

# ARLINGTON COUNTY, VIRGINIA

HUMAN RIGHTS COMMISSION  
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**March 10, 2022**  
**VIRTUAL MEETING VIA TEAMS**  
**7 PM**

## AGENDA

- I. Chair Helen Connolly called the meeting to order. Members present included William Rice, Walter Sargeant, Steven Krieger, Roland Watkins, and Carole Lieber. Executive Director Gurjit Chima and Investigations Lead Anna Maynard were present on behalf of the Office of Human Rights (OHR). Two prospective members were present: Christopher Wimbush and Stephan Kline. MinhChau Corr, County Attorney for Arlington County, was also present as well as County Board Vice Chair Christian Dorsey. There were no members of the public present.
- II. Ms. Corr spoke about three issues and answered Commissioner questions:
  - **FIRST ISSUE:** Amendments to the Human Rights Ordinance. Ms. Corr said the County Attorney's Office had received the Commission's edits and comments on the Ordinance and that the Office had done at least two layers of review. She added that the Office will be ready at some point to come back and give detailed comments. Ms. Corr explained that the Office will also want to talk to the Commission as well about what the Commission wants to achieve through the language included in the Ordinance. She added that the Office has identified some areas where there's potential repetition or conflict with other laws.
    - i. Commissioner Lieber asked what the process would be once the Commission received the comments back (e.g., would the Commission get to respond back?). She also asked for a timeline or next steps for when the Amendments can be implemented.
      1. Board Member Dorsey explained that if there are any differences between the County Attorney's Office's comments on the Ordinance and the Commission's edits, the Commission is free to use all of the channels before it to propose to the Board the language for the Ordinance which the Commission prefers.
  - **SECOND ISSUE:** Anti-bullying language sent to the Chair. Ms. Corr explained that at this point the County Manager staff is still looking at how to implement the language and what the effects will be. She added that the County Attorney's Office had not received the language yet. Ms. Corr explained that the Board was still working out process on how it will be incorporated into County's overall program.
    - i. Board Member Dorsey emphasized that the Board wants to take great care to fully consider all operational impacts; how frontline staff are

going to be trained in identifying bullying, being properly trauma informed, and how to properly react to bullying situations; and the enforcement process. He said that the Board is ultimately looking to adopt something later this year.

- THIRD ISSUE: Whether County complies with the Dept. of Labor's Office of Federal Contract Compliance Programs (OFCCP). Ms. Corr explained that the County is not Federal prime contractor or subcontractor. She added that the question is largely irrelevant because the County does use a contractor to implement an Affirmative Action Plan (AAP), using best practices from OFCCP.
  - i. Chair emphasized that key question here: is there any argument that the County is covered by OFCCP as a recipient of Federal funding?
    - 1. Ms. Corr's office will get back to the Board on that specific question.
- Commissioner Watkins asked Board Member Dorsey what the Board saw as the role of the Commission in promoting diverse.
  - i. Board Member Dorsey answered that (i) he wanted to create greater collaboration between the HRC and the Chief Diversity Officer and (ii) he wanted to see the Commission work in collaboration with community members on promoting diversity and inclusion.
- Commissioner Watkins emphasized that a lot of the changes that the Commission recommended in the Ordinance are features that already exist at the state level, for instance in the state of Virginia's human rights statute.
- The Chair asked a few questions, including:
  - i. (1) In regards to the Anti-Bullying language, whether Board Member Dorsey thinks there is scope to articulate some type of policy statement without enforcement mechanism or specifics, just so the County is on record on its policy on this subject.
    - 1. Board Member Dorsey said the Board wants to be very careful to be able to express such policy without providing any false hope or expectations that any recent or soon to be occurring accounts are somehow going to be actionable by the government.
  - ii. (2) Whether the Anti-Bullying language would be able to be incorporated this year.
    - 1. Board Member Dorsey said the doesn't see any reasons why it can't happen this year.
  - iii. (3) As part of County Attorney's Office process reviewing the Ordinance are they looking at some of the recommendations from the NAACP, such as incorporating some type of disparate impact component
    - 1. Board Member Dorsey said the Board has reviewed the NAACP's recommendations. Also said that the disparate impact component may be a bigger lift.
- Commissioner Watkins pointed to the School District's Anti-Bullying language as a model for the County.

- i. Board Member Dorsey will work in collaboration with Arlington Public School District on reviewing the Ordinance.
  - Commissioner Lieber asked for the Board to provide some input for future meetings on some of the top issues to lobby the Virginia state government on in regards to human rights issues.
- III. Chair spoke about what she will cover next week in the Board's upcoming Budget meeting
  - Items the Chair will speak on include: (1) Vendor to conduct affirmative action plan; (2) Concerns about resource constraints and the ability to implement some of the Commission's recommendations; and (3) Commission-level membership to the Virginia Human Rights Commission.
  - The Chair asked for any other items to include in Chair's testimony to the Board
    - i. Commissioner Lieber asked to know if funds will be made available to the Commission for the James B. Hunter Awards.
- IV. The commission unanimously approved the previous meeting's minutes
- V. Chair introduced two prospective members, Christopher Wimbush and Stephan Kline
- VI. The Police Practices Group update was moved to the next meeting
- VII. Executive Director's' Report
  - OHR shared the AAP Draft with the Commission. OHR asked for any questions from Commissioners to be sent to OHR by the end of March.
  - OHR stated that in terms of staffing the office is back to three staff members
- VIII. Statistical Reports
  - No questions
- IX. Extensions
  - OHR asked for an extension on an Employment Complaint based on race and disability. The investigation was done but OHR is waiting on a rebuttal. OHR expects the office may be able to get it out this month.
  - The Commission unanimously approved the Extension.
- X. Member Reports
  - Commissioner Rice reported on the Tiffany Jocelyn Forum. He explained that he suggests the subject as involving Arlington immigrant communities. The event will be on the Commission's September meeting and will be in person.
  - Nothing to report from the Equality Taskforce
  - Nothing to report from the Education Taskforce
  - Commissioner Sargeant reported on the EEO Standing Committee. Commission Rice and Krieger have agreed to serve on the committee, and the employee liaisons have been appointed. He explained that the Committee has not yet but that the Committee is looking for dates and times of when they will have their sessions.
  - Commissioner Lieber reported on the James B. Hunter Awards updates. She explained that she expected the event to be in person this year. Commissioner Lieber added that she wants to establish what the HRC role will be versus what OHR role will be. She added that she was also interested in reviewing the ratings

forms (e.g., ensuring that the forms align with the criteria identified on the website for awardee selection).

- XI. Chair asked Commissioner Lieber how much to ask County Board in regards to Virginia Human Rights Commission Membership Dues.
  - Commissioner Lieber answered it would be a maximum of \$150 per Commission annually.
- XII. The meeting was adjourned

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