

Council Chambers, 25 West Market Street, 7:30 p.m. Mayor Umstattd presiding.

**Council Members Present:** Kelly Burk, David Butler, Thomas Dunn, Suzanne Fox, Katie Sheldon Hammler, Marty Martinez and Mayor Umstattd.

**Council Members Absent:** All present.

**Staff Present:** Town Manager Kaj Dentler, Deputy Town Manager Keith Markel, Town Attorney Barbara Notar, Director of Parks and Recreation Rich Williams, Assistant Town Manager Scott Parker, Director of Finance and Administrative Services Clark Case, Interim Human Resources Manager Annie Carlson, Library Manager Alexandra Gressitt, Airport Manager Scott Coffman, Economic Development Director Marantha Edwards, Director of Public Works Tom Mason, Chief of Police Joseph Price, Director of Utilities Amy Wyks, Director of Plan Review Bill Ackman, Director of Planning and Zoning Susan Berry Hill, Director of Capital Projects Renee Lafollette, Research and Communications Manager Betsy Fields, Management Analyst Jason Cournoyer, Management Analyst Lisa Haley, Interim Information Technology Manager John Callahan, Captain Vanessa Grigsby and Clerk of Council Lee Ann Green

AGENDA

ITEMS

1. **CALL TO ORDER**

2. **INVOCATION:** Mayor Umstattd

3. **SALUTE TO THE FLAG:** Council Member Fox

4. **ROLL CALL:** Showing all members present. Council Member Dunn participated electronically from Florida due to work travel.

5. **MINUTES**

a. Work Session Minutes of February 24, 2015  
*The minutes of the February 23, 2015 work session were deferred.*

b. Regular Session Minutes of February 24, 2015  
*The minutes of the February 24, 2015 regular session meeting were deferred.*

6. **ADOPTING THE MEETING AGENDA**

*On the motion of Vice Mayor Burk, seconded by Council Member Butler, the meeting agenda was approved after deferring items 11 b, c, and d until the next meeting, by the following vote:*

*Aye: Butler, Burk, Dunn, Fox, Hammler, Martinez, and Mayor Umstattd*

*Nay: None*

*Vote: 7-0*

7. **PRESENTATIONS**

a. Certificates of Recognition – Virginia Extreme U10 Flag Football

*On a motion by Council Member Martinez, seconded by Council Member Butler, Certificates of Recognition were approved for the following players of Virginia Extreme U10 Purple for winning the NFL Regional Tournament allowing them to compete in the National Championships in Phoenix, Arizona:*

David Cobbs	Aiden Easton
Aidan Hodnett	Isaiah Lemmond
Madison Mannino	Benjamin Morrison
Matthew Ortega	Jacob Thomas
Coach Richard Thomas	Coach Steve Arnold

b. Certificates of Recognition – Virginia Extreme U10 Flag Football

*On a motion by Council Member Martinez, seconded by Council Member Butler, Certificates of Recognition were approved for the following players of Virginia Extreme U12 Purple for winning the NFL National Championships in Phoenix, Arizona:*

Matt Anderson	Caleb Coombs
Mika'il Kamara	Donovahn Keyes
Will Paige	Jeremy Roach
Jack Selman	Ryan Upp
Jake Wilson	Coach Hassan Kamara
Coach Willy Paige	

**9. PETITIONERS**

The Petitioner's Section was opened at 7:46 p.m.

Natalia Derrit, 609 Marshall Drive. "I am so grateful to be part of this community – this beautiful community in Leesburg. This meeting this afternoon is about diversity. What we can say about diversity? We can say so many things. Every single one is beautiful. I encourage every single one of you the next time you see a rainbow \_\_\_ in order to be a rainbow. I encourage every single one to see \_\_\_. You \_\_\_ the flowers, \_\_\_ the snails. All of them, they have to be protected in order to be around. The world, the complete world, we talk about creator, creation, different language, different culture, different \_\_\_. We have to recognize each other in order to be \_\_\_. Without embracing each other to take advantage of different cultures, to take advantage of different potentials, to embrace us, to make a better community, to make us richer. If we can do that, \_\_\_ we can \_\_\_. It is fine. It is fine to embrace each other to become a better community, to become richer, to become communities. This is what I want to say about diversity. We need each other and we need to embrace every single one of us".

Andrew Borgquist, 1108 Huntmaster Terrace, NE. "Many of you already know who I am. I am just here in the continued petition that I have been bringing before the Council regarding an issue – I am not going to say a whole lot tonight because obviously there is probably more discussion that needs to happen to continue to bring my petition forward. But, I just – I was thinking of a saying once – an old saying the squeaky wheel gets the oil and so, you know, I think sometimes perhaps in reality, hopefully this isn't the case, but the squeaky wheel gets replaced or thrown away, but I was hoping – I just wanted to continue

to bring it forward and urge the Council to consider some of the issues I've brought forward and maybe bring some resolution."

Paula Callaghan, 19928 Evergreen Mill Road. "I am from South America, from Bolivia. Right now, I am at home all the time with my kids. I have my small business I started last year with Mary Kay. Besides that, I volunteer at my kid's school twice a week since last year, so this is my second year. I do a number of readings with kids that are coming from homes that speak Spanish like I do in my house with my kids and my husband speaks English. He is from New York. I want to take the opportunity to come here and say how can I help you? How can I help the community? Because that is my big motivation. My kids and every single kid that I see at school is the future of this country and I think that we are here and have to take advantage and we have to do the best for them. I am gonna leave my name and if I can do anything, that is my motivation – my family and take the opportunity that my husband gave me to be at home because he is the one who is working, but I want to give back and return that gift to somebody that really needs my help. That's all. Thank you."

The Petitioner's Section was closed at 7:54 p.m.

#### 10. APPROVAL OF THE CONSENT AGENDA

*On a motion by Council Member Martinez, seconded by Council Member Butler, the following items were moved for approval as the Consent Agenda:*

- a. *Supplemental Appropriation of Donations to Leesburg Airshow*

##### **RESOLUTION 2015-035**

*Approving a Supplemental Appropriation of \$9,662 of General Fund Unassigned Fund Balance Resulting from the Net Proceeds of the 2014 Airshow*

*The Consent Agenda was approved by the following vote:*

*Aye: Burk, Butler, Dunn, Hammler, Martinez, Wright and Mayor Umstattd*

*Nay: None*

*Vote: 7-0*

#### 10. PUBLIC HEARINGS

- a. *Fiscal Year 2016-2017 Budget*

The public hearing was opened at 7:56 p.m.

Clark Case, along with Jason Cournoyer and Lisa Haley, presented the proposed Fiscal Year 2016-2017 Budget.

Key Points:

- Budget covers the General Fund, FY 2016-2021 Capital Improvements Program, and the Utilities Fund.
- There are five focus areas for the budget:
  - Improving organizational efficiency
  - Improving technology and automation

- Providing exceptional customer service
- Providing employee development
- Long Term financial sustainability
  - Two year budget process
  - Debt service reserve to cover peak debt service in FY 2017-2019
  - Capital Asset Replacement Fund to ensure timely replacement of equipment and facilities.
  - General Fund fiscal reserve increase to 20 percent over the next five years.
  - Self-insurance fund to be a cost-effective health insurance benefit for employees.
  - Maintenance of the AAA Bond rating to maintain/minimize debt service costs.
  - Proposed budget maintains a property tax rate of 18.3 cents per \$100 of assessed valuation – which equals an average increase of less than \$22 on an average home value of \$465,000.
  - Residential equalized rate is 18.0 cents.
- Compares favorably with surrounding jurisdictions.
- \$97.6 million budget, which is an increase of roughly \$13 million (15.4 percent) over 2015.
- Most significant increase occurs in the Capital Projects Fund, which is primarily attributable to the significant increase in transportation projects in FY 2016.
- General Fund increases 5.4 percent, mostly attributable to increased debt service and consolidation of Public Works and Capital Projects departments.
- Real operating impact is a 2.2 percent increase.
- Approximately 75 percent of the total budget is personnel, debt service, and capital projects.
- Largest source of revenue is intergovernmental sources, which includes VDOT and NVTA funds, FAA and DOAV funds, and public safety funds.
- No new positions proposed for the General Fund. Three positions proposed for the utility fund are required as part of the agreement with Panda Energy to provide reclaimed water and will be offset in future years by revenue from the sale of reclaimed water.
- Two departments were consolidated – Finance, Human Resources and Information Technology into the Department of Finance and Administrative Services and Public Works with Capital Projects.
- Proposed average 3% pay increase.
- Health care benefit costs are increasing 8% for medical, dental and vision coverage.
- Total proposed enhancements include approximately \$300,000 for police overtime, transportation projects and studies, and technology investments.
- Major initiatives included in the Capital Improvements Program are:
  - Hope Parkway
  - South King Street Widening
  - Battlefield Parkway from Greenway to Rt. 15

- Skate Park renovations
- Downtown Improvements
- Chesapeake Bay TMDL project
- Lowenbach Improvements
- \$2 million for renovations, replacements and repairs in the Utility Fund.
- The town is a financially sound, AAA bond rated community.
- Proposed budget addresses short and long term needs of the town and meets all the requirements of the adopted fiscal policy.

Victoria Yergin, Secretary/Treasurer of the Virginia Knolls Community Association. “This is regarding the Tuscarora Creek Flood Mitigation Project. Last evening’s Council meeting discussed the possibility of reducing the budget for this project. The net result may cause the current proposed plan to be significantly altered. Two years ago, the Town of Leesburg Capital Improvements indicated a strong sense of urgency for a flood mitigation project to protect the townhomes along the Tuscarora Creek. It was cited that this strong sense of urgency began in 1984 as a result of the flooding in the basements of homeowners. When questioned as to the reason a project was considered urgent for 31 years, a lack of funding was cited. General opinion amongst our residents indicated that 31 years is sufficient to fund such a project. It was also felt that the project became urgent during the same time frame as the approval of the Crescent Design District. Most residents believe the rapid expansion of the Town of Leesburg as well as surrounding areas in Loudoun County creates extraordinary challenges with respect to water run-off, water containment and flooding. Many of these challenges have landed right on our doorstep. The Virginia Knolls Community Association members have expressed intense concern regarding the impact of more run-off into the creek considering the planned development directly upstream of us on the approximate 60 acres adjacent to Izaak Walton Park. We already take on an incredible amount of water from Route 15, the huge storm drains off South King Street and from the land above Route 15. We can confirm this by the number of golf balls remaining on our property after a flood event. These balls are washed down to us from the Westpark Golf Club directly upstream of us across Route 15. The common grounds of the Virginia Knolls Community Association have been and will continue to be an ad hoc temporary flood storage area for the increasing water issues for every impervious surface in the area. The Director of Capital Projects and the Director of Plan Review assigned to us have been quintessentially sensitive to the fact this mitigation project involves a long standing residential community since 1965, to our knowledge, the oldest townhome community in Loudoun County. We are also the only residences on this section of the creek. Our membership believes the developer of the land directly upstream of us will be asked for zoning variances in many areas and that the town may be extraordinarily receptive to those petitions based on the obvious understanding that more development means more revenue and increased tax base for the town. We wish to impress upon Council that this project is imperative for flood protection as well as the maintenance of property value. We are aware of the “no net loss” tree program, whereby criteria are set up to replace a tree when one is removed. In some cases the required replanting would consist of more than one tree to compensate for the loss. Given that program, would it not be understandable that

a townhome community not only requires flood protection but it, just as with the tree policy, wishes to achieve flood protection in a manner that provides for “no net loss” of property value? Therefore, changes or modifications to the existing budget for the Tuscarora Creek Flood Mitigation project can be likened to the tree policy by saying, we lost a tree and we will replace it with a leaf in order to save money. Our community is, arguably the single largest residential area taking on temporary flood storage in the vicinity. Our residents are continually threatened with every new townhome community and mixed use development rezoned and approved for construction. The abject deforestation of more than 60 acres upstream of us significantly changes the topography and the speed and volume of water rushing through an over-taxed and wholly inadequate creek. This is not about the property value of the Creekside residences of the Virginia Knolls Community Association as a singular issue either; decreased property value in our community will drive the comparable values down for all the town home communities from Shenandoah to beyond Gateway Drive. The Harrison Street bridge is the gateway to all of these communities and the presence or absence of a very efficient, functional and esthetically pleasing solution to water mitigation is imperative. The budgetary funding solely borne by the Town of Leesburg was already in place for this project three years ago when the urgency of the work was brought to us again. State grant money made available to Leesburg caused the first incremental reduction in the original funding, a process we fully understand. Now the objective appears to be a further reduction in funding for the project beyond swapping the town funds with grant money, with the net result poised to cause severe modification or change to the project itself. This recent development at last night’s meeting raises several questions as to what has changed in terms of funding and why would a project with a high buy in by the residents be changed or modified after the town was relieved of a significant amount of out of pocket through grant funding? Is the objective to seek outside funding for the entirety of the project now? Grant money disappears beyond a certain date. Gone unused it is almost always difficult to re-apply for grant funding and be taken seriously. If the project is put off beyond the expiration of the grant, the Town would have to fund the entire project which would be counterintuitive. We respectfully ask Council to be very contemplative as their focus turns to discussion of this project. Much trust has been re-established between the residents and the town. Community outreach has been outstanding, well appreciated and relied upon. The mantle of suspicion regarding the town’s follow-through has been significantly lifted. There is a high buy in for the project as it conceptually stands and we ask that progress not be impeded as a direct result of diverting elsewhere the necessary funds needed to see this project completed to expectations of the residents. On behalf of the Virginia Knolls Community association, I would like to conclude by respectfully requesting this statement as well as an email sent to Renee Lafollette and Bill Ackman be made part of this meeting’s permanent record”.

Suzanne Larkins, 3 Royal Street, SE. “I began talking to Mr. Wells, the former town manager in 2011 about the fact that there is no watershed running from Loudoun to Royal along the south side of Royal Street. So, at that time, we began discussions and he suggested that I come in February of 2012 to the meeting because it was prior to the budget kick off to discuss the fact that I had petitioned my

neighbors because we had extreme flooding. There is no watershed whatsoever. There was a feasibility study done in 2009, which he acknowledged was flawed because I guess it was only taken during a day of normal rain and never during our storms. I think everyone is aware of the Loudoun Street topography – the topography between Loudoun Street and Royal Street is extreme and the property owners have no drainage. There is nothing to prevent the water from coming onto the south side of the street. So, when I came to the town meeting in 2012, we were supposed to be put on the five year plan for consideration of digging out, repaving and creating side walks, new gutters – we don't have any gutters at all, I am sure you are probably aware of that fact. So, anyway once I came and I was supposed to be put on the five year plan. I was meeting with Tom Mason and other people, had a site inspection, went over everything so it was Mr. Wells who asked that an additional study be done and that they looked into temporary improvements that could be made that didn't go into the Capital Improvements Project because we would have to wait about five years. So, every year, several times a year I check in with Mr. Mason and they had decided to repave the north side of the street so that the crest was a little different – I'm sorry, I'm going to go over my time – to temporarily help some of the water from running over and flooding our homes. Anyway, to my surprise this summer when I talked to Mr. Mason, the study had been put off indefinitely and we were not on the 2015 – the five year plan. So, I don't know how we got taken off the plan. Mr. Wells was under the impression we were on the plan. I don't know what happened there, but I think you can see from all the documentation that I have that we have put in French drains – tens of thousands of dollars I have expended and some of my neighbors to try to divert water. But, it is really a town issue that you are well aware of that there are streets downtown historically that have no curbs whatsoever, no way to force the run off to a different area or location and are flooding our properties and causing property damage. So, I want to know – I want to be back on the five year plan in the position I would have been had I not been taken off.

The public hearing was closed at 8:16 p.m.

b. Amending Chapter 2 of the Town Code Adding a Leesburg Diversity Advisory Commission

The public hearing was opened at 8:17 p.m.

Kaj Dentler gave a brief overview of the proposed Diversity Advisory Commission:

Key Points:

- In January 2014, Council established a Citizen Task Force to evaluate work force diversity within the Town of Leesburg government.
- Task force met four times and made the following recommendations:
  - Develop a diversity pipeline to make Leesburg an attractive employer for skilled, diverse applicants.
  - Improving succession planning to retain employees so that minority employees can assume leadership positions.

- Improving outreach to the community, both internal and external.
- Establishment of a Leesburg Diversity Commission.
- Proposed duties of the Commission are:
  - Help foster diversity and inclusion within the community at large.
  - Make recommendations to the Council enhancing Leesburg government's ability to communicate and deliver services to citizens, minority residents and business owners within the town.
  - Work with the Leesburg Economic Development Commission and town staff on an outreach effort to the minority business community to increase awareness of town services and understand the potential opportunities of doing business with the town.
  - Make recommendations to the Council that provide Leesburg an opportunity to enhance/celebrate the diverse community available in Leesburg.
  - It will be clearly identified that the Advisory Commission's role is not to be involved in personnel actions at any time.
- Membership is proposed to be residents of the town, property owners, or business owners. At least four have to be town residents.
- Commission will meet monthly.
- Staff liaison will be provided.
- Compensation will be similar to other commissions - \$8,500 for members.
- Funds are not included in the current budget. If approved this evening, it will need to be added.

Randy Ihara, stated he is vice chairman of a new non-profit organization named "Diversity and Equality Fairs of Virginia. "The chairman of our organization is Larry Roeder, but he is unavoidably unable to attend tonight. We were formed in recognition of the increased diversity of Loudoun County. In a surprisingly short period of time, Loudoun County has grown from a sleepy, largely rural, largely white area to a vibrant, multi-ethnic, multi-national ex-burb of Washington, DC. The growth of diversity in Loudoun County and Leesburg has had a healthful effect. We benefit from the blend of cultures that inspire and enrich our own. It expands our horizons with myriad learning opportunities about different cultures and nationalities. Our economy benefits from the new businesses initiated by our immigrants and from their training, education, skills, expertise, energy and initiative. This is a condition that we should embrace, celebrate and facilitate for it contributes to the vitality and vibrancy of Loudoun County. Diversity also serves to underscore a key value of American culture. With diversity comes a recognition that in America, we are all, in our different capacities, able to contribute equally to the ongoing project of building livable communities. Therefore, we should all have equal access to the various avenues and resources for making that contribution. By embracing diversity, we can come to a recognition of our mutual equality – that we are all at a fundamental level equal to one another just as recognized by the founders of the republic. That is why we enthusiastically support the council's innovative program proposal for a formation of a diversity commission open and accountable to the public, the goals of which are clearly defined in contrast to the alternative, which

lacks clear substantive purpose, lacks public accountability, and depends on the appointment of liaisons, the function of which are vague at best. On the other hand, a commission would ensure that public attention and resources are focused on facilitating and supporting diversity and equality in Leesburg. In recognition of our diversity, we felt that a way our community could both express and celebrate the value of diversity and equality would be a free, family-friendly fair – a one day event to be held in Ida Lee Park on October 10, 2015. To realize and build upon this goal, we formed a non-profit corporation called Diversity and Equality Fairs of Virginia. The fair will include entertainment, food, and other items that express and make available to all of the town a sample of the richness of the culture in Loudoun County and Leesburg. We hope to see broad participation by the general public and representatives of the many ethnic and national groups that make up an important part of this community. We look forward to seeing all of you in October and we look forward to working with the new Leesburg Diversity Council. Thank you for letting me speak this evening”.

Glady Burke stated she has lived in Leesburg for over 30 years. “Tonight I have here with me other members of the original task force. I want to introduce them – Tammy Carter, Mary Randolph, Anne Daye, Hassan Ibrahim, and I think Greg Hudson and Linda McCray couldn’t join us – okay, wonderful, you are here. So, we stand here in support of the Leesburg Diversity Commission. Much has been said about the diversity commission within the last several weeks, maybe a couple of months – here in the chamber, in the newspapers, on social media, and much of it is misinformation. I can address all that misinformation in the short time I have here, but there is one thing that is consistent and that is that we need diversity in Leesburg. So, I want to just take a couple of moments to speak on why we need a Leesburg Diversity Commission versus some other entity. In order to be successful at anything, there needs to be focus. You are the Leesburg Town Council. You are supposed to focus on Leesburg issues. I might not know my government, but I don’t know any authority that you have to set up a Loudoun County group, so we are asking you to focus on Leesburg. Then there needs to be structure. You already have the structure because you have other commissions at the town, already operating, already advising the town. There needs to be stability. Leesburg needs a full commission, not a temporary task force or a committee or a community group that any time can just decide to disband and then this commission needs legitimacy. The commission needs to be a part of the Town of Leesburg, recognized as a vehicle by the Town of Leesburg that can help develop and maintain diversity. It needs the backing and the support of this council. I will end by saying that I really look forward to unanimous, positive vote for this commission so that the commission can go forward knowing that it has your full support. I especially look forward to the positive vote from Council woman Katie Hammler because she is the Council woman that appointed me to the original task force, so I look forward to your vote tonight”.

Adrienne M. Bray stated she moved to Leesburg in 1989. “I am here in support of the creation of the town diversity commission. I think the Diversity Commission would be a great tool for all residents, including minorities, disabled,

youth, elderly – a great forum for discussion on issues that we are having, a way to quickly bring to light issues that we are experiencing so that we can get them resolved in a timely fashion. As a young person in town, I see a lot of youth are having questions and they have conversations about diversity and I think it is time for us to have a forum where they can come and see that Leesburg is taking action and promoting diversity within our town”.

Amira Bray “I am here today advocating for the creation of the town Diversity Commission. I would like this forum to bring to discussion of teen issues. Issues like diversity in schools and possible solutions to diversity issues. As a teenager in high school, I would like to see more interaction between races and also community wide. What I would like to see is more interaction because I see a slight separation between races in school. I have been called racial names and I think this diversity committee would allow me to discuss diversity issues I see. Please, Town Council, vote for the creation of the town Diversity Commission. Thank you”.

Tom Marshall “I am here because I love Leesburg and I love my Town Council, but I would like to just say in 2008...by the way I live at 315 Ayrlee Avenue in northwest Leesburg. In 2008, when President Barack Obama was elected as our first black president, I was pleasantly surprised because I grew up in Virginia. Not only did Virginia go democratic, but North Carolina did too. Obviously my perception at that time was that America had changed and we are now able to judge a person on his or her merits and not on his or her skin color or any other factors. I even remember when President Kennedy was elected and at the time people thought that we would never elect a Catholic for president. Joe Lieberman was a vice-presidential candidate – a Jew. And if you believe in the popular vote, we would have won that election too. And then, we had Mitt Romney who ran and came very close to becoming president of the United States and he was a Mormon. So, I pretty positive about everything; however, in 2008 election there was an exit poll by NBC and they asked a question – how do you thought relations were in this country would fair within the next three years. Forty-seven percent said better. They had the same type of poll in the election 2014. That forty-seven percent dropped to 20 percent. Thirty-four percent say about the same and in 2014, they also said 40 cents. But race relationships in 2014, they said have gotten worse. I think that’s the reality, especially when you look around. If I can borrow from Jimmy Carter’s ill-advised term, my perception based on news reports of police shootings and gridlock in congress when it comes to race relations, many Americans are experiencing a certain malaise about race and change in demographics. Here in Leesburg, we need our town leaders to start the conversation by establishing a diversity commission. Leesburg needs to be proactive and a diversity commission is being proactive. Let’s get ahead of this and not run from it. I also have some statistics that I want to hand out to you, but real briefly – I looked at the schools because you know I ran for school board in 2007 – in 2007, the Loudoun County public schools had 66.6% white. Now we have 53%. The largest minority in our Loudoun County are Asians, followed closely by Hispanics. I also looked at our three high schools, so you might want to check these as well – I have those figures for you – I don’t think you want me to read them”.

Tamar Datan, 16007 Firefly Hill Lane. “I’m delighted to be here tonight. I know several of you from my service as Chairman of the Economic Development Commission of Loudoun County and also the Housing Advisory Board of Loudoun County, but I stand before you tonight as president of the Unitarian Universalist Church of Loudoun. We have 80+ members and another 100 friends, many of them are here tonight. We have a mission of embracing diversity, nurturing spirituality and promoting justice in the world. I think you have heard in a prior hearing our resolution our board of governors – made a resolution in support of this diversity commission and I am here tonight in support of that. It is not just time. I think it is really past due. I believe that this is a chance for Leesburg to be a shining light and to step out as a leader in Loudoun County for the interests of diversity and I have a feeling that a lot of people here tonight are in support – just standing up for a moment if you are here in support of the diversity commission. Just a wild risk I took, but I think you are seeing a ground swell of support for your leadership in stepping forward on this very important, complex and critical issue for the future of not just this town, but our county and the nation. So, thank you for being brave in that regard. I hope you find the courage to vote unanimously in favor of this – it is long overdue”.

Tammy Carter stated she is spokesperson for the Diversity Commission. “The Diversity Commission in my eyes is very clear. We want to be able to provide guidance and resources to people in regards to what they want, where and how to go about to find what they are looking for. To be able to inquire about group services, events planning a more diverse community without getting the run around. Create new events such as culture fest –man already said something about having an event on October 15. I’ll be there. Christmas around the world. A multicultural town museum. Add some variety to your website. List all church revivals, events, programs, and come join us. Don’t just list them. Come visit us – we’d like to see you. I would like to see the Economic Development Commission bring new business that would embrace diversity in many ways to Leesburg such as a real performing arts school, a convention center with all the amenities and service culture events, educational events, conferences, inspiring events. We have big pockets, lots of buildings, plenty of land, but yet nowhere for these students to go other than to the movies and the bowling alley. Now, we have sports clubs, ROCK program, scouts, studios, etc. I could go on, but not everyone can do these things. Not everyone is interested, but then again how would we know unless we ask? I know we have many services, programs, events and opportunities that may not be made aware to everyone. Yes, you do have a website, but it is very hard to navigate unless you know exactly what you are looking for. Let’s get the youth interested in the programs or create some new ones. Add some variety to First Friday so that the teenagers who want to involved and can get involved and show their diverse talent. Reach out to them. All they want you to do is to ask. We need more culture and spiritual events in the town of Leesburg. Now I want to speak on three things that was said the last meeting I attended. One comment was made that they didn’t want it to be a feel good committee. Well, I would hope you would want us to feel good about bringing this town together culturally, spiritually, and good working living

conditions. Feel good about this town being my town to live in. That is the feel good committee that I am talking about. We should not be feeling good about having to form this committee. There is nothing to feel good about having to form it – it should have already been done. Two, legal issues. There are none. We have already established there are no legal issues. Would be we are a resource to help find answers. Answer commissions can say something that may come back to haunt you. Any commission can do that, not just us. Any of them could do that. What would make them any different from us? Nothing. Third, Mrs. Fox, you made a lot of comments, but one stood out to me and that was when you turned to your council members and said something to the effect, and it is not a quote, you told the council member that you felt whenever you had a concern and they didn't support it, you felt like you were out there on a limb on your own, but you will continue to express your concern because it was your job. Welcome to my world. Welcome to my world. We will continue to come back and get in your faces until this is done because this is our job. We are here to stand up for justice and to act. My focus, as you can see, I brought with me – stand up – this is diversity. This is what should be sitting up there. Tired of seeing the same old faces. Why don't you start a junior diversity council where each one of you choose a different race, a different culture and guide them in what to do and how to go about getting these things done. I think you would be surprised at what you would find out that they could do because I would like to see more diverse pictures in that hallway instead of the same pictures year after year. Why are our minority teenagers having to get jobs in Ashburn and Sterling when they live here in Leesburg? Why do they have so many students who feel that there is nothing for them here? There is no one that listens who cares about what they do and why they do it. Why are they treated differently when crimes are the same? No one to reach out to without being judged by the gender, their gender, the color of their skin or the clothes they wear, the disabilities they may have, or the area they live in. Why are some of them out on the streets, doing drugs, stealing, hurting others? We have not done our jobs to keep them involved in the community and feel like they have a home with hope. So, I have brought to you this group of students here tonight to tell you about how they feel about the town we live in and what they think we could do to help them make Leesburg the place for all races, cultures, genders and disabilities. I am willing to do my part, are you?"

Milan Ball stated she is the Student Council President at Tuscarora High School. "I have a story to tell this evening. This story begins with my parents who came from inner-city Baltimore, both African-Americans. Some might even call where they came from "the Hood". After I was born, we moved a couple of times, but I have never felt more at home than I do in Leesburg. Countless times my parents have told me also how blessed I am to live in such an incredible neighborhood. But even more so, they tell me that living here hinders my education of my heritage as an African-American. February recently ended, a.k.a. Black History Month and in all of my education I could tell you the same stories about Harriet Tubman, Rosa Parks, and Martin Luther King, Jr. What concerns me is that I care more about my own heritage, but I care about others. I care that I know more about my culture than my friends do about theirs, as pacific islanders, Asians, Native Americans, Hispanics, or middle Eastern youth. I am here today to spread cultural

diversity, to support the Diversity Commission, to make it known that I am important along with all of my minority peers. I am here to represent us as a community, within a community in Leesburg because I want them to feel just as at home as I do”.

Calista Groves “I am here on behalf of the Diversity Commission. As a young teenager that is multi-racial, it is hard at times because my mom is black and my dad is white. So, it can be confusing to explain that to people. I have had a lot of racist comments to me. So, I would like, you know, more help with that to bring more information to people and to make the community more diverse like that. That’s what I wanted to say”.

Herman Llewellyn “This is my own personal story. I moved to Leesburg approximately 10 years ago. I was in corporate America working for Freddie Mac in IT. I want to say about four years after moving to Leesburg, I lost my job and decided I wanted to do something different. And I decided that I wanted to start a business. This is where this committee might come in as a factor. Deciding to start a business and seeing what it took to establish that business was a tremendous effort for someone that has never done that before. When I turned and looked for resources, there were resources available, but in my view they were limited based on what I knew. If there was an entity or some place that I could go that would give me some guidance, I felt like my effort would have been a lot easier today. So, I came out today just to encourage the council and the members on the Council to say yes. Whatever we can put in place to promote business, to encourage people to do better for themselves, can only be good. So, I am pleading to all the members to please support this. Diversity doesn’t mean, to me anyway – I am originally from Jamaica, by the way. To me, it doesn’t mean black and white. It just means we are different and how can we come together, resolve our issues. So again, I am pleading to the council, please support this”.

Eric Groo, 739 Fieldstone Drive, NE #304. “I moved to Leesburg a year ago. It is a beautiful, wonderful town. Previous to that, I had worked abroad and spent time in Afghanistan. I have seen what happens when a community sort of loses track of itself. So, without trying to appeal to any higher principles, I would ask you to consider for the diversity committee, is it beneficial to all concerned? Is it fair? Does it build good will and better friendships? I think it does. I think it is a wonderful effort that you have taken here in Leesburg and so I urge you to unanimously vote for the committee”.

Nadia Bonavanskum stated she is a student at Tuscarora High School. “I moved to Leesburg about six years ago with my family and before that I lived elsewhere in Loudoun County and before that I lived in Bulgaria. So, I have seen and I have experienced first hand the experience of being an immigrant coming into America and basically starting with not knowing anything about this new place and not speaking English and not being able to communicate with the community and getting the help that immigrants need – that anyone needs starting in a new place.

So, I think your Diversity Committee would really help with that – with people coming in that are new to the community and just need some help starting out”.

Yvette Castro-Green, “I would like to echo the sentiment of the young lady sitting in the front here who made a perfect segway to my representation of the immigrant community here in Leesburg and Loudoun County. I am a Leesburg resident and have been for the last 15 years here – all of the time living in Leesburg. From my perspective as a Leesburg resident, a community leader, I am also a mother of two young children in Loudoun County Public Schools located in Leesburg. I also came to you as a taxpayer living in the town. I am a strong proponent of diversity in Leesburg and Loudoun County. I feel that a Leesburg Diversity Commission is essential. I would like to just go back to Ms. Burke’s comments that she made and echo not only that the Leesburg Diversity Advisory Commission would have a focus, structure, stability, legitimacy here in the town but also it would provide manpower, although it would be limited. Some of the valuable town staff interaction that would be given, the same as to other commissions, the equal...and then the resources...access to readily available information from different town departments. I want to go on and just tell you about some of the trends that are happening and I think you have already seen it in the task force report and recommendations. Almost 20 percent of the population is Hispanic now, 9.2 percent black non-Hispanic, 7 percent Asian and 3.2 percent of two or more races, some who are represented here. I just want to say, how many of you...we also have about 30 percent of the residents who speak a language other than English at home and 15.3 percent that speak English less than very well. How many of you know someone who speaks a language other than English or less than well? Maybe you can raise your hands or stand. Well, I am one of those and I would like to just, you know, make my...urge you to establish a Leesburg Diversity Commission because I have seen diversity from the year 2000 until now working as a leader in La Voz of Loudoun, working for immigrant integration for over 10 years and seeing the marginalized populations in our own town, so please...I urge you to continue to work towards valuing the differences in our community”.

Anthony Fasolo stated he and his wife have lived in Leesburg for 20 years. “We moved here in 1994 after moving 24 times in our over 50 years of marriage. Being in the military, you’ve seen a lot of different places and Leesburg is the place we want to be and we want to stay. It is also a place – every place can be improved. You can always do better, I don’t care where we are. Everybody has said most of the things I was going to say, so my main points are: Number one, we should think of the United States and our country, not as a melting pot, but I would like to think of it as a salad bowl and as an Italian, I love salad. Every bit of that salad, different ingredients bring their own flavor to it, but mixed together, what a great thing. I learned a lesson with Mr. Tolbert when I was on the Environmental Advisory Commission, he was our leader. He told me he had all his teeth, he was like 90 years old. He told me the history of Leesburg and all this so I learned a lot. I can see the advantages of being with people other than Italian guys like me. I just want to leave...I have been here three times before, two times before and I have always spoken in favor of the commission and it seems to me it makes sense to do this. We

had a study conducted that says we need to do this. There have been some concerns raised why we shouldn't do it, but I think all those concerns have been answered. There was one concern about liability issue and I think our lawyer, attorney, said that we don't have to worry about that. The other thing that this will provide is transparency and also provide...what am I trying to say? Stable organization that will work together with the town and have some potential for...so the money...what does it cost? I don't know, \$8500, but what is going to be the return and I think the return is much more. Thank you very much for the opportunity”.

David Weintraub, 12883 Furnace Road, Lovettsville. “I have something to say about the alternative that has been proposed by Mr. and Mrs. Fox. They have been arguing a lot that the existing advocacy organizations that serve minority communities can just get together and somehow better perform the functions of the proposed commission. I serve on the boards of two of those advocacy organization and we can do that already. We do that already. Several of those organizations work together every year and create the Martin Luther King Day celebration here in Leesburg. I am on that committee and one of the things that we did this past year is we introduced a new element to that celebration. It was a forum for dialogue between youth and elders and our thinking was we wanted to do something more interactive and thought that people who have lived through Jim Crow here in this community and young people who live here now as it is, might have very different reflections about the legacy of Dr. King and that event...so we did that. It was very successful. It was very well received. So much so that we are now in the process of making that a regular occurrence throughout the year and not just once a year at the MLK celebration. So, why am I telling you about this? What we have learned is that there is a real hunger, especially among young people to tell their stories, have their voices heard. There are people in this community who feel invisible and what we need to be a healthy community is for everyone to have their voices heard and to not feel invisible. So, that is what we are doing. That is our project. We can do that – we can provide that safe space. I don't know if a 14 or 15-year-old, someone who already feels invisible and unheard is going to show up here without a lot of encouragement and talk to you. You know, and maybe tell a story about how they have been treated poorly by a local business or maybe if they have an idea for making the town more inclusive. I am not saying you wouldn't hear them if they did that, I just don't think its that likely that they will. So, we can provide that space, but my question is then what? We can do the investigation and we can hear all the stories and listen, and then we can report to ourselves all day long, but what we need is our local government to take seriously these realities and actively seek to include all these voices. That's what we really need here. So, where we are now with this, okay, we recognize that the need is there – to address it. The task force was convened. They did their work. They made their proposal. The proposal was modified to address concerns of staff. It was modified again to address concerns about possible liability. The town attorney is satisfied. The task force members are satisfied. It is time to move forward and I also hope to see a unanimous vote for this. It is a positive step forward to make this community truly safe and inclusive and welcoming for all of us. I thank you very much”.

Roland Waddell stated he is president of Prelude Communications, 202 Church Street, SE, located at the Mason Enterprise Center. “I made the choice to establish my company in Leesburg. I am a resident of Sterling because of the HUBZone designation in the City of Leesburg and because of my strategic relationship with George Mason University. I am excited to give my show of support for creation of the commission. It is a good thing. I have been blessed to have a 30 year media, entertainment background with Walt Disney, Gannett, and all of those organizations I worked on diversity committees. It is a good thing and it is a good thing to have it originate and be managed through the Council. And for purely commercial reasons, I am always on the hunt for young talent and our HUBZone application will be going forward to the Federal Government shortly and we are required to have 35% minimum of local residents in the HUBZone. So, I am on the hunt for talent in the areas of marketing, creative services, video, and so forth. I thank you for your time.”

Will Estrada, 407 Silverbell Terrace, N.E. “My wife and I live in the Sycamore Hill townhomes here in Leesburg. We have lived here for seven years. Mayor and Members of the Town Council, I am a second generation Puerto Rican. My wife is a first generation Korean. We love our community’s love of diversity. However, I speak in opposition to this proposed diversity commission. There are three reasons for why I oppose it. The first one is the cost to our town, paid for by myself, by all of us, by our neighbors, our tax dollars. Around \$40,000 have already been spent by the Town of Leesburg to bring the Chicago-area diversity consultant. The town of Leesburg, and this was news to me, has 11 formal commissions. Each one has a budget of around \$9,000. This would be the 12<sup>th</sup> official commission, again with another budget of around \$9,000 that does not include staff time as members of our Town of Leesburg staff have to liaison, attend these commissions. I do not believe that this is a good use of our money. They are all good commissions – diversity, art, and other important things, but is it a good use of our tax dollars when we could be hiring more law enforcement officers, more people to clean our streets, to shovel snow – things of that issue. The second concern that I have is the threat of lawsuits. Now, I am a lawyer. People don’t hate me as a result of that, but lawyering 101 would be – imaging that this diversity commission, if it is adopted, makes a recommendation, say that the Police force needs to change how it hires people. And the police chief, imaging if the police chief were to say that this is not a good idea. We need to make sure that we have the highest standard and then any lawyer would say well, let’s use this official diversity commission’s recommendation as the basis for a lawsuit. It would probably fail, but it would be valuable money spent to pay our town attorney to represent the town. I believe it would be opening the town up to more lawsuits, again that would be a burden carried on the backs of the taxpayers. And then, honorable Mayor and Members of the Town Council, I am concerned about this is not the proper scope of government. The purpose of government is to keep us safe, to protect our livelihoods, to keep our roads in good shape, as all of you have done an admirable job to do it. All of us should be fighting for diversity in our houses of worship, in our homes, in our schools, but government, that’s not the purpose of government. Too often government finds a good idea and instead of encouraging a private solution, steps in itself. I would encourage you to

look at Council Member Fox' alternative idea, a diversity leadership council with formal recognition by the town. One final concern, the proposed statutory change in the town code says that at least four members of this commission, if adopted were to be town residents. That seems ironic to me. Every member, if you were to decide to do this town commission, should be a member of the Leesburg town, a resident who has skin in the game. Thank you so much and I thank everyone for working on diversity here”.

Peter Rush, 8 Phillips Drive, NW. “I just celebrated my 30<sup>th</sup> year in Leesburg last month. I moved here in 1985. I am also a member of the Loudoun County Soil and Water Conservation District Board, in my eighth year there. I am strongly in favor of this commission. I think it is an idea whose time has come. I would maintain that the bedrock of our democracy is self-government, a critical part of which is that citizens feel that they have a voice, that that voice matters, and that their government, at all levels, is there to serve them. We know from the low voting rates in most elections and some of the other items of evidence, that a great many people across the county have lost that sense of connection to their community and to government. We know from the handful of situations that bubble to the level of public attention in the news, that such a severing frequently occurs to a disproportionate degree among citizens and residents from minorities. The speeches in Selma over the weekend, highlighted how far we still are from being the kind of country that I think we need to be with regard to racial and ethnic issues. I, therefore, strongly applaud the decision to consider salvaging a diversity commission and hope that you do establish it. While it may have originally been driven by a recognition that the composition of the town force did not reflect the diversity of our community, I believe that the value of having such a commission extends far beyond rectifying that diversity imbalance and every other speaker has had pretty much the same point – it goes way beyond that. I would envision that the commission would become a bridge to thousands of our residents who may finally feel that they have a channel through which their voices and their concerns may be heard, listened to and responded to. I have no reason to suspect that we have any issues remotely as serious as those that have recently surfaced in other parts of the country. That is good, but so much the better to take action now to promote the free flow of information, complaints, suggestions, and actions to redress these problems. I would like to pretty much insert pretty much everything that David Weintraub said about the importance of having people who may not feel they have a voice – having a voice. To digress slightly, Germany has a labor system, whose worker’s councils are at the table with management and the result is an industrial economy with manufacturing wages are a third higher than ours. They have a huge trade surplus in manufacturing goods compared to our deficit with much higher labor costs because the collaboration and cooperation has such an incredible value in facilitating the industrial economy. My point here is that cooperation, collaboration, free flow of ideas, complaints, and a spirit of mutual respect and joint goals and dreams, it works. They are the essence of what I feel America should be all about and I think that the potential of this commission to do those kinds of positive things is limited only by our imagination. I have heard many things tonight that I never thought of that I believe this commission can do. So, I urge the Council to please vote for it and

please make it unanimous. I also support the last speaker in one item only. I don't know why anyone who is not a resident of Leesburg should be part of the commission. I think it should be limited to residents. Thank you".

Graham Copp, 903 Catskill Court. "I am a voter and taxpayer here in Leesburg. I am also a school bus driver. As you can tell by my British accent, I am an immigrant to this country. My wife imported me along with all things English that she loves. I have been very fortunate that my accent and white face has meant no racial discrimination or prejudice has been directed my way. In fact, my accent has been a great icebreaker and has opened doors for me. I sometimes wonder if my face was black or my accent was Spanish whether I would have been received as well in this country. I severely doubt it. I fully support the proposal for the formation of a standing Leesburg Diversity Commission and urge your unanimous approval".

Natalie Pien, 20644 Gleedsville Road. "I am a public school teacher in Leesburg and own property in the town. I am here to voice my support for the establishment of a public and transparent diversity commission. When I first moved here over 30 years ago, Loudoun was a very different place. It was hard to find younger people and even harder to find people who were not white. Today, the picture is very different. First of all, somehow, I am no longer young. Second, the residents are made up of so many different nationalities. This really hit home when I attended my older daughter, Renee's, graduation many years ago. Though I had become accustomed to seeing people of different races and ethnicities, hearing the rich variety of exotic names being called made a memorable impression that is really easy for me to remember today. Census data bears out the significant changes in demographics. Using the Censusviewer.com website to compare the 2000 and 2010 census, it shows that the greatest change in population by race occurs in the some other race alone category and is an impressive 349 percent while the least change occurs in the white alone category and is 29 percent, less than one tenth of the change in some other ways category. The Loudoun County School system is also experiencing growing diversity from a minority population of 19 percent in 1998, to 44 percent by 2012. In response, the Loudoun County Public School system created a minority student achievement advisory committee dedicated to work in partnership with the Loudoun County Public Schools, parents and community to further the academic, social and cultural development of every student and to ensure that the needs of all minority students are met. Just as the school system addressed Loudoun County's growing diversity, so must the town of Leesburg with the creation of a diversity commission. A diversity commission benefits not only the minority community, but can also benefit the majority community. Lessons learned from the business sector might also be applied to a community such as the Town of Leesburg. Philip Legreen, a British economist and former advisor to the Director General of the World Trade Organization argues that productivity flourishes in culture diversity. The mind expands when encountering modes of thinking that differ from its own. Diversity promotes innovation, which in turn propels economic growth. A report from the Center for American Progress identifies more than ten economic facts supporting concepts that diversity in the work place is integral to a strong economy. The Town of Leesburg should not follow Loudoun County's motto, I bide my time.

Instead, recognize the change and embrace it by creating a diversity commissioner. Thank you”.

Barbara Elvin, 211 Prince Street. “I did not realize I was signing up to speak, but as a person who has been here for 30 years and as a person who could see, as you can, the diversity here, this is what I want in my community and these are the people that I want speaking. I taught for ten years at NOVA. I taught English as a Second Language to adults who came here and were dying to be heard. Some of them literally. Anything else my friends? I am delighted that you are considering this. I hope it is unanimous. Thank you”.

Phyllis Hubbell, Co-minister of the Unitarian Universalist Church of Loudoun, 1303 Baker Place, Frederick, MD. “Since I spoke before, I am going to speak short, I think. When I was here just at the beginning and you were giving out those awards to the extreme football players, people who work together as a team. I looked at them and I thought this is the future. This is the future of Leesburg and how could you see a better representation of the diversity that is going to be the future of this city. Fifty years after Selma, this town has the opportunity to be a model. Leesburg doesn’t have to wait for Loudoun County to get where Leesburg already is. Leesburg has a much stronger structure for the task force than the volunteer task force they might conceivably one day create in Loudoun County. The Leesburg proposal has already identified the issues that need addressing. They don’t need to start all over in Loudoun. Now, it would be wonderful if Loudoun decides to do something, but I would suggest that we go with what is already in place and not wait for another year or two or 30 years for this urgent issue to be addressed. If Leesburg is the first to establish this task force, it can be known for the right reasons. It can become known as a place where all are welcomed, but prejudice is not. It can become known as a place where hospitality extends to the warm welcome of all people where all people have opportunities and where businesses thrive. I urge this Council to vote unanimously for this proposal and tell the world that Leesburg is truly a place for lovers. Yes, lovers of all people, whoever they are, whatever their gifts, whatever their challenges, dependent only on the content of their character. It is time for Leesburg to take the next step. Thank you”.

John Manwell. “With my wife and cominister, whom you just heard, we serve as ministers of the Unitarian Universalist Congregation of Loudoun, which is out on Gleedsville Road, not far from the center of town. You have heard from a number of members of this congregation tonight. Many of them, many of almost 100 members live in the Town of Leesburg and a great many of them have strong roots in this town. You have heard a great deal about what makes this a great place to live and what would make it a greater place to live and a more attractive place. I want to simply say a word about why I think most of us are here, why I am sure you are considering this proposal. I think all of the religions of the world agree that brotherhood, sisterhood is an important value. We all know the story of Jesus and the story of the good Samaritan. Less known is the story told by an ancient rabbi of the second century, \_\_\_ who teaching his students, asked the question, a teaching question, how do we know when night has gone and morning has come? One

student said is it when you can tell an ox from a mule? No, that's not it. Is it when you can tell a fig tree from an olive tree? No, that's not it either. Well, what is it? Morning has come for you, when you can look into the eyes of your maker and see the eyes of your brother or sister. If we as a country had internalized this wisdom of all the great religions, generations ago, our history would have been much different, but our history has come a long way. I think our challenge now is to internalize it into our hearts not only that, yes, it is okay to be different, but we value, we affirm, we appreciate, these differences. I urge you to create this commission, which would allow...which would become an advocate, I would hope, for the many voices which you need to hear from to make this an even more wonderful place than it is now."

Patti Maslinoff, 671 Burnside Terrace, SE. "I just want to say to all of you who are left, I have never felt so happy to be a resident of Leesburg. You have all spoken so eloquently and I am so proud. Thank you very much. And because everyone has spoken so eloquently, I will skip all my reasons for why you should support the commission and I will jump to my concern about the alternate proposal. I don't understand why it was presented as an alternative to your proposal. Leesburg can go ahead with its wonderful idea and if other people want to take on something else, they are more than one avenue to get to diversity – they are welcome to do it. But what concerned me greatly was the two top reasons on the comparison list as to comparing diversity leadership council with the diversity commission of Leesburg. Now, I am a lawyer, so please forgive me. I can't help myself. If every time the town was subject to a concern about liability, you wouldn't do anything. We wouldn't have a playground. That is...we have attorneys to help us with issues of liability, to plan to minimize and then have the courage to go forward. I am also...I am also very concerned about this FOIA implication. I am at a loss to understand why it is a problem...if a part of government is open to FOIA. That is what we want from our government. We want you to be open. We want to be able to find out what you are doing. We don't want you to be concerned about what you are doing and then therefore transfer it to the private sector so we don't know what you are doing. FOIA is a good thing. It is also very well established law and I am sure that the Town Attorney is quite equipped at being able to advise everyone as to what the FOIA issues are and to make sure that everything is complied with. I really do not understand. My understanding, Ms. Fox, was that you campaigned on open government. Therefore, open government means town commissions that are subject to FOIA so we as citizens know what is going on. A government official who intends to comply with the law need have no concern about FOIA or liability. That is what we are here to do. That is our courage. I urge you to not get distracted with any other proposals, to have courage and go forward with the Leesburg Diversity Commission. Thank you".

Greg Hudson, "It has been an interesting evening. I have got to tell you, I'm so proud to be a Leesburg resident tonight. I had the opportunity to work on the diversity task force and it was an honor and a pleasure to do so. I learned about myself and I learned about the struggles of our minority community as well. A lot of history there, which makes this evening kind of interesting for me, from a perspective...I am going to kind of speak off the cuff. I had some prepared remarks

for this. I have listened to some folks talk tonight. It is kind of molded my opinion a little bit. You know, we are a very diverse group of citizens here in Leesburg. We all bring value to this community and ideas, that I think will make us a much better community. Development of the Diversity Commission, it brings to light a couple of concerns that I have and that again, I think it has been addressed by Barbara Notar, our town attorney, is that of liability. And when you speak of issues regarding hiring practices and employment, although I know that those have been addressed, they could be discussed. Will that have influence into the direct hiring of employees and thus hold our town accountable. That is one of my areas of concern and that's why this evening, and you know as a group, I had hoped that the Town Council could have some open discussion regarding that and then make the most thoughtful and right decision on that, but as I said here, you know, when I joined the task force, I stated that we are part of a team and we must all find ways to live together and grow together. The perception of a possible reality that there is a failure on the town's part to not hire diverse individuals was concerning to me at the time. And clearly, there is a failure somewhere along the line whether it be in the way the town communicates job opportunities to the public, where the town is reaching out, or there is a lack of team based interview, review and hire. But, ultimately, I am of the belief that you hire the very best talent that is presented. That is the spirit of the work force diversity task force was solely based off of hiring and the hiring practices of our town and a lot was learned. I think there is still more to be learned. I support a continuance of the work force diversity committee focusing on the employment practices of the town. I think that as that, and Kaj even suggested it as well, when we were meeting and I thought it was well received, there has been kind of an expansion and I will finish up. There has been kind of an expansion on what the Diversity Commission wants. I am in somewhat support of that but I am concerned again when it speaks of issues of employment that there won't be some sort of liability there on the town and the one final point that I do want to make is that on March 21, I am a member of the Economic Development Committee, there is a Job Fair. And if you weren't aware of it, you can certainly go to the town's website. There is, I think, a number of folks as well as Kelly and many members of Council that are promoting that as well. So, I encourage everyone to join that. There are a lot of jobs out there to be had and over 80 employers, I believe, will be there. So, embrace that and lets get the youth out to get jobs and anybody else that wants one as well. Thank you".

Mark Sell, 1012 Smartt's Lane. "I urge you to oppose this commission. Frankly, I don't care what the commission would be about. I think we need less commissions, not more. We don't need any more bodies sitting around coming up with more regulations and spending money and all that kind of stuff. We just need less. I value diversity in community because I think that all of us bring our unique talents and skills and experiences. All of us are created in the image of God but we don't need a commission for this. The task force, as I understand it, was created to look at work force diversity in the Town of Leesburg government. The Town of Leesburg, as I understand it, has taken some steps to increase avenues for seeking candidates for employment. I don't think we need to broaden this into something

bigger. I do want to commend Council Member Fox for demonstrating the power and the value in diverse ideas by thinking outside the box. Thank you”.

Laura Vasquez-Bolanos, 105 Birch Street, NE. “I am a Leesburg town resident and I go to Tuscarora High School. I am a senior. I understand from seeing my parents and taxpayers worry about the increases in taxes, and what the gentleman was just talking about. But what I see with this Diversity Commission is a lot of potential. I see the task force has already looked at the employee side, but I want to come from the younger generation side. I believe it has a lot of potential. Had it been in place while I was in high school, I would have been definitely involved. I did a minority empowerment program last year at Lockett’s Elementary. I met with local fourth and fifth grader girls – minority girls, who weren’t struggling. They had potential, they just didn’t know what to do with it. So, I would meet with them twice a week and just little things. Just helping them. Minorities and people don’t know what it’s like for minorities, but they need help. I am a first generation college bound student. I will be attending Cornell University this fall. Thanks to diversity programs in the state of Virginia, this has been possible. I want the Town of Leesburg to make this next step to push our community – to push every Latina, African-American, any minority to reach their full potential. First generation, third generation, who cares. We can all do this together and I just hope you guys take this and urge you to push for the Diversity Commission. Thank you”.

Phillip Thompson, 43709 Mahogany. “Good evening. It has been a long evening and I didn’t want to belabor points that have already been made. As president of the NAACP, our organization fully supports this, but there was something that... I am glad that Mr. Estrada came tonight, but there is something that he said that I found astounding – that government only has limited areas and one isn’t dealing with discrimination, diversity – these types of things. Without government, I’m still in the fields picking cotton. He is not a lawyer, I’m not a lawyer. We don’t even have the opportunity to vote. I mean that is basic constitutional law. That’s why we are here. That’s why we are able to stand up and go to vote and not, you know, go through all that. So, I commend him coming and making his point, but I disagree. This is a form of something that government should do. I don’t even disagree with what Mr. Fox said as far as personally a diversity leadership committee or whatever, council. I think that is something that could be worked on outside of the scope, but we have talked this through. We have all been here numerous times. You had a task force, you discussed the liability issue. All I can say now, it’s just time. Thank you.”

Ann Robinson, 125-M Clubhouse Drive, SW. “It’s wonderful to be here. What a great day! I was standing over by the door thinking and I am going to choke up when I say this, but wouldn’t it be wonderful if Irene was here? Or Rocky? And I am going to try to go on from there. But, I wrote a five minute speech. Look at this and now it is redundant because everybody said it and said it better. But there is something that hasn’t been said. I am older than most of you. I know you don’t know that, but it is true. It is true. When I was a young woman in college before the civil rights movement, before the Civil Rights Act, I opened up my business law

book in class one day and the title of the chapter was Morons, the Mentally Ill and Married Women are in Competent to Contract and that was the law. That was the law. And I entered the work force in that – under that type of law. That type of discrimination in the work force, not only against African Americans and other minorities, but against women and would be told that you can't have that job, you can't have that loan, you can't go by that name because you are a woman. Because you are a woman – no other reason. No other reason had to be given. Now, look at you. Look at you. You are leading the town. You are leading the town and I can tell you, I can tell you, it is because, it is because the African-Americans in this country risked themselves on that bridge. They let themselves be integrated and beaten and blown up and talked to in unbelievable ways and why isn't one of them up there? Why isn't one of them up there? So, we have to correct this and I commend you for trying to correct it. So, let's move forward unanimously so if anybody disagrees, knows that their government does not support. We can do a better job in the 21<sup>st</sup> century. Thank you.”

Ann Marie Morreale, 502 Blue Ridge Avenue, NE. “I am a Caucasian grandmother, who picks up her Caucasian five-year-old grandson from preschool. It is an extraordinary thing to watch when I go into that classroom. Several of his classmates from different races run up to him and give him a big hug when he leaves. They are all smiles and joy. Their affection and good will towards each other is instinctual. However, a feeling of sadness washes over me each time I witness this display of humanity. The sadness comes from the realization that my grandson and his younger sisters and their toddler friends have lessons of prejudice in America ahead of them. It is my sincere hope that they do not learn these lessons well. As we are all fully aware, there is a stubbornly persistent divide in America based on race and ethnicity and it is here in Leesburg as well. The prejudices are deep and they swing both ways. A pervasive attitude of distrust prevails in our society. Basic systems are often flawed because so many of us are flawed. Unjust practices continue because of our questionable attitudes. Fear of change sometimes freezes us in relationships. It is time to put bridges in place to span these gaps that have been created between people here in Leesburg. It is time to trust our personal humanity. It is time to check our systems and repair where necessary. It is time to throw fear out the window and open the door to attitudes of inclusiveness. It is time to thaw generations of icy relationships. As town leaders, you have the power to meet the challenges of creating a peaceful and just town where families and individuals can realize their potential, know liberty and pursue happiness. A town without fear, without indifference, without hate. A town that welcomes cultural differences, values cultural differences, embraces cultural differences. Not a live and let live attitude, but a nothing less than live fully attitude. A place where freedom rings true on every corner of this town. I am not a proponent of public hugging between strangers. But, we are all neighbors in the same community and we have a legacy to leave our grandchildren. It is my hope that the legacy will include fairness, trust and equal opportunity for all in Leesburg. The creation of a transparent and effective Leesburg Diversity Commission, which has clear, measureable goals to be met on a reasonable timeline is a powerful step towards that legacy. Thank you.”

Sandra Shihadeh, 16007 Firefly Hill Lane. “I have lived in Loudoun County for 25 years – about 20 years of that in Leesburg. I am a taxpayer. I have been a teacher. I’m a non-profit director. I’m a churchgoer. I’m a community volunteer. I’m a board member of a number of boards. I am also of Irish descent and Palestinian descent. I have found that when I came to Loudoun, I could thrive and do well and build a life and I would like to see others be able to do the same thing. I am just a proponent of the Leesburg Diversity Commission.”

James Green, Jr., 706 Bellview Court. “I have been a member of this community for nearly four decades and I have seen a lot of change over those years. I’m really surprised this has not come up and been pushed forward before now, but I’m glad to see something is happening now. I believe diversity is something that would benefit our community. It would benefit our town and the county as well. We have many bright, young people as you saw here this evening with the young sports teams as well as the young ladies that were presented up here. So, I would encourage you all to seriously consider this initiative and push it ahead. Thank you.”

Hasan Ibrahim, 866 MacAllister St. “I will speak about me personally. I have been a resident of Leesburg for about 25 years. After college, moved back to Leesburg. I have two companies that I run out of Leesburg and I am an employer here so I have a vested interest in this town. My family is here. I think...and I had the honor of being on this task force. This is important to me. So, the Leesburg that I knew...it was an eye opener...wasn’t being represented in the hiring practices, which was unknown to me. We talk about liability here a lot, or I have heard a lot about liability. Think of the liability – now that we know that this exists and we ignore it – years down the road if something happens, if there is some sort of a lawsuit against the town because of something and then there was something that was known or ignored – think of the liability then. I am in the line of work that we are exposed to liability on a regular basis so my insurance agent meets with me on a monthly basis and we upped the umbrella policies and do whatever you’ve got to do. I look at this as an insurance policy for the town that in the event something happens, there was a proactive action that was taken well beforehand before it became...and you know what? Turn the news on tonight. Look at all these small towns all around the United States where often times, unconscious...there are not intentional, but just unconsciously there are things and actions...practices that become, you know, normal and just a force of habit. Any of those towns that are making headline news in the wrong way today...none of those people actually probably thought that they were doing anything wrong because it wasn’t addressed and it wasn’t identified. Here we have a situation that has been identified. I think we should hit it at its core. I am obviously a supporter of this. Thank you so much.”

Michelle Divali, “I work at a craft store and I also drive a bus for Loudoun County and I have lived here for seven years. I was born in Virginia, pretty much lived in Herndon, Reston, Manassas, everywhere. So, the last seven years, I have lived here. And honestly, I have not felt welcome living here. We moved December 31 of 2007 and January 1, 2008, I was harassed by a detective. Me and my husband.

And it was ongoing, ongoing, ongoing until he finally caught my husband driving without a license and that was a whole issue that is still ongoing to this day. My kids every day I have to hear comments, things that the teachers tell them. Like my older son, he is 15 now. When he was in third grade, he was wearing his hat – it was hat day, so he was wearing the DC hat. His teacher said to take that off because it was gang related. So, my eight-year-old comes home and he is asking me what is gang related. So, ask your teacher, you know. Obviously, she doesn't understand what DC is. It is, you know, Washington, DC. I didn't know how to explain that to an eight-year-old. So, it is a constant thing. My kids, every day. I have a 13-year-old, 8-year-old, a 5-year-old. They come with things from the teachers that are very ignorant. Throughout my life I have been through lots and lots of discrimination that I have pretty much learned how to live with it. Every day at my job, I have someone talking to me in slow motion and stuff like that. It hasn't been too welcoming here in Leesburg and I know a lot of the kids because I drive a bus and stuff and a lot of them feel lost. I am here speaking for those who can't speak because they are scared to come here today. I live on 75 Plaza Street so that's like a hot minority spot. There is all kinds – it is super diverse. All kinds of colors, nationalities and languages. A lot of people feel lost. They can't – they are in the shadows. They can't walk outside without being harassed. I was throwing my trash away and I had a police officer yell at me what was I doing. Well, I'm obviously throwing the trash away. It's ongoing. I mean you can't walk to the stores. There is harassment – there is constant harassment. A lot of people, they fear coming out side. They are scared. And I was born here and I still get a lot of discrimination. It is just mainly from all 30s, detectives, gang task force. I mean I have tattoos and I can just walk down the street and automatically I am stereotyped and questioned on the spot. Pictures taken. I mean you see flashes from windows from detectives that are taking pictures of people. It's hostile. So we always try to want to move out but we can't because where we live is affordable. So, that's...I'm speaking on behalf of my community that can't speak here today because they are afraid. That's it.”

Unidentified Female “I wasn't prepared to speak, but I believe this is the beginning of something that has tremendous potential. It's an exciting time, you know, for Leesburg. I was relocated here from the West Coast to work at the Ashburn Campus of Corporate America and now I am a small business owner and I didn't realize that so much potential was here in Leesburg until I was synched into a particular group of people. So, I believe that we have a diversity team that could help, you know, people that move into the area. We could build a successful life for Leesburg as a whole and give us more strength together as we build. So, I am in support. Thank you.”

Dion Hale, “I have been a Northern Virginia resident for a number of years, but moved to Leesburg in 2007. My reason for moving to Leesburg is because it was a resident of Leesburg who said there is no other place in the country that you should move after your retirement. So, we looked in Georgia, Louisiana, North Carolina, Arkansas, Missouri, Florida and we ended up coming back to Leesburg and I have been bragging about Leesburg ever since because there are things that are going on and continue to go on in Leesburg that don't occur in any other small town. And we

like that. I'm a young fellow and I enjoy people who enjoy life and that's what we've got here. The other thing is that I've got grandkids. Got 11 of them. The youngest is one-year-old and I already see in him the opportunity to do great things, but I want him to be in a community where those great things can happen and he is encouraged. I could not stand here. Some of us are over 50, if it were not for the fact that many people looked out for me just a few years ago. So, if this sounds like it is extravagant, jump out and do it. Because if good things can happen for an old fellow like me and all of us have got grandkids and great grandkids and we want the very best for them, that's all it is. If we didn't have to do a commission, I would say no, let's not do it. But we also know that the reason we have to have it is because we don't always agree and I have come to understand that's not a big deal either. I agree with everything. I really do. And here's why – because we are uniquely different and because we are uniquely different, if we allow ourselves to listen to the views of others, we might find that there is something good in what you don't agree with. I support this commission.”

Mary Randolph, “Several months ago I was asked to be on a video for the Town of Leesburg and I think at the time, Leesburg had been chosen as one of the friendliest town – or a good town to live in and I couldn't be on that...well I was on the video speaking about the Black History Committee, but I could not talk about Leesburg. The reason I couldn't talk about Leesburg – they wanted to know what is good about Leesburg. I couldn't for the life of me come up with what I felt was good for me because I felt that Leesburg just tolerates me and my people. We are here to do somethings, but we can't do everything. The main thing that I want to talk about is our children. Now, I drove around town. Saw a bunch of African-American boys playing basketball and I smiled because when I came up that's what they did. Kids on the other end playing. Girls standing around checking out the boys. I remember doing that too. I did that. Drove past there three or four times and one day I came past and I said oh, it's a nice day. I know it's going to be full of people. Well, I got there – no body was there. I'm thinking what in the world is going on? So, I look around and as I go past, I see the pole is there, but the rims were taken down. My people doing what they do. How am I going to say this is a great town? My kids out playing and for some reason, we don't know the reason, but if we had a commission that would go into the neighborhoods, speak with homeowners, speak with HMOs to know what was the problem? Why is it that these kids could not play basketball. Another area I went to, the kids were playing football. When have you seen a make up game of kids playing football? I was so excited about that. And I saw other kids playing and saw a kid climbing the tree. I said oh lord. I felt like jumping out and climbing with them. Now this is something. Several weeks later, maybe a couple of months, I came past this place. I saw some kids playing soccer. Hispanic kids playing. This is really good, hearing the kid's laughter. Do you hear kid's laughter in your neighborhood? Are they out there? When we were coming up, you could hear them on every street laughing and playing. I came back a month or two later – no trespass signs there. Two or three weeks later, they planted trees. My god. Trees and no kids. How could I stand on this committee or whatever and tell them what a great town Leesburg was? My people can't even play. I saw a friend. I met a lady. She came out. She just moved into town and she said she heard about first night.

So, she said well, I'll come down. She came down and she said the first thing she was a big black bear with his pants hanging down around his waist and his hat turned around backwards. This is first night. People coming into Leesburg. Now if a commission could speak to people about what would hurt people. Another thing if I went into a restaurant in Leesburg, in town. I am more than likely going to be carried all the way across the room to in the corner. Or either I'm going to be set next to the bathroom or next to where the kitchen is. If I go into the stores, I'm going to get that look. So, you all know what that look is. What you doing in here? I know you're not going to buy anything. You can't afford what's in here. Or either you are going to steal. This is Leesburg. I go in other stores. Maybe it's other African-Americans in here and I hear them call a code. If you don't know what that means, they are checking out the African-Americans. So, this is my reason that a commission would know these things about what goes on. But, you can't fix what you don't know and probably none of you know anything about what I'm talking about except for myself. So, this is why I hope that you get this commission. Thank you."

Sanches Marquez "I'm from El Salvador, originally. I am a former property owner of the county. I normally don't live in the county or in the state, but I came to support my family, who lives in the county. I spend a lot of time with them in the town. So, that's all that I have and I want to thank you for taking the consideration and moving forward with diversity. That's great. I am always involved in the community and I am always involved with youth – helping them out to see and encourage them to do the right thing."

Unidentified Male, "Actually I didn't come to speak. I came to listen. I will say I'm really proud of Leesburg. I love Leesburg. And coming from a – I was blessed to come from a racially mixed family and so this issue is very important to me. I am really excited that we have two options on the table. I think that both of them have – just the debate has already empowered many people to come out and talk on this and I think that's a really good step here in Leesburg. So, I just really came up to brag about Leesburg. I guess, listening to the discussion, I think I do lean a little towards Ms. Fox' proposal. I think you guys are doing a great job and keep up the good work. Thank you."

Jerry Hill, "I've been a resident of Leesburg for 37 years. Retired Loudoun County School Board employee after 30 years. I have been trained – did some training with diversity and equity, especially \_\_\_\_ and a lot of what I am hearing on whether it is affordable or not – you can't afford not to. And working within the school system, I have done a session with Leesburg – not Leesburg. I think it was County probation officers. People don't realize some of the baggage, the biases that they carry, whether it is implicit or explicit that they don't realize. A lot of the time, people try to reduce diversity and equity to black and white. When you start talking about ages and sexism, people's religion. The lady from 75, whatever it is, that was in my attendance area and I remember one time the school board was changing the boundaries, the school boundaries. It has been years ago and one of the school board members said nobody from that community came to speak. I'm thinking 99

percent of them speak Spanish. Did you make an accommodation for them to come and speak? Since nobody came that area has been moved from school to school because nobody comes to speak. I think with the commission, what it could do is to make voices heard that aren't heard. You know, this thing – government shouldn't...some people think government should do as little as possible. I have been in Leesburg 37 years. I have seen a lot of change in Leesburg diversity and I hope that you will adopt the commission. I don't know the difference between the two proposals. I do know that being in the public school system for 30 years and probably being involved in diversity and trying to get things moving for 25 years, if it doesn't become official, 25 years you will be still discussing it. So, something has to be done and its not that people are necessarily saying that something – and the diversity – the hiring thing was another thing the school system – I could be hired as a person of color and still not be welcome just because, or I might may be sitting in the AP class and counting heads, but I am feeling marginalized in that environment. Just because you get numbers that look good...Ferguson did it right after their incident – we've hired...that doesn't mean a whole lot if you get – if you are not changing attitudes, if you are not changing policies, if you are not changing procedures, if you are not opening access to people. I heard Tammy talk about the feel good – that's when you get to the feel good when people hold hands and sing kumbaya and it starts for 25 years, but policies don't change, hiring practices don't change, training for staff doesn't change, our police trained with diversity issues, are the town government people trained. So, I'm all for it. I didn't plan to speak, but I am and I've enjoyed 37 years in Leesburg and I look forward to 37 more. I was young when I came here, Kelly.”

The public hearing was closed at 10:04 p.m.

*On a motion by Vice Mayor Burk, seconded by Council Member Martinez, the following was proposed:*

**ORDINANCE 2015-0-006**

*Amending Chapter 2 (Administration), Article V (Boards and Commissions), to Enact New Section 2-233 (Leesburg Diversity Advisory Commission)*

*Council Member Martinez offered a friendly amendment to include the language: “or the investigation, examination or analysis of hiring practices by town staff”.*

Council Comments/Questions:

- **Fox:** Would like to go ahead and ask the town attorney to address, I know there was some concern in the crowd that the ~~whether the~~ legal liability issues have been addressed.

Staff answer: The last time we discussed this, and several members of the community reiterated that I had no problem with the diversity commission as presented. That was because it was my understanding that the diversity commission ~~could~~ would not look into the hiring practices of the town. If the diversity commission is allowed to look into the hiring practices of the town, I do have legal concerns. I am not saying that the diversity commission cannot

help us with recruitment. I think that is important and they could do that. I am not saying they couldn't help us track diversity efforts. I think that's important. I am not saying that this diversity commission could not help us in many very important ways – they could, but if this commission were to get involved in examining hiring practices, I would have legal concerns because there is no doubt if they looked at our hiring practices and found fault and reported to you, that could be held against us in discovery during litigation and under the Freedom of Information Act, that would be public information. I say that with having nothing to hide. The town's record on any kind of complaint is exemplary. Our town has nothing to hide and we work on diversity now, but could this commission help us - yes- I have asked the Council to add some language and that is in your packet. I think that would protect the town fully.

- Umstatttd: Are you comfortable with 10b – with the writing that was prepared by town staff and put in our packets?

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- Butler: 10b does not include the language that she recommends. It is a reflection of what we passed last time.  
Staff answer: I would be more comfortable with the additional language that was in the staff report.

- Umstatttd: Did Council Member Martinez accurately quote the additional language that you are now bringing forward.

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- Staff answer: He didn't, but it was a slight variation. I think if he wants to read it – he was close. He changed a word. We can go back to the tape, but it was very close proposed by Council Member Martinez. And -it would alleviate any legal concerns that I have.

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- Umstatttd: Barbara, why don't you word the additional language that you are now recommending.

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- Staff answer: So, the language before, that was advertised, duty #5 said the Duties of the Commission shall not include discussion of any individual employment action or information and I would like you to add after that – continue on with that sentence "or the investigation, examination or analysis of hiring practices by town staff".

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- Umstatttd: Marty, is that language you are comfortable with?

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- Martinez: yes.

- Burk: Why are you dismissing the ability to analyze hiring practices?

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- Why does staff dismiss the ability to analyze hiring practices?

Staff answer: Separate and aApart from the legal liability, I do have concerns about that, I think that is a very complicated task to ask of any advisory commission. The most important thing to understand that under the Town Council/Town Manager form of government, this body is not authorized to look at personnel matters other than the Town Attorney and the Town Manager. The town staff hires and looks at hiring practices. It is not included in the Town Charter for the Council to look at hiring practices. Legally, I cannot advise the Council to enact an ordinance setting forth a task force that does not have the power you have.

- Burk: How did we have the diversity task force looking at hiring practices?  
Staff answer: Done legally perfect, it would have been the town manager, and in the future, the town manager should appointing a diversity audit. Looking at hiring practices is very complicated. State and federal laws change all the time. If the Town Council wants to look at hiring practices, as they should, the town manager should be tasked with that and the report should go to the town manager.
- Fox: How will that keep our legal liability at bay?  
Staff answer: Under FOIA, if the town manager asks for a diversity audit, it can come under the FOIA exception for his working papers. That would protect the town totally and free up the diversity commission to look into other things that they can do within the community. To me, there are many things that the Diversity Commission could do besides looking at the hiring practices of the town. That's my only concern.
- ~~Fox: When you brought up the audits, when something is protected under FOIA, and this goes to somebody's statement, it has zero applicability The rules of discovery in litigation. The rules of discovery in litigation say that a diversity audit can be used against the Council. How can we be protected, if we are audited against litigation? do not include FOIA exclusions. The results of a discovery audit can be used against the town. How can the town be protected?~~  
Staff answer: A diversity audit would be exempt from FOIA. Could the diversity audit, but could be part of discovery in litigation? – Yes, I guess it could.
- Butler: This was an inadvertent thing by staff and I clarified it with staff earlier today. It was a mistake. But, the duty under #1 that Kelly read to you was not what we passed at the last meeting.

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*Council Member Butler offered a friendly amendment to align the duties under #1 with those that were passed in the initiating resolution, specifically removing the words "within the Town of Leesburg government workforce" and the addition of "the duties of the advisory commission shall not include the discussion individual employment actions or information or the investigation, examination, or analysis of hiring practices by the town staff. The amendment was accepted as friendly.*

Council Comments:

- ~~Burk: When people said how proud they were to hear the comments tonight, I have to echo that. It was very inspiring to see so many people come out. It was inspiring to hear so many people and express their ideas and how eloquently so many people did it. Today, we as members of the Town Council have~~
- Town Council has an opportunity to right a wrong. It is not hate, it is indifference towards people of different cultures and countries and people who might not look like ourselves up here, but we have the opportunity to create a-

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- ~~The~~ commission whose whole s' focus will be to move “those people” and “them” to “us” and “we”.
- ~~This is~~ We have an opportunity under the guidance of the town to look at diversity in a new and exciting way. We have the opportunity to unite us with transparency and openness and understanding that different cultures do not make us different, but make us better and stronger. I was very moved to listen to all the comments that everybody made, but I was really shocked by the bear story because I have walked by that bear 100 times and never thought of it like that and that's exactly what this commission will be all about. I just think this is an opportunity that we shouldn't miss. This is an opportunity that we can bring forward – that we can be a model and a leader. For that reason, I am not just supporting this resolution, I am enthusiastically supporting this committee.
- ~~Martinez:~~ I think that when we look at some of our o~~pposition~~ comments, what I hear is ~~are centered around the~~ fear of changing and liking desire to keep the status quo. For me, I don't like change for change's sake, but this is not. This is, as Kelly mentioned, righting a wrong. Something that should have never happened. I know I've had issues being the only person of color on Council. I've had issues with diversity. I helped co-found La Voz with Yvette and other organizations trying to right some wrongs and it has been really hard and I have to say that I am so encouraged by what I see tonight. I want to thank a couple of residents out there who really emailed us and put us on the burner and when I saw those emails, I was so excited that finally we were getting some people out in the community finally saying we've had enough. We need to stand up and I think that's what we are saying today. Let me give you a definition of what I think government is. -
  - ~~GG~~ overnment, in general, does collectively what we cannot do ~~individually. Imagine us coming to you and saying, hey you've got to build a curb. You've got to build a street and you've got to make sure your neighbor know what you are doing because it's his turn next week. We can't do that. So, collectively, we do what you can't do individually. The other thing is, we are taking care of the boring and mundane business that you guys don't want to listen to. You don't want to worry about the contracts for our trash. You don't want to worry about budgets unless there is an item on our budget you really have concerns about, but mostly you trust us, you've elected us because you believe that we are going to be doing the right thing. I respect that and honor that. But, I think the last definition of government is that when~~
    - ~~When~~ the community comes and asks Council ~~you to take notice and to do something, that we have~~ there is an obligation as a council member to elected officials to sit up and listen. My God, you guys have been speaking loud and clear and I am so happy to hear it. I want to thank you. The other thing is, I was really encouraged by our teenagers showing up. You know, it really shows that I have a lot of faith in our youth. I'm not going to be able to be up here very much longer and I need to have them taking care of us. One of the things that I think is really funny, is my daughter was really shocked one time because you hear this name, Martinez, and can you all imagine what she looks like? I'll tell you, there is some pretty – my daughter went in

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to be talked to and the person says, I'm waiting for Whitney Martinez and she goes, that's me. He says, no you're not that. He was expecting a five foot Mexican girl instead of a 5'9" beautiful hybrid mixed girl. Perceptions. We need to break those barriers. We need to accept people for what they are and I think this diversity commission can help with that. The thing to remember is this is not going to fix everything. What is going to fix it is our commitment outside this commission to continue what we want to do. I think back about what really has hit me the hardest on this issue is Martin Luther King, and I'm paraphrasing – he dreams of a time when people are judged on their character and not the color of their skin. As you can tell, I am invested in this and I'm going to support you. I'm here. I listen and I do what I can to help.

- Hammler: I, too, want to thank all of you for coming out tonight. I had so many moments of feeling so honored to be representing you all up here and yes, I had a few moments where I said "whoa". I did not know things like when you walk down Plaza Street, that's how you feel. So, yes, I was thinking from more of a Council member, official perspective, I started thinking about the budget presentation and ~~Was not aware that some of our citizens feel unwelcome.~~
- ~~T~~two of the five goals in the town's budget are increasing customer service and efficiency ~~and yes, we will be tackling those by.~~ ~~S~~supporting this Leesburg Diversity Commission ~~will help us tackle those.~~ I also wanted to say a couple of other things. I wanted
- ~~Would like~~ to thank Council Member Fox for bringing forth her proposal. I think, particularly as ~~As~~ a new council member, it took a lot of courage to bring forward something ~~else~~ for Council to discuss openly, with courage, particularly when you've got a room full of people who don't necessarily support your exact proposal. In particular, I think what happened is you all were very
- ~~This proposal has~~ inspired ~~the public to to~~ share with Council some very important things that we needed to hear and -
- ~~T~~through the due diligence, we have fixed what things need to be fixed relative to what we feel would be the important goals that we hear you reflecting the public feels are important on what things the commission ~~needs will to~~ focus on as well as things that it will not focus on. There are a couple of other
- ~~K~~key points relative to looking at the differences such as the importance of are transparency, for instance, -and this is a fundamental job that Council has to have liaisons to be able to communicate directly with us as elected officials who can act in a government capacity. I specifically wanted to, because she called me out, I to specifically call out Gladys and thank her for coming to my house when all my appointees got together and she
- ~~Gladys Burke~~ shared the results of the task force. What was very evident was all the -with other Boards and Commissions appointees and received very positive feedback from each of my appointees from all the commissions in

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terms of the value that the Diversity Commission will have for all the rest of the Commissions. A couple of key things that I

- Wwould like to ensure happens is that there are liaisons from the Diversity Commission to the Economic Development Commission and the Technology Commission so that we can address very specific things and ultimately this doesn't become something that hinders the process. You know, EDC is working on Economic Development issues and ensuring that business owners have a better set of resources, but to the Diversity Commission where you may hear from very specific individuals who have great ideas, so that we have to act as a that bridge for of communication. So liaison is important and I'm very open to specifically having
- Would suggest that all seven members are be Leesburg residents. I'd like to hear what my colleagues have to say about that. -or business owners. The other way of looking at that is ensuring that we do have business owners that do not live in the town, but are represented by their businesses. So, with that, the key other take away that I have for tonight is – again, we could cite statistics, and I'm sure the commission will be looking at those, but
- It really is important how your town makes you feel. Certainly, I recall that quote, 50 years from now, we are not going to remember anything about what we wore, what, when or what the statistics were, but how that person made you feel or how your town made you feel or how your town inspired you. And, Wwe will learn so much being able to gather information from our youth. An my quick anecdotal idea is
- Aabout six months ago, there was a lady who walked orked into Ida Lee clothed in her a full burka and I was in my work out clothes and I immediately said I honestly had never seen someone walk into Ida Lee in a full burka, so once I got over that initial shock, - I simply went up and introduced myself and exchanged phone numbers. To me, this is an opportunity to have a destination for that king of This commission is an opportunity to have a destination for discussion and embrace bringing everyone into the our town regardless of what they are wearing or what you can see from the color of their skin. e. Again,
- It has been my honor to listen to all your great suggestions because democratic representation is a team sport and our winning team will win because we are diverse.

*Council Member Fox proposed a friendly amendment to the membership portion of the ordinance. She requested that the wording be changed from “may” to “shall” to require that members be residents, town property owners or town business owners.*

*The motion was not accepted as friendly.*

*Council Member Fox proposed an amendment to state: “Membership of the Leesburg Diversity Commission shall consist of town residents, town property owners, and town business owners. At least four members shall be town residents.” The motion was seconded by Council Member Dunn.*

## Council Comments/Questions:

- Fox: I want to make sure ~~Would like to make sure~~ that people who have a vested interest in our town are appointed to the Commission.
- Dunn: How is that different from what is already written into the resolution? Council answer: Under Section 2-193, Membership, this is t~~The default for town membership for~~ commissions, which is what this would fall under. It states, unless specifically noted, each board and commission shall consist of seven members who shall be residents of the town or town business owners (as allowed by law) and appointed by the Town Council. So, there is basically right now a shall and it includes town residents and town business owners only.
- Dunn: So, the only difference is property owner?
- Burk: No, the only difference is shall to may.
- Butler: The default right now includes the word "shall". They shall be residents of the town or town business owners.
- Hammler: I think the core of the question that Council needs to decide is do we feel that we want all seven to be residents of the town. I think that's the intent is to determine whether there should be non-resident business owners on the commission.
- Umstatt: I don't think that is where Suzanne was going.
- Fox: I wanted to make the distinction between may and shall.
- Butler: Right now, the default is shall, so without a motion to amend, this resolution will include shall without the motion. What it will not include is property owners. It will include business owners and residents, without an amendment.

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*The motion to amend was withdrawn.*

## Council Comments/Questions:

- Fox: Our history has come a long way. I have listened to ~~speakers the folks in chambers~~ talk passionately about their experiences and I agree that Leesburg is quite an amazing place to live and I see the. ~~There is~~ good in each and every comment made tonight. Let's be fair that what w~~We~~ are not arguing about or disagreeing about whether racism exists in society today. This is not whether the town needs to be more responsive or improve relations with minority groups – it seems pretty is-clear that we-it-needs to go ahead and do that. It is a town issue because
- All groups in Leesburg should feel represented by their government and its officials and by their government. When we find out that there are-~~If~~ groups who don't feel represented, feel disenfranchised, it is appropriate and prudent for us to reach out to those groups with a hand. It-~~We~~ can dobe donethis one of two ways – the first way is we can to create this new a-commission to act as a middleman between the Council, minority groups and the community. This solution, though, grows the size of government and adds additional bureaucracy, it increases liability as explained tonight here on the dais, and is a little more cumbersome. It limits issues that can be discussed in the

commission. I sit, right now, on a commission and we have had to go into closed door sessions many times because of legal issues. So, that's where I distinguish the transparency issue. Sometimes those closed door sessions are going to be necessary and I fear with this commission are going to be more necessary than not. So, that's where the transparency issue comes in for me. So, ultimately I believe in open session. It is not the most effective solution.

- The other solution is to empower community stakeholder groups that are already in place. They are already organized, they are motivated. They are very effective. We've heard from them tonight. What the town should do is consider partnering with these established, effective groups in a way that to maximizes communication, maximizes influence and trust between the town and the stakeholder groups. A working directly with these groups could solve lots of issues, in my opinion. The one issue I'm most concerned about that has waved a red flag time and time again about is the legal liability issue. It also solves some problems that the commissions have with flexibility. I don't see why i
- It is not a good thing to create a commission and then limit its purview. I just don't see that as a plus with them. So, rather than creating an intermediary between decision makers and community groups, we s
- Should create a mechanism by which decision makers are able to reach out directly to community groups. This approach it is streamlined, more effective and limits the size of government. The proposal I put out there along with my husband, because he does deal with things on school issues,
- The secondary proposal pre-supposes that diversity is an issue and is something that needs to be addressed and that we need to deal with this issue at hand. I've heard from many people here tonight, but I've also heard from many people who are not here tonight via phone calls, via emails, via facebook. You name it, I've heard it. Probably more people than were here tonight. We've had a poll -
- Two-thirds of respondents to in the Leesburg Today poll – it's unscientific, but it's there. The question is on whether a diversity commission is needed. Almost a solid two-thirds say either we don't need anymore government committees or things are fine now. Well, I don't believe things are fine now and that only accounts for four percent. I think Leesburg does realize that something needs to be done here. I believe that people know, answered no, showing th that people understand that creating a commission is not the best way of addressing the issue. So tonight, I speak on behalf of the people that couldn't come, who wouldn't come or were unwilling to speak to this issue. In my opinion it
- This is not a good use of taxpayer dollars and is potentially divisive. Most people, from what I've heard and what I see here in the paper, don't think we should have this commission – they don't want it. I'm not talking the people who are here in Chambers tonight. Creating the commission will surely The majority of people who have responded either by do not feel it is needed. It will increase our potential liability. We did hear that from our legal counsel. I believe we can

- ~~Goals can be accomplished~~ ed the goals set forth in the proposed ordinance by leveraging existing resources and, without growing the government. On these grounds, I will not support the creation of a diversity commission.
- ~~Dunn: Again, unfortunately the connection is bad somewhere that I literally could not hear~~ hardly any of what has gone on once Council took over the microphone. I could hear the petitioners fairly well, but unfortunately anything that Council said, I literally heard maybe 10 percent of it. The first thing to understand in this discussion is that t~~There is only one race – and that is the human race. Caucasians, Africans, Asians, Indians, Arabs, whatever. We are all~~ Everyone is ~~different ethnicities of the same human race. All humans have the same physical characteristics with minor variations, but the thing to remember is we were all created equally. For convenience process, I will say that I have been very~~ . I appreciate the speakers that came forward tonight. The most disappointing part of this process I felt the first thing from Council – some of the reasons that they said that we needed this commission in saying
- ~~Have been disappointed in some of the reasons Council Members have stated to start this process in saying~~ that Leesburg has been unwelcoming and that's been forever. Saying that ,police are picking up Council Members or have been stopping council members just for no other reason than ~~because of their race and no other reason, multiple times a year. Council has said we want to have this diversity commission, but when being~~ ,-
- ~~When Council was~~ offered the opportunity to make a diversity decision in the past, they have opted not to ~~such as d~~ During the town manager hiring process, when the opportunity to add diversity language in the hiring announcement – I had made that suggestion. This- ~~Council said no we don't need to do that. When opted not to include a diversity statement in the town manager announcement, an individual was asked should we interview this individual, Council said no we shouldn't. I said yes, we should. That was a female. The one female that requested an interview, Council chose not to during the town manager hiring process. I consider the~~
- ~~Opposition to changing the election date to November – that was held by all the council. I feel that was a bit of~~ was ~~an effort to hamper the vote.~~
- ~~On a~~ There are a ~~number of occasions~~ cases where ~~;~~ Council has had the opportunity to exercise diversity, yet chose not to and yet now, there is a commission before us that is going to correct all those ills, I guess. I don't know. I really wish I could have been there tonight to see everyone and everyone could see me. But, I really look back and said, you know what? I think Mr. Thompson said this earlier and I'm going to say ~~,-~~
- ~~S~~ shame on Mr. Thompson for bringing slavery into this discussion. There are people who feel that government, I guess ~~is supposed to be the answer for everything. Mr. Thompson, I do not believe government freed our slaves that we had in this country. That was an evil that this country had. It was the hand of God touching the hearts of man that freed those slaves. It is the same hand of God touching the hearts of man that will bring unity within diversity. It is not government. If you think the people in this room, where you all are~~

sitting, obviously, are going to be able to make a change in any shortfalls that we have in how we handle different cultures and races, that is one holding yourself up too high...that has to come from God. That feeling comes from God. Jesus said, "I give you one commandment and that is to love one another". He could have said, "Go out and create a diversity commission, but he didn't". He said you go out and love one another – not rely on government to do that. If government was the best answer, he could have said that. I don't know why folks feel that race or multi-culturalism is something causing the stumble in their ability to access the services that government is already providing. I don't know why folks feel that the government has to give their race legitimacy. I don't believe that. Lee Ann, if you could pull up that slide for me. I wanted to give you a quick picture of somebody who I think might actually be able to help this commission. I don't know. You all are there. You can see this person's qualifications and whether this person, you feel, has enough diverse background to have an understanding of the minority community and what they deal with. You can go down the list there and see – Hispanic background, interracial relationship. Children not being taught that cultures really matter – it's the individual that matters. The person lives on a street that has multi-cultural and races all around them. Even studied under Dr. James Farmer – I'm sure many of you know him as the founder of CORE and the Freedom Ride. The person that I'm talking about on that in front of you – you're listening to on the phone. That's me. So, I'm torn. One of the things that's not on there, because I didn't want to give it way is by the way, many of you might know my son is special needs. He has a disability. That's going to be with him his whole life. Recently, I met with people at the school system who were telling me all the things the government could do to help my son. It was all brand new to me and foreign to me. The reason why is I don't

- Have never expected the government to do it. That's my job. Not the government's job. I do have to consider what I can do for him when I'm no longer around and it causes me to look into other situations that can possibly help the situation. It might include the government, it might not, but I've never gone into it expecting the government to be the answer for be the solution for my son's needs – that's my responsibility and my family's responsibility. I
- Would have rather seen this commission be an advisory board to the town manager. ~~That -and have~~ the town manager be responsible for selecting the ~~members of the people on this~~ advisory board ~~and that they meet at the town manager's discretion-~~ The reason why is because
- As long as the diversity commission ~~is in existence~~ answerings to politicians, ~~then you are going to have -there will be~~ a warping of reality ~~because-~~ Ppoliticians will use this either as a tool to bridge gaps or as a weapon to create more division and there are people out there that don't see an end to bridging the gap of diversity. In fact, they almost -
- There are people that hope the gap between people stays there so they have a purpose for being. I'm not saying that's what the diversity commission is, but there are people that could, could come to that commission with that goal. I

hope that the commission doesn't turn into a complaint board. I hope the commission can go out and truly look at how the gaps in diversity can be bridged. But, I will say this – I actually went to a number of people – I didn't tell them who I was. I met and provided work service to a

- Asked a Hispanic family and while I was there – they had just moved to town and I said why they did you chose Leesburg and they said the price was right on the house, but hey since moving to town being here, my, their son has made gotten a lot of friends. It's a nice town and I said could we change anything for you and they said everything is good. It would be nice not to have to drive so far to Ashburn to work. and they couldn't think of anything they would change about the town, except that it would be nice not to have to drive so far to work. I recently went to a black business owner and asked the same thing. Nope, things are good. We have chose this community over a number of communities and he listed them all in the Northern Virginia area, even Maryland. He chose to move his business here. So for those people that wanted to promote
- Those who want to use the Diversity Commission to promote hating the offices of hate, shame on them. Shame on them. Because you know what? Those are the same people and you guys right there in that audience and on TV, you are looking at the same politicians, the same ones, that were waving flags and shouting the praise of how great Leesburg is and then they also said they couldn't understand why it has taken so long for this commission to be established, yet, they had the ability to establish this commission anytime they wanted. There was an election in the middle there. Maybe that was their concern. But to now say Leesburg is great when I'm running for office, but now Leesburg is so bad that we have to have the government step in and create legislative actions that are an attempt to change attitudes?
- You cannot legislate attitudes. I heard people say we've got to or create diversity. You can't create diversity. We are diversity.
- I am still torn about this. In actuality, I wish the best for this commission. I have been very, very disappointed in the process the Council has taken up and the language the council has taken up trying to move this forward. I would have chosen different ways of doing that. Much like our president did when he was senator, I will be – tough as this may sound, but I guess I'm going to do it anyway – I am going to vote present for this measure because I do not feel that this truly represents the way in which Leesburg is believe this is the way to moving diversity forward.
- Butler: I like commissions and I think this commission is a great idea. I don't see it as – while it certainly is part of the government, I do not see this commission as an extension of government. I because it willis not be putting new rules into place or anything else. It is a way, if you read the duties of the commission, it is a way to bring people together and that is what I think is, which is always great everywhere. It is clear, if you look down the dais and you remember what Tom had up on the screen, it is clear that I'm the least diverse person on this Council. I hope you'll indulge me a very quick, personal story and it will add some flavors to why I think this commission is such a good idea. I did not grow up in a diverse community at all. It was in

central New York and our idea of diversity in that town, and I kid you not – this is the truth. The church down the street where the Italians go to and there is a Jewish family on the corner. That was it. That was diversity. Then, I went to a college that, like me, was pretty much all white male geeks and while we all watched Star Trek and Mr. Spock with his infinite diversity and infinite \_\_\_\_\_, we all thought a lot about that. I was in a fraternity and one African-American tried to join and he was blackballed by a couple of the members. But a few years after I got out of college, I was sent to Singapore for two months for work. There were two other gentlemen that I worked with, primarily, two were Chinese, one was Indian, and then it was me – the one American in Singapore, which is reasonably diverse, actually. Out of the four of us, there was one Christian, one Buddhist, one Hindu, and one agnostic. I can clearly remember us sitting in a restaurant in Singapore, eating pizza, drinking beer, and we were all young men at the time and we talking about women. I realized then that how similar we are is much, much greater than how different we are. I recall one time, I was in a night club – a very different experience for me. No one else in the night club was taller than 5’6” and I was the only white person in the entire night club. Since I couldn’t see myself, I didn’t notice. I’m like Holy Cow. It was a different experience. Slightly different, very different.

- But now my children, especially my youngest son, he’s a freshman in high school right now. I was just listing down all of his main friends. One of them, the parents were born in Bosnia. Two are half Hispanic, one is African-American, one is Asian and two are half Asian. I don’t think he has one really good friend who is what you would consider a stereotypical white person. None. He thinks nothing of it. In addition to this, he knows more gay people and couples than I ever knew existed when I was his age. So, My son he is -livesing in a very different environment than I ever knew –his friends are from very diverse backgrounds –and he thinks nothing of this. I want him to keep that. I don’t want him to learn that the differences are greater than our similarities. He is having fun. All of the kids play Xbox, they all play sports, they all do all the same things and it is for that generation that I think this is a wonderful commission and I want it to be – while I’m sure it will be very successful and I look forward to supporting it.
- Umstatt: I would like to say just how touched I was by so many of the personal stories that were shared tonight by members of the audience –were very touching. Some of you have been here before and shared your personal experiences and they are mind-opening. Ms. Randolph has shared a number of her personal experiences – tragic personal experiences about discrimination when she had just given birth to her child in the hospital; discrimination at restaurants, discrimination at the libraries. A good friend of mine that died a number of years ago grew up in this town and walked on the opposite side of the street when passing the public library because they would not allow her to use it. The one woman who has left, but talked about her experiences on Plaza Street. That is really food for thought as to how things can change and need to change in Leesburg.

- ~~There are good signs. If you look at the change in Leesburg of the~~ top three students at Loudoun County High School this ~~academic~~ year, one is of Black/Asian heritage, one is Hispanic and the third is white. We are seeing accomplishments ~~of by~~ people of all backgrounds, races and ethnicities in this town and in our schools, but there is work to be done. Because
- ~~We need to see the town through eyes of more than just us, I will be supporting this commission. I think it offers us, as other than our own. As Ms. Carter said earlier, a chance it is an opportunity to have an entirely transparent forum for people to come to and let Council know what problems and opportunities they are being encountered in the town and what opportunities they can bring to everybody in the town. We've had a lot of really good ideas so far and I think that we will be getting a lot of really good ideas in the future. I want to thank all members of the task force – those of you who are still here – Gladys Burke, Hasan Ibrahim, Mary Randolph, Ann Daye and the others who are not here – Greg Hudson, for pushing for this diversity commission. I believe that was the-~~
- ~~The Commission was a~~ unanimous recommendation ~~out of from the~~ task force on diversity. I appreciate you pushing for it and continuing to push for it and the huge difference I think you've already made in the town-. I will be supporting this.
- ~~Burk: I think this~~
- ~~Commission is long overdue. I apologize, Tom, if you can't hear us, but it sounds like crunching paper on the mics. I want to go on record and make sure you can hear I am very enthusiastically supporting this effort. I think this commission is long overdue and I look forward to voting yes in favor of it.~~

*The motion was approved by the following vote:*

*Aye: Burk, Butler, Hammler, Martinez, and Mayor Umstatt*

*Nay: Fox*

*Vote: 5-1-1 (Dunn abstaining)*

**11. RESOLUTIONS AND MOTIONS**

- a. Virginia Public Safety Foundation Sponsorship  
*On a motion by Council Member Butler, seconded by Mayor Umstatt, the following was proposed:*

***MOTION***

*To approve the use of \$500 from the Undesignated Fund Balance to sponsor a hole at the Virginia Public Safety Foundation Golf Tournament scheduled for April 22 at the Raspberry Falls Golf Course*

Council Comments:

- ~~Butler:~~ The Virginia Public Safety Foundation (VPSF) provides assistance to families of public safety officers killed in the line of duty and also provides a limited scholarship fund for the dependents of these fallen heroes. A few years

ago I had the opportunity to visit the state police training center outside of Richmond. At that center, there is a room with portraits of very state trooper killed in the line of duty and I can tell you it was a very moving experience for me. If you are not a state trooper, you are only allowed to look in that room from the outside. You can't go in. As you said, the Raspberry Falls Golf Tournament has a Leesburg address and this resolution is just asking for \$500, which is 100<sup>th</sup> of 1 percent of our General Fund. The hope would be that

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- ~~This~~ token amount will ~~hopefully~~ encourage others to also help support the families of our fallen public safety officers.
- ~~Burk:~~ This really causes me some distress. I understand your motive and admire the your motive and \$500, you're right, is insignificant; however, there I am -is concerned that there are a lot of other deserving-charities out there that are very good that I would like to support also and I do personally support. I'm afraid that we are
- ~~This will~~ setting a precedent of support for charities that we are going to support this one – how can we say no to the other ones. I looked at one point on the calendar and I counted 22 charity golf tournaments last year. I am distressed at not being able to support this only because I think we can't take one
- ~~We cannot support one~~ particular charity and support that one and not all the others.
- Hammler: Dave, I too appreciate the motivation behind your bringing this forward. I guess I would approach it in a similar way to what Kelly just described. If we were going to take \$500 on the one hand there is so many important charities of people killed in the line of duty – whether it is public safety officers, first responders, our military – but as it relates to more of a local angle, perhaps contribution to those injured through that we recognize for the Valor Awards who are specific to our police department or scholarships in that regard – I would feel that sort of discussion. I cannot support this particular one.
- Fox: I tend to think along the lines of what Kelly and Katie have mentioned. Going into budget season, I know tThis may seem like an insignificant amount, but according to Kaj, we have no wiggle room. I would like to the budget is tight and we need to maintain what needs to be done with the town and I also have a concern about charities coming forth after the fact. I feel this is a precedent as well. I don't think I could support it either.
- Umstatt: I think tThis is a good cause and I'm happy to support it.
- Butler: I'd just like to say even if we have ten Even-if-similar charities come up and have golf tournaments with a Leesburg address, that still only adds up to \$5000 which is 100 of 1 percent of our budget. ask for donations, it is still only a small amount of the total budget. So, I think it's a shame if we can't get four members to support fallen public safety heroes.
- Dunn: If we start giving funds to one group, we have to give it to all groups.

*The motion failed by the following vote:  
Aye: Butler, Martinez and Umstatt*

*Nay: Burk, Dunn, Fox, and Hammler*  
*Vote: 3-4*

**13. UNFINISHED BUSINESS**

- a. None.

**14. NEW BUSINESS**

- a. None.

**15. COUNCIL COMMENTS**

Council Member Dunn had no comments.

Council Member Butler had no comments.

Vice Mayor Burk disclosed a meeting with a group of people concerning an assemblage of land outside of the town including Mike Wilkins, Ronda Paice, Christine Gleckner, and representatives of NVR. She stated she attended an event at the George Marshall House with the former Prime Minister of Germany, which was a very interesting experience. She stated the George Marshall Foundation has created a French student exchange program with our partner city in France. She stated this will be a great opportunity for the students. She stated she met with her Boards and Commission members and it is amazing how much time and energy these volunteers contribute to the town. She thanked the Parks and Recreation Department for taking over the job fair. She stated since the Economic Development staff person left the town, the Parks and Recreation department took over and they have done an amazing job. She noted that the job fair is March 21 in the ProJet hangar at the airport from noon to 3 p.m. She encouraged high school and college age people to come out and participate. She stated that NVT A is having a hearing at their headquarters that is open to the public on March 25 at 6 p.m. It will be regarding the NVT A Proposed 2015-2016 Two-Year Program. She wished everyone a very happy St. Patricks' Day.

Council Member Martinez stated he was overwhelmed by the number of people who came out to support the Diversity Commission. He stated it is good to hear from the residents and when they speak, Council should listen. He stated he was with Vice Mayor Burk for the meeting with NVR and Christine Gleckner. He stated last Saturday, his son invited him to go meet Congressman Connolly. He stated he met a fundraiser with the Boys and Girls Club and they are going to look at ways to generate some activities here.

Council Member Hammler thanked everyone who came out, specifically Ms. Ann Robinson, who spoke about some really important people. She stated it is remarkable what has happened to Ms. Robinson in terms of healing from cancer and she is happy that Ms. Robinson is healthy and literally cancer free. She stated it is amazing to see her so healthy and vibrant and part of tonight's spirited dialogue. She thanked former Vice Mayor Susan Horne for introducing everyone to the Sunlight Foundation. She stated she got in touch with the CEO and their State and Local Expert, Emily Shaw, will be participating in the Technology and Communication Commission meeting as they are going through the

Transparency proposal to see how they can work with them and what grants are available. She stated she will follow-up with an update on that. She stated they were snowed out.

She thanked Kaj and everyone involved with snow removal operations for the great job. She stated that Parks and Rec is always open. She stated this is a great healthy eating, active living community despite the weather. She stated she was in Richmond because Virginia Municipal League is featuring Leesburg in their article about Healthy Eating/Active Living and Leesburg being a community that has embraced that initiative.

She congratulated the Deputy Town Manager on the arrival, despite the snow, of his daughter, Lauren Elizabeth. She stated they are looking forward to more photographs.

Council Member Fox disclosed a meeting with Christine Gleckner of Walsh Colucci. She stated that Randy Minchew was there. She stated Hobie Mitchell representing Lansdowne Development was there and she talked with them regarding their project, "Crescent Parke", on March 3. She stated that she wishes the Diversity Commission well. She expressed her hope that they can reach their goals. She stated as things come up, she would love to have motions, resolutions and ordinances are fully vetted before they are brought to the public so that there are no misunderstandings.

**16. MAYOR'S COMMENTS**

Mayor Umstatted thanked Kaj Dentler and Clark Case and staff for all the work done in preparation for the trip to visit the bond rating agencies. She stated everyone did a very good job making a strong case for Leesburg. She stated her understanding is that the town will find out by St. Patricks' Day what the bond ratings will be. She thanked everyone for coming out tonight.

**17. MANAGER'S COMMENTS**

Mr. Dentler stated he is hopeful that there will be no more snow. He reminded everyone of the budget work session on Saturday from 9-12 in the Council Chambers.

**18. CLOSED SESSION**

None.

**19. ADJOURNMENT**

*On a motion by Council Member Butler, seconded by Vice Mayor Burk, the meeting was adjourned at 11:25 p.m.*

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Kristen C. Umstatted, Mayor  
Town of Leesburg

ATTEST:

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Clerk of Council  
2015\_tcm0310