



ARLINGTON COUNTY, VIRGINIA

HUMAN RIGHTS COMMISSION
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**ADOPTED BY THE UNANIMOUS VOTE OF THE COMMISSIONERS DURING
THE MEETING OF FEBRUARY 25th, 2015**

HUMAN RIGHTS COMMISSION / EEO STANDING COMMITTEE

Minutes of the November 3, 2014 Meeting

The Chairman called the meeting to order at 6:38PM. The following commissioners were present: Mr. Roland Watkins, Chairman, Mr. Abe Bibizadeh, Ms. Marlene Oronao, Mr. James Tsai, Mr. Jorge Flor and Ms. Sukari Pinnock-Fitts, Ms. Tiffany Jocelyn was excused.

- I. After a motion duly seconded the minutes of the September 10, 2014, meeting were unanimously approved.
- II. Remarks from the Chair: Chairman Watkins reflected on the visit of the Human Resources Director during the previous meeting expressing his concern over the decentralization of the recruitment and hiring accountability process from the Dept. of Human Resources to the department directors. He stated that the Committee should invite the Diversity and Inclusion Specialist to a future meeting in December or January 2015 to learn about the implementation of the diversity plan. He would also like to invite their Board liaison, Mr. John Vishtadt, to this meeting.
- III. Pending Business: The Chair opened the floor for questions regarding the 2014 Affirmative Action Plan. Commissioner Pinnock-Fitts expressed her interest in learning how data on disabled employees is collected by human resources and tracked by human rights. Also, if the Diversity Specialist will include some efforts to recruit members of the disabled community in Arlington, since they represent

from 15 to 18% of the County's population. She asked, if there were any internal barriers to recruiting disabled persons? If any barriers have been identified? How are they going to be addressed by HR?

Commissioner Tsai indicated that there should be an expansion of the ADA information in the AAP. They raised concern about exit interviews, and data collection, regarding minorities leaving the County. Commissioners will request such information from the County Manager. Commissioner Pinnock-Fitts inquired about the data regarding sexual orientation and what data HR collects when employees disclose their sexual orientation. Staff informed the Committee that the regulation protects sexual orientation, but it does not require the County to collect or record data regarding the sexual orientation of employees who disclose their orientation.

Commissioner Oronao noted that developing a mentoring program is one of the AAP recommendations. She would like to see HR develop a formal mentorship program and report on it in a future AAP.

A motion was presented, seconded, and unanimously passed stating that,

“The Commissioners in the EEO Standing Committee appreciate the opportunity afforded to review and submit recommendations to the 2014 AAP before it is finally approved and issued by the County Manager.”

A motion was presented, seconded and unanimously approved stating that,

“The EEO Standing Committee of the Human Rights Commission recommends the County Manager the approval and issuance of the 2014 Affirmative Action Plan for the Arlington County Government as presented with the recommendation that future plans should have expanded data on disabled employees, information on the gender and race of the involuntary

terminations, and more narratives regarding progress made in outreach, recruitment, diversity and meeting the AAP goals.”

- IV. New Business: Commissioners suggested, that human resources review its hiring practices and recruitment accountability, in particular, when there is a high number of minority applicants that are not referred to interviews with selecting officials.
- V. Commissioner Tsai reported on the James B. Hunter Award program that is on schedule for December 11th and invited those present to attend.
- VI. There were no public comments during this meeting.
- VII. A motion to adjourn was entertained and passed unanimously.
- VIII. The meeting was adjourned at 7:45 PM.