

ARLINGTON COUNTY, VIRGINIA

HUMAN RIGHTS COMMISSION
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HUMAN RIGHTS COMMISSION

Minutes-September 12, 2019 Meeting

The meeting was called to order by Chair Roland Watkins. The following commission members were present: Kiley Tibbetts, Paul Lewis, Sukari Pinnock–Fitts, Marilyn Calix, Walter Sargent, Tony Sanders, and Carole Lieber. Helen Connolly, Susie Lee, and Latoya Asia were absent. Anna Maynard was present on behalf of Gurjit Chima from the Office of Human Rights (OHR). Gurjit Chima called in to provide the Executive Director’s report. Lt. Kip Malcom from the Police Department was present as a member of the public. The meeting proceeded as follows:

- I. The minutes from the commission’s July meeting was unanimously approved after a correction to potential speakers under consideration for the J.B. Hunter Awards was made.
- II. Public comment-Lt. Kip Malcom, ACPD LGBT Liaison group, shared that the Police Department was working on training officers on how to work with the LGBT community. Mr. Tibbetts recognized Lt. Malcom’s contributions.
- III. The Executive Director shared that procurement process for the barrier analysis was still underway and that the county hoped to make an award soon. The Executive Director reiterated that the county was not able to provide additional details pursuant to the county board’s resolution and VA Procurement. She shared that additional details would be forthcoming once an award was made.
- IV. The Executive Director shared that the county procured a SHRM (Society of Human Resource Management) recommended vendor to create the AAP in an effort to improve the AAP’s quality and timeliness, as previous shared with the commission. The Chair asked if the AAP procurement process was the same as

that utilized for procuring a vendor for the barrier analysis to which the Executive Director responded that it was not, given the differing costs the projects.

- V. Ms. Maynard shared the EEO Statistical report. Commissioners asked for the number of active cases which Ms. Maynard shared. Ms. Maynard shared that there was no backlog of cases or unusual delays. Ms. Maynard also shared an overview of the investigation process.
- VI. Mr. Tibbets shared that Human Resources (HR) Manager Drake attended the last EEO Standing Committee meeting to share information on the use of diverse interview panels. Mr. Tibbets shared that he recalled Mr. Drake stating that the county's decentralized human resources department made it challenging for the Department of Human Resources to enforce the use of diverse interview panels but that Mr. Drake appeared committed to improving the process. Mr. Tibbets shared that Mr. Drake told the committee that the Department of Human Resources provided guidance to all department HR liaisons which Mr. Drake felt was followed and welcomed by the liaisons and departments' management. Mr. Tibbets shared that members of the Allianza Employee Resource Group (ERG) attended the last EEO Standing Committee meeting.
- VII. Extensions: none
- VIII. Old Business-Commissioners shared that they were pleased with the HRC's participation level at the County Fair and agreed that providing candy was a great idea. Commissioners stated that attendees shared issues related to affordable housing in the County. Commissioners suggested that the HRC's next community event in April should focus on affordable housing. Ms. Lieber shared concerns over adequate parking for individuals with disabilities and the distance from the parking area to the fair. Commissioners asked OHR to update the brochure to reflect current personnel. Ms. Calix shared that she met many attendees who spoke Spanish. Commissioners also expressed concerns about OHR 's reduced staffing. Ms. Pinnock-Fitts shared ideas to gain greater exposure for HRC at the county fair including printing t-shirts for HRC members and conducting a neighborhood walk to introduce the HRC to residents as well as attending more local festivals and events. Mr. Sergeant offered to create a list of local events and

festivals in which HRC members could partake. Ms. Pinnock-Fitts also suggested the HRC create a blog to discuss issues of concern to the commission.

VII. Chairman's recommendations-None

VIII. James B. Hunter Awards-Mr. Lewis indicated that the planning committee would meet the following week to discuss the event's agenda and how to limit speakers' time for presentations. Mr. Lewis shared that he invited Gene Robinson, WaPo and MSNBC correspondent. He also suggested that the commission shorten introductions of members and winners, reduce the commission liaison's speaking time to five minutes, the County Chair's time to 10 minutes, and the HRC Chair's time to two minutes. Mr. Lewis indicated that the commission endeavored to keep the program length within 1 hour and 15 minutes. He questioned whether the county would cover the cost of catering and shared that the nomination deadline was pushed to October 31. Mr. Lewis shared that the nomination form needed to be updated on the website. Ms. Pinnock-Fitts moved the to add a fifth category for awards for educational groups/organizations. The motion was passed unanimously.

VIII. Member reports

Mr. Tibbetts shared that the EEO Standing Committee wishes to conduct greater outreach to ERGs and requested ERG contact information so he could personally invite ERGs to an EEO Standing Committee meeting. Mr. Tibbetts shared that the County Manager asked to meet with the HRC Chair and him regarding the request. Ms. Pinnock-Fitts and Ms. Lieber generally shared that they have heard that Black and Brown employees face challenges advancing to higher positions within county government. Ms. Lieber shared that she is reviewing language that is discriminatory in documents that cover housing.

IX. Adjourn-The meeting was adjourned at 9:02PM.