

**MEETING MINUTES OF THE HYBRID MEETING
ARLINGTON COUNTY HUMAN RIGHTS COMMISSION**

The HUMAN RIGHTS COMMISSION convened its meeting at 6:00 PM on March 12, 2026

PRESENT (IN-PERSON) Commissioner Jimmy McBirny, Chair
Commissioner Sharon Gibson
Commissioner Dylan Montgomery
Commissioner Gena Cotton
Commissioner Allan Gajadhar

PRESENT (VIRTUALLY) None

ABSENT Commissioner Maggie Davis

STAFF Anna Maynard, Acting Executive Director

I. Call to Order

The meeting of the Arlington County Human Rights Commission (HRC) was called to order by the Chair. A quorum was present.

II. Review and Discussion of FY 2027 Community Development Fund (CDF) and HUD Planning Documents

Commissioners discussed the Fiscal Year 2027 Community Development Fund funding recommendations and accompanying HUD planning documents.

Key points raised during discussion included:

- The documents clearly identified housing affordability challenges, including disparities affecting communities of color.
- Commissioners expressed concern that housing discrimination—particularly based on race, national origin, and source of income—was not sufficiently addressed.
- While data illustrated the severity of housing cost burdens, the documents lacked clear strategies to address the identified problems.
- Commissioners noted the absence of measurable outcomes and performance metrics.
- Concerns were raised about the lack of explicit funding or mechanisms dedicated to ensuring compliance with human rights and housing laws.

- Commissioners emphasized the importance of compliance benchmarks, particularly for grant recipients, including evaluations tied to continued funding eligibility.

Action:

A motion was made and seconded for the Commission to draft formal recommendations focusing on:

1. Addressing housing discrimination explicitly.
2. Including measurable outcomes and evaluation metrics.
3. Strengthening compliance and accountability mechanisms.

Vote: Motion passed unanimously.

III. Tenant–Landlord Commission Request for HRC Representation

The Commission reviewed a request from the Tenant–Landlord Commission for an HRC member to serve on a subcommittee evaluating the Arlington County Human Rights Ordinance as it pertains to housing, with a focus on Section 31.3(A) and related provisions.

Additional details:

- The subcommittee will meet monthly.
- The review is prompted by allegations of retaliation and discrimination.
- The goal is to complete the evaluation by June 2026.

Commissioner Gena Cotton volunteered to represent the Commission. Staff was directed to assist with coordination and follow-up.

IV. Standing Committee – EEO Subcommittee Appointment

The Commission noted a vacancy on the EEO Standing Committee following a member’s resignation.

Commissioner Sharon Gibson volunteered to fill the vacancy.

Action:

A motion was made to appoint Commissioner Gibson to the EEO Standing Committee.

Vote: Motion passed unanimously.

V. Staff Updates

A. Fair Housing Training

- Staff reported that four fair housing training sessions are being conducted in partnership with the Equal Rights Center.
- Topics include source of income discrimination, reasonable accommodations, and general fair housing topics.
- Trainings are targeted at housing providers.
- Two sessions have been completed; two additional sessions are forthcoming.
- Commissioners recommended that completion of fair housing training be required for housing providers receiving county funding.

B. Case Load Update

- Approximately 35 active investigations are underway:
 - 21 employment cases.
 - 10 housing cases.
 - Remaining cases involve public accommodations.

C. Executive Director Recruitment

- The search for an Executive Director is expected to begin following completion of other recruitment efforts.

VI. Open Forum

No substantive matters were introduced for open forum discussion by non-commission members.

VII. Adjournment

There being no further business, a motion to adjourn was made and seconded.

Vote: Motion passed unanimously.

Adjournment: The meeting was adjourned at 6:20PM.

Next Meeting: Thursday, April 9, 2026 (Virtual)

Minutes prepared by:
Anna Maynard
Office of Human Rights