

ARLINGTON COUNTY, VIRGINIA

HUMAN RIGHTS COMMISSION
2100 Clarendon Boulevard, Suite 318
ARLINGTON, VIRGINIA 22201
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April 8, 2021
VIRTUAL MEETING VIA TEAMS
7 PM

Meeting Minutes

- I. Chair Helen Connolly called the meeting to order. Members present included Walter Sergeant, Shawn Pierce, Paul Lewis, Roland Watkins, Susie Lee, Carole Lieber, Kiley Tibbetts, and Sukari Pinnock-Fitts. Executive Director Gurjit Chima and Anna Maynard were present from the Office of Human Rights. Tamara Seiler was present from Hudson Mann.
- II. Tamara Seiler introduced herself and Hudson Mann, the vendor the County used to create the most recent AAP (Affirmative Action Plan). Ms. Seiler thanked Gurjit Chima and Dan Connole from HR and proceeded to make her presentation on the County's new AAP. Ms. Seiler responded to questions on the AAP from Mr. Tibbetts, Ms. Pinnock-Fitts and Ms. Lieber. Ms. Pinnock-Fitts expressed appreciation for the narrative around the AAP created by the Executive Director.
- III. There was no public comment.
- IV. The minutes were approved unanimously.
- V. There were no comments on the statistical report.
- VI. The Executive Director had no additional updates.
- VII. There was an extension on an ordinance complaint investigation. Mr. Lewis moved to extend which was seconded by Mr. Watkins. The motion passed unanimously.
- VIII. Ms. Lieber Carole requested a separate line in the EEO Statistical Report for the number of complaints that involve multiple bases.
- IX. The Chair shared that the commission decided to exclude the investigator during future appeal deliberations. The Chair also requested that the office not provide the commission any materials submitted by parties that could not be considered by the commission due to untimeliness. The Chair shared that the commission would continue to accept for consideration position statements, complaints and investigative reports. The Chair shared that the office should continue to dismiss complaints that are untimely. Commissioners shared information about the federal process and asked why the county's process was different. The Executive Director explained the differences between the two processes and the reasons therefore, including that the office's process was delineated by the county's ordinance while the federal process was pursuant to federal laws and regulations.
- X. Mr. Tibbetts reported that Mr. Watkins, Mr. Lewis, Mr. Pierce and himself were members of the Equality Task Force. Mr. Tibbetts shared that he met with the Office of Emergency Management and the complete vaccination count committee.
- XI. There was no update from the Education Task Force.

XII. Mr. Watkins moved to adjourn the meeting which was seconded by Kiley Tibbetts. The motion passed unanimously.