed position eliminations of 2 CMO. He indicated that the

county board was holding meetings regarding budget cuts and that board members wished to hear from various commissions regarding potential impacts of proposed budget cuts. Mr. Watkins expressed concern that the Human Rights Office was projected to lose one position. Ms. Pinnock-Fitts proposed writing a letter to the County Board on behalf of the commission regarding the elimination of the position. Ms. Connolly seconded the proposal. Ms. Connolly offered to draft a letter to the Board pertaining to the budget cuts' impact on OHR. Mr. Watkins encouraged Commissioners to attend the next County Board meeting.

- XV. Ms. Pinnock-Fitts encouraged Commissioners to attend Christian Dorsey's upcoming meeting with the Arlington NAACP focusing on promoting diversity-based contracts.
- XVI. Ms. Pinnock-Fitts expressed concern about the delay of the AAP. Mr. Watkins shared that he would discuss AAP-related concerns during the EEO Standing Committee's meeting scheduled for the following week.
- XVII. Mr. Tibbetts expressed that he intended to work on the EEO Standing Committee's initiatives.
- XVIII. Mr. Sargent inquired if Appellant Bobbie Fisher was issued a post-appeal case closure letter and Ms. Perez confirmed that it was issued.
- XIX. Ms. Lieber shared that, as a representative for HRC to the VA Association of Human Rights ("Association"), she would keep the commission updated on relevant information from the Association and that she looked forward to attending the Association's next meeting at Virginia Beach.
- XX. Meeting adjourned.