

ARLINGTON COUNTY, VIRGINIA

HUMAN RIGHTS COMMISSION
2100 Clarendon Boulevard, Suite 318
ARLINGTON, VIRGINIA 22201
Fax (703)-4390 TTY (703) 228-3446



May 12, 2022
VIRTUAL MEETING VIA TEAMS
7 PM

AGENDA

- I. Chair Helen Connolly called the meeting to order. Members present included Stephan Kline, Steven Krieger, Chris Wimbush, Roland Watkins, Shawn Pierce, Carole Lieber, and Fatima Argun. Executive Director Gurjit Chima was present on behalf of the Office of Human Rights (OHR). There was one member of the public present who did not introduce himself.
- II. **Discussion with AAP Vendor HudsonMann, Inc.**
 - The vendor presented an overview of the AAP data and AAP plan for 2022.
 - Following the presentation, Commissioners were given an opportunity to ask questions and discussions ensued.
 - Key areas of discussions/concern included the County's lack of information on employees with disabilities. The HRC is concerned that there is a deficiency in the process of facilitating employees' self-identification of their disability status. The Executive Director will be raising this concern with HR and will report back to the HRC.
- III. **Discussion with CAO on HRC's proposed amendments to HR Ordinance**
 - The CAO presented the status of HRC's proposed mark-up to the ordinance and articulated the Dillon Rule imposes a limitation on what the County can include in its ordinance. The CAO explained that the Dillon Rule's restrictions explained why some of the HRC's proposed revisions were rejected.
 - The CAO explained that their rejection of the HRC's proposed inclusion of the Arlington County workforce from the purview of the ordinance was a policy decision.
 - Upon the HRC's request, the CAO agreed to provide a revised redline of the current draft of the revised ordinance identifying which rejections were based on policy decisions versus Dillon Rule restrictions and indicated that the members of the HRC (or the subcommittee that drafted the revisions) are welcome to schedule additional time with the CAO to continue the discussion on the draft.
- IV. **Public Comments**
 - None
- V. **Updates from Police Practices Group:** *moved to June meeting.*
- VI. **Chair Update**
 - Chair provided an update on the new rules on the virtual meetings which will take effect when the emergency order is lifted.

- Chair moved the approval of April minutes to the June meeting.
- VII. **Executive Director's Report**
- Executive Director provided an update that the open requisitions have not been filled.
 - Executive Director is working with HR on the recommended AAP trainings and the potentially missing information on disability and veteran status.
- VIII. **Statistical Reports**
- No questions
- IX. **Extensions**
- None
- X. **Member Reports**
- Member Watkins made a motion to invite the NAACP to attend the June meeting to discuss the NAACP's request to open an investigation into the death rate of men of color in the Arlington County Detention Facility, a facility that is under the direction of the Arlington County Sheriff. Member Watkins also expressed concern about the disproportionate number of black inmates in the Arlington County Detention Facility (65%) relative to the number of black individuals in the Arlington population (9.9%). The motion passed unanimously.
 - Member Pierce gave the following updates on the Equality Task Force:
 - i. The Task Force is exploring how the County could include a ban on conversion therapy on individuals 18 years or younger. Member Pierce will pull some data on that for potential inclusion in the ordinance mark-up.
- XI. **The meeting was adjourned**

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