



# City of Richmond

900 East Broad Street  
Richmond, VA 23219  
www.richmondgov.com/cityclerk

## Minutes

### Organizational Development Standing Committee

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**Monday, November 6, 2017**

**5:00 PM**

**Council Chamber, 2nd Floor-City Hall**

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#### **Committee Members and Staff in Attendance**

The Honorable Council President Chris Hilbert ~ Chair (early departure)  
The Honorable Council Vice President Cynthia Newbille ~ Vice Chair  
The Honorable Andreas Addison ~ Member  
The Honorable Parker Agelasto ~ Member  
The Honorable Kimberly Gray ~ Member  
The Honorable Michael Jones ~ Member  
The Honorable Kristen Larson ~ Member  
The Honorable Ellen Robertson ~ Member (early departure)  
The Honorable Reva Trammell ~ Member  
Lou B. Ali, Council Chief of Staff  
Haskell Brown, Deputy City Attorney  
Allen Jackson, City Attorney  
Pamela Nichols, Assistant City Clerk  
Candice Reid, Interim City Clerk

#### **Call to Order**

Chair Chris Hilbert called the meeting to order at 6:10 p.m. and presided.

#### **Reports from City Administration, Council Staff and Other Parties**

##### Virginia Commonwealth University (VCU) and VCU Health System

VCU President Michael Rao, Ph.D., presented an overview of the accomplishments of VCU and VCU Health Systems. Dr. Rao reported on university's local and state financial investments, number of jobs created under the VCU umbrella and the total students' volunteer hours. Dr. Rao stated that VCU is the most diverse university in the state and the university has topped millions in research for 2017. He further reported that a new adult outpatient facility is scheduled to open in 2020. Dr. Rao acknowledged that Matthew Conrad, VCU executive director of government and board relations, and Karah Gunther, VCU executive director of government relations and health policy, were present.

*A copy of the material provided has been filed.*

##### Suspended Progress 2017 Report

Amy Woolard, attorney and policy coordinator - Legal Aid Justice Center, addressed the committee regarding the takeaways from the Suspended Progress 2017 report. Ms. Woolard stated that the report showed that students with disabilities and students of color were disproportionately suspended or expelled at a higher rate than their peers, and the overall suspension and expulsion rates have increased significantly since last year.

Rachael Deane, legal director for the JustChildren program, provided the committee with copies of the administrative complaint against Richmond Public Schools and was available to answer questions.

*A copy of the material provided has been filed.*

Ms. Woolard stated that the multi-tiered system of supports (MTSS) is one method to build strong restorative practices. She explained that the program uses academic and behavior interventions tailored and scaled to specific needs of the student needs. She further explained that reports have shown that exclusionary practices effect students' basic care and safety because they are often left unsupervised during the day and are not being educated during their time away from the classroom. Ms. Woolard indicated that school discipline reform has become a bipartisan topic both federally and statewide. She reported that the General Assembly will be asked, at its 2018 session, to consider recommendations which will eliminate all out-of-school suspension and expulsion for students in pre-K through third grade; require the Virginia Department of Education to collect and report data on alternative education programs; and request for adequate funding for Virginia's schools in order to provide maximum support and a positive school climate.

Member Parker Agelasto stated that inconsistency in statewide discipline levels appears to be a contributor of increased suspension and expulsion rates. Member Agelasto further stated that students with special or behavioral needs should be properly identified and provided adequate assistance to address their challenges.

Member Kim Gray stated that a student's behavior is influenced by emotional disturbances, community issues and medical needs; therefore, simply reducing the suspension or expulsion rates without dealing with the source of the behavior could create larger issues for schools.

Member Kristen Larson encouraged Ms. Woolard to hold group discussions with members of the Richmond Public Schools Disciplinary Committee in order to get a stronger sense of the challenges that school systems face.

Member Ellen Robertson stated that she agrees there needs to be a disciplinary system by which schools can effectively address classroom disruptions; however, that system must accomplish the goal of educating all students well. Member Robertson expressed concern about the disparities outlined in the report. Member Robertson asked Ms. Woolard to provide the committee with a response to the restorative justice process that has been implemented in Fairfax County.

Member Michael Jones expressed deep concern regarding the disparities outlined in the report.

Ms. Woolard agreed to provide the committee with the results of the Richmond Community Justice Partnership pilot program at Armstrong High School. She stated that the pilot program at Armstrong High School demonstrated decreases in suspensions and on the overall number of incidents and arrests.

Vice Chair Cynthia Newbille asked Ms. Woolard to provide the committee with names of Virginia House of Delegates representatives who could be possibly supporting initiatives outlined in the report.

### **Consideration of Appointments to Boards, Commissions and Similar Entities**

Alexander Rawles, Boards and Commissions Administrator, reviewed the following board applications for the committee's consideration:

<b><u>Board Name</u></b>	<b><u>Criteria for Appointment</u></b>	<b><u>Applicant Name</u></b>
<b>Audit Committee</b> (7 members)	Member of the business community * (1 vacancy)	Helma Charleen Baylor Samuel M. Bemiss

<u>Board Name</u>	<u>Criteria for Appointment</u>	<u>Applicant Name</u>
	Certified Public Accountant licensed by the State Board of Accountancy * (1 vacancy)	William L. Chaney, III
<b>Ethics Reform Task Force</b> (11 members)	Persons with experience and expertise concerning ethical standards in both the public sector and the private sector and concerning areas, such as human resources and procurement, that may be relevant to the consideration of appropriate ethical standards for a governmental organization * (9 vacancies)	Charlene Beth Brinson Samuel Perry Coburn Wilson Little Esson M. Miller, Jr. Dr. Larry Olanrewaju Tony H. Pham Albertina Rasin Walker

\* Applicants must either reside or work in the city

*A copy of the material provided has been filed.*

It was the consensus of the committee to forward the appointment applications to City Council, with the exception of Ms. Baylor's application, with recommendation to approve and to continue consideration of Wilson Little application for the Ethics Reform Task Force to the December Organizational Development Standing Committee meeting.

### **Approval of Minutes**

Member Michael Jones moved to approve the October 2, 2017 Organizational Development Standing Committee meeting minutes, which was seconded and approved: Ayes 8, Jones, Robertson, Larson, Agelasto, Gray, Trammell, Newbille and Hilbert. Noes, None. Abstentions 1, Addison.

*The meeting recessed at 7:41 p.m.*

*The meeting reconvened at 7:46 p.m.*

### **Discussion Item**

#### **Media Release and Communication**

Lou Brown Ali, council chief of staff, explained the process for the distribution of media release notices by the Council public information manager. She stated that media releases are processed in accordance with the guidelines in Council's Operational Policies and Procedures Manual and are prepared by request. Ms. Ali explained that, her office operated on the premise that requests made by standing committee chairs, are made on behalf of their standing committees, but in moving forward, her office will obtain approval by Council or committee majority prior to sending out a media release regarding an upcoming meeting.

Allen Jackson, city attorney, advised the committee that any form of communication between two or more members of a committee, with the exception of the Finance and Economic Development Standing Committee which has five members, is considered a meeting of the committee. Mr. Jackson also explained that a committee's action on an agenda should only occur during an actual committee meeting.

### **Closed Session**

At 8:05 p.m., Member Kristen Larson moved that the Organizational Development Standing Committee of the City Council hold a Closed Meeting pursuant to section 2.2-3711(A)(19) of the Code of Virginia to discuss the results of the network vulnerability assessment audit because discussion of such information in an open meeting would jeopardize the security of the City's information technology systems.

The motion was seconded and approved by the following vote: Ayes, 8, Jones, Larson, Agelasto, Gray, Trammell, Addison, Newbille and Hilbert. Noes, None. Robertson was excused.

*Member Robertson exited the meeting after the committee's vote on the motion to hold a closed meeting.*

*Chair Hilbert exited the meeting after the committee's vote on the motion to hold a closed meeting.*

Member Jones motioned to exit closed session. The motion was seconded and approved: Ayes 7, Jones, Larson, Agelasto, Gray, Trammell, Addison and Newbille. Noes, None.

*Members reconvened in open session at 9:24 p.m.*

### **CERTIFICATION OF CLOSED MEETING**

November 6, 2017

WHEREAS, the Organizational Development Standing Committee of the City Council of the City of Richmond, Virginia, has convened in closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712(D) of the Code of Virginia requires a certification by this Committee that such closed meeting was conducted in conformity with Virginia law:

NOW, THEREFORE,

BE IT RESOLVED:

That the Organizational Development Standing Committee hereby certifies that to the best of each member's knowledge (i) only public matters lawfully exempt from open meeting requirements by Virginia law were discussed in the closed meeting to which this certifying resolution applies; and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the Committee.

WITNESS the following vote of Committee members, as recorded by Candice D. Reid, Interim City Clerk:

**CERTIFYING:**

Cynthia I. Newbille, Vice President  
Andreas D. Addison  
Kimberly B. Gray  
Kristen N. Larson  
Parker C. Agelasto  
Reva M. Trammell  
Michael J. Jones

**DECLINING TO CERTIFY:**

**Adjournment**

There being no further business to come before the committee, the meeting adjourned at 9:30 p.m.