

ARLINGTON COUNTY, VIRGINIA

HUMAN RIGHTS COMMISSION
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SEPTEMBER 10, 2020
VIRTUAL MEETING VIA TEAMS
7 PM

AGENDA

- I. Chair Roland Watkins called the meeting to order. Members present included Walter Sargeant, Jose Quinones, Susie Lee, Sukari Pinnock-Fitts, Kiley Tibbetts, Daniel Githens, and Paul Lewis. Wayne Vincent, Adrienne Quigley, and Acting Police Chief Charles Penn were present from the Police Department. Executive Director Gurjit Chima and Anna Maynard were present from the Office of Human Rights.
- II. Mr. Sergeant moved to approve the previous meeting's minutes which were unanimously approved with a minor spelling correction.
- III. There was no public comment.
- IV. Ms. Chima shared an update on the Barrier Analysis, stating that the survey portion was complete and that employee focus groups would be underway in September. The Chair requested a virtual commission meeting with the vendor conducting the Barrier Analysis. The Vice-Chair complained that the committee had requested regular documentation from the vendor on updates but had received none. The Executive Director shared that while the commission requested in December 2019 or January 2020, it was never granted and the commission never renewed the request.
- V. The commission discussed different methods for taking minutes. The Chair decided to keep the current method for the time being.
- VI. Ms. Maynard explained the issue commissioners experienced accessing a previous meeting's recording online and shared that the county was working to resolve it.
- VII. The Chair expressed disappointment that the commission's invitation to the APS Superintendent was never sent. The Executive Director shared that she informed the Vice-Chair, upon receipt of the request, that she was unable to send it and that he would need to discuss the matter with the board per the guidance she received.
- VIII. Ms. Maynard explained that the correction on the statistical report was due to an Excel formula error that was corrected.
- IX. The Chair of the EEO Standing Committee shared that the committee had remaining questions for the County Manager and discussed DES's response to the Chair's letter.
- X. APD Acting Police Chief Charles Penn introduced himself as did Wayne Vincent. Both presented a PowerPoint on Police Department promotions, turnovers, and recruitment efforts. Mr. Quinonez asked how the Police Dept was doing in these areas compared to the national level and how the county was doing better. Mr. Penn stated said the County created a Police Practices Group in which the Police were very engaged. Ms. Pinnock-Fitts asked what percentage of Police Department employees live in Arlington

and Mr. Penn responded that app. 30 percent did so. Mr. Vincent added that he took those statistics as a positive reflection showing that non-county residents were willing to work in the County based on the County's reputation. Mr. Quinonez asked how closely the Police Department was working with affordable housing issues and Mr. Penn responded that the department's contacts in housing are in contact with Police. Mr. Lewis asked what starting salary of a police officer was in the county to which Mr. Vincent responded app. 56,000 a year while. Ms. Pinnock-Fitts asked what kind of Police Officers wore military-like uniforms to which Mr. Penn shared that the officers who wore those types of uniforms canine officers. Mr. Vincent shared that perhaps the department needed to explain the different types of uniforms and the roles of the attendant officers who wore them so the community was aware of the same. Mr. Lewis asked what kinds of concerns Police received from the community to which Mr. Penn responded that the department receives concerns related to the political environment, Black Lives Matters protesters, and legislation. Mr. Vincent shared that the Police Department was effectively engaging in conversations with community members regarding the Black Lives Matter protests. Mr. Penn shared that the department worked with all kinds of groups to make ensure safety and transportation. Mr. Quinonez complimented the department on its Know Your Rights sessions and shared that it would benefit the community to have more of such forums. Ms. Pinnock-Fitts asked how the department was partnering with Commonwealth's Attorney. Mr. Penn shared that the department was in contact with the Commonwealth's Attorney and had a good relationship with her. Mr. Tibbetts thanked Mr. Penn and Mr. Vincent for their presentation.

- XI. OHR requested one extension. Mr. Tibbetts moved to extend and Ms. Sukari Pinnock-Fitts seconded the motion which was unanimously approved. Ms. Chima shared that the case on which the commission granted the extension was set to be heard by the Commission on appeal at the commission's October 2020 hearing, which was also the reason for the extension request.
- XII. The Chair thanked everyone for their work on the Tiffany Joslyn Forum while Mr. Lewis shared that it received 168 views. Ms. Pinnock-Fitts shared that that was the most views any commission event had ever received and shared that perhaps virtual events were the method to use in the future.
- XIII. Mr. Lewis shared that he was reviewing the Human Rights Ordinance to recommend changes and agreed with the Chair's recommendation that the commission forms a working group on the issue. The Chair shared that adding Source of Income discrimination and other changes made at the state level should be considered, such as "appearance discrimination." Ms. Pinnock-Fitts offered to participate in a discussion with the working group on any recommended changes. Mr. Lewis shared that he would submit "easier" changes to the Chair in October.
- XIV. Mr. Lewis shared that the date for the virtual James B. Hunter Awards was December 10 and that nominations were open. The Chair emphasized that commissioners needed to obtain the correct contact and award recipient information this year. The Chair, Mr. Lewis, Ms. Pinnock-Fitts, Mr. Tibbetts, Ms. Lee, and Ms. Kernodle are on James B Hunter Awards working group.

- XV. Ms. Pinnock-Fitts raised concerns overseeing “15 police cars stalking and detaining young black men” in militaristic gear on Columbia Pike over a recent weekend. She stated that she later learned that there was a suspected robbery in the area and that she took a video of the officers. Ms. Pinnock-Fitts questioned the need for so many officers and such uniforms. The Chair asked whether the issue should be raised with the Police Department, the County Manager, or the board. Ms. Kernodle asked if the commission could obtain data from Arlington Justice to show HR Ordinance violations of which the Police are guilty. The Chair and Ms. Pinnock-Fitts expressed support for the idea.
- XVI. The Chair shared that HRC Commissioner Asia resigned from the commission and confirmed that he was making recommendations to the board on vacancies, adding that the commission was receiving a lot of interest from individuals wishing to participate.
- XVII. The meeting was adjourned.

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