

# ARLINGTON COUNTY, VIRGINIA

HUMAN RIGHTS COMMISSION  
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**February 11, 2021**  
**VIRTUAL MEETING VIA TEAMS**  
**7 PM**

## **Meeting Minutes**

- I. Chair Helen Connolly called the meeting to order. Members present included Walter Sargeant, Jose Quinones, Susie Lee, Sukari Pinnock-Fitts, Kiley Tibbetts, Carole Lieber, Roland Watkins and Steven Krieger. County Staff, Rolda Nedd and Jennifer Daniels, were present as guests to present on the County's Analysis to Impediments on Housing report. Executive Director Gurjit Chima and Anna Maynard were present on behalf of the Office of Human Rights.
- II. The Executive Director introduced Rachel Barney from ICF, LLC. Ms. Barney proceeded to present on ICF's work on the County's traditional barrier analysis report. Ms. Pinnock-Fitts requested that Trigger Analysis and survey result documents supporting the final BA report be shared with the commission. The Executive Director responded that she would share the commissioner's request with the County Manager. Commissioners asked questions regarding the report, including whether disciplinary actions were reviewed by ICF, how the constitution of focus groups was determined, which departments were not included in the Trigger Analysis, if any, due to insufficient size and whether ICF would have a continued role to play in creating the Implementation Plan. Ms. Connolly asked Ms. Barney to summarize the top priorities on which she felt the County should focus based on the BA report. Ms. Barney recommended that the County prioritize providing resources and training to hiring managers. Ms. Pinnock-Fitts requested the slides presented by ICF which the Executive Director shared would be provided to the commission.
- III. Mr. Sergeant moved to approve the minutes without any edits. Mr. Watkins seconded the motion which passed unanimously.
- IV. There was no public comment.
- V. The Chair thanked previous leadership for their worked and asked the commission to consider the following as the group's priority areas for the calendar year: 1. AAP; 2. Education Task Force; 3. Tiffany Jocelyn Forum 4. James B. Hunter Awards; and 5. Equity. Mr. Watkins added that he hoped the commission would also continue to support the County's work on the MEI. Mr. Watkins moved to approve the Chair's priorities as shared which was seconded by Ms. Pinnock-Fitts. The motion passed unanimously.
- VI. The Chair indicated that she would share a calendar of the year's meetings and proposed events in writing with the commission for its review and input.

- VII. The Chair asked for volunteers to support and/or lead work in various areas. Ms. Lee responded that she would support the Tiffany Jocelyn Forum while Mr. Tibbets offered to lead efforts on supporting the County's work on the MEI. The Chair shared that a volunteer was still needed to the lead work on the James B. Hunter Awards.
- VIII. The Executive Director shared that the AAP would be forthcoming and also shared information on the Barrier Analysis, including a brief overview of the project since its procurement.
- IX. The Vice-Chair shared that he was still learning about the EEO Committee and about his new role.
- X. The Chair provided an update on the Education Taskforce on behalf of the taskforce's lead, Whytni Kernodle. Specifically, the chair shared thoughts on whether the taskforce should hold public hearings or outreach events on the issue of equity in schools, adding that Ms. Kernodle had no preference. Commissioners discussed the pros and cons of each format and decided they would do an outreach event(s) on equity in Arlington's schools.
- XI. There were no extensions.
- XII. Commissioners discussed a letter to police being drafted by Ms. Kernodle. The Chair shared that she would obtain an update on its status.
- XIII. Ms. Pinnock-Fitts moved to adjourn the meeting which was seconded by Walt Sergeant. The motion passed unanimously.