



## DEPARTMENTAL BRIEFINGS

### CHARLOTTESVILLE AREA TRANSIT - DIRECTOR GARLAND WILLIAMS

Charlottesville Area Transit (CAT) provides public transportation services to the greater Charlottesville area. The City of Charlottesville works in partnership with Albemarle County and the University of Virginia to fund these services. Currently, CAT continues to run its operation fare-free for the community. In addition, the system also operates the rubber-wheeled Trolley, connecting the University and Downtown, and staffs the Downtown Transit Station, offering information to area travelers, restrooms, and a comfortable place between bus trips. In FY 24, the City's contribution to CAT is \$2,845,000. In addition to local funds, CAT operating expenses are covered by Federal and State grants.

The Transit division also contracts with the Charlottesville City Schools for Pupil Transportation which is shown separately as part of the Schools Contracted Services section of the budget.



City of Charlottesville  
Office of Human Rights

## DEPARTMENTAL BRIEFINGS

### OFFICE OF HUMAN RIGHTS - TODD NIEMEIER

Per the Code of the City of Charlottesville, Chapter 2, Article XV, Sec. 2-433., the Charlottesville Human Rights Ordinance, the role of the Human Rights Commission (HRC), with support from the Office of Human Rights (OHR), is to act as a strong advocate for justice and equal opportunity by providing citywide leadership and guidance in the area of civil rights.

The Office works to provide services to our community that include walk-in and in-person appointments. In 2022 OHR responded to 3,255 incoming contacts, more incoming contacts than during any previous year. and over 60% more incoming contacts than in CY2021. Further, OHR received 66 new inquiries and complaints

- In CY2022, 2,503 or 58% of total incoming and outgoing contacts were classified as navigation contacts, meaning that the service provided was related to something other than a jurisdictional allegation of discrimination
- During CY2022, the OHR had 15 open complaint cases, 9 of which were opened in 2022
- Over the past five years:
  - Housing was the most often identified protected activity in inquiries and complaints received by the OHR.
  - Race was the most frequently identified protected class in combined inquiries and complaints received by the OHR and the most often identified protected class in employment discrimination complaints.
  - Disability was the most often identified protected class in housing discrimination complaints.
- CY2022, OHR staff engaged in a total of 160 community outreach activities and partnered with 57 collaborators to organize outreach events, develop referral networks for individuals seeking services, and lead discussions in projects that serve people who engage in protected activities and/or are members of protected classes.





## DEPARTMENTAL BRIEFINGS

### OFFICE OF EQUITY & INCLUSION.- DCM ASHLEY MARSHALL

Charlottesville's Strategic Plan calls for a commitment to Justice, Equity, Diversity, and Inclusion by implementing equitable practices and policies across all its activities. The Office of Equity and Inclusion (OEI) seeks to employ social justice, equity, diversity, and inclusion principles and actions in Charlottesville's policies, operations, and decision-making. OEI will complete its mission by working to normalize conversations around JEDI, organize through the creation of internal infrastructure that advances these principles, and operationalize JEDI principles into all processes administered by the City. Currently, there are several programs housed under the Office:

- **City Manager's Liaison for LGBTQIA+ Belonging and Support:** The Deputy City Manager for Racial Equity, Diversity, and Inclusion serves in this role to ensure individuals who identify as LGBTQIA+ within the city government and our community partners are heard and considered in policy processes and service provision.
- **Accessible Charlottesville (Americans With Disabilities Act):** Under the leadership of the ADA Coordinator, the City of Charlottesville works tirelessly to ensure that our community complies with the Americans with Disabilities Act (ADA), which is a federal law designed to promote accessibility and inclusion, to make Charlottesville a more inclusive and accessible place for individuals with disabilities.
- **Downtown Job Center:** As a key program in the Office of Equity and Inclusion, the Downtown Job Center strengthens partnerships with employers, and ensures that City residents have access to training opportunities, financial education, and resources that will help them meet local employers' workforce needs.
- **Home to Hope:** As a critical program in the Office of Equity and Inclusion, the ICMA award-winning Home to Hope program connects trained peer navigators to assist those returning to the community after incarceration. Each navigator assists participants by developing a customized plan for them providing key assistance to ensure their success. Navigators hold subject-matter expertise and provide unduplicated support for not only current and former clients but also any member of the community who is recovering from incarceration