

ARLINGTON COUNTY HUMAN RIGHTS COMMISSION
ARLINGTON COUNTY EQUAL EMPLOYMENT OPPORTUNITY ADVISORY
COMMITTEE

MEETING MINUTES

May 12, 2026

PRESENT (VIRTUAL)	Maggie Davis, Chair (HRC Commissioner) Dylan Montgomery (HRC Commissioner) Ifiok Ibanga (Employee Representative) Anaise Schroeder (Employee Representative) Sharon Gibson (Committee Member)
GUEST SPEAKER	Cynthia Liccese-Torres, Arlington County Race and Equity Programs Manager
STAFF	Anna Maynard, Acting Executive Director
MEETING LOCATION	Virtual Meeting (Microsoft Teams)

I. Call to Order

Chair Maggie Davis called the meeting to order at approximately 6:00 PM. No public comments were offered.

II. Approval of Previous Meeting Minutes

The committee approved the February 3, 2026 meeting minutes by unanimous vote.

III. Presentation: Office of Race and Equity Programs

Cynthia Liccese-Torres, Arlington County Race and Equity Programs Manager provided an overview of the Office of Race and Equity's activities and priorities, including the work of the Interdepartmental Racial Equity Core Team (RECT), employee training and professional development initiatives, support for Employee Resource Groups (ERGs), and administration of the County's Opportunity Grant Program. Ms. Liccese-Torres also highlighted community engagement efforts, including Dialogues on Race and Equity, Arlington County's participation in the Gateways for Growth Challenge, partnerships with faith leaders through Interfaith Leaders Roundtables, regional collaboration efforts, and multicultural programming.

Committee members discussed the Gateways for Growth initiative, employee training requirements, development of equity learning pathways, departmental equity teams, opportunities to share training resources across departments, the potential integration of equity-related competencies into employee performance

evaluations, facilitator effectiveness, and the value of concise, accessible micro-training formats

IV. Annual Report Discussion

The committee discussed preparation of its 2026 annual report, including development of a shared document for recommendations, review of prior report templates, and potential use of the August meeting to discuss themes and draft recommendations.

V. Adjournment

The meeting adjourned at 6:54 PM.

Next meeting: Tuesday, August 4, 2026 (In-Person Meeting).