



HERNDON DIVERSITY, EQUITY, AND INCLUSION COMMITTEE REGULAR MEETING AGENDA

Town Council Chambers
765 Lynn Street, Herndon, VA 20170

Thursday, August 15, 2024 | 7:00 PM

- 1. Call to Order**
- 2. Comments**
 - a. Comments from the Staff Members
 - b. Comments from the Committee Members
- 3. Approval of Minutes**
 - a. February 15, 2024, HDEIC Meeting Minutes
- 4. General**
 - a. Empowerment Discussion with Councilmember Scherff
 - b. HDEIC Recommendations - Status Update
 - c. Herndon Diversity Policy Recommendation - Status Update
 - d. Town Service and Program Delivery
 - e. 660 Spring Street Historic Marker
- 5. Adjournment**



Herndon Diversity, Equity, and Inclusion Committee Regular Meeting **Agenda Item 3.a.**

Agenda Item: February 15, 2024, HDEIC Meeting Minutes

Meeting Date: August 15, 2024

Category: Approval of Minutes

Prepared by: Collin Okoniewski, Planning Operations Manager

Description:

This is a request to approve the February 15, 2024, Herndon Diversity, Equity, & Inclusion Committee Minutes.

Background:

N/A

Budget Impact:

None.

Recommendation:

Recommend approval, as presented.

Attachments:

1. 02.15.2024 HDEIC Draft Minutes



HERNDON HERNDON DIVERSITY, EQUITY, AND INCLUSION COMMITTEE
Meeting Minutes
Thursday, February 15, 2024

1. Call to Order

The Herndon Diversity, Equity, and Inclusion Committee (HDEIC) met in public session on Thursday, November 2, 2023, at 7:00 p.m. in the Herndon Council Chambers, 765 Lynn Street, Herndon, Virginia. In attendance were: Chair Pradip Dhakal, and committee members Andrew Lacher, Arati Sigdel, Eileen Villegas, Sabrina Hossain, Triston Chase O'Savio, Lorena Brady and Yelena Barth. Committee members Alex Rodriguez and Vice Chair Soma Ramesh were absent.

Staff members in attendance were: Elizabeth Gilleran, Director of Community Development, and Collin Okoniewski, Planning Operations Manager.

Chair Dhakal called the February 15, 2024, Herndon Diversity, Equity, and Inclusion Committee meeting to order at 7:00 PM

For the record, Chair Dhakal stated that eight members were present for the meeting, which constituted a quorum.

2. Comments from the Audience

Chair Dhakal called on any members of the public who wanted to address the committee. No comments were provided.

3. Approval of Minutes

a. November 2, 2023, HDEIC Meeting Minutes

Committee Member Hossain moved to approve the November 2, 2023, HDEIC Meeting Minutes, as presented.

Motion seconded by Committee Member Sigdel.

The question was called on the motion, which carried by unanimous roll call vote. The vote was: Committee Member(s) Barth, Brady, Hossain, Lacher, O'Savio, Sigdel, Villegas, and Chair Dhakal voting "Aye."

4. Regular Business

a. Review of the HDEIC Mission & New Standard Operating Procedures for Ad Hoc Committees

Chair Dhakal called on Lisa Gilleran for a staff presentation to review the HDEIC mission and new standard operating procedures for ad hoc committees.

Ms. Gilleran delivered the presentation and took questions from the committee.

Committee Member Brady asked staff about the capabilities of interpretation services at future meetings. Ms. Gilleran advised that currently, interpretation is only available for Town Council meetings.

Committee members asked staff questions concerning public comments from cultural groups and how they may be able to address the committee if there are language issues. Staff responded that if staff is made aware ahead of the meeting, staff can attempt to make arrangements for informal translation services by other staff members, but there is no protocol for this currently.

b. Review of HDEIC Annual Report

Chair Dhakal called on Collin Okoniewski for a staff presentation to review the HDEIC Annual Report

Mr. Okoniewski delivered the presentation and there were no follow up comments by the committee.

c. "Herndon Together" Proposed Resolution

Chair Dhakal called on Committee Member Lacher to present his draft resolution for initiating a "Herndon Together" policy, a modified version of the One Fairfax policy.

Committee Member Lacher presented his resolution and explained his proposal. Committee Member Lacher stated that the resolution is not the policy, it is just a proposal that is hopefully moved to the Town Council level by recommendation by the HDEIC.

Committee Member took questions from the committee.

Committee Member Hossain asked for a further explanation of the process pending a recommendation from the HDEIC. Committee Member and Chair Dhakal provided a more complete explanation of how this recommendation would move through the council and be directed to the staff from the council for additional

research and possible drafting of policy.

Committee Member Brady asked that we look to insert language recognizing equity, and add specific language that "inclusion cannot be achieved without respecting basic human rights". Committee Member Brady also requested that the language in the resolution be changed to reflect the term "non-native English speakers" instead of "English as a second language".

Committee members also had a brief discussion surrounding the naming of the policy and the majority stated that they liked "One Herndon" to make a connection to the "One Fairfax" policy done by Fairfax County.

Committee Member Lacher moved to recommend the resolution to and challenge the Town Council to include the HDEIC in their construction of a OneHerndon policy in accordance with the draft resolution.

Motion seconded by Chair Dhakal.

The question was called on the motion, which carried by unanimous roll call vote. The vote was: Committee Member(s) Barth, Brady, Hossain, Lacher, O'Savio, Sigdel, Villegas, and Chair Dhakal voting "Aye."

d. Action/Initiatives Roundtable (Updates and New Initiatives)

Chair Dhakal called on Collin Okoniewski to lead the discussion on current actions and initiatives previously discussed by the HDEIC.

Mr. Okoniewski reviewed the existing actions and initiatives with the committee.

Committee Member Sigdel offered to work with Committee Member Hossain to replace former Committee Member Eisenfeld on the safe space initiative.

Committee Member Hossain stated that she wanted to revise the focus of the initiative away from safe businesses, and more towards the creation and ability to create safe open space concepts similar to those in the Mosaic District in Fairfax.

Ms. Gilleran stated that she would put some talking points together to present to the committee at a future meeting.

The committee voiced that the initiative surrounding schools and STEM brought forth by Vice Chair Ramesh and Chair Dhakal has moved away from the committee and become more of a personal endeavor by the Vice Chair, and as such there was consensus to remove that item from the initiative list.

Committee Member Barth suggested that the committee through staff reach out to

the Herndon schools to bring in counselors, teachers, and students to hear about issues for youth in the schools. Staff agreed and asked Committee Member Barth to pass along any points of contact at the school.

Committee members discussed plans for future meetings, including the prioritization of guest speakers at future meetings. Staff will work on bringing in guest speakers at the committee's next meeting.

5. Comments

a. Comments from the Staff Members

There were no comments from staff.

b. Comments from the Committee Members

There were no comments from committee members.

6. Adjournment

There being no further business, Chair Dhakal adjourned the February 15, 2024 Herndon Diversity, Equity, and Inclusion Committee Meeting at 8:37 PM.



Herndon Diversity, Equity, and Inclusion Committee Regular Meeting

Agenda Item 4.a.

Agenda Item: Empowerment Discussion with Councilmember Scherff

Meeting Date: August 15, 2024

Category: General

Prepared by: Collin Okoniewski, Planning Operations Manager

Description:

Councilmember Scherff, in coordination with Chair Dhakal, have requested a discussion with the HDEIC. The discussion is aimed at making sure the Committee understands that their comments and recommendations are making it to Town Council, and to ensure that the Committee feels comfortable making any comments or recommendations in future meetings.

Background:

N/A

Budget Impact:

N/A

Recommendation:

N/A

Attachments:

None



Herndon Diversity, Equity, and Inclusion Committee Regular Meeting

Agenda Item 4.b.

Agenda Item: HDEIC Recommendations - Status Update

Meeting Date: August 15, 2024

Category: General

Prepared by: Kirstyn Jovanovich, Town Clerk

Description:

The HDEIC has forwarded recommendations both formally and informally, with the most recent formal recommendations voted on at the HDEIC Meeting on April 13, 2023. The Town Clerk will provide the HDEIC with updates on these recommendations and where they stand at the Town Council level.

Background:

N/A

Budget Impact:

N/A

Recommendation:

N/A

Attachments:

None



Herndon Diversity, Equity, and Inclusion Committee Regular Meeting

Agenda Item 4.c.

Agenda Item: Herndon Diversity Policy Recommendation - Status Update

Meeting Date: August 15, 2024

Category: General

Prepared by: Kirstyn Jovanovich, Town Clerk

Description:

Town staff will provide an update on the HDEIC's February 15, 2024 recommendation to Town Council regarding the development of a diversity policy for the Town of Herndon.

Background:

Earlier this year, HDEIC recommended that the Town Council adopt a resolution that directed Town staff to develop a diversity policy for the Town of Herndon. Town Council most recently discussed the proposed resolution and a potential future diversity policy during a Strategic Plan meeting regarding [Strategic Focus Area 5, Thriving Community](#). Staff was asked to perform a legal review of the draft resolution.

Staff will provide an update to HDEIC on the status of the draft resolution to direct the development of a diversity policy.

Budget Impact:

N/A

Recommendation:

N/A

Attachments:

None



Herndon Diversity, Equity, and Inclusion Committee Regular Meeting

Agenda Item 4.d.

Agenda Item: Town Service and Program Delivery

Meeting Date: August 15, 2024

Category: General

Prepared by: Kirstyn Jovanovich, Town Clerk

Description:

Town staff will provide a presentation on the many programs and services that the town currently offers to the Herndon community that reflect the Town's vision and core values, and aim to support the town's overall Strategic Plan.

About the Strategic Plan

The Town of Herndon's 2024-2029 Strategic Plan's Vision statement states, "Herndon is an integrated, sustainable, safe and equitable town built on accessible development and an engaged community," supported by the following Core Values: Innovative and Adaptive; Ethically Accountable; Sustainable; Collaborative with Aligned Engagement; Responsive; and Equitable, Equal, and Just.

The Plan outlines five Strategic Focus Areas aimed at achieving the community vision: Strong Fiscal Stewardship, Secure and Interconnected Community, Environmental and Economic Sustainability, Good Governance, and Thriving Community. Within each of these Strategic Focus Areas, staff works to implement initiatives aimed at achieving the Goals and furthering the Town's ability to achieve the Vision for the community. [View the Town of Herndon 2024-2029 Strategic Plan](#)

Background:

N/A

Budget Impact:

N/A

Recommendation:

N/A

Attachments:

None



Herndon Diversity, Equity, and Inclusion Committee Regular Meeting

Agenda Item 4.e.

Agenda Item: 660 Spring Street Historic Marker

Meeting Date: August 15, 2024

Category: General

Prepared by: Collin Okoniewski, Planning Operations Manager

Description:

The Community Development Department, in coordination with the Herndon Friend's Meeting is interested in providing an additional historical marker to the former site of the Herndon Fortnightly Club and Library, 660 Spring Street. The marker is meant to acknowledge the segregation that was prevalent in the Town of Herndon well into the 1970s.

Background:

The Town was approached by the Herndon Friend's Meeting to assist with the establishment of an additional historic marker on the property to document the history of segregation that existed within the Herndon Fortnightly Library. The Town took part in a research project to identify the fact surrounding segregation within the library and throughout the Town of Herndon into the 1970s. Despite research and some first-hand interviews with individuals who were residents of the Town of Herndon, and personally experienced segregation, staff is looking for additional input on the appropriateness of the copy to be included on the marker that will be displayed on the site of 660 Spring Street. The marker will be located at 660 Spring Street adjacent to the existing historic marker that tells the story of the Fortnightly Club and library.

Budget Impact:

Cost of marker and post.

Recommendation:

Provide staff with feedback on the text of the historic marker.

Attachments:

1. Fortnightly Marker Text

A Segregated Past

Segregation laws and practices governed lives in Herndon from shortly after the Civil War into the 1970s. When the Fortnightly Library opened its doors to the public in 1900, the library was a white's only establishment. In 1923, the Herndon Town Council approved an ordinance "that no property within the corporation limits shall be sold to any person or persons other than one of the white race." The law forced most Black community members to live in the neighborhoods of Cooktown and Oak Grove, further away from Herndon's downtown and without basic services such as water and sewers. Segregation policies limited, or prevented, Herndon's Black community from access to businesses and amenities. When the Herndon Fortnightly Club partnered with the Fairfax County Public Library system in 1940, documentation shows that membership to the library was "white's only". Despite the Fairfax library system's effort to fully integrate in 1954, the effects of these segregation policies at the Fortnightly Club were felt by members of the Herndon Black community well into the 1970s.