Human Rights Commission
Regular Meeting
March 17, 2022
Virtual/Electronic Meeting
6:30 pm

Agenda Packet Attachments

1. Agenda
2. Draft 02-17-2022 HRC Regular Meeting Minutes
3. Draft 02-22-2022 HRC Public and Subsidized Housing Panel Discussion
4. OHR Staff Report
5. Draft Revised HRC Rules & Procedures
6. Draft CY2020 HRC & OHR Annual Report
7. Town Hall meeting topic poll results (added 03/17/22)

Attachment 1

Human Rights Commission
AGENDA
Regular
March 17, 2022
Virtual/Electronic Meeting
6:30 pm

Please take Notice that this virtual meeting of the Human Rights Commission is for the purposes of planning, developing and drafting management and administration documents for the Human Rights Commission. For the purpose of addressing issues during the quarantine, this virtual meeting will be a limited public forum to discuss the agenda items presented below and to ensure the continuity of services provided by the Commission. The Commission Chair may limit public comments or discussion points that are unrelated to agenda items or that pertain to topics outside the scope of this Agenda. This will be a virtual/electronic meeting open to the public and registration information is available at www.charlottesville.gov/zoom.

The Commission welcomes comments and questions and commits to listening carefully and thoughtfully to what is presented. A maximum of sixteen public comment time slots are allotted per meeting. Each speaker will have three minutes to speak. The Commission requests that members of the public refrain from engaging in personal attacks against Commissioners and staff members and asks that comments and questions focus on matters related to human rights within the City.

Link to Human Rights Commission shared Box folder: https://app.box.com/s/xty3wnn2s1tj8h7trkknvd79bipyxezy

1. **WELCOME**
    a. CALL TO ORDER
    b. ROLL CALL
    c. MISSION (recited by all): *Act as a strong advocate to justice and equal opportunity by providing citywide leadership and guidance in the area of civil rights.*
2. **MATTERS BY THE PUBLIC**
    a. PUBLIC COMMENT (Webinar attendees use the "raise hand" function, phone attendees use *9)
    b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC
3. **MINUTES**
    a. 02-17-2022 HRC Regular Meeting*
    b. 02-22-2022 HRC Public and Subsidized Housing Panel Discussion*
4. **BUSINESS MATTERS**
    a. CHAIR UPDATE
    b. OHR STAFF REPORT
5. **WORK SESSION**
    a. HRC Rules & Procedures proposed revisions
    b. 04-23-2022 HRC Retreat Planning
    c. Draft CY2020 HRC & OHR Annual Report*
    d. AD-HOC COMMITTEE UPDATES
        i. Community Engagement
            1. 03-24-2022 Town Hall Meeting planning
            2. In-person outreach ideas
6. **MATTERS BY THE PUBLIC**
    a. PUBLIC COMMENT (Webinar attendees use the "raise hand" function, phone attendees use *9)
    b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC
7. **COMMISSIONER UPDATES**
8. **NEXT STEPS & ADJOURN**

* ACTION NEEDED

Individuals with disabilities who require assistance or special arrangements to participate in the public meeting may call the ADA Coordinator at (434) 970-3182 or submit a request via email to ada@charlottesville.gov. The City of Charlottesville requests that you provide a 48-hour notice so that proper arrangements may be made.

Attachment 2

Human Rights Commission
Meeting Minutes
Regular Meeting
February 17, 2022
Virtual/Electronic Meeting
6:30 pm

Public link to meeting rebroadcasts on Boxcast: https://boxcast.tv/channel/vabajtzezuyv3iclkx1a

Public link to HRC documents on Box: https://app.box.com/s/xty3wnn2s1tj8h7trkknvd79bipyxezy

Pending HRC Approval

1. **WELCOME**
    a. CALL TO ORDER
        i. Chair, Jessica Harris, called the meeting to order at 6:31 pm
    b. ROLL CALL
        i. Jessica Harris
        ii. Ernest Chambers
        iii. Mary Bauer
        iv. Jeanette Abi-Nader
        v. Wolfgang Keppley
        vi. Andrew Orban
        vii. Lyndele Von Schill
        viii. Guest panelists Councilor Sena Magill and Col. Martin Kumer
        ix. Kathryn Laughon (arrived 6:48pm)
    c. MISSION (recited by all): *Act as a strong advocate to justice and equal opportunity by providing citywide leadership and guidance in the area of civil rights.*
2. **MATTERS BY THE PUBLIC**
    a. PUBLIC COMMENT
        i. Richard Feero
            1. Works at a non-profit in the Prospect community
            2. Has been trying to communicate with former employees who have been incarcerated, but it has been difficult; has also found that the individuals are being given very little time outside of their cells every day
                a. Very little human contact; no extracurriculars or religious activities
            3. Would like HRC to do something to loosen restrictions, as Richard is worried about these individuals' mental health
    b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC
        i. Commissioner asks where these individuals are incarcerated
            1. Albemarle-Charlottesville Regional Jail (ACRJ)
        ii. Since the Commission is under the purview of the city, Chair is unsure if it will have jurisdiction in this issue; however, the HRC has written a letter to the ACRJ that will be addressed later in this meeting
3. **MINUTES**

a. Review of minutes from 1/20/2022
    i. Vote
        1. In favor: 6
        2. Opposed: 0
        3. Abstained: 1

4. BUSINESS MATTERS

a. Chair update
    i. Councilor Payne will be meeting with Jessica and Ernest regarding the upcoming panel discussion; would like to talk with the Commission later during this meeting to discuss the Councilor meeting
    ii. Mark dates for upcoming HRC events (housing panel discussion, town hall, and annual retreat)
        1. Annual retreat is later this year (4/23) to allow for a smoother transition of a new Commission (new term will begin 3/1)
        2. New Commissioner will be Erika Robinson
        3. Applications are now closed; there will be a Commission of 9
b. Updates regarding letter to Council about COVID-19 conditions at ACRJ
    i. Letter was sent to ACRJ and City Council on 1/31 regarding concerns raised at the last HRC meeting
        1. Concerned about inadequate distribution of cleaning supplies, low staff and inmate vaccination rates, poor facility ventilation, lack of transparency regarding ACRJ staff use of preventative controls, and lack of mask use within the facility
        2. Asked City to review this and made request for someone to view conditions
    ii. Councilor Magill (who is on the ACRJ Board) and Col. Kumer are present today to respond to the letter
    iii. Councilor Magill says she has only been on the Board for two meetings; she brought up the HRC's concerns to Col. Kumer, who then volunteered to speak here today
        1. Will allow Col. Kumer to respond
    iv. Commissioner asks Councilor Magill to explain her role on the Board
        1. She responds she is still in the process of determining her role
        2. The Board is an oversight board
        3. The two meetings so far have been about accessibility of medical care; has asked for explanations of the system and care provided to individuals there
        4. Is planning to visit the jail soon to view conditions, but current COVID conditions are preventing her from doing so
    v. Commissioner asks who has the authority to mandate changes
        1. Col. Kumer does not know who can mandate his staff to have vaccines; however, to make changes, this conversation is part of the process
        2. There is not any one person with all of the power; Col. Kumer's boss is the ACRJ Board Authority, which is made of all three sheriffs of Nelson County, Albemarle County, and City of Charlottesville; three executive representatives from each jurisdiction (Steve Carter, Doug Walker, and Ashley Marshall); one at-large and one citizen representative of the City and

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County; and a member of each City Council or Board
3. There are other regulatory agencies like the Dept of Corrections and Dept of Criminal Justice Services that also make sure Col. Kumer's actions comply with the law
4. The Board has the authority to mandate changes, even if Col. Kumer disagrees

vi. Commissioner asks about the current COVID status at the ACRJ, and what has been the response to the policies the HRC has either recommended or inquired about
1. 17 active COVID cases; had not had a positive case in the last three days, but there was a positive this evening
2. Peak was 3.5 weeks ago, and cases have declined ever since
3. Cases reflect that of the surrounding area; when there are higher cases in the community, there will be higher cases in the jail
4. Believes cases are on the decline, but still intends to keep restrictions in place

vii. Regarding cleaning supplies
1. Cleaning supplies are issued 2x per day (in the morning and evening)
2. The jail uses the chemical Lemonex to kill the COVID virus, mold, etc. (recommended by the EPA and CDC)
    a. There are certain chemicals you cannot use in an occupied area
    b. Lemonex is blue, so many people think it is Windex that is being used
3. Jail does not provide hand sanitizer to anyone except staff
    a. Because CDC recommends that soap and water is the best way to prevent COVID, which is always available
    b. Because hand sanitizer must be 60% or greater alcoholic content, and about 70% of the jail population has substance abuse issues (there is a possibility of someone abusing the sanitizer and becoming very ill)
4. Dept of Corrections Standards says jail cannot leave cleaning supplies inside a housing unit because of potential for being misused, and if there are too many, there can be noxious fumes
    a. Also, the living area itself is small with many people, and since the virus is spread by air, the cleaning supplies are not as effective

viii. Regarding masks and vaccine mandates
1. All inmates are given two masks, but because of the large number of people in a small space, masks are not as effective in the housing units
2. However, masks are required in the hallways as inmates move throughout the facility
3. Staff are required to wear an N95 mask when 6ft or less from an inmate or when entering a housing unit
    a. Are requested to wear an N95 at all times, but there are long shifts

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4. Inmate vaccine rate is 64%; the population is always changing (new unvaccinated people are often coming in), so this 64% rate is the maintained figure
5. Staff vaccine rate is 63%; there is a $150 incentive after a second dose and another $150 incentive to get a booster
6. Inmates are immediately asked when they come in whether they are vaccinated, and if they are not, they are offered the vaccine then and there (vaccinations are checked)
    a. Are offered a canteen bag of snacks for every dose they get
    b. Some individuals refuse to get vaccinated, and sometimes, the virus spreads despite vaccinations

ix. Commissioner asks about preventative protocols; asks why Col. Kumer cannot mandate staff to get the vaccine and what other factors are preventing the 64% figure from being higher
    1. Supply is not an issue; jail gets vaccines directly from the state
    2. There is a vaccine clinic every Thursday, and if someone wants a vaccine before leaving, they can get one
    3. Cannot force inmates to take the vaccine or withhold their rights until they take the vaccine
x. Commissioner asks what preventative procedures are in place
    1. New inmates get a health screening, including a temperature check, symptoms check, and COVID test; then, if negative, they will go to a quarantine unit with anyone else who came in the same day for 14 days
        a. If they test positive in that time, they will immediately go into quarantine with individuals who are also positive
    2. Then, they will be placed in general population
xi. Commissioner asks what the jail has done in terms of home electronic incarceration
    1. Home incarceration is usually the most efficient way to get inmates out of the jail
    2. Expanded the program greatly for COVID; turned it into the largest program in the state in terms of percentage of population and numbers (at one point there were 85 people in the program out of a jail population of ~360)
    3. Now, there are 59 people in home electronic incarceration and 294 people in the facility
    4. Constantly screening people in the population to ensure that everyone who is eligible to be in the program is given the opportunity
    5. Also use home electronic incarceration pre-trial for those not allowed out on bond
        a. Those at greater risk for COVID are especially put in home incarceration
    6. Sometimes, the crimes that people have committed prevent them from entering the program (murder, rape, robbery, domestic violence, malicious wounding, etc.)
xii. Commissioner asks if the rates are different for women vs men

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1. Not a huge difference in infection rates, though rates will change if one gender's bloc has an outbreak and the other doesn't
    a. Would assume men's rates may be higher because men's housing areas are larger
2. Facility is currently about 90% men and 10% women

xiii. Commissioner asks about the possibility of using filtration units
1. The building is old and does not have duct work; however, they are looking into this for the expansion

xiv. Commissioner asks if unvaccinated individuals receive regular testing or testing when showing symptoms
1. If they have been exposed or are symptomatic, they get tested; are asked to screen for symptoms
    a. No weekly testing; Commissioner notes that non-regular testing allows for more spreading when cases are non-symptomatic
2. Staff are provided 10 days' leave when sick
3. Operate under the idea that every person one comes into contact with is positive
4. Tests given to new inmates are rapid tests; PCR tests are also available, but Col. Kumer is not sure when they are used

xv. Commissioner asks about Mr. Feero's comment about inmates being denied access to religious services
1. Churches are not being brought into the facility at this time, but the jail's non-denominational chaplain and his assistant chaplain and volunteers work every day; religious access has never stopped
2. Commissioner asks why individuals may feel their religious needs are not being met
    a. Church services used to be brought inside the jail which people could sign up for; this is no longer happening, but there are two paid staff and five volunteers who can provide cell-side services
3. Col. Kumer offers Mr. Feero his cellphone number if he wants to discuss his concerns in greater detail
4. Commissioner asks about the mental health of inmates
    a. Jail stays are difficult for mental health; average length of stay for men is 60 days and average length of stay for women is 34 days
    b. Jail tries to combat loneliness through tablet system (available 8am-11pm) through which inmates can access virtual visits, a phone books, movies, games, etc.; some services cost money while others are free
    c. There is a full mental health team that can provide services to inmates when they need it
    d. Commissioner asks for Col. Kumer to summarize these points and send it to the Commission
5. Commissioner asks if there may be a difference between what is available to inmates and what they are aware is available to

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them
    a. Inmates are handed the tablet upon arrival, the chaplain travels throughout the facility, the handbook given to all inmates has information, and staff members are available for questions
    b. Not every inmate may be aware of this information, though there are plenty of ways to find it

xvi. Commissioner asks if those in the home electronic incarceration program are being charged
    1. Individuals who determine themselves able to pay can pay, though the vast majority of people do not pay
    2. $4 per day for inmates by jail; $3.50 per day for jail by monitoring company (extra 50 cents for inmates is for drug/alcohol test)
    3. Before the pandemic, it was $13 per day, and the state of VA required jails to charge a fee for home electronic incarceration services; jail immediately waived all fees when the pandemic began
    4. Commissioner asks if the $13 per day will come back
        a. Before, the state had required jails to charge, but Col. Kumer worked with Delegate Sally Hudson to get the law changed, so no inmates will be charged for services now unless they are able to pay the $4

xvii. Commissioner asks if Col. Kumer is not allowed to require staff vaccinations, or if he does not want to require them
    1. Col. Kumer is unsure with recent changes if he is allowed to require vaccinations (UVA has ended mandatory vaccinations)
    2. Would require vaccinations if he had to, but would be reluctant to, as this would make the jail lose staff members
        a. Commissioner says the jail has the responsibility to prioritize individuals' health
        b. Col. Kumer says he has considered implementing a mandate, but his view is similar to other sheriffs and superintendents around the state that jail needs to keep its staff
            i. Is already down 30 officers; needs to prioritize safety of inmates for not just COVID
    3. Supports vaccinations, but needs to weigh the pros and cons of requiring them
    4. Commissioner asks whether individuals who do not want contact with non-vaccinated individuals have the choice to avoid them
        a. Vaccinated and unvaccinated staff and inmates must all interact with each other
    5. Commissioners express dissatisfaction with the inaction

xviii. Commissioner asks if lack in staff is since COVID
    1. Yes; individuals with significant medical concerns have retired early or reached breaking point; there have also been less applications, and law enforcement is no longer as valued in the

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community

xix. Chair offers to exchange contact information and come to the facility once it is safe to do so
    1. Councilor Magill is available for questions in her new position
    2. Also points out that after the jail received questions in January, it has posted a running count of new COVID cases, current COVID cases, and cleared COVID cases on its website

c. OHR Staff report
    i. Report is attached in agenda packet
    ii. Has been doing follow-up with Mary at Midway Manor regarding resident concerns
        1. Door-to-door outreach with people present at the meeting or who had signed the petition to management; 26 doors over two days
        2. Writing another sign-on letter to request a meeting with ownership; there are currently nine signatures
    iii. Hiring: currently in process of doing interviews; decision should come early March
    iv. Going to fully switch to .gov emails beginning 3/1 for FOIA purposes; let Todd know if there are any questions
        1. May shift all collaborative documents to OneDrive as well
        2. May request for some OneDrive orientation at the retreat

5. WORK SESSION

a. No ad-hoc committee updates
b. Discussing the HRC Rules and Procedures amendments
    i. Has all changes to consider (Martha's Rules, getting rid of standing committees in favor of ad-hoc committees, etc.)
    ii. Commissioner says Commission does not always abide by Martha's Rules 1a) "Proposal should always be in writing" (pg. 10 of Rules and Procedures), so maybe this should be changed
    iii. Commissioners should look at Martha's Rules to ensure they align with the Commission's actual procedures, so voting on them will be tabled for now
c. Public and Subsidized Housing Panel Discussion (02/22/2022, 6:00pm)
    i. Will be via Zoom
    ii. Encourages the public to share
    iii. Requested the Mayor and City Council to be present, but they are unable to attend because of the holiday
    iv. HRC Chair and Vice-Chair will be meeting with Councilor Payne prior to the panel discussion
    v. Mary adds that many Midway Manor residents said they do not have access to a computer or are unsure how to access the Zoom link, so they are working on getting volunteers to be present at Midway Manor to help residents access the panel
        1. Especially want to hear from residents of public and subsidized housing about their concerns
        2. Commissioner asks if there is common room where the panel can be projected
        3. OHR staff says there is a TV where residents could access the

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channel on which the panel will be aired; also, maybe residents could be provided a phone number to call in
4. Will talk to LAJC for volunteers

vi. Commissioner asks if there will be issues with getting broadcasted since this meeting will be occurring at the same time as City Council
1. This is a concern, though the projector should work if the meeting does not get broadcasted on TV (Todd can coordinate with whoever is going to be at Midway Manor during that time to get them a projector)
2. Should not move the panel

d. Town Hall Meeting (03/24/2022, 6:30pm)
i. Polls went out and respondents have until the end of the month to complete it
ii. There is an opportunity to be on TV next Thursday 2/24 to be on TV to talk about the Town Hall meeting (can reschedule if needed)
iii. Speakers will be determined based on the poll results
iv. Commissioner asks if there will be a comment and response time limit
1. Maybe there could be breakout rooms to foster open communication; will have to think about what to do if breakout rooms are not possible
2. OHR staff says breakout rooms may not be possible because this would remove the public access to the discussion
3. If there are any ideas, talk to Todd, and he can ask Communications

v. Currently, there are 124 responses to the survey
1. Emergency housing access is primary topic with 49 responses; second is quality of affordable public and subsidized housing

vi. Commissioner asks OHR staff if there is any plan of moving meetings to be in person anytime soon
1. There was some talk of moving meetings to be in person in March, but this was about a month ago; there have been no updates since then
2. Todd will ask and update Commissioners
3. In-person meetings will be in CitySpace; hybrid meetings may also be an option

vii. Commissioner says the Dialogue on Race initiatives that created the HRC often happened in small breakout groups that were not recorded or captured in minutes; asks why this is not possible for the Town Hall
1. DoR was a long series of meetings over multiple years that got broken into task forces; these were not publicly-appointed bodies
2. Commission is publicly-appointed body, so when there is a meeting attended by more than two Commissioners, it must be publicly available and publicly noticed in advanced (otherwise, it would have to be marked as a closed session)
3. If the panel were in person, then people would be able to access more
4. Another Commissioner would like to know what exactly the limitations are regarding breakout rooms

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e. HRC Annual Retreat (04/23/2022, 10:00am)
    i. Chair will begin drafting the agenda to present at the next meeting
        1. Would like to talk about procedures, onboarding, deciding what to focus on in the Commission, training (maybe Hollaback! bystander training)
    ii. Email Jessica if there are any questions/requests
    iii. Commissioner suggests waiting until after the Town Hall to decide on which initiatives to push for in the next year

6. MATTERS BY THE PUBLIC

a. PUBLIC COMMENT
    i. Ang Conn
        1. ACRJ questions
            a. Asks for number of people who qualify for HEI but have not been released
            b. Asks for breakdown of charges by percentage of those currently detained at ACRJ
            c. Asks for number of female-identifying women and number of them who have tested positive for COVID
        2. Midway Manor elevator concern—estimated maintenance date is in March, which is problematic
    ii. Richard Feero
        1. Clarifies that he has heard that chaplains are stretched thin because of the lack of group meeting, not that inmates are altogether being denied religious services
            a. Inmates he knows are not getting much human contact
        2. Tablets are appreciated and wants those to continue, but believes human contact is important (with family, with each other, etc.)
        3. Says it is necessary to learn how to live in a world where not everyone is vaccinated
b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC
    i. Col. Kumer
        1. Cellphone number is (434) 962-3015; encourages community members with concerns to reach out and have a conversation
        2. To Mr. Feero
            a. Agrees that COVID has slowed many programs down, but they are looking into starting them back up again
        3. To Ms. Conn
            a. Number of people in ACRJ who could be on HEI but are not is 0 as of today
                i. Jail reviews population frequently to reevaluate who is eligible
                ii. Reviews by the courts also occur at sentencing and at bond hearings
                iii. Joe Platania and Jim Hingeley, City and Commonwealth's Attorneys, have been instrumental in safely getting people out of jail
            b. Percentage of charged types (those charged with DUIs, drug distribution, etc.) is not handy at the moment, but

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Col. Kumer can send this information to the Chair

c. Does not currently have information on number of women who have contracted COVID in jail, but he can work on getting this information to the Commission
    i. Can get statistics broken down by sex, race, etc. if the data is readily available
    ii. There are about 30 women in the jail at the moment
d. COVID statistics given during the discussion today did apply to both men and women

4. Expresses desire to develop a working relationship with the Commission as the person in charge of the jail; Chair agrees and emphasizes the Commission's desire to take concrete action

ii. Mary

1. Regarding Ms. Conn's elevator concerns: Midway Manor building was created for elderly and disabled people, so people cannot physically leave their homes when the elevator is not working
2. Agrees it is a profound matter of community concern
3. Commissioner asks if one or both elevators are not working
    a. Just one at the moment, but there have been times when both were out for extended periods of time

7. **COMMISSIONER UPDATES**
    a. None
8. **NEXT STEPS**
    a. Upcoming events
        i. Public and Subsidized Housing Panel Discussion: 02/22/2022, 6:00pm
        ii. Town Hall Meeting: 03/24/2022, 6:30pm
        iii. HRC Annual Retreat: 04/23/2022, 10:00am
    b. Let Todd and/or Jessica know if there are any questions/concerns regarding anything discussed during this meeting (especially regarding meetings listed above)
9. **ADJOURN**
    a. Meeting adjourned at 8:14 pm

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Attachment 3

Human Rights Commission
Meeting Minutes
Public & Subsidized Housing Panel Discussion
February 22, 2022
Virtual/Electronic Meeting
6:00 pm

Public link to meeting rebroadcasts on Boxcast: https://boxcast.tv/channel/vabajtzezuyv3iclkx1a

Public link to HRC documents on Box: https://app.box.com/s/xty3wnn2s1tj8h7trkknvd79bipyxezy

1. **WELCOME**
    a. CALL TO ORDER
        i. Chair, Jessica Harris, called the meeting to order at 6:08 pm
    b. ROLL CALL
        i. Jessica Harris
        ii. Ernest Chambers
        iii. Jeanette Abi-Nader
        iv. Mary Bauer
        v. Wolfgang Keppley
        vi. Kathryn Laughon
        vii. Lyndele Von Schill
    c. MISSION (recited by all): *Act as a strong advocate to justice and equal opportunity by providing citywide* leadership *and guidance in the area of civil rights.*
2. **PRESENTATION & DICUSSION**
    a. The Public Housing Association of Residents (PHAR) and Legal Aid Justice Center (LAJC) will present information related to availability and conditions in subsidized housing
    b. Victoria Horrock: attorney at LAJC
        i. LAJC is a free legal aid serving income-eligible residents of Charlottesville and surrounding counties; especially focuses on housing
            1. Can call the office to get advice or assistance from an attorney
        ii. Virginia Tenants' Rights Laws in this area, especially related to conditions, are inadequate for most tenants
        iii. Everyone who is a tenant in VA is protected by VA Residential Landlord Tenant Act (VRLTA)
            1. Requires landlords to keep unit in "fit and habitable condition"
            2. Repairs should be made within 14-30 days of written notice (unless an emergency, in which case must be remedied within 24 hours of notification)
        iv. Commissioner asks how quickly landlords must respond to emergencies
            1. There is not a clear law for what qualifies as an emergency, but Victoria assumes that emergencies must be addressed in 24-72 hours for issues like flooding
        v. It is illegal for landlords to retaliate against tenants for asking for repairs

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vi. Federal and state housing laws prevent discrimination in housing
    1. LAJC and OHR can help individuals with these issues
    2. Issues in conditions and affordability do not affect people equally
vii. Subsidized apartments from money from federal government have some of the worst conditions; tenants in these types of housing situations have increased tenant rights under federal law

c. Shelby Edwards: Executive Director of Charlottesville PHAR
    i. PHAR's mission is to "Educate and Empower Low-Income Residents to Protect and Improve Our Own Communities through Collective Action"
        1. Through PHAR internship program, housing redevelopment efforts, community organizing, and Residents for Respectful Research
        2. 24 CFR, 964: HUD regulation that gives PHAR the power to achieve its mission
    ii. Current state of public housing
        1. Tell Shelby if anyone would like access to the documents she references during the presentation
        2. Vinegar Hill is one of many examples of racially motivated segregationist policies with significant impact on affordable housing in Charlottesville
            a. Disinvestment in the public housing occurred under the narrative that poor conditions came as a result of the people living in it, a cycle of impoverished families
            b. However, this is not the case; families live in public housing not out of an unwillingness to achieve self-sufficiency, but because housing (a scarce resource and basic human right) is priced as a luxury in the United States
            c. Would have to examine public housing from a resident's perspective to determine whether it is effective
        3. Affordability encompasses the residents-- "affordable housing" meets the needs of residents making 0-30% of the area median income
            a. PHAR gives residents agency in undoing systems of oppression by providing decent and affordable public housing
            b. Cultural problems still exist, however
    iii. Midway Manor is not public housing, but PHAR is still here today to advocate on behalf of them
        1. In two years, the lease signed last year will end, and residents will have nowhere to go
        2. Think about who in Charlottesville is really catering to residents making 0-30% AMI
            a. Charlottesville Redevelopment and Housing Authority (CRHA) is working hard to cater to these residents
        3. Urges Midway Manor owners to keep residents informed no matter what happens
    iv. Commissioner asks who owned Midway Manor before and sold or leased

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it to the company that is only keeping it under lease for two more years

1. Shelby does not have the answer to this
2. Victoria says the company that owns the building and land is a big LLC probably created only to own the building; the management company is separate
    a. Both have recently switched
3. There is public application to renew tax credits for the building
    a. It is a federal program that imposes certain income restrictions in exchange for tax credits
    b. In the program, rent does not automatically go all the way to the 0-30% AMI
4. What is expiring in two years is a Housing Assistance Payment (HAP) contract, which is what makes Midway Manor affordable
    a. The company has said it will keep Midway Manor affordable, but there are questions as to what affordability means

v. OHR staff says after the meeting with residents in November 2021, people from the meeting composed a letter to the owner at the time, WHH Trice, to specifically request a meeting with corporate leadership to discuss housing conditions
    1. Building changed hands in December to owner Standard Property Company and management company Franklin Johnston Group
    2. Resent the letter to the Franklin Johnston Group and received fairly robust response to questions from the letter, including confirming that they intend to apply for 30-year renewal
    3. However, they did not confirm whether they would have a meeting between corporate leadership and residents, so after recently sending another letter, the Franklin Johnston Group representative said this morning that tomorrow (2/23) the company would send out details about holding a meeting
        a. A chance for residents to hear what the plan is directly from corporate leadership
vi. Commissioner asks if number of accessible subsidized housing units is currently meeting the demand
    1. Shelby says in 2016, there were about 1,100 families on the waiting list for public housing in Charlottesville waiting for 376 units
        a. In deep need for more affordable housing units
    2. Victoria adds that the National Income Housing Coalition estimated last year the statewide gap being 200,000 affordable housing units to meet demand
        a. Also, public housing does not work the same way as Social Security—you do not necessarily get it even if you are eligible
        b. Only about 1 in 4 families who are eligible for affordable housing get it
    3. Shelby recommends the scholarly article “We call these project home,” which says that there is a shortage of about 6 million units

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for extremely low-income residents and 5 million units for low-income renters across the country, so gap exists at local and national level
        a. Will provide link to this article
    4. Shelby does not currently have information pertaining to accessibility, but would like to do some research and follow up
vii. Chair says she and Vice-Chair were able to have an informative meeting with Councilor Payne, and is excited to share what they learned with the Commission
    1. Councilor Payne mentioned that there must be change in policies and laws; for instance, changing the fire code to say there must be two elevators working instead of only one
    2. Think about what laws should be changed to address concerns discussed today

3. PUBLIC COMMENT

a. Joy Johnson
    i. Has been public housing resident since 1983
    ii. Says that according to HUD definitions, one must be making $60,000 or $80,000 per year to qualify for a tax-credit unit
    iii. Residents are looking to other funding in order to make it affordable
    iv. HRC, CRHA, and PHAR could help with educating the public
    v. Every time you do tax credit, the entire building is a tax-credit building
        1. The investors make this decision, and they can pull out at any time
    vi. Conditions have been poor; still in the process of righting wrongs
        1. Units getting rebuilt are going to get rehabbed, so people may have to move then come back
        2. Many just assume public housing does not work
        3. Not just rebuilding public housing, but affordable public housing for people 0-60% AMI
    vii. Shelby reiterates that they are trying to dismantle the systems that the City put into place in the 1960s and 1970s, trying to give power back to residents
    viii. Commissioner asks what “educating the public” would look like and what current efforts are lacking
        1. Ms. Johnson says community does not understand all of the things that go together to make a deal to build/rebuild
        2. People do not understand what block grant money is to be used for
        3. Monticello Area Community Action Agency (MACAA) used to be an advocacy group that made sure the community understands what is going on with housing and jobs, but community education has since dwindled
        4. Zoning is a huge issue; there are neighborhoods to this day with rules that say Black people cannot live there
        5. Despite talks of equity and equality, certain people still face significant obstacles
            a. The people making the decisions for low-income

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individuals are often never the low-income individuals; it is very difficult to find the time and resources to be completely informed of the systems and processes
        b. Residents must partner with more powerful organizations like the HRC and PHAR to enact change
    6. Same thing is happening to units in Belmont as Midway Manor; will also happen to Hearthwood (a tax credit project)
        a. Must educate everyone, not just certain people
ix. Chair thanks Ms. Johnson for speaking and invites her to partner more closely with the HRC; agrees there are many things the public is not aware of
    1. Ms. Johnson adds that the community is not just African Americans anymore; there are other ethnicities and backgrounds (6 or 7 languages)
    2. The language barrier is a big problem in public housing
    3. IRC families in every corner of public housing
    4. Chair says Commission is working on making HRC documents more accessible in terms of language availability and plain language
x. Vice-Chair asks who Mr. Sales is
    1. Shelby answers John Sales is the Executive Director of the Charlottesville Redevelopment and Housing Authority; has been there a little over a year
    2. Vice-Chair recognizes Mr. Sales for what he has been trying to do in fixing maintenance issues
    3. Wishes City could put more pressure on developers who decide they are not going to put affordable housing in place
    4. Likes Ms. Johnson's idea of the parallel track
    5. Wishes individuals had more opportunity for upward mobility; Charlottesville has a small middle class
        a. Shelby adds that for many residents, public housing is the key to upward mobility because it is reflective of their income
        b. Starting to think about the future of Midway Manor now and including residents in that process is a good idea
    6. Commissioner says the HRC has the power to bring recommendations to the highest governmental body in the City

b. John Sales
    i. Open to listening to concerns about public housing and housing with vouchers
    ii. 376 public housing units, but over 400 vouchers out on the street, so total capacity is much higher
        1. Can put sanctions on landlords to restrict them from leasing up a voucher in other units they may own
    iii. Has been in contact with Todd; is also open to speaking at a future HRC meeting
c. Joy Johnson
    i. Highlights the 12 women at South 1st St who took the time to learn about

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zoning, critical slopes, site plans, etc.
    1. The public should know about all of these housing and infrastructure issues
    2. Suggests these women should be invited so they can explain to the Commission what they have learned
ii. Emphasizes that housing is a human right, and the City has not committed to defining what “affordable housing” is
iii. Commissioner agrees that he would like to see the City’s definition of affordable housing (the City as a whole, not just City Council)
iv. Victoria adds that Mariah, another LAJC attorney, has delved more deeply into the City’s plans
    1. There is no clear definition of affordable housing here; definitions vary in different City documents
    2. Shelby supports the idea of the Commission pushing the City for a clear definition
v. Commissioner says HRC is planning its annual retreat, and the Commission will take the information from this meeting to the retreat
vi. Chair says that the Commission intends to come up with a handful of issues to keep pressing Council about
    1. Will find people on Council to help HRC press for certain issues
    2. Had plan for Midway Manor to be represented at the meeting tonight; technology did not work out, but credits team who was able to talk previously with Midway Manor residents
    3. OHR staff adds that there is a discussion to be had about housing and homelessness and what other supports people need, like with mental health and substance use
    4. There has been a series of listening sessions that Ashley Reynolds-Marshall has been hosting with many people in the housing provider and homelessness services provision realms
        a. There will be another summit about action items
vii. Commissioner adds that she hopes the Commission will be attentive to the zoning process that is soon occurring
    1. Legislative changes are a long-term goal, but in the present, the Commission can have a say in zoning plans
    2. New zoning will allow for not having to rely on proffers; the City can enforce the type of housing built
    3. Urges making sure the voice of the HRC is keeping conversations on track

d. Chair summarizes the main themes of tonight's meeting: zoning, educating the public, partnerships of power
    i. Will continue these conversations, especially in deciding on issues during the annual retreat

4. ADJOURN

a. Meeting adjourned at 7:17 pm

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Attachment 4

Office of Human Rights
Todd Niemeier Monthly Staff Report
March 2022

Service Provision Data:

- Complete data entered through February 2022. Partial data entered for March 2022.
  - Data for open and closed inquiries and complaints has been updated.
  - Lily Gates, OHR Intern, continues to take the lead on data entry – Thanks, Lily!

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Open office days in the month	*22*	*20*	*21*	*22*	*23*	*20*	*22*	*22*	*20*	*23*	*19*	*18*	252
Total Incoming & Outgoing Contacts	297	184	8	0	0	0	0	0	0	0	0	0	**489**
Total Incoming Contacts	214	152	7	0	0	0	0	0	0	0	0	0	**373**
Average Incoming & Outgoing Contacts/Day	14	9	0	0	0	0	0	0	0	0	0	0	**2**
Average Incoming Contacts/Day	10	8	0	0	0	0	0	0	0	0	0	0	**1**
Referrals from Sin Barreras	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Contacts in Spanish	3	3	0	0	0	0	0	0	0	0	0	0	**6**
Total Staff Follow-ups (Outgoing)	34	23	1	0	0	0	0	0	0	0	0	0	**58**
Total Third-Party Contacts (Outgoing)	49	9	0	0	0	0	0	0	0	0	0	0	**58**
Total Client Follow-ups (Incoming)	146	103	6	0	0	0	0	0	0	0	0	0	**255**
Total Third-Party Contacts (Incoming)	55	29	0	0	0	0	0	0	0	0	0	0	**84**
Total General Contacts (Incoming)	8	17	1	0	0	0	0	0	0	0	0	0	**26**
Total New Inquiries (Incoming)	4	3	0	0	0	0	0	0	0	0	0	0	**7**
Total New Complaints (Incoming)	1	0	0	0	0	0	0	0	0	0	0	0	**1**
Total Allegations (Both I&C)	1	0	0	0	0	0	0	0	0	0	0	0	**1**
Total I&C: Locality - Cville	4	2	0	0	0	0	0	0	0	0	0	0	**6**
Total I&C: Locality - Albemarle	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: Locality - Other or Not Specified	1	1	0	0	0	0	0	0	0	0	0	0	**2**
Total Inquiries: P.A. - Employment	1	2	0	0	0	0	0	0	0	0	0	0	**3**
Total Inquiries: P.A. - Housing	2	1	0	0	0	0	0	0	0	0	0	0	**3**
Total Inquiries: P.A. - Public Accommodation	1	0	0	0	0	0	0	0	0	0	0	0	**1**
Total Inquiries: P.A. - Credit	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Inquiries: P.A. - Private Education	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Inquiries: P.A. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Complaints: P.A. - Employment	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Complaints: P.A. - Housing	1	0	0	0	0	0	0	0	0	0	0	0	**1**
Total Complaints: P.A. - Public Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	**0**

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Total Complaints: P.A. - Credit	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Complaints: P.A. - Private Education	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Complaints: P.A. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total employment discrimination allegations	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Employment allegations in Charlottesville	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Employment allegations in Albemarle Co.	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Emp. allegations in Cville referred to EEOC	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Emp. allegations in Alb. Co. ref. to EEOC	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total housing discrimination allegations	1	0	0	0	0	0	0	0	0	0	0	0	**1**
Housing allegations in Charlottesville	1	0	0	0	0	0	0	0	0	0	0	0	**1**
Housing allegations in Albemarle	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total public accommodation discrimination allegations	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Public accommodation allegations in Cville	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Other (Unprotected) activity allegations	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Age	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Disability	2	0	0	0	0	0	0	0	0	0	0	0	**2**
Total I&C: P.C. - Marital Status	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - National Origin	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Pregnancy	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Childbirth or Related Medical Conditions	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Race	0	1	0	0	0	0	0	0	0	0	0	0	**1**
Total I&C: P.C. - Color	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Religion	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Sex	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Gender Identity	0	1	0	0	0	0	0	0	0	0	0	0	**1**
Total I&C: P.C. - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Source of Funds	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Not specified	3	0	0	0	0	0	0	0	0	0	0	0	**3**
Total I&C: P.C. - Other (Unprotected)	0	1	0	0	0	0	0	0	0	0	0	0	**1**
Total Counseling Contacts	5	7	1	0	0	0	0	0	0	0	0	0	**13**
Total Employment Counseling	1	0	0	0	0	0	0	0	0	0	0	0	**1**
Total Housing Counseling	3	6	1	0	0	0	0	0	0	0	0	0	**10**
Total Public Accommodation Counseling	0	1	0	0	0	0	0	0	0	0	0	0	**1**
Total Credit Counseling	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Private Education Counseling	0	0	0	0	0	0	0	0	0	0	0	0	**0**

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Total Other (Unprotected) Counseling	1	0	0	0	0	0	0	0	0	0	0	0	**1**
Total Contacts resulting in Referrals	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Referrals to CSRAP	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Referrals to LAJC	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Referrals to CVLAS	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Referrals to PHA	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Referrals to EEOC	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Referrals to DPOR	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Referrals to Other	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Age	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Disability	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Marital Status	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - National Origin	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Pregnancy	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Childbirth or R.M.C.	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Race	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Color	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Religion	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Sex	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Not specified	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Age	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Disability	1	0	0	0	0	0	0	0	0	0	0	0	**1**
Total Housing Complaints: P.C. - Marital Status	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - National Origin	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Pregnancy	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Childbirth or R.M.C.	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Race	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Color	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Religion	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Sex	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	**0**

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Total Housing Complaints: P.C. - Source of Funds	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Not specified	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Age	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Disability	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Marital Status	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - National Origin	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Pregnancy	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Childbirth or R.M.C.	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Race	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Color	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Religion	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Sex	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Not specified	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Open Inquiries													5
Total Closed Inquiries													2
Total Dismissed Inquiries													0
*Total Open Complaints**													1
Total Closed Complaints													0
Total Dismissed Complaints													0
Primary Service: Appointment Set-up	3	3	0	0	0	0	0	0	0	0	0	0	**6**
Primary Service: Clerical Assistance	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Primary Service: Counseling	5	7	1	0	0	0	0	0	0	0	0	0	**13**
Primary Service: Event Information	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Primary Service: Investigation Activity	16	1	0	0	0	0	0	0	0	0	0	0	**17**
Primary Service: Information	269	168	7	0	0	0	0	0	0	0	0	0	**444**
Primary Service: Mediation Related Services	4	5	0	0	0	0	0	0	0	0	0	0	**9**
Primary Service: Outreach Coordination	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Primary Service: Public Hearing	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Primary Service: Volunteer Coordination	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Primary Service: Helpline - COVID Response	0	0	0	0	0	0	0	0	0	0	0	0	**0**

** "Total Open Complaints" only reflects complaints opened in the current year. Complaints filed in years prior may still be open but not included in this figure.*

Administrative Tasks:

- Hiring process: Community Outreach & Administrative Specialist
    - Offer of hire accepted: pre-employment screening pending
- Amendments to Charlottesville Human Rights Ordinance for FHAP substantial equivalence under review
    - No additional steps taken this month
    - Pending follow up for HUD includes the following:
        - Clarifying the federal vs. state definitions and standards for reasonable vs. probable cause
        - Clarifying whether federal timeframes are business days or calendar days for continuity throughout ordinance
        - Clarifying whether housing enforcement procedures can include separate language that distinguishes "rendering a determination" vs. "filing a charge," given that Council must pass the ordinance prior to HUD's approval of FHAP status and likely before Council will fund adequate staffing in the City attorney's office to accommodate filing civil actions
    - There is a clear need to think carefully about the staffing required in both the OHR and City Attorney's Office and how that will be funded before we enter into the FHAP agreement
- No new work on FEPA agreement, as FHAP process take precedence
    - Recall that the FHAP agreement provides substantial opportunities and resources to expand and improve the OHR, whereas the FEPA increases workload with insufficient support to increase staffing or training

Reporting:

Report	Status
CY2020 HRC & OHR Annual Report	Draft completed and included in agenda packet for Commission review
CY2021 Department Scorecard	Not yet initiated
CY2021 HRC & OHR Annual Report	Not yet initiated

Active Cases of Discrimination:

Case #	Protected Activity	Protected Class(es)	Status
2020-2	Housing	Race	Complainant referred to LAJC for legal counsel pro bono program.
2021-2	Employment	Race	Awaiting signature on settlement agreement from complainant.
2021-4	Employment	Sex	Investigation in progress.
2021-5	Employment	Sexual Orientation, Race	Investigation in progress.
2021-11	Housing	Disability	Respondent agreed to mediate. Complainant agreement pending.
2021-12	Housing	Disability	Unable to reach complainant following complaint submission.
2022-1	Housing	Disability	Currently in mediation.

Outreach:

- Service Provision
  - Midway Manor
    - Property manager has left
    - Property owner is working with CRHA to develop a plan to finance building renovations and stated a public commitment to long-term subsidy renewal
    - OHR submitted a resident petition to owner and property manager requesting an in-person meeting
      - Property management responded that they would notify residents that a meeting would be scheduled
  - Community-based Recovery and Support Advisory Board
    - **Outreach opportunity: Friday, March 25, 3:00pm to 5:00pm, Riverside public housing**
      - **Commissioners are encouraged to attend, assist with community clean-up, and meet with residents**
- Education & Awareness
  - On hold due to staff capacity
- Facilitation & Leadership
  - Public Housing Association of Residents – Residents for Respectful Research (RRR)
    - OHR Director continues to serve on the advisory board to provide input and guidance, as requested
    - R3 Reviewers currently in training with R3 Coordinator
  - Affordable Housing
    - Thomas Jefferson Planning District Commission (TJPDC) awarded $250K Virginia Eviction Reduction Program (VERP) implementation grant
      - OHR Director sits on advisory panel to the implementation grant
      - First quarter meeting March 30, 2022
    - Piedmont Housing Alliance has opened the Financial Opportunity Center and Housing Hub
      - VERP funding to hire housing navigator and landlord relations coordinator
    - UVA Equity Center Virginia Housing Justice Atlas Advisory Group
      - Multi-partner group working in collaboration with RVA Eviction Lab to collect data on evictions
      - May be a good source of information for future advocacy regarding right to counsel
  - CRHA Resident Services Committee – Neighborhood Crisis Intervention sub committee
    - Continued monthly and sometimes bi-monthly meetings to develop a potential alternative, peer-supported crisis intervention system that can supplement and support clinical services and can intervene in lieu of ECO/TDO system
  - Support for People Experiencing Homelessness
    - DCM for REDI coordinated a series three meetings to gather input from community members and local service providers to gather information about priorities for addressing the needs of people experiencing homelessness in the community
      - Pending follow-up with meeting facilitators to plan next steps
    - OHR staff invited to participate in meeting arranged by TJACH with individuals experiencing homelessness to recently submitted an open letter (see attached) requesting dialogue with service providers to address shortcomings in the local support system
      - **Meeting scheduled for Tuesday, 3/15 at 10:00 AM in the Swanson Case Room in the Central Library**
      - OHR Staff will be in mandatory investigator refresher training with the EEOC and cannot attend. **Commissioners are encouraged to attend.**

Homeless Petition for Housing

To the Haven, Pacem, TJACH, United Way, 29 News, Charlottesville City Council, C-VILLE Weekly, Office of Human Rights, Region 10, Charlottesville Social Services, Social security, ACLU of Charlottesville, NAACP of Charlottesville

RECEIVED
FEB - 9 2022
CITY MANAGER'S OFFICE

Statement of Facts:

- We the undersigned petitioner make the following statement of facts in support of our request for housing from frigid temperatures and to be removed as the most high risk to the COVID-19 pandemic.

RECEIVED
FEB - 9 2022
CITY MANAGER'S OFFICE

Facts:

1. We all currently reside in Charlottesville, Virginia.
2. We all have been homeless at least a year or longer.
3. We all are community guests of the Haven.
4. Most or all of us have either physical or mental health problems.
5. We all seek immediate and consistent housing which we are not being afforded by claimed community resources.
6. We are all subject to sickness or death if not helped; therefore we the foregoing undersigned petitioners request immediate and consistent housing.

Undersigners:

Thomas Jackson / Thomas Jackson
Michael Obey / Michael Obey
Mark Phillips / Mark Phillips
Danny Wright
Tiffany Chambers / Tiffany Chambers
Velvia Inman / Velvia Inman
Matthew Hill / Matthew Hill
Joe Crull / Joe Crull
Josie Hooper / Josie Hooper

(illegible)
Charlie Woodruff
Daniel Wright Daniel Wright

Wendy Spencer

Daniel Ficito Daniel Ficito

Jessie Wolfe Jessie Wolfe

Clint Nicholson, Clint Nicholson

Steve Faulkner Steve Faulkner

David D. Patton

Jordan Hall

Jerry Stotts

Ateeba D. Morton Ateeba D. Morton

Garrett V. Banks (JR)

Frank Keesee

Certificate of Services

We the undersigned petitioners of the petition for the Homeless Petition of Housing, Hereby certify that a true and accurate copy of this petition was mailed or hand delivered to the following organizations on the [redacted] day of [redacted] 1-28-2022

Haven – 112 West Market St. Charlottesville, VA 22902

Pacem - P.O. Box 14, Charlottesville, VA 22902

TJACH – PO Box 34 Charlottesville, Virginia 22902

United Way - 200 Garrett St Suite I, Charlottesville, VA 22902

29 News – 503 E. Market St. Charlottesville, VA 22902

Charlottesville City Council – 605 E Main St, Charlottesville, VA 22902

C-VILE Weekly – 308 E Main St, Charlottesville, VA 22902

Office of Human Rights – 106 5th St NE, Charlottesville, VA 22902

Region 10 - 800 Preston Ave, Charlottesville, VA 22903

Charlottesville Social Services - 120 7th St NE, Charlottesville, VA 22902

Social Security - 1470 Pantops Mountain Pl, Charlottesville, VA 22911

ACLU of Charlottesville - 401 McIntire Rd, Charlottesville, VA 22902

NAACP of Charlottesville - 703 Concord Ave, Charlottesville, VA 22903

Thank you for your time in this matter,

Thomas L. Jackson / Thomas L. Jackson

Clint W. Nicholson,

Attachment 5

RULES AND PROCEDURES OF THE HUMAN RIGHTS COMMISSION

CITY OF CHARLOTTESVILLE, VIRGINIA

The Human Rights Commission, established pursuant to Article XV, Sections 2-430 to 2-443 of the Charlottesville City Code (the Charlottesville Human Rights Ordinance), hereby adopts the following rules and procedures for the execution of its duties and responsibilities thereunder:

1. Composition of the Human Rights Commission

1.1. The Commission membership shall consist of no less than nine members appointed by City Council, and shall be broadly representative of the City's population, with consideration of racial, gender (including gender identity, transgender status, and sexual orientation), religious, ethnic, disabled, socio-economic, geographic neighborhood and age groups within the City.

1.2 Of the members first appointed, at least three shall be appointed for terms of three years, at least three shall be appointed for terms of two years, and at least three shall be appointed for terms of one year. Thereafter members shall be appointed for terms of three years each. Despite the expiration of a member's term, the member shall continue to serve until a successor is appointed by City Council. Any vacancy during a term shall be filled by the City Council for the unexpired portion of that term. Following notice to the member, any member of the Commission may be removed for good cause by a majority vote of City Council.

1.3 Members of the Commission shall serve without compensation, but funds may be appropriated in the City's annual budget for reasonable and necessary expenses to be incurred by Commission in the conduct of its prescribed functions.

2. Officers and Duties

2.1 Officers. The officers of the Human Rights Commission shall be a Chair, a Vice Chair and a Secretary, who shall have the duties set forth below.

2.2 Duties of Officers.

(1) Chair. The Chair shall be elected from the Commission's membership. It shall be the duty of the Chair to execute all documents on behalf of the Commission, to act as liaison between the Commission and the Office of Human Rights and Director of the Human Rights Commission, to cause all resolutions, approvals and other actions of the Commission to be executed or carried out, to determine that all matters delegated to the Commission by state statute, city ordinance, or at the instance of the City Council are properly brought before the Commission.

(2) Vice Chair. The Vice Chair shall be elected from the Commission's membership, and shall exercise the powers and perform the duties of the Chair during the absence, disability or disqualification of the Chair.

(3) Secretary. The Director of the Human Rights Commission shall be the Secretary of the Commission. The Secretary shall not be a member of the Commission, and shall have no right to vote. It shall be the duty of the Secretary to keep minutes of the Commission's proceedings in accordance with the requirements of the Virginia Freedom of Information Act ("FOIA") and any other applicable provisions of law; to give notices required by law or these bylaws; to prepare, in consultation with the Chair, the agenda for all meetings of the Commission; to be custodian of and maintain the Commission's public records and other records, as required in the performance of its duties and functions; to inform the Commission of correspondence relating to the business of the Commission and to respond to such correspondence unless responsibility is otherwise assigned by the Chair; to act as liaison with the City Manager, City departments and agencies, and to execute on behalf of the Commission any documents requiring the signature of the Secretary. In the event the Secretary is absent from any meeting, the Chair presiding at the meeting shall designate an individual to perform the duties of Secretary for that meeting.

2.3 Terms and Vacancies. The term of office for the Chair and Vice Chair shall be for one year. The Chair shall be eligible for reappointment to no more than one additional one year term. Should any vacancy occur among the offices described above, the Commission shall fill that vacancy as promptly as practicable and the individual elected to such office shall serve for the unexpired term of that office.

2.4 Officer Elections Procedures. The Chair shall appoint a nominating committee of no less than three members of the Commission, who shall meet in October of each year to make recommended nominations for the offices of Chair and Vice Chair. The recommended slate will be presented to the full Commission at the December meeting. At the Commission's January meeting of each year, the officer election rules currently in place (attached) may be invoked by any member who wishes to make nominations in addition to the Nominating Committee's recommended slate.

3. Meetings

3.1 Annual Meetings. The Commission shall hold an annual organizational meeting, which shall take place during the first regular meeting of the Commission in the month of January of each year. At the organizational meeting, the members of the Commission shall elect officers, establish its regular meeting schedule, and adopt the work plan for the ensuing year. The Commission may also conduct such other business as shall be placed on the agenda in accordance with the provisions of these bylaws.

3.2 Regular Meetings. Regular meetings shall be held on the third Thursday of each month. The basic order of business will be as set forth in 4.3, following below.

3.3 Special Meetings. Special meetings may be called by the Chair, the Vice Chair in the absence of the Chair, or by any two members, upon written request to the Secretary.

3.4 Work Sessions. Work sessions are special meetings that may be held at the request of the Chair, or the Vice Chair in the absence of the Chair. Work sessions shall be held for the purpose of inquiry and discussion and no official action shall be taken at such meetings.

3.5 Public meetings; exceptions for Closed Sessions. Meetings of the Commission shall be open meetings, as that term is defined within FOIA, except that the Commission may hold closed meetings when authorized pursuant to Va. Code Section 2.2-3711, and upon compliance with the closed meeting procedures and certification requirements set forth within Va. Code Section 2.2-3712.

3.6 Notice of Meetings.

3.6.1. The Secretary shall give notice of all meetings (annual, regular, special and work session) to all members of the Commission, five days prior to such meeting, or, for a special meeting or work session, such other notice as is reasonable under the circumstances. Such notice shall state the time and place of such meetings. With respect to regular meetings and the annual meeting, such notice shall be accompanied by an agenda prepared in accordance with the provisions of these rules and procedures and accompanied by such documentation as may be reasonable to permit the members of the Commission to consider the business which they are called upon to act. With respect to work sessions and special meetings, the notice shall state the purpose of the meeting or the nature of the discussion or inquiry to be undertaken and shall be accompanied by such documentation as may be available and practicable to provide to enable the members of the Commission to thoughtfully consider the business to come before the meeting.

3.6.2. The Secretary shall place notice of the date, time and location of each Commission meeting in a prominent public location at which notices of City Council meetings are regularly posted, and shall also post such notice on the City's website. This public notice shall be posted at least three (3) working days prior to the meeting; however, notice of a special meeting or work session may be given upon fewer than 3 days' notice, if reasonable under the circumstances and if such notice is given contemporaneously with the notice provided to Commission members. At least one copy of all agenda packets and, unless a specific FOIA exemption applies, all materials furnished to Commission members for a meeting, shall be made available for public inspection in the office of the Director/ Secretary at the same time such documents are furnished to the Commission.

3.6.3. For the purposes of this section, and as used throughout these rules and procedures, the term "notice" shall mean and include any format within the definition of a "public record" set forth in FOIA, at Virginia Code Sec. 2.2-3701.

4. Conduct of Meetings.

4.1 Quorum. A majority of currently serving Commissioners ("quorum") must be in attendance at a meeting of the Commission in order for business to be legally transacted. Except as expressly provided in Virginia Code Section 2.2-3708(G) or 2.2-3708.1, the Commission shall not conduct a meeting where its business is discussed or transacted through any means of communication where the members are not physically assembled.

4.2 Procedure. All meetings of the Commission shall be conducted in accordance with Martha's Rules of Order as amended and adopted by the Commission on February 20, 2020. ~~Roberts' Rules of Order (Newly Revised) as applicable to small boards.~~ The Chair of the Commission, or in his or her absence, the Vice Chair, or in the absence of both, the person having been designated by the Chair as parliamentarian shall preside at meetings of the Commission.

4.3 Proceedings. At any meeting of the Commission, the Commission may hear, review, discuss and act upon, and otherwise transact business related to, any matters within its role, and within the scope of its duties and responsibilities, as described within the Charlottesville Human Rights Ordinance. At any regular meeting and annual meeting of the Commission, the order of business to come before the meeting shall be as expressed on the agenda sent out with the notice of the meeting provided, however, the presiding officer, with the consensus or affirmative vote of a majority of the Commissioners, may change the order of business on the agenda for any reason, or may add a matter to the agenda.

4.4 Voting. All business transacted by the Commission shall be authorized by a vote of the majority of members present and voting taken at a lawful meeting conducted in accordance with these rules and procedures. At all meetings of the Commission, each member present shall be entitled to cast one vote providing there is a physical quorum. A decision on whether to hold a public hearing on a complaint of an unlawful discriminatory practice shall not be valid unless authorized by a majority of the full Commission members. No vote of the Commission shall be taken by secret or written ballot. A member may vote by telephone or other electronic communication means as expressly authorized by FOIA Section 2.2-3708.1.

4.5 Committees. The Commission may, in its discretion, delegate any of its duties or responsibilities to a panel of not less than three Commissioners. Any such panel shall constitute a committee of the Commission, which shall transact the delegated business of the Commission following the same rules, procedures and meeting requirements applicable to the Commission, except it shall not be authorized to vote on any matter. Rather, any such committee shall bring its recommendations to the full membership of the Commission for a vote in accordance with these rules. No such committee may include individuals who are not members of the

Commission; however, the Commission may appoint advisory committees or form task forces which may include individuals who are not members of the Commission.

4.5.1 Ad hoc Committees. The Chair may recommend the formation of Ad hoc Committees for the purpose of addressing specific issues of concern to the Commission or to develop and implement projects approved by the Commission. ~~Standing Committees. The following standing committees of the Commission have been formed by resolution in accordance with these rules and meet regularly as follows:~~

~~Administrative Matters Committee~~

~~Community Engagement Committee~~

~~Age, Disability, and Religious Discrimination~~

~~Committee Race Discrimination Committee~~

~~Sex Discrimination Committee~~

The Chair of the Commission appoints members of each Ad hoc Committee ~~standing committee~~ and a Chair of each committee is selected from committee members. Commission staff is responsible for assisting Committee chairs with setting Committee meeting agendas and preparing Committee reports for presentation to the full Commission during its regular meetings.

5. Conflicts of Interest.

5.1 All members of the Human Rights Commission are subject to the Virginia State and Local Government Conflict of Interests Act (Va. Code 2.2-3100 et seq.) ("COIA") and are required to read and familiarize themselves with the provisions of COIA.

5.1.1. In the event that any member shall have a "personal interest in a transaction" as defined by Va. Code Section 2.2-3101, in a matter before the Commission, the member shall be required to make a declaration of such interest before participating in the transaction, and the member may be required to disqualify himself from participating in the transaction. The member's obligations in a given situation shall be determined in accordance with Va. Code Section 2.2-3112. It is the obligation of each member to ascertain whether he or she has a personal interest in a transaction, and to take action in accordance with Va. Code 2.2-3112 immediately upon concluding that a personal interest does exist; however, the issue of personal interests of a commission member may also be raised by other members or by individuals who are not members.

Any member of the Commission may request an advisory opinion from the Commonwealth's Attorney or the City Attorney or his or her representative, as to whether a personal interest exists and, if so, what are the Commissioner's obligations under COIA. An opinion of the Commonwealth's Attorney or the City Attorney shall have the effect specified in Va. Code Sec. 2.2-3121.

5.1.2. Every declaration and disqualification required pursuant to COIA shall be reflected in the public records of the Commission for a period of five (5) years, in the office of the Director/ Secretary.

5.1.3. In the event of a disqualification, the disqualified member shall be prohibited from (i) attending any portion of a closed meeting when the matter in which he or she has a personal interest is discussed, and (ii) discussing the matter in which he or she has a personal interest with other members of the Commission, with the Director, or with other officers or employees of the City government, at any time.

5.1.4. At all times, Commission members shall conduct themselves and the Commission's business in accordance with all applicable requirements of COIA, including those provisions not specifically referenced within these rules and procedures.

6. Community Participation

6.1 Public notice. Public notice of all meetings of the Commission will be provided as set forth in 3.6, above. In addition, the Commission may direct the Secretary to give additional or special notice, or advertise or announce specific matters before the Commission, as the Commission may deem appropriate.

6.2 Public Participation. At the beginning and at the end of each of its open meetings the Commission will receive public comment in accordance with City Council's "Rules for Public Participation," which Rules are hereby adopted and incorporated by reference within these rules and procedures, as rules of the Commission.

7. Amendments.

These bylaws, rules and procedures may be amended by vote of a majority of the Commission at any meeting provided, however, notice of such proposed amendment shall be given to each member of the Commission in writing at least five days prior to such meeting.

AMENDMENTS

Charlottesville Human Rights Commission Policy on Individual Participation in Meetings by Electronic Means under §2.2-3708.1 of the Virginia Code
Administrative Policy No. 1: Approved May 21, 2015

I. **Policy Statement:** It is the policy of the Charlottesville Human Rights Commission (CHRC) that individual members of the CHRC may participate in meetings of the Commission by electronic means as permitted by Virginia Code §2.2-3708.1.

II. **Eligibility:** This policy shall apply to the entire membership of the CHRC and without regard to the identity of the member requesting remote participation or the matter considered or voted on at the meeting.

A. ***Emergency/Personal Absence:*** Members unable to attend the meeting due to an emergency or personal matter qualify under this policy provided that the individual can identify with specificity the nature of the emergency or personal matter, the public body holding the meeting the meeting records in its minutes the nature of the emergency or personal matter, and the remote location from which the member participate is identified in the minutes.

B. ***Disability Absence:*** Members of a public body unable to attend the meeting due to a medical condition qualify under this policy provided that the individual notifies the chair of the public body that such member cannot attend a meeting due to a temporary or permanent disability or other medical condition that prevents the member's physical attendance, the public body records this, and the remote location from which the member participates is identified in the minutes.

III. **Quorum Required:** Whenever an individual member wishes to participate from a remote location, a quorum of the CHRC must be physically assembled at the meeting location, and arrangements will be made for the voice of the remote participant to be heard by all persons at the meeting location.

IV. **Meeting Procedures:** The reason that the member cannot attend the meeting and the remote location from which the member participates will be recorded in the meeting minutes. When such individual participation is due to an emergency or personal matter as designated in section II A above, such participation is limited to two meetings or 25 percent of the meetings of the CHRC per member each calendar year, whichever is fewer.

V. **Approval Process:** Individual participation from a remote location shall be approved by the Chair of the CHRC, unless such participation would violate this policy or the Virginia Freedom of Information Act (FOIA).

VI. **Challenges:** If a member's participation from a remote location is challenged, then the Commission members present shall vote whether to allow such participation. If the commission votes to disapprove the member's participation because such participation would violate this policy, such disapproval will be recorded in the minutes with specificity.

VII. **General Applicability to Committees:** This policy applies to all committees, subcommittees, and task forces of the CHRC. Where remote participation occurs at a sub-committee or task force the chair of such committee shall assume responsibility for the approval process.

Election of the Chair and Vice-Chair
Adopted March 20, 2014

The Human Rights Commission Rules and Procedures (2.2) provide that a Chair and Vice-Chair shall be annually elected. This is to set forth the customary procedure as modified from the 2013 City Attorney memo regarding the election of Mayor and Vice-Mayor for the City of Charlottesville.

1. The Director will Chair the meeting during the officer elections process.
2. The Director will ask for nominations for the Office of Chair.
3. Only names that are moved and seconded will be placed in nomination. Any Commission member may move or second his or her own name.
4. After one or more persons are nominated and it appears that no one else wishes to make a nomination, the Director will ask if there are any further nominations. If there are no responses, the Director will declare that nominations for the Office of Chair are closed.
5. Commissioners will then vote on the first person nominated for the Office of Chair. A Commission member who is nominated may vote for himself or herself.
6. If a majority of those present and voting affirmatively vote for the first candidate, that person is elected Chair and there is no further voting. If the first candidate does not receive a majority, the Commission will then vote on the second person nominated. If no nominee receives a majority, there will need to be a motion, second and vote on reopening nominations.
7. After a Commissioner is elected as Chair, the same procedure will be followed for the election of Vice-Chair. Following the election of the Vice-Chair, the newly-elected Chair will chair the remainder of the meeting.

Martha's Rules of Order
As adopted by the HRC on February 20, 2020

1. The proposal is presented. Clarifying questions are taken.
    a. Proposal should always be in writing.
2. Friendly amendments are offered. Discussion is allowed only on the amendments.
    a. Amendments should be prepared in advance when possible.
3. Speakers in favor of the proposal present their views.
    a. This is not a time for debate.
    b. Time limits should be set and enforced.
4. Speakers in opposition to the proposal present their views.
    a. This is not a time for debate.
    b. Time limits should be set and enforced.
5. General discussion and/or debate OR small group discussion time on the proposal is allowed.
    a. Time limit on discussion is set by the group.
    b. Facilitator helps group identify key issues.
    c. Motion to table or refer is in order and requires ¾ vote.
6. First vote is taken.
    a. People vote
        i. In favor of the proposal, or
        ii. Can live with the proposal, or
        iii. Opposed to the proposal.
    b. If a majority of those present votes "in favor" or "can live with," proceed to Step 8.
    c. If less than a majority of those present votes "in favor" or "can live with," proposal dies.
7. Those voting in opposition are allowed to state their objections and concerns.
    a. No discussion is allowed, only clarifying questions.
8. The second vote is taken as in Step 6.
    a. It takes a majority of those present to override objections and pass the proposal.

Attachment 6

CITY OF CHARLOTTESVILLE, VIRGINIA
MEMO TO CITY COUNCIL

Date Submitted: TBD

Contacts: Jessica Harris, Chair, Human Rights Commission
Todd Niemeier, Director, Human Rights Commission

Title: CY2020 Annual Report – Human Rights Commission & Office of Human Rights

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Introduction

The Charlottesville Human Rights Commission, in partnership with the Office of Human Rights, acts as a strong advocate for justice and equal opportunity by providing citywide leadership and guidance in the area of civil rights.

The Charlottesville Human Rights Ordinance (Chapter 2, Article XV of the Code of the City of Charlottesville), outlines the roles, duties, and responsibilities of the Human Rights Commission (HRC) and the Office of Human Rights (OHR). Per Sec. 2-433 of the Charlottesville Human Rights Ordinance, prior to the passage of the amended Ordinance on February 1, 2021, it is the role of the HRC and OHR to:

(a) Identify and review policies and practices of the City of Charlottesville and its boards and commissions and other public agencies within the City and advise those bodies on issues related to human rights issues.

(b) Collaborate with the public and private sectors for the purpose of providing awareness, education and guidance on methods to prevent and eliminate discrimination citywide.

(c) Assist individuals who believe they are the victim of an act of unlawful discrimination within the City.

(d) Make recommendations regarding the City's annual legislative program, with an emphasis on enabling legislation that may be needed to implement programs and policies that will address discrimination.

As required by Sec. 2-441. of the Charlottesville Human Rights Ordinance, the following report provides an overview of the work of the HRC and OHR during calendar year 2020 (CY2020.

CY2020: HRC Detailed Overview

CY2020 was a year of transition and growth for the HRC. With the departure of long-time HRC Director and OHR Manager Charlene Green at the end of February, the HRC was tasked with thinking about the future of the HRC under new direction and within the context of the proposed Police Civilian Review Board (PCRB) and Office of Racial Equity, Diversity, and Inclusion (REDI). In March, the COVID-19 pandemic closed City offices and halted all City Boards and Commissions meetings until June. When in reconvened via virtual meetings in June, the HRC focused on implementing the goals it identified at its retreat in February and on preparing for a work session with City Council to discuss the future of the OHR. While the work session with City Council never took place, the Commission presented a CY2019 annual report detailing recommendations for the future of the OHR.

During the HRC's annual retreat on February 3, 2020, Commissioners identified the following areas of focus for 2020:

1. Letters of Support
    a. Continue to write letters of support coupled with a better understanding of the supported groups
    b. Grounded in the background work of the HRC
2. Motivate City Council and the City Manager to support the HRC
3. Pursue FEPA status
4. Advocate for response and action the City when providing recommendations
5. Increased public awareness
6. Improved HRC member attendance at meetings
7. Have clear priority City policy issue areas
    a. ADA access for deaf and hard of hearing at City Council
    b. LGBTQ+ employee rights and benefits
    c. Equitable policing
        i. Explore relationship with to the Civilian Review Board
        ii. Explore collaboration with the People's Coalition
        iii. Explore HRC's role in community/police relations
    d. Housing
        i. Potential advocacy around HB6 and HB357
        ii. Explore relationship with the Charlottesville Low-income Housing Coalition
        iii. Explore relationship with the Housing Advisory Committee

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The table below summarizes the specific actions taken by the HRC in CY2020, aligned with the roles defined by Sec. 2-433 and the duties and responsibilities defined by Sec. 2-434 and Sec. 2-435 of the Charlottesville Human Rights Ordinance.

Date	Roles (Sec. 433)	Duties and Responsibilities	Action	Notes
8/20/2020	Sec. 2-433. (a) Identify and review policies and practices of the City of Charlottesville and its boards and commissions and other public agencies within the City and advise those bodies on issues related to human rights issues.	Sec. 2-435 Systemic issues	Recommendations to Council	As part of a proposed work session and CY2019 annual report to City Council, the HRC prepared a draft chart outlining the potential flow of work and dialogue between the HRC, PCRB, and the proposed Office of REDI. (Attachment 1)
8/20/2020	Sec. 2-433. (a) Identify and review policies and practices of the City of Charlottesville and its boards and commissions and other public agencies within the City and advise those bodies on issues related to human rights issues.	Sec. 2-435 Systemic issues	Recommendations to Council	As part of the above referenced proposed work session and CY2019 annual report to City Council, prepared a draft revised job description for the vacant HRC Director/OHR Manager position that included some considerations recommended by local social justice groups. (Attachment 2)
8/24/2020	Sec. 2-433. (b) Collaborate with the public and private sectors for the purpose of providing awareness, education and guidance on methods to prevent and eliminate discrimination citywide.	Sec. 2-434 Community dialogue and engagement.	Letter of Position	The HRC wrote a letter to UVA President Jim Ryan advocating for community safety regarding COVID-19 and students returning to campus. (Attachment 3)

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Date	Roles (Sec. 433)	Duties and Responsibilities	Action	Notes
9/7/2020	Sec. 2-433. (b) Collaborate with the public and private sectors for the purpose of providing awareness, education and guidance on methods to prevent and eliminate discrimination citywide.	Sec. 2-434 Community dialogue and engagement.	Letter of Response	The HRC wrote a letter in response to UVA President Jim Ryan's reply to the HRC previous letter. The HRC encouraged specific actions that UVA could take to ensure community safety during the COVID-19 pandemic. (Attachment 4)
9/17/2020	Sec. 2-433. (d) Make recommendations regarding the City's annual legislative program, with an emphasis on enabling legislation that may be needed to implement programs and policies that will address discrimination.	Sec. 2-435 Systemic issues	Legislative Recommendations	The HRC adopted the attached legislative recommendations to City Council for the 2021 session of the Virginia General Assembly. (Attachment 5)
9/18/2020	Sec. 2-433. (b) Collaborate with the public and private sectors for the purpose of providing awareness, education and guidance on methods to prevent and eliminate discrimination citywide.	Sec. 2-434 Community dialogue and engagement.	Letter of Response	The HRC wrote a letter to several social justice groups after reviewing their list of recommended changes to the Charlottesville Human Rights Ordinance. (Attachment 6)

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Date	Roles (Sec. 433)	Duties and Responsibilities	Action	Notes
10/30/2020	Sec. 2-433. (a) Identify and review policies and practices of the City of Charlottesville and its boards and commissions and other public agencies within the City and advise those bodies on issues related to human rights issues.	Sec. 2-435 Systemic issues	HRC Resolution	The HRC adopted Resolution HR20-1 requesting that City Council take all available action within their legal authority to promote a continued moratorium on evictions resulting from the detrimental impacts of COVID-19 on the local economy. (Attachment 7)
12/17/2020	Sec. 2-433. (a) Identify and review policies and practices of the City of Charlottesville and its boards and commissions and other public agencies within the City and advise those bodies on issues related to human rights issues.	Sec. 2-435 Systemic issues	HRC Resolution	The HRC adopted Resolution HR20-2 outlining the process by which the HRC would recommend to Council that a Commissioner be removed for good cause for engaging in activities that are harmful to the Commission and undermine public trust in the Commission and its duties and responsibilities. (Attachment 8)
12/17/2020	Sec. 2-433. (a) Identify and review policies and practices of the City of Charlottesville and its boards and commissions and other public agencies within the City and advise those bodies on issues related to human rights issues.	Sec. 2-435 Systemic issues	Policy Review & Recommendations	Following the Virginia General Assembly's passage of amendments to state laws, including the Virginia Human Rights Act (Va. Code Title 2.2, Chapter 39) and the Virginia Fair Housing Law (Va. Code Title 36, Chapter 5.1), the HRC held a series of work sessions to draft proposed amendments to the Charlottesville Human Rights Ordinance (Chapter 2, Article XV or the Code of the City of Charlottesville) in order to bring the local ordinance in line with state law and to refine elements of both the HRC's and OHR's duties and responsibilities. The HRC voted to adopt the attached memo and proposed amendments to the Human Rights Ordinance for recommendation to City Council. (Attachment 9)

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CY2020 Summary and Analysis of HRC Work

Roles	Duties and Responsibilities	Summary and Analysis
Sec. 2-433. (a) Identify and review policies and practices of the City of Charlottesville and its boards and commissions and other public agencies within the City and advise those bodies on issues related to human rights issues.	Sec. 2-435 Systemic issues	**Summary** The HRC put a strong focus on planning for the future of the HRC and OHR regarding human rights enforcement, the relationship of the HRC and OHR to other equity-centered City offices and boards, and human rights issues related to the COVID-19 pandemic. **Analysis** The HRC faced barriers to sharing its policy recommendations to with City Department Directors and City Council due to reduction in public meetings caused by the COVID-19 pandemic and the turnover of City leadership, including the loss of the Director of the Human Rights Commission. The HRC prepared materials for a City Council work session to discuss the future of the HRC and OHR within the context of the new PCRB and Office of Equity, Diversity, and Inclusion but was unable to meet with Council in 2020.
Sec. 2-433. (b) Collaborate with the public and private sectors for the purpose of providing awareness, education and guidance on methods to prevent and eliminate discrimination citywide.	Sec. 2-434 Community dialogue and engagement.	**Summary** The HRC's community engagement centered around the human rights impacts of the COVID-19 pandemic, specifically the impact to the community of students returning to the UVA campus and the effect of COVID-19 on housing and evictions. The HRC also dedicated multiple meetings and work sessions with staff to consider and respond to proposals made by community members regarding changes to the Human Rights Ordinance. **Analysis** Despite the restrictions on public meetings, the HRC made efforts to stay engaged with the public through virtual public comment and be being responsive to community inquiries. The HRC has expressed a desire to explore more ways to hear from and engage with the public both in virtual and in-person forums.

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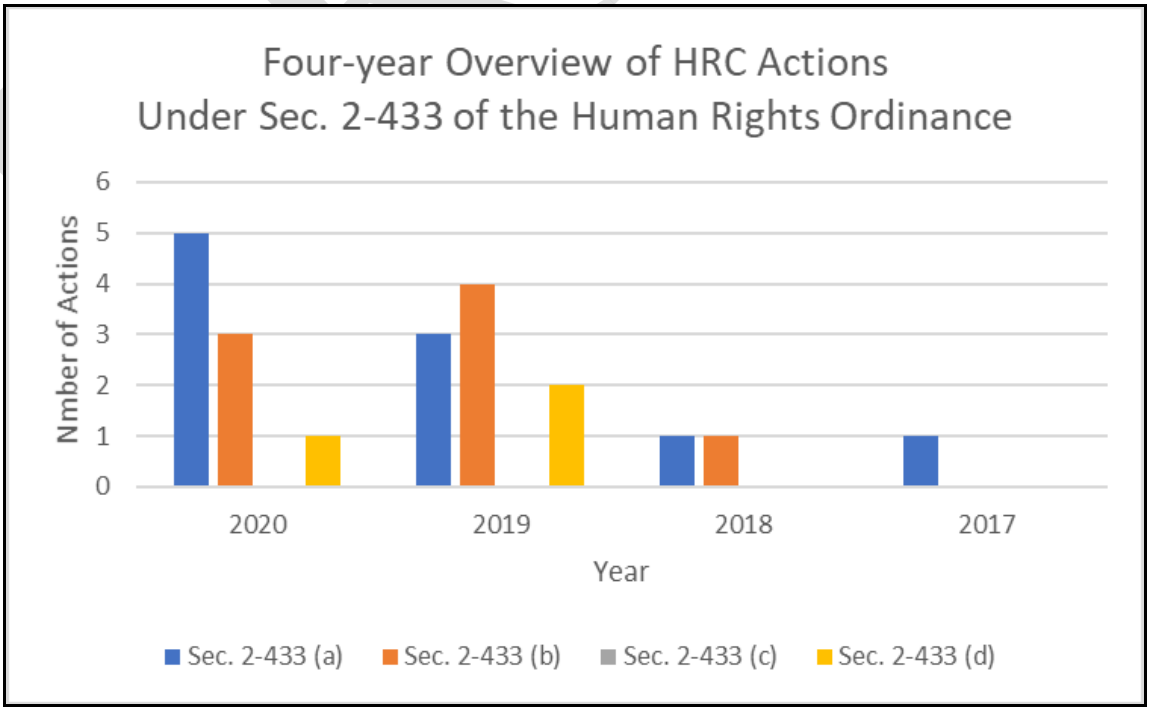
Roles	Duties and Responsibilities	Summary and Analysis
Sec. 2-433. (c) Assist individuals who believe they are the victim of an act of unlawful discrimination within the City.	Sec. 2-439.1 Enforcement authority	**Summary** The HRC has not been called upon to fulfill this role in the last four years. **Analysis** Limitations to enforcement authority may contribute to the lack of discrimination complaints that rise to the level of appeals or public hearings. This could change if Council adopts changes to the Human Rights Ordinance that expand the enforcement authority of the Office of Human Rights to mirror recent changes in state law. While during the annual retreat the HRC expressed as desire to pursue a Fair Employment Practices Agency (FEPA) workshare with the Equal Employment Opportunity Commission (EEOC), the loss of staff and inability to hold a work session with City Council limited forward progress on this objective.
Sec. 2-433. (d) Make recommendations regarding the City's annual legislative program, with an emphasis on enabling legislation that may be needed to implement programs and policies that will address discrimination.	Sec. 2-435 Systemic issues	**Summary** The HRC continued to complete this responsibility with a set of general recommendations **Analysis** The HRC has expressed a desire for more robust action in this role. Better synchronization with the City fiscal and State legislative calendar could increase engagement.



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CY2020: OHR Detailed Overview

In CY2020, the OHR staff included Charlene Green, OHR Manager/HRC Director (through the end of February 2020) and Todd Niemeier, Community Outreach & Investigation Specialist. On March 16, 2020, the Office of Human Rights closed to in-office appointments due to the COVID-19 pandemic, and staff worked remotely for the remainder of 2020, with limited in-person engagement outside the office, as required for individual service work.

The following section provides an in-depth look at the specific work the OHR conducted in 2020. Within the Human Rights Ordinance, the OHR's roles, as well as its duties and responsibilities, are not separated from those of the HRC. The OHR supports the HRC in its work to fulfill its roles as defined by Sec. 2-433 of the Human Rights Ordinance. The OHR is however the primary body that upholds **Sec. 2-434. Duties and responsibilities – Community dialogue and engagement** and **Sec. 2-437. Duties and Responsibilities – Investigation of individual complaints and issuance of findings.** The following detailed overview summarizes the work of the OHR in these two areas during CY2020.

Community Outreach
(As aligned with Sec. 2-434 of the Human Rights Ordinance)

Community outreach is one of the primary tools used by the OHR to both encourage citizens to report allegations of discrimination and to prevent discrimination from happening in the first place. Systemic change requires major shifts in how society operates. Societal shifts start with individual awareness, education, and a willingness to make change.

The OHR categorizes outreach in three ways:

1. **Service Provision**
2. **Education & Awareness**
3. **Collaboration & Leadership**

Under the leadership of Charlene Green, community outreach was one of the primary strengths of the OHR. Ms. Green's departure, coupled with the COVID-19 pandemic, led to a dramatic decrease in community outreach activity in 2020. The following table provides an overview of the limited community outreach work the OHR was able to complete in 2020. Most outreach activity centered around Collaboration & Leadership, as requested by community groups seeking OHR guidance on issues related to human rights or equity, diversity, and inclusion.

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The chart below summarizes the community outreach activities of the Office of Human Rights in 2020.

Collaborating Groups	Meetings	Outcomes
Charlottesville Albemarle Convention and Visitors Bureau	1	OHR staff met with Executive Director Courtney Cacatian to discuss ideas around the expansion of equity, diversity, and inclusion within the work of the Bureau.
Charlottesville Climate Action Initiative	2	OHR staff met with City staff leading the Charlottesville Climate Action Initiative to offer feedback regarding engaging marginalized populations in future outreach.
Charlottesville Food Justice Network (Large Group)	4	As a member of the planning team, OHR staff helped lead portions of large group meetings of food-focused non-profits and City staff. These meetings mostly focused on the Charlottesville Food Equity Initiative and proposed revisions to City's comprehensive plan to include food equity language.
Charlottesville Food Justice Network (Planning Team)	3	OHR staff served as a member of the planning team and assisted with the group's work to plan the above-mentioned large group meetings and with food justice advocacy in Charlottesville.
Charlottesville Police Foundation	1	OHR staff was invited to hear the Foundation's vision for improving relationships between community members and police and to offer perspectives from the standpoint of human rights.
Code for Charlottesville	8	OHR staff collaborated with staff from People and Congregations Engaged in Ministry (PACEM) to launch a project with Code for Charlottesville to build a web-based, affordable housing navigation tool for local housing navigators to use when assisting individuals in their housing search. OHR staff provided feedback throughout the software development process and connected Code for Charlottesville to housing navigators to vet the product.
Community Based Recovery & Support Advisory Group	9	OHR staff regularly attended these meetings to plan community outreach activities in public and subsidized housing neighborhoods. While direct community outreach was put on hold due to the COVID-19 pandemic, we continued to meet to share cross-organizational updates and information in preparation for future outreach and to update the individual community members whom each organization supports.

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Collaborating Groups	Meetings	Outcomes
Community Climate Collaborative (C3)	1	C3 staff met with OHR staff to discuss community outreach and engagement strategies focused on climate issues. OHR staff shared several community connections with C3 staff and helped make introductions for relationship-building.
CRHA Relocation Committee	1	OHR staff was invited to provide feedback on the CRHA relocation planning for Crescent Halls.
Housing Advisory Committee	1	OHR staff met with a sub-committee of this group to discuss strategies around landlord outreach and relationship-building to improve access to affordable housing.
Housing Hub Discussion Group	2	OHR staff organized a group of local non-profits and government agencies working in the realm of affordable housing to discuss potential ways to develop a centralized housing navigation hub. This effort dovetailed with the work of Code for Charlottesville to create a web-based housing navigation tool.
Public Housing Association of Residents (PHAR) Community Research Review Board Advisory Group	6	OHR staff served on the Community Research Review Board Advisory Group. OHR staff worked with PHAR staff, PHAR Board members, and community members to develop the initial framework for the Community Research Review Board. The intent of this initiative was to create a community-member led body to review graduate level research proposals before research is executed in low-wealth communities. The focus of the work this year was to develop an MOU with UVA and prepare job descriptions and hiring plans for a program coordinator and resident reviewers.
Rivanna Technical Committee	1	This committee contacted OHR staff for input on planning community outreach to inform the future improvements along the Rivanna River corridor. OHR staff shared various community contacts and made recommendations for groups to contact.
Virginia Association of Human Rights (VAHR)	1	OHR staff and one HRC Commissioner remained in contact with VAHR. The VAHR is an organization with representatives from all HRCs and OHRs in Virginia who convene with the purpose of sharing information and practices as relate to the protection of human rights in Virginia. VAHR meetings were limited this year due to the pandemic.
Welcoming Greater Charlottesville (WGC) Task Force	9	OHR staff remains on the WGC Task Force as a liaison with the City and to provide input on ideas for outreach and programing to support refugees and immigrants in Charlottesville.

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Individual Assistance
(As aligned with Sec. 2-437 of the Human Rights Ordinance)

Individual service provision continued throughout 2020 despite the physical closure of the office from March 16 through the end of the year. OHR staff continued to receive individual inquiries and complaints by phone, email, and text throughout the year while primarily working remotely to help prevent the spread of COVID-19. As needed to assist with individual inquiries and complaints, OHR staff continued to meet individual members in the community to deliver documents, gather signatures, and facilitate communication, using CDC-recommended precautions to protect community member health.

Additionally, in the early months of the pandemic, the Charlottesville Department of Human Services approached OHR staff for assistance with answering and responding to calls to the Community Resource Hotline. The Hotline was tasked with providing emergency rent and utility relief, along with other pandemic-related services, in partnership with United Way, the Charlottesville Area Community Foundation, and later the state-funded Rent and Mortgage Relief Program. OHR staff assisted with answering and returning calls, primarily for people who spoke only Spanish. This work accounts for most of the 231 incoming and outgoing contacts conducted in Spanish in 2020.

The following section presents an overview the types of services provided to individuals who contact the OHR for assistance. The OHR Data Dictionary (Attachment 10) defines the terms used in the following data summaries. The OHR 2020 Individual Service Data table (Attachment 11) provides detailed individual service data by month. The following key terms from the data dictionary have been included below for clarity when interpreting the data that follows.

Contact: All walk-ins, appointments, phone calls, text messages, and emails with individuals.

Incoming Contact: Any walk-in, appointment, phone call, text message, or email from an individual seeking assistance from the Office of Human Rights.

Outgoing Contact: All service-related contacts initiated by OHR staff.

Complaint: An incoming contact in which an individual wishes to pursue action regarding an allegation of discrimination that falls within the jurisdiction of the OHR, as defined by the Charlottesville Human Rights Ordinance.

Inquiry: An incoming contact involving services provided to an individual by the Office of Human Rights *and/or* an individual allegation of discrimination that falls outside the jurisdiction of the office, as defined by the Charlottesville Human Rights Ordinance.

Client Follow-up: An incoming contact from an individual who has an open inquiry or complaint.

Staff Follow-up: An outgoing contact in which staff communicates with an individual who has previously contacted the office.

Third-party Incoming: An incoming contact with a person who is a third party to an individual directly involved with an inquiry or complaint.

Third-party Outgoing: An outgoing contact with a person who is a third party to an individual directed involved with an inquiry or complaint. The person directly involved must give verbal or written consent for staff to initiate a third-party outgoing contact.

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General Contact: An incoming contact that involves outreach coordination, event planning, volunteer coordination, or general information.

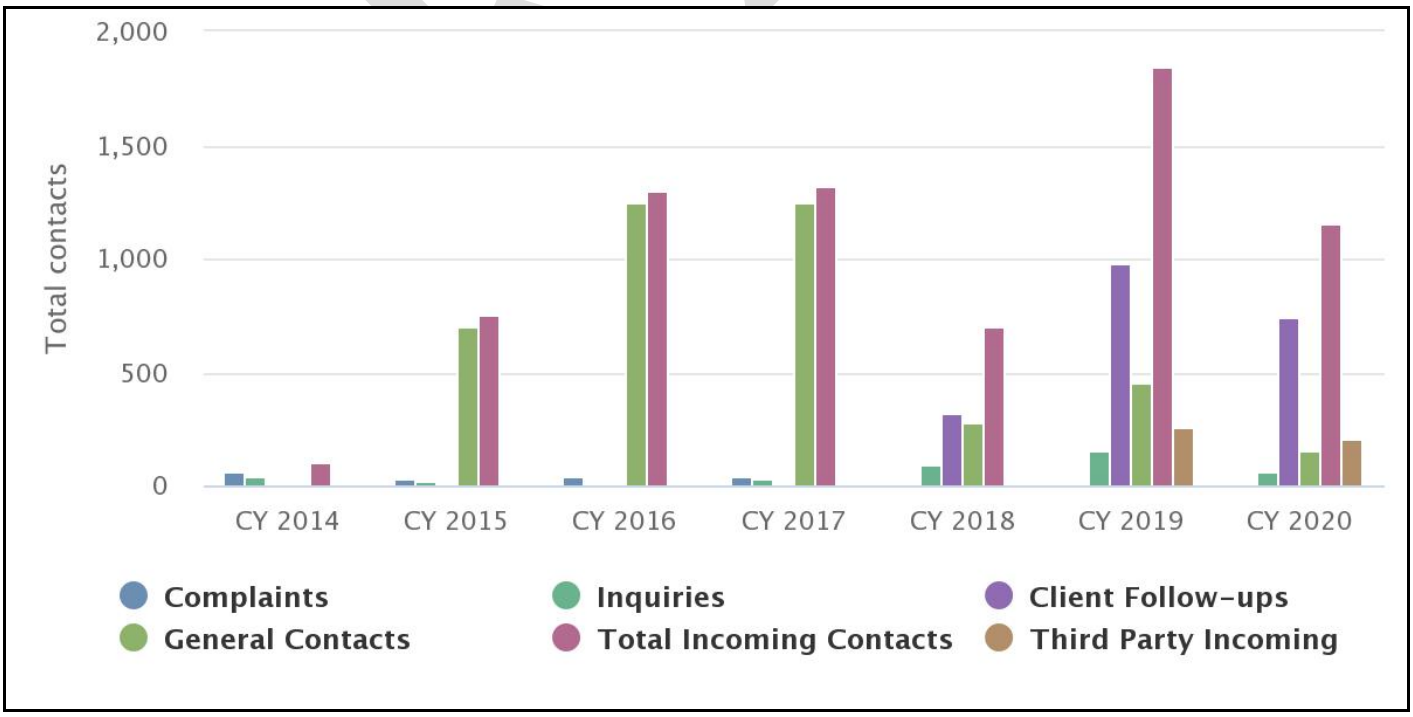
The data presented below can also be found on the Office of Human Rights Department Scorecard. The Department Scorecard is an online reporting platform imbedded in the City website, which displays departmental performance as related to goals within the City's Strategic Plan.

Total Incoming Contacts

During CY2020, the OHR received the following incoming contacts.

Contact Type	Total Number
Total Incoming Contacts	1,160
New Complaints	2
New Inquiries	63
Client follow-ups	739
General Contacts	154
Third Party Incoming	202

The bar chart below shows the CY2020 contact data in relation to that of previous years. Data from prior to CY2018 was reanalyzed and redistributed into the contact categories listed above, for ease of comparison. The data pertaining to CY2014 Complaints was reviewed by jurisdiction and those contacts listed as Complaints that fell outside the jurisdiction of the OHR were reclassified as Inquiries. While contacts decreased overall between CY2019 and CY2020, it is notable that the total incoming contacts in CY2020 was only 690 fewer, despite the office being physically closed for nine and a half months of the year. This data corresponds to Measure 1.1 in the Department Scorecard.



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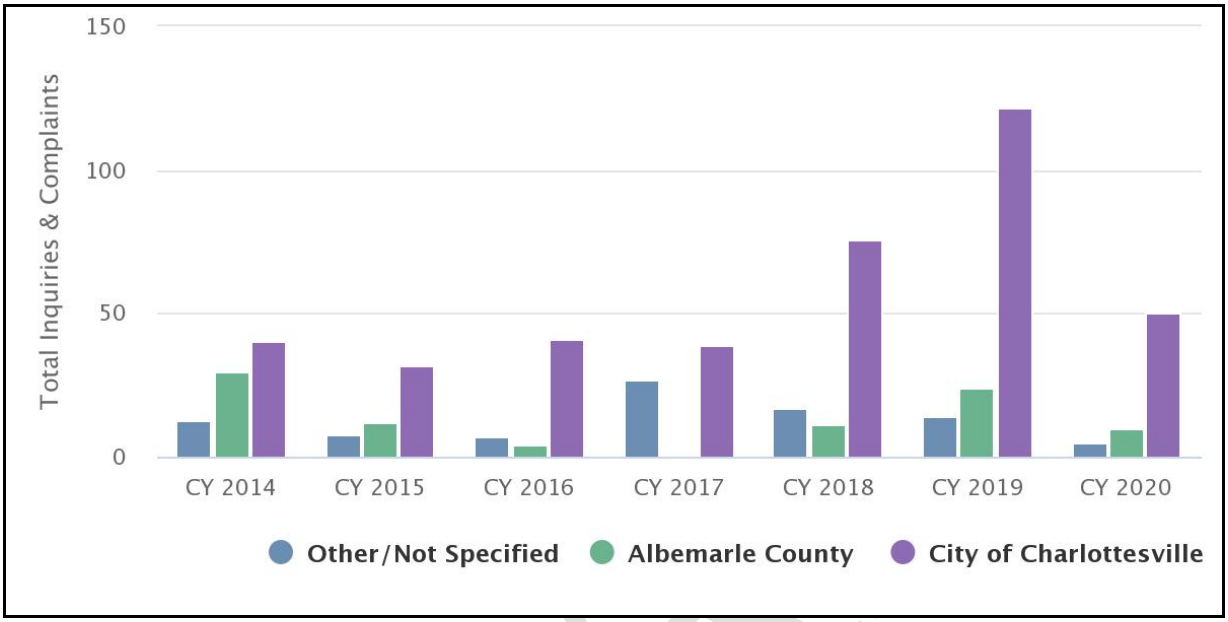
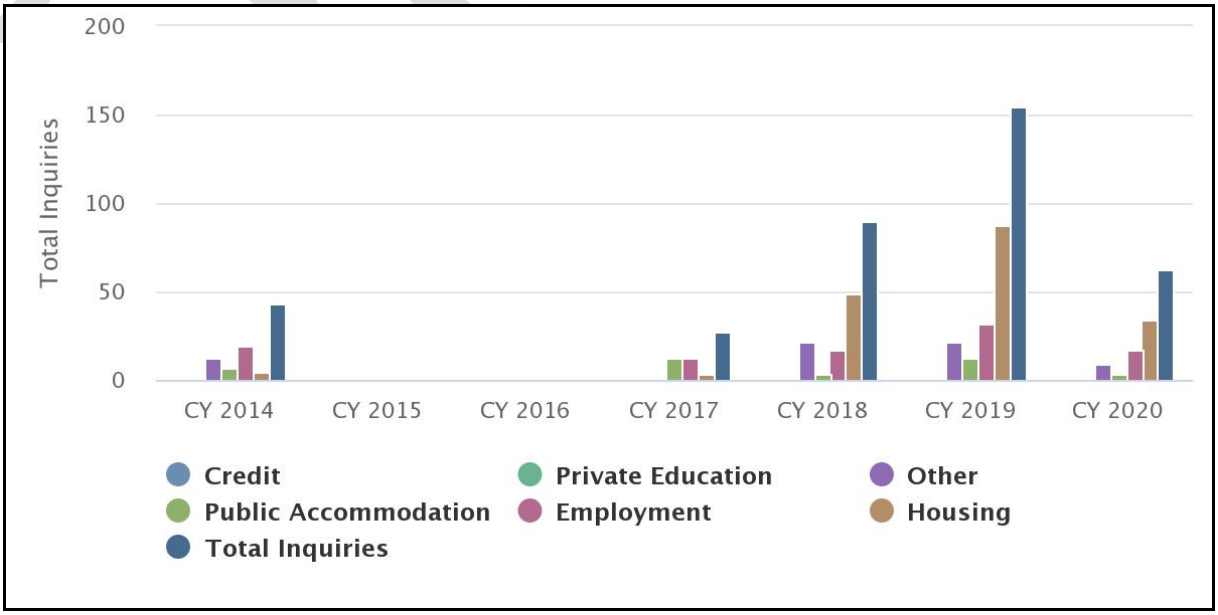
Total Inquiries and Complaints by Location

The OHR received a combined total of 65 new inquiries and complaints in CY2020. Of the 65 inquiries and complaints received, 50 originated in the City of Charlottesville, 10 in Albemarle County, and 5 in other localities or localities not specified. Of the 65 inquiries and complaints, 11 involved allegations of discrimination. This data corresponds with Measure 1.2 in the Department Scorecard.



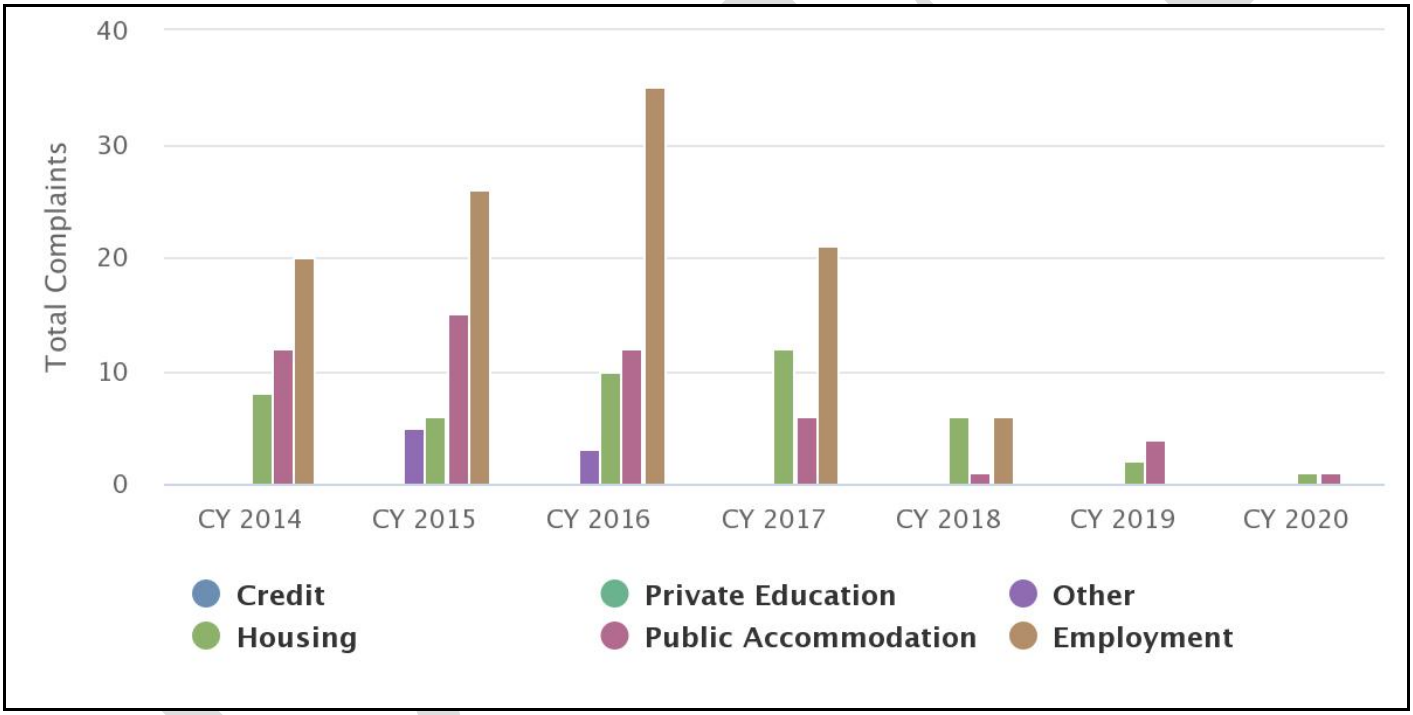
Total Inquiries by Protected Activity

Of the 65 combined new inquiries and complaints received by the OHR in CY2020, 63 were inquiries and 2 were complaints. Of the 63 inquiries, 34 related to the protected activity of housing, 17 to employment, 3 to public accommodation, and 9 to activities not protected by the Human Rights Ordinance. To date, the OHR has not received an inquiry regarding credit or private education. This data corresponds with Measure 1.3 in the Department Scorecard.



Total Complaints by Protected Activity

In CY2020, the OHR received 2 complaints: 1 within housing and 1 within public accommodation. This is a markedly lower number of contacts defined as "complaints" compared the reports from previous years. Starting in 2018, the definition of a complaint was refined to capture only those allegations of discrimination, which fall within the OHR's jurisdiction. The other key factor that determines the number of contacts logged as complaints, is the individual's interest in pursuing further action. If the individual does not choose to pursue further action, the contact is logged as an inquiry accompanied by an allegation of discrimination. Limits to the OHR's jurisdiction often lead to referrals to other service providers that are better equipped to assist the individual. The chart below displays complaints by protected activity since 2014. The table below the chart provides summaries of the 2 complaints received in 2020. This data corresponds with Measure 1.4 in the Department Scorecard.



Protected Activity	Protected Class(es)	Status	Additional Information
Housing	Race	Open	This case was still under investigation at the end of 2020.
Public Accommodation	Disability	Closed	This case was resolved through informal conciliation. Note that this case was initially received in 2019, but the complainant decided to take formal action in 2020.

Total Combined Inquiries and Complaints by Protected Class

This data displays the self-identified protected class or classes associated with the 65 inquiries and complaints received by the OHR in CY2020. The OHR does not log protected class data unless the individual self-identifies the protected class during counseling or intake discussions. The table below shows the classification of all 65 combined inquiries and complaints received in CY2020. Note that the total number of identified protected classes can be greater than the total number of inquiries and complaints, as some individuals identify more than one protected class associated with a particular inquiry or complaint. The list of protected classes below is expanded to include the protected classes contained within the proposed amendments to the Human Rights Ordinance to be considered by City Council. The list of protected classes mirrors those protected by Virginia state law. This data corresponds with Measure 1.5 in the Department Scorecard.

Protected Class	Total associated inquires and complaints
Age	1
Childbirth or Related Medical Conditions	0
Color	4
Disability	8
Gender Identity	0
Marital Status	0
National Origin	1
Pregnancy	0
Race	5
Religion	0
Sex	4
Sexual Orientation	0
Source of Funds	2
Veteran Status	0
Not Specified	39
Other (non-protected)	4

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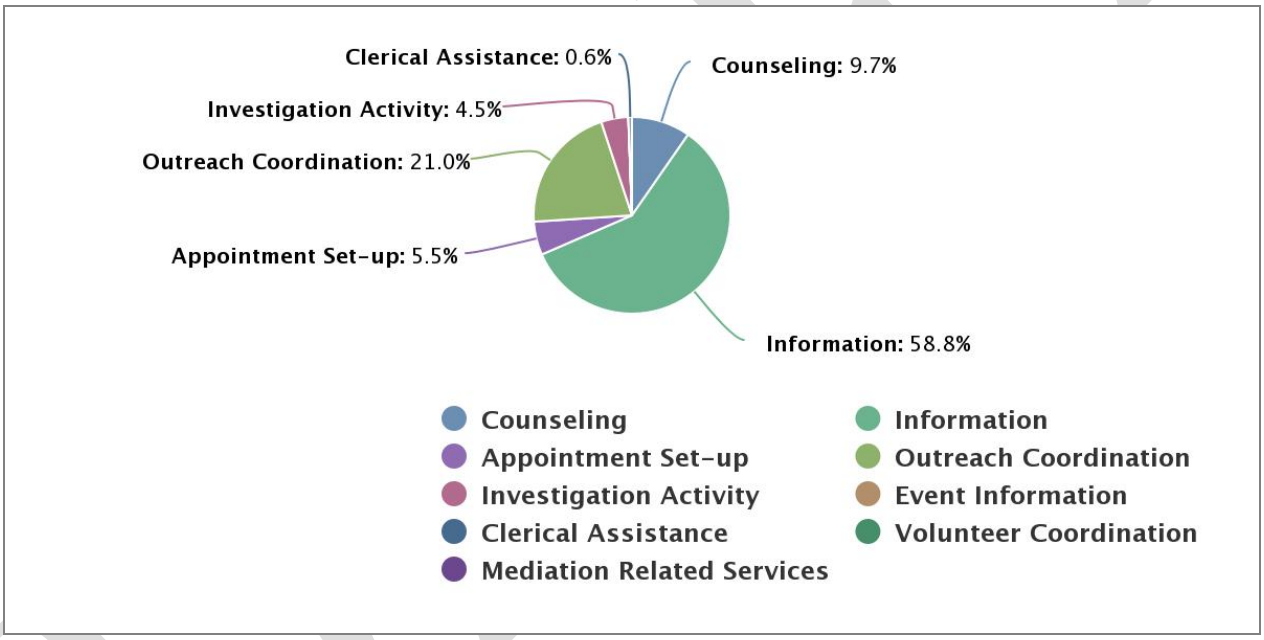
Services Provided to Individual Contacts

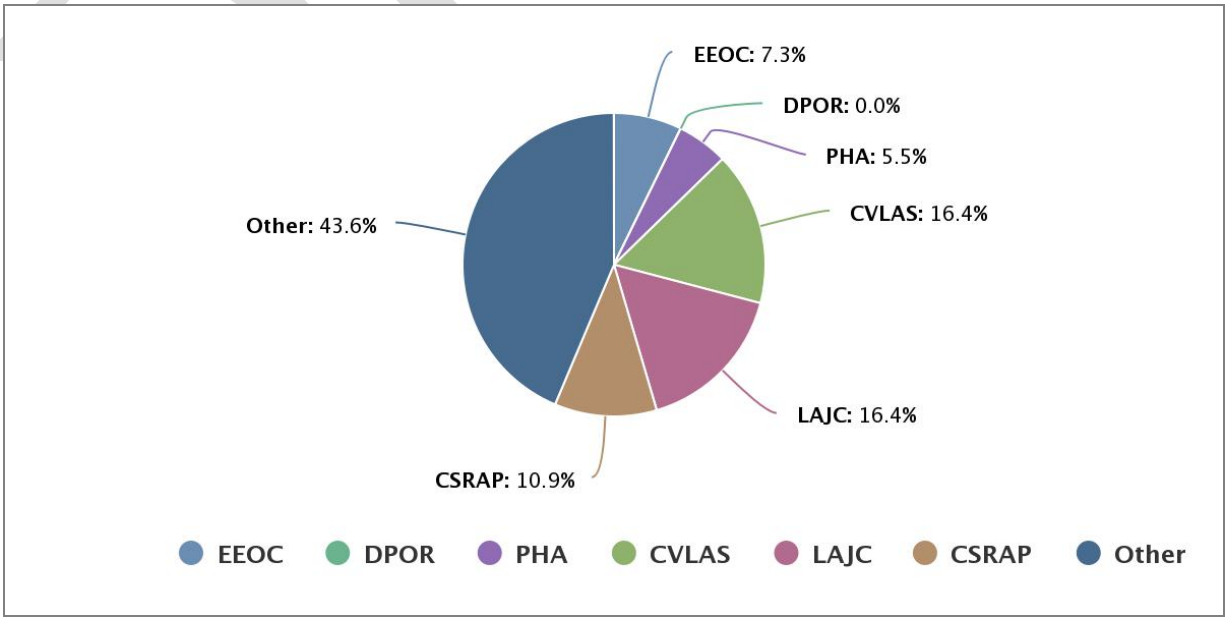
To better quantify the types of services provided to people who seek assistance, the OHR has developed a classification system to define service types. The pie chart below shows the percentage breakdown of service types for all 2,083 incoming and outgoing contacts in 2020. Referrals are not counted in this breakdown, as they are counted separately and are often a secondary service provided in addition to the services displayed below. Most service provision entailed providing information. This exchange could involve information related to an inquiry or complaint presented previously, or it could have been more general in nature. Services provided in partnership with the Charlottesville Department of Human Services for emergency response to the COVID-19 pandemic were categorized as Outreach Coordination. This work included 415 incoming and outgoing contacts, resulting in an unusually high percentage in the Outreach Coordination service area for 2020. Counseling was the third most often provided service. Counseling is only related to contacts classified as inquiries or complaints and involves providing guidance regarding potential options for resolution of a concern. This data corresponds with Measure 1.10 in the Department Scorecard.



Referrals to Other Services

A total of 44 contacts resulted in referrals to other service providers. In some cases, a single contact resulted in multiple referrals, depending on the nature of the concern. The list below shows the primary agencies to which the OHR refers individuals. The pie chart below the list of agencies displays the percentage breakdown of referrals by agency. Below the chart is a list of the agencies that represent the "Other: 43.6%" of referrals. This data corresponds with Measure 1.11 in the Department Scorecard.

- **EEOC (Equal Employment Opportunity Commission):** Individuals are referred to the EEOC for employment discrimination cases that are outside the jurisdiction of the Office of Human Rights, as defined by state and federal law and the Charlottesville Human Rights Ordinance.
- **DPOR (Department of Professional and Occupational Regulation):** This is a state government department that houses the Virginia Fair Housing Office. Clients are referred to DPOR for formal fair housing discrimination investigations.
- **PHA (Piedmont Housing Alliance):** Individuals were previously referred to PHA for counseling regarding landlord tenant disputes and preliminary counseling regarding fair housing discrimination allegations, prior to referral to DPOR. In 2018, PHA staff trained Office of Human Rights staff to conduct fair housing counseling work, which diminished referrals to PHA.
- **CVLAS (Central Virginia Legal Aid Society):** Individuals are referred to CVLAS for assistance with a variety of legal issues raised during intake, often pertaining to the protected activities identified in the Charlottesville Human Rights Ordinance. In some cases, clients will have simultaneous cases with CVLAS and the Office of Human Rights.
- **LAJC (Legal Aid Justice Center):** Individuals are referred to LAJC for assistance with a variety of legal issues raised during intake, often pertaining to the protected activities identified in the Charlottesville Human Rights Ordinance. In some cases, clients will have simultaneous cases with LAJC and the Office of Human Rights.
- **CSRAP (Charlottesville Supplemental Rental Assistance Program):** This is a City funded program administered by the Charlottesville Redevelopment and Housing Authority (CRHA) that offers a portable subsidy for people in need of affordable housing. Individuals are referred to the CSRAP when they come to the office is search of affordable housing assistance.
- **Other:** Individuals are also referred to a wide variety of other agencies and offices depending on the particular concerns they present. A list of these agencies is included below the pie chart.



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Below is the list of agencies that fell into the "Other" referral category, 46.3% of referrals. These agencies are tangentially related to the direct work of the OHR but were determined by staff to be a viable option for some people seeking assistance. Note that some individuals were referred to several of these organizations following a single contact with the OHR. The data collection system does not count the individual times a person was referred to a specific agency when referrals to multiple agencies are aggregated under a single "Other" referral. Therefore, this is merely an alphabetical list of the "Other" organizations that received one or more referrals.

- American Civil Liberties Union (ACLU)
- Charlottesville Department of Human Services Community Resource Hotline
- Charlottesville Department of Social Services – Benefits Division
- Cruz Law, PLC
- Jeff Fogel (local attorney)
- Network 2 Work
- PACEM – Secure Seniors Program
- Prince William County Office of Human Rights
- Region Ten Permanent Supportive Housing
- Sin Barreras
- Southern Poverty Law Center
- U.S. Department of Justice Office of Civil Rights
- UVA Innocence Project
- UVA Maxine Platzer Lynn Women's Center Free Legal Clinic
- UVA Office for Equal Opportunity and Civil Rights
- Virginia Lawyer Referral Service
- Virginia Rent and Mortgage Relief Program (RMRP)

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Key Takeaways from Individual Service Provision Data from CY2020

What the data says…	What this means in practice…

The OHR received 1,160 incoming contacts, for an average of 5 incoming contacts per day.
• 595 of these incoming contacts were received while the OHR was physically open in January through March.
  ○ This is an average of 198 contacts per month
• 565 of these incoming contacts were received while the OHR was physically closed in April through December.
  ○ This is an average of 63 contacts per month.
	• The number of incoming contacts was three times higher during the months the office was physically open.
	• For most the year, the OHR was staffed by a single person, meaning only one community member could be served at a time.
	• In addition to incoming contacts, OHR staff conducted 668 follow-up contacts with individuals who contacted the office and 255 third-party contacts for the purpose of referral and/or service coordination, for a combined total of 2,083 incoming and outgoing contacts.

The OHR received 11 incoming contacts that involved an allegation of discrimination.
• 3 allegations of employment discrimination within the City of Charlottesville:
  ➢ 1 was referred to the EEOC.
  ➢ 2 were pending receipt of a formal complaint at the end of 2020.
• 2 allegations of housing discrimination within the City of Charlottesville:
  ➢ 1 resulted in a formal investigation that was ongoing at the end of 2020.
  ➢ 1 was closed because it was non-jurisdictional but referred for legal assistance.
• 1 public accommodation allegations within the City of Charlottesville:
  ➢ 1 resultied in a formal investigation that was resolved through informal conciliation.
• The remaining 5 allegations occurred outside the City of Charlottesville or involved unprotected activities.
	• Allegations of employment discrimination were the primary type of discrimination claim received by the OHR in 2020.
	  ○ While the HRC has expressed interest in pursuing a Fair Employment Practices Agency (FEPA) workshare agreement with the Equal Employment Opportunity Commission (EEOC), the OHR had insufficient staffing in 2020 to handle the potential caseload.
	  ○ Given the changes to the Virginia Human Rights Act in 2020 and the proposed amendments to the Charlottesville Human Rights Ordinance, the OHR could expand its jurisdiction over employment complaints without entering into a FEPA agreement initially. (Attachment 11)
	• Allegations of housing discrimination were the second most common complaint.
	  ○ The proposed amendments to the Charlottesville Human Rights Ordinance would ensure that the OHR has express authority to investigate jurisdictional complaints of housing discrimination.
	• With the absence of a Director of the HRC, OHR staff can only conduct intake and pursue investigations under the oversight of the City Manager, and the City Manager becomes the default authority that renders determinations on complaints.

Of the 2,083 documented incoming and outgoing contacts, 201 involved counseling services. Of those 201, **167 concerned housing.**	• This points to the significant number of contacts related to housing concerns, and specifically navigating the affordable housing market. • Anecdotal evidence suggests this is due to an overwhelming unmet demand for affordable housing navigation services in Charlottesville, coupled with a lack of supply of affordable housing for people earning below 30% AMI.

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Of the 63 new inquiries and 2 new complaints received, individuals identified the following protected classes associated with their concern: • **9 identified disability** • **5 identified race** • **4 identified skin color** • 4 identified sex • 2 identified source of funds • 1 identified age • 1 identified national origin	• While allegations of discrimination attached to a specific protected activity and class made up a small proportion of the total incoming contacts, disability and race and/or skin color were the two most often identified reasons for discrimination cited by the individuals who came to the OHR.

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Analysis of OHR Community Outreach and Individual Services for CY2020

Analysis	Community Outreach	Individual Services
Successes	• Despite the many closures and restrictions due to the COVID-19 and the resignation of the Director of the HRC, OHR staff maintained connections to both organizational partners and members of the public.	• Despite the physical closure of the OHR in March, the OHR received only 690 fewer incoming contacts than in 2019. In 2019, the OHR saw the highest number of incoming contacts in the history of its existence.
Challenges	• The COVID-19 pandemic was an obvious barrier to in-person outreach and events. • Had there been no pandemic, reduced staffing would have been the primary barrier to outreach. • One OHR staff person is insufficient to develop and execute effective community outreach and still handle all intake, investigatory, and administrative duties for the OHR and HRC.	• Had there been no pandemic resulting in the physical closure of the office, it is presumed that incoming contacts would have remained at levels similar to those in 2019, which would have been wholly unsustainable for a single staff person and would likely have resulted in poor service to the community. • Soliciting and collecting satisfaction data from individuals who have received services in the past is difficult to execute with a single staff person, as individuals may be reluctant to disclose information to the same staff person that provided the services.
Opportunities	• When it is safe to resume in-person outreach: o Additional staff could assist with outreach planning and execution, as well as data collection during large outreach events. o Volunteers and interns could assist with data collection during events to free staff to facilitate the events.	• With support from City Council and the City Attorney's Office, the OHR could pursue expanded enforcement and conciliation authority. • Volunteers and interns could assist with satisfaction data collection and data entry while hiring is on hold. • Additional staff could improve responsiveness to community members and enhance the quality of service provision.

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CY2020 HRC & OHR Annual Report Attachment Index

Attachment	Description	Reference Page in Report
1	City Department and Commissions relationship chart	3
2	HRC Director/OHR Manager revised job description	3
3	HRC Position Letter to UVA President, Jim Ryan	3
4	HRC Response Letter to UVA President, Jim Ryan	3
5	HRC Legislative Recommendations for 2021	4
6	HRC Response Letter to local social justice groups	4
7	HRC Resolution HR20-1	5
8	HRC Resolution HR20-2	5
9	Charlottesville Human Rights Ordinance – Proposed changes	5
10	OHR CY2020 Data Dictionary	11
11	OHR CY2020 Service Data	11
12	Summary of expanded employment enforcement	19

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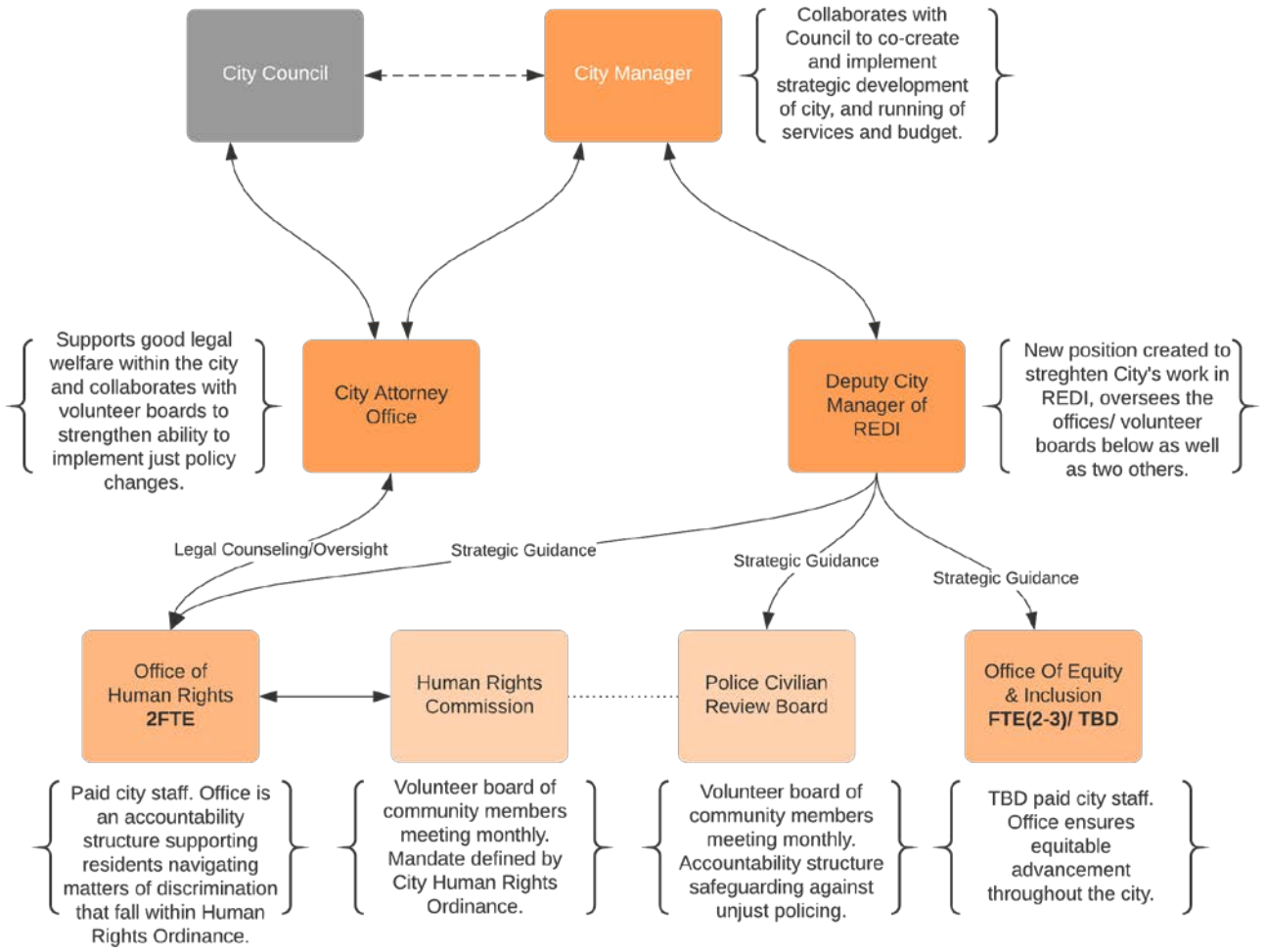
Attachment 1

Understanding Working Relationships between Key City Departments & Commissions

The City is working towards developing an Office of Equity & Inclusion, launching the Civilian Police Review Board (already launched), as well as hiring a new Deputy City Director position. The Office of Human Rights and Human Rights Commission supports the creation and launch of all bodies. We also feel it is critical for the City to clearly understand the working relationship and productive crossover (without core duplication) of these departments and commissioner boards. In the joint work session, we hope to discuss draft frameworks/recommendations for the collective action each developing body will put forth. The core goal will be to develop better understanding for how each entity can productively work together/support one another. The diagram to the right is a draft visual to start the conversation.



Attachment 2

Charlottesville Human Rights Commission
Office of Human Rights Manager Job Description
Draft Human Rights Commission Recommendations
Working document_ July 16, 2020

Office of Human Rights Director

GENERAL SUMMARY:
Works at an advanced professional, leadership, and managerial level in strategy, planning, organizing, and coordinating the Human Rights Office and program activities within the City Manager's direct chain of command and authority. The Director provides overall strategic direction for the Office of Human Rights; Provides staff support for the Human Rights Commission; Coordinates and on occasion conducts investigations into allegations of discrimination on the basis of race, color, sex, religion, national origin, marital status, handicap, gender identity, sexual orientation, and/or age as prohibited by local ordinance in the areas of private sector employment for employers employing 6 to 14 employees, private education, credit and public accommodations; Assigns and evaluates the work of office staff; Provides technical guidance and training; Negotiates with respondents, complainants and their representatives; Speaks to various civic, faith and private business groups; and Performs special projects as assigned. Primarily and most frequently the work is performed independently, with diverse functional areas and more specialization and ability to train others.

This position reports to the City Manager who holds day-to-day operational oversight.

ESSENTIAL RESPONSIBILITIES AND DUTIES:
- **Provides strategic leadership and planning for the Office of Human Rights to promote equity and ensure human rights alignment within and across the City of Charlottesville.**
- Administers and coordinates activities of the Human Rights program.
- Stays in regular communication with the City Council Liaison to the Office of Human Rights and the Human Rights Commission.
- Trains staff on new or revised policies and procedures.
- Supervises, coordinates, assigns, and evaluates the work of office staff and subordinate personnel
- Develops partnerships that identify and address issues of discrimination on the basis of race, color, sex, religion, national origin, marital status, handicap, gender identity, sexual orientation, and/or age. This may include workshare agreements such as FEPA agreements with Equal Employment Opportunity Commission (EEOC) and FHAP agreements with the Department of Housing and Urban Development (HUD).
- Receives and reviews initial complaints; conducts intake conferences; conducts.
- Directs and coordinates efforts of OHR staff to investigate, mediate, and reconcile allegations of discrimination.
- Provides staff support for the Human Rights Commission:
    - Responds to Human Rights Commission and community inquiries regarding

issues, policies, and complaints.
    - Helps to conceptualize, develop, and carry our research projects for the Commission.
    - Provides preliminary data and research for the Commission to evaluate feasibility and strategy of possible projects.
    - Works with the Commission to develop a strategy when moving forward with a given issue.
    - Recommends to the Commission amendments and additions to the Charlottesville Human Rights Ordinance.
- Administers and implements programs including discrimination prevention, education, voluntary compliance and outreach efforts to citizens, and community and business groups.
- Develops and disseminates human rights literature, reports, correspondence and memoranda to advance equity and human rights in our community.
- Interprets policy/procedures, and provides technical assistance and guidance to staff and volunteers; recommends alternative solutions to difficult negotiations.
- Researches and designs program evaluation criteria and methods; collects and reports performance measures for the Human Rights Office's programs.
- Prepares reports, correspondence, and memoranda including bi-annual reports to City Council.
- Conducts research on human rights issues and disseminates information to advance equity.
- Prepares and manages the Office's annual budget.
- Performs related tasks as required.

Primarily and most frequently the work is performed independently, with diverse functional areas and more specialization and ability to train others.

EDUCATION, EXPERIENCE AND SKILLS:
Education: Any combination of education and experience equivalent to a Master's degree from an accredited college with major work in Public Administration, Personnel Administration, Sociology, Psychology, Law, Law Enforcement, Mediation Training, Employment Investigation Training or related field. A Law degree is not required but preference will be given to applicants with work experience, training and/or education in the legal field.

Experience: A minimum of five years' experience in civil/human rights compliance, education, housing, employment, investigation, administration or other related field.

Skills: Commitment to racial, social, and economic equity with proven track record of community engagement and thought leadership in human rights issues. Ability to read and comprehend complex legal materials. Ability to interpret policy/procedures, and provide technical assistance and guidance to staff and volunteers; to recommend alternative solutions to difficult negotiations. Ability to supervise the work of others including assigning and reviewing investigations performed by staff. Ability to compose and edit reports, research, proposals, procedures, policies, recommendations, etc. Ability to develop and disseminate human rights research and literature. Ability to organize major studies of systemic discrimination including conducting research, enabling expert panels, conducting hearings and townhalls, and producing policy reommendatinons. Interpersonal skills of facilitation, conflict

resolution, restorative justice and other methods to resolve complaints, maintain liaison, and speak in public. Ability to negotiate fairly and effectively with involved parties and/or their representatives to resolve complaints; and recommend further action. Ability to define problems and collect relevant information to recommend policy solutions. Thorough knowledge of federal guidelines and regulations pertaining to human rights issues.

ORGANIZATION COMPETENCIES:
Interpersonal Effectiveness/Communication: Reviews documents for professional, technical, and content errors, and may be called on to review and revise more complex documents. Often acts as a formal or informal team leader or project leader. Provides communication support or consultation.

Service/Support Orientation: Assists others to find answers to the more difficult and complex questions.

Forms professional working relationships with individuals in other departments and organizations to resolve issues. Coaches or trains others to reach positive service and support outcomes. In addition to applying city and agency guidelines, provides consultation to others in more diverse and complex situations.

Multi-tasking/Problem Solving: Independently balances multiple complex tasks. Trains, coaches or mentors others to develop skills in multi-tasking and problem solving. Trains, coaches or mentors others to develop project management skills.

Organization: Sets and adjusts priorities to accomplish objectives. Advises others in matters of standard or routine technical assistance, interpretation and consultation. Provides professional support to other workers. Assists in resolving schedule conflicts within the team. Assists team members in managing appointments and assignments. Trains, mentors or coaches others in matters of organization skill and knowledge.

JOB FAMILY COMPETENCIES:
Performance Management: Demonstrates skill and proficiency in integrating the performance management of several functional or operational areas. Manages the performance of others who have responsibility for supervising others, for complex decision-making, and the coordination of various functions and interaction with professional and technical specialists.

Teamwork and Cooperation: Brings multiple units or departments together to pool resources in support of goal accomplishment. Creates cross-function teams in a variety of specialized operational and programmatic areas. Builds and implements the framework for team accountability and performance in multiple functional areas to reduce the negative impact of functional barriers imposed by hierarchical structure and department boundaries. Explores best practices of how the work of teams and units within the department or division can contribute to the goals and objectives of city government.

Coordination, Planning, and Decision-Making: Uses a wider variety of inter- and intradepartmental resources to address problems and to carry-out decisions. Uses integrated project management to coordinate several different complex projects and deploys work break-down structures for identifying work, assigning resources, and estimating. Evaluates

performance metrics, process design, and output of several differing functional areas to determine needed improvements and creates plans to meet identified needs. Applies systematic multi-factor analysis, trend analysis, and other forms of data analysis and assessment to a diversity of operations and programs for the purpose of planning and managing resources.

Technical and Content Knowledge: Serves as a subject matter expert or resource person in specialty areas of services, operations or programs, policy, finances, planning, or other areas of professional or administrative expertise. Demonstrates understanding of the purpose, processes, procedures, methods, technologies, tools, equipment, terminology, standards, performance measures, and outcomes of work teams, units, and specialty areas of multiple functional areas of multiple functional areas and units.

PHYSICAL CONDITIONS & WORK CONTACTS:
Standard work environment.

FLSA Status: Exempt

Attachment 3

City of Charlottesville
Human Rights Commission

August 24th, 2020

Commissioners

Shantell Bingham
Chair

Sue W. Lewis
Vice Chair

Jeanette Abi- Nader

Pheobe Brown

Ernest Chambers

Jessica Harris

Laura J.W. Keppley

Kathryn Laughon

Andrew Orban

Lyndele von Schill

Robert Woodside

Melvin Grady

Olivia Gabbay

Ann J. Smith

Dear President Ryan,

We write you as collective residents of the Charlottesville community representing diverse backgrounds, livelihoods, and experiences as members of the Human Rights Commission. This letter comes to you at the height of decision making during a pandemic that has spared some lives but has also cost our community many more. **Therefore, we ask in our capacity as neighbors and advocates of human rights that you do not bring the bulk of undergraduate students back to the University of Virginia for the Fall semester.**

We recognize that you are balancing many difficult and competing demands in making this decision. We applaud the efforts that you have undertaken to require testing, request that students quarantine, and create a culture that supports public health guidance. We understand that you have delayed their return until early September and have promised to make a final decision by August 28. Our mission is to protect the human rights of our community, however. The right to health is paramount, and we center the most vulnerable. We are concerned that bringing thousands of students back to our community will endanger the lives of the staff, especially low wage staff working frontline jobs, the students, the faculty, and the larger community.

We have already seen a disparate impact of COVID-19 by race. The population of the Thomas Jefferson Health District is just under 14% African American,[1] yet Black residents compose almost 19% of cases, over 39% of hospitalizations and over 24% of fatalities. The Latinx community is just under 5% of the TJHD population[2], yet accounts for almost 27% of cases and almost 17% of hospitalizations. These numbers do not account for the loss of income due to illness or the long-term disability that many of those who recover will face.[3] While, we do not have access to information about other groups that fall within our purview, such as those living with disabilities, but commonsense would suggest that they are also uniquely vulnerable.

Indeed, the disproportionality of this pandemic has demonstrated to us that health is a matter of human rights, and now more than ever, we all have the moral obligation to play our parts to the fullest of our ability and in collaboration with others. Many local school system actors are stepping up to the plate, implementing innovative and forthcoming virtual learning.[4] They're not only following the lead of experts across the globe[5] that caution against in-person learning for large universities[6], but they're also responding to the needs of their staff while also weighing the cost of their decisions for the community at large

President Ryan, the steps you take send a message to us all. Given the overwhelming disappointment of national leadership to protect us, it is up to local leaders to act quickly and strategically to protect lives. We add our voices to those requesting that the University of Virginia suspend the return of undergraduate students to Grounds and ask that they not return to their off-Grounds lodgings. *We ask that the University not stand apart from us, but with us as we manage this pandemic together.*

In pursuit of justice, we serve,

Shantell Bingham, Chair
Human Rights Commission
106 5th St NE, Charlottesville, VA 22902
shantellbingham@gmail.com

[1] https://www.vdh.virginia.gov/data/demographics/

[2] https://www.vdh.virginia.gov/content/uploads/sites/91/2019/08/2019-MAPP2Health-Report.pdf

[3] https://www.theatlantic.com/health/archive/2020/06/covid-19-coronavirus-longterm-symptoms-months/612679/

[4] Charlottesville City Schools goes virtual: http://charlottesvilleschools.org/coronavirus/ Albemarle County Public Schools goes nearly all virtual: https://www.k12albemarle.org/our-division/return-to-school

[5] https://www.who.int/westernpacific/news/speeches/detail/virtual-press-conference-on-covid-19-in-the-western-pacific

[6] https://www.theatlantic.com/ideas/archive/2020/07/colleges-are-getting-ready-blame-their-students/614410/

Attachment 4

City of Charlottesville
Human Rights Commission

September 7th, 2020

Commissioners

Shantell Bingham
Chair

Sue W. Lewis
Vice Chair

Jeanette Abi-Nader

Pheobe Brown

Ernest Chambers

Jessica Harris

Laura J.W. Keppley

Kathryn Laughon

Andrew Orban

Lyndele von Schill

Robert Woodside

Melvin Grady

Olivia Gabbay

Ann J. Smith

Dear President Ryan,

We appreciate your thoughtful correspondence. We understand the difficult choices that have been weighed and the University's final decision to allow students' return. While we do not agree with the University's final decision, we all depend upon your success. In some ways, the burden of responsibility for our community's well-being throughout the pandemic response has been shared. We write to emphasize steps that have been taken, concrete actions that need continued support and potentially additional resources to ensure minimal impacts from UVA's plan.

Sustain Regular Community COVID Testing

Throughout the summer, UVA Health has worked with a number of community partners to administer community testing events as well as provide avenues for daily COVID testing. These community testing events have targeted predominantly Black and Brown, low-wealth neighborhoods that have faced the biggest brunt of COVID. Dr. Amy Salerno has collaborated with many community stakeholder groups (Sin Barreras, Mount Zion First African Baptist Church, Westhaven Nursing Clinic/CRHA etc.) to spearhead these efforts with her colleagues Dr. Cameron Webb, Dr. Max Luna, and Dr. Mohan Nadkarni. We appreciate UVA's efforts and stress that they continue to sustain regular community COVID testing as well as daily tests without delays or decrease in frequency.[1]

At each community test event, UVA Health provides 250 COVID tests. In addition to organized community events, UVA Health also provides up to 100 daily COVID tests during the hours of 2pm-4pm for community members. Especially with students' return to grounds, we expect these numbers to *at least* stay the same and plans for weekly recurring UVA community testing events to continue throughout the pandemic response. We urge you to commit additional staffing and resources to ensure these efforts are lasting and sustainable.

Increase Community Resources for PPE

In addition to testing, UVA Health has worked with community partners to ensure our most vulnerable COVID positive cases have what they need to safely shelter in place during their recovery. While other partners have sourced prepared meals, shelf- stable food, filling prescriptions, temporary re-housing needs and more, UVA has played a vital role by sourcing PPE. This has included equipping households with face masks & shields, bottles of hand sanitizer, disinfectant spray and wipes. In addition to direct support for COVID positive cases, UVA Health has also provided PPE during community testing (both weekly and daily events). Now more than ever, it's critical that we retain UVA's commitment as the PPE sourcing partner of the COVID Care wrap around support.

To date, the model has supported 44 cases totaling more than 130 individuals in our area. These residents may be low-wage workers without paid sick leave or healthcare, and more than 90% of them are Black or Hispanic. Due to the success of the model, Thomas Jefferson Health District, the City of Charlottesville, Albemarle County, as well as stakeholders at UVA Health and Sentara Hospital, have collaborated to formally scale the model. Therefore, we ask the University to remain committed to its role in sourcing PPE (during testing events & with follow-

up cases) as well as meet the potential increase in demand as part of the COVID Care district wide scale up.

Provide COVID-Related Support for *All* Employees at UVA (Contract Workers, Wage Workers, and Salaried)

When UVA provides avenues to support our community through testing as well as sourcing PPE, we're able to strengthen our relationship and directly heal past and present harms committed by the University. While the combined impact of COVID testing and PPE should help safeguard our community's health, many frontline workers at the University are still at increased risk from students' return to grounds. These workers are our neighbors, family and friends. Many of them are members of highly impacted communities that may lose significant income and face eviction should they catch COVID.

Therefore if the University has not done so, our final request is for UVA to offer COVID-related paid sick-leave and health care for *all* employees and/or contractors at UVA - that are at risk of increased exposure from their jobs[2] (e.g. Dining hall staff that come down with COVID from working long shifts indoors serving hundreds of students; dormitory cleaning staff that must clean spaces indoors among students where mask wearing *is not required*.). In addition to this, *we urge the University to encourage all Fraternity and Sorority Governing Councils to implement actions to protect their housing and nutrition staff, and cover COVID related costs should workers fall sick.* Put simply, no one should have to lose their life or fall critically ill from serving the University either from cleaning after their students or nourishing them.

President Ryan, we hope these asks do not come as surprises to you. As previously mentioned, many of the requests are work UVA has already been doing. We write to stress that UVA's role in our community has been critical already, and with the return of students' we expect no less from the University and in some areas, such as PPE or sick-leave, we have requested a doubling down or additional resources to ensure our community remains safe and healthy.

As the semester continues, we encourage UVA to continue their work with Charlottesville City Council and the Albemarle County Board of Supervisors to reach regional solutions for our broader community, essential workforce, University staff, and students (Residential Advisors).

Thank you for your time and we look forward to hearing back from the University about these commitments.

In pursuit of justice, we serve,

Shantell Bingham, Chair
Human Rights Commission
106 5th St NE, Charlottesville, VA 22902
shantellbingham@gmail.com

Sue Lewis, Vice- Chair
Human Rights Commission
106 5th St NE, Charlottesville, VA 22902
swlcvlle@gmail.com

[1] Note: We understand the potential for increased staffing demands for inpatient care that might strain personnel resources for staffing testing events and conducting outreach in the community. We'd like to emphasize that the Health Department's efforts focusing their testing outreach in the surrounding counties has allowed UVA to focus more on Charlottesville and Albemarle and its critical to sustain this collaborative focus. https://newsroom.uvahealth.com/2020/08/07/free-covid-19-community-testing-charlottesville/

[2] Note: While we don't have access to the details, we acknowledge your steps to protecting frontline workers as indicated on your HR website, and encourage the University to communicate clearly and directly with all staff and the public the resources available to support them through this time. https://hr.virginia.edu/covid-19

Attachment 5

Human Rights Commission
Legislative Recommendations to City Council
2021 Legislative Session

Pursuant to Sec. 2-433. (d) of the Charlottesville Human Rights Ordinance, it is the role of the Human Rights Commission to "make recommendations regarding the City's annual legislative programs and policies that will address discrimination." On September 17, 2020, the Human Rights Commission voted to adopt the following recommendations for consideration by City Council as it prepares its statement of legislative positions for the 2021 General Assembly session.

Affordable Housing; Regulation of Development; Local Authority over Local Real Estate

- Support state legislation that permits municipalities within the Commonwealth to enact, at their discretion, ordinances mandating that all property owners within the municipality register their rental properties with the local government for the purpose of ensuring access to safe, healthy, and affordable housing for city residents.
- Support state legislation that allows for long-term payback plans for tenants who are behind on rent, once the eviction moratorium ends.

Criminal Justice Reform

- Support state legislation to remove qualified immunity.
- Support state legislation for expungement of criminal records once a person is found guilty.

Prosperity, Health, and Well-Being

- Support state legislation that expands mental health resources and care.

Attachment 6

Human Rights Commission

Human Rights Commission Response to Letter Submitted on March 9, 2020
by Legal Aid Justice Center, Public Housing Association or Residents, Virginia Organizing, Charlottesville Low-Income Housing Coalition, Black Lives Matter-Charlottesville, Standing Up for Racial Justice-Charlottesville & People's Coalition on Criminal Justice Reform

September 18, 2020

The Human Rights Commission invested time reviewing the letter, endorsed by the above organizations and groups, at several meetings including: June 11th ad hoc committee meeting, June 18th Human Rights Commission Meeting, July 2nd ad hoc committee meeting, July 16th Human Rights Commission Meeting, and August 20th Human Right Commission Meeting. The purpose of the two ad hoc committee meetings was to draft an agenda for a joint work session with City Council and the Human Right Commission, which we anticipated would occur on July 28th. A key focus for that meeting was to discuss the job description and hiring protocol for the Office of Human Rights (OHR) Manager/Human Rights Commission (HRC) Director. We also met with Assistant City Attorney, Allyson Davies for legal advice on our recommended changes to the position description and potential revisions to the Human Rights Ordinance.

1. **Hiring a Manager of the OHR/Director of the HRC who has legal and civil rights credentials and significant experience with human rights compliance;**

   This suggestion was discussed and included in the proposed Office of Human Rights Director position description as follows:

[EXCERPT]
Education: Any combination of education and experience equivalent to a Master's degree from an accredited college with major work in Public Administration, Personnel Administration, Sociology, Psychology, Law, Law Enforcement, Mediation Training, Employment Investigation Training or related field. A Law degree is not required but preference will be given to applicants with work experience, training and/or education in the legal field.

Experience: A minimum of five years' experience in civil/human rights compliance, education, housing, employment, investigation, administration or other related field.

2. **Revising the position description for the position of Manager/Director to include the skills necessary to direct, supervise and manage the mandated HRC task of conducting one major study of systemic discrimination per year and producing substantive policy recommendations to Council (We attach the original position description with some suggested modifications);**

   This suggestion was discussed and included in the proposed Office of Human Rights Director position description as follows:

[EXCERPT]
ESSENTIAL RESPONSIBILITIES AND DUTIES:

- **Provides strategic leadership and planning for the Office of Human Rights to promote equity and ensure human rights alignment within and across the City of Charlottesville.**
- Administers and implements programs including discrimination prevention, education, voluntary compliance and outreach efforts to citizens, and community and business groups.
- Develops and disseminates human rights literature, reports, correspondence and memoranda to advance equity and human rights in our community.
- Interprets policy/procedures, and provides technical assistance and guidance to staff and volunteers; recommends alternative solutions to difficult negotiations.
- Researches and designs program evaluation criteria and methods; collects and reports performance measures for the Human Rights Office's programs.
- Prepares reports, correspondence, and memoranda including bi-annual reports to City Council.
- Conducts research on human rights issues and disseminates information to advance equity.

3. **Changing the ordinance to direct the new Director of the OHR to work with the HRC to establish agreements with EEOC and HUD for workshare agreements (FEPA and FHAP) in order for the HRC/OHR to expand complaint investigations in housing and employment;**

   This suggestion was discussed and included in the proposed Office of Human Rights Director position description as follows:

[EXCERPT]
ESSENTIAL RESPONSIBILITIES AND DUTIES:

- Develops partnerships that identify and address issues of discrimination on the basis of race, color, sex, religion, national origin, marital status, handicap, gender identity, sexual orientation, and/or age. This may include workshare agreements such as FEPA agreements with Equal Employment Opportunity Commission (EEOC) and FHAP agreements with the Department of Housing and Urban Development (HUD).

   Regarding amendments to the Human Rights Ordinance:

- The HRC/OHR can enter into workshare agreements without any stipulations made to this effect in the Human Rights Ordinance.
- Amending the ordinance to specify into which agreements the HRC/OHR must enter is not legally advisable, as it binds the HRC/OHR to these particular agreements to the exclusion of others, thereby potentially limiting the HRC/OHR's enforcement authority,

should any changes occur that make these agreements unworkable or no longer the ideal enforcement mechanism.

- Furthermore, the HRC/OHR cannot enter into any workshare agreements without sufficient staff, or the budget to contract with such staff, to fulfill the obligations of intake counseling, investigation, determination, administration, and enforcement.
- Additionally, the Mayor has indicated that the hiring of a Deputy City Manager to oversee the HRC/OHR, the Office of Equity, Diversity, and Inclusion, the Police Civilian Review Board, the Department of Human Services, and the Department of Social Services is a pre-requisite to hiring an HRC Director/OHR Manager. This new Deputy City Manager will have the authority to oversee the hire of OHR staff and to guide the future path of the HRC/OHR.

4. **Reduce the HRC membership back to 7 or 9 by using a first in, first out format for reducing its size for effective deliberation and action;**

   As a Commission we discussed the recommendation on a few occasions. As a starting point, we agreed to check in with current Commission members with sporadic attendance to determine if they are able to maintain an active presence on the Commission.

   The conversation highlighted the importance of maintaining a robust and active commission and to continue to utilize ad hoc committees for specific areas that needed focused attention.

   On September 17, 2020, the HRC voted to adopt a proposed revision to the Human Rights Ordinance setting an upper limit of 15 members. This is proposed revision will be reviewed by the City Attorney's Office along with a host of other proposed revisions before being taken to Council for consideration.

5. **Requiring that 4 HRC commissioners have subject-matter expertise in housing, health, employment, education and that at least 2 commissioners be from organizations representing citizens from historically marginalized communities affected by housing and employment discrimination;**

   We discussed this recommendation but did not come to a vote or consensus. Currently, the recommendation is to highlight specific areas of expertise that are needed on the Commission in the application process, but not to specify a particular seat. Each of the areas recommended received support for consideration and representation.

6. **Moving the OHR Director/HRC functions related to discrimination complaint compliance and major systemic studies of discrimination into the City Attorney's Office with direct oversight by Council;**

   We explored this recommendation. While the HRC was in favor of the idea to separate the Human Rights Commission from reporting directly to the City Manager for potential conflict of interest reasons, we learned through Allyson Davies that we are not permitted to make this change.

An Ordinance ad hoc committee was formed to review the ordinance and make recommendations regarding the proposed inclusion of major systemic studies of discrimination and other suggestions.

7. **Designating a Council liaison to the HRC;**

   The Commission discussed this recommendation and was in favor of its implementation. We discussed this with Councilor McGill and this issue is being addressed by the Ordinance ad hoc committee.

8. **Modifying the ordinance to mandate the chair of the HRC report directly to Council every quarter on progress related to systematic studies of discrimination;**

   The Commission discussed this recommendation and overall was in favor of its implementation. This issue is being explored further by the Ordinance ad hoc committee.

9. **Modifying the current ordinance and bylaws of the OHR/HRC to reflect the changes specified above.**

   As noted above, the Commission formed an Ordinance ad hoc committee that is charged with exploring changes with the City Attorney's office and returning to the full committee with recommendations.

Attachment 7

RESOLUTION TO ADVOCATE FOR A LOCAL MORATORIUM ON EVICTIONS
CHARLOTTESVILLE HUMAN RIGHTS COMMISSION
RESOLUTION #: HR20-1

WHEREAS, the Charlottesville Human Rights Commission, hereinafter "the Commission," acts as a strong advocate for justice and equal opportunity by providing citywide leadership and guidance in the area of civil rights (City code Article XV. Sec. 2-433.); and

WHEREAS, the Charlottesville Human Rights Ordinance identifies housing as a protected activity (City code Article XV. Sec. 2-431a.); and

WHEREAS, the Charlottesville Human Rights Ordinance identifies age, disability, marital status, national origin, pregnancy/childbirth, race/skin color, religion, and sex as protected classes (City code Article XV. Sec. 2-431a.); and

WHEREAS, people with disabilities are disproportionately more likely to live in poverty, and people aged 65 or older make up the largest percentage of the disabled population (Thomas Jefferson Area Planning District Commission Draft Analysis to Impediments to Fair Housing Choice, January 17, 2019); and

WHEREAS, low-income African American and Hispanic households bear a disproportionate share of the cost burden of the lack of affordable housing (City of Charlottesville Housing Needs Assessment Socioeconomic and Housing Market Analysis, April 4, 2018); and

WHEREAS, the average cost of rental housing in the City of Charlottesville is $1,384 (City of Charlottesville Housing Needs Assessment Socioeconomic and Housing Market Analysis, April 4, 2018); and

WHEREAS, for a family of three at 30 percent of AMI (roughly $20,700) affordable rent would be $520 per month, including utilities (City of Charlottesville Housing Needs Assessment Socioeconomic and Housing Market Analysis, April 4, 2018); and

WHEREAS, Charlottesville is home to an estimated 811 extremely low-income (less that 30 percent AMI) non-student renter households, 115 individuals in emergency shelters, and 23 unsheltered individuals (City of Charlottesville Housing Needs Assessment Socioeconomic and Housing Market Analysis, April 4, 2018); and

WHEREAS, on March 11, 2020, the World Health Organization declared the outbreak of the novel coronavirus, SARS–CoV–2, and the disease it causes, commonly referred to as COVID-19, a pandemic (for reference in this ordinance, this virus and the disease that it causes are referred to as "COVID-19"); and

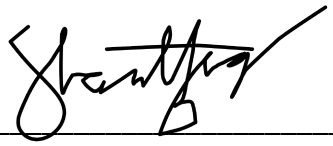
WHEREAS, City Manager and Director of Emergency Management, Dr. Tarron J. Richardson, declared the potential spread of COVID-19 an emergency on March 12, 2020 pursuant to a Resolution adopted by the Charlottesville City Council; and

WHEREAS, also on March 12, 2020, Governor Ralph S. Northam issued Executive Order Number Fifty-One ("EO 51") declaring a state of emergency for the Commonwealth of Virginia because of the COVID-19 pandemic; EO 51 acknowledged the existence of a public health emergency arising from the COVID-19 pandemic and that it constitutes a "disaster" as defined by Virginia Code § 44-146.16 because of the public health threat presented by a communicable disease anticipated to spread; and

WHEREAS, on August 7, 2020, the Supreme Court of Virginia issued an amendment of the eighth order extending declaration of Judicial Emergency in response to COVID-19, specifying that, effective August 10, 2020, and through September 7, 2020, pursuant to Va. Code § 17.1-330, the issuance of writs of eviction pursuant to unlawful detainer actions is suspended and continued.

BE IT RESOLVED that the Commission hereby advocates and respectfully requests that City Council take all available action within their legal authority to promote a continued moratorium on evictions resulting from the detrimental impacts of COVID-19 on the local economy.

Dated this ___30_____ of ___October___, 2020.



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Shantell Bingham, Chair, Human Rights Commission

Attachment 8

RESOLUTION TO REMOVE A COMMISSIONER FOR GOOD CAUSE
CHARLOTTESVILLE HUMAN RIGHTS COMMISSION
RESOLUTION #: HR20-2

WHEREAS, the role of the Charlottesville Human Rights Commission, hereinafter "the Commission," is to act as a strong advocate for justice and equal opportunity by providing citywide leadership and guidance in the area of civil rights (City code Article XV. Sec. 2-433.); and

WHEREAS, the Charlottesville Human Rights Ordinance, hereinafter "the Ordinance," prohibits discrimination in housing, employment, public accommodations, credit, and education on the basis of race, color, religion, sex, pregnancy, childbirth or related medical conditions, national origin, age, marital status or disability (City code Article XV. Sec. 2-431. (a)); and

WHEREAS, the term "discrimination on the basis of sex," as used within the Ordinance, is defined to include, but not be limited to discrimination on the basis of gender identity, transgender status or sexual orientation (City Code Article XV. Sec. 2-431. (b)); and

WHEREAS, it is the duty and responsibility of the Human Rights Commission to promote mutual understanding, reconciliation and respect between all classes of individuals protected by this ordinance and the larger Charlottesville community (City Code Article XV. Sec. 2-434. (b)); and

WHEREAS, it is harmful to and undermines public trust in the Commission, and is considered good cause for Commissioner removal, when an individual Commissioner engages in activities that promote intolerance of and/or unlawful discrimination against people who self-identify as members, or are perceived to be members, of the protected classes named in Sec. 2-431 of the Ordinance; and

WHEREAS, following notice to the member, any member of the Commission may be removed for good cause by a majority vote of City Council as per Sec. 2-432. (a) of the Ordinance.

BE IT RESOLVED that in the event that a member of the Commission is believed by the Commission to be engaged in activities that are harmful to the Commission and undermine public trust in the Commission and its duties and responsibilities, the Commission will:

(a) Conduct an immediate review into the alleged activities to determine the facts of the matter. This review may be guided by an ad-hoc committee of no fewer than 2 persons; and

(b) Upon the order of a review, suspend the Commissioner's participation in any further official actions of the Commission while the review is ongoing; and

(c) Upon conclusion of the review, provide a written summary of the facts and a recommendation to City Council if the Commission believes there is need for further action, including whether there is good cause for removal or whether the individual will receive a reprimand from the Commission.

Dated this 29th of January, 2021.

Mary Bauer, Chair, Human Rights Commission

Attachment 9

CITY OF CHARLOTTESVILLE, VIRGINIA
CITY COUNCIL AGENDA

Agenda Date:	City Council Meeting date at which Agenda Item will be considered
Action Required:	Review the recommended amendments to the Human Rights Ordinance Adopted by the Human Rights Commission and approve the amendments or provide feedback for further revision.
Presenter:	Shantell Bingham Chair Charlottesville Human Rights Commission
Staff Contacts:	Todd Niemeier Community Outreach and Investigation Specialist Interim Director, Human Rights Commission Interim Manager, Office of Human Rights
Title:	**Human Rights Ordinance Recommended Amendments**

Background:
City Council approved the current Charlottesville Human Rights Ordinance (Chapter 2, Article XV of the Code of the City of Charlottesville) on May 20, 2013. The Charlottesville Human Rights Commission (HRC) has adopted several amendments to the Human Rights Ordinance (hereafter the Ordinance) for consideration and approval by City Council. The adopted amendments mirror recent changes in state statutes, provide clarification regarding the investigation and issuance of findings pertaining to individual complaints of discrimination, and ensure that the Ordinance is better aligned with City Council's Vision and Strategic Plan.

Discussion:
During regular publicly noticed meetings in 2019 and 2020, the HRC considered public feedback regarding the effectiveness of the HRC and the Office of Human Rights (OHR) in addressing individual complaints of discrimination and systemic issues of discrimination. At its regular meeting on July 16, 2020, the HRC Chair recommended the formation of an ad hoc committee to work with the City Attorney's Office and OHR staff to draft amendments to the Ordinance aimed at addressing some of the publicly raised concerns and recent changes in state law. The ad hoc committee met with the Assistant City Attorney and OHR staff on August 4, September 8, and October 6, 2020, to discuss and draft revised Ordinance language for presentation to the full HRC. This committee consisted of only two HRC Commissioners, and the meetings were not publicly-noticed, to conform with Council's order that Commissions hold no more than one publicly-noticed meeting per month. The Assistant City Attorney reviewed all draft Ordinance language for legality and alignment with state law, prior to presentation to the HRC for discussion. The ad hoc committee presented the draft Ordinance amendments to the HRC during the publicly noticed regular meetings on September 17, and October 15, 2020. During these meetings, the HRC discussed, and voted to adopt, the proposed amendments included in the attached copy of the Ordinance. OHR staff submitted the attached copy

of the Ordinance, containing the amendments adopted by the HRC, for final review by the City Attorney on October 30, 2020. If City Council approves the recommended revisions to the Ordinance, the HRC and OHR will develop a public outreach plan to raise awareness of the changes and how they might impact the local population.

Alignment with City Council's Vision and Strategic Plan:
The Ordinance amendments, adopted by the HRC and recommended to City Council for approval, align with Council's vision of the City as a leader in social justice and healthy race relations, and a City that is flexible and progressive in anticipating and responding to the needs of our citizens. Additionally, the adopted amendments align with the following Goals and Objectives within the Strategic Plan:

- Goal 1: Inclusive, Self-Sufficient Community
    - Objective 1.3: Increase affordable housing options
        - The amended Ordinance contains language that increases protections against housing discrimination, enabled by recent changes to the Virginia Fair Housing Law (Virginia Code Title 36, Chapter 5.1)
            - Relevant amended Ordinance sections
                - Sec. 2-431 (a)
                - Sec. 2-431 (b)
                - Sec. 2-431 (c)
                - Sec. 2-431 (d)
                - Sec. 2-437 (b)
    - Objective 1.5: Intentionally address issues of race and equity
        - The amended Ordinance contains language that increases protections against discrimination within all of the protected activities and protected classes, enabled by recent changes to the Virginia Human Rights Act (Virginia Code Title 2.2, Chapter 39), the Virginia Fair Housing Law (Virginia code Title 36, Chapter 5.1), and Virginia Code, Title 15.2, Chapter 9, §15.2-965.
            - Relevant amended Ordinance sections
                - Sec. 2-431 (a)
                - Sec. 2-431 (b)
                - Sec. 2-431 (c)
                - Sec. 2-431 (d)
                - Sec. 2-437 (b)
- Goal 5: Responsive Organization
    - Objective 5.3: Provide responsive customer service
        - The amended Ordinance contains revisions that:
            - Allow more diversity and inclusiveness within the body of the HRC;
                - Sec. 2-432 (a)
            - Prioritize assistance to individuals who believe they are the victim of unlawful discrimination;
                - Sec. 2-433 (a)
                - Sec, 2-433 (c)
            - Maximize the jurisdiction of the OHR (concurrent with state and federal law);
                - Sec. 2-431 (a)
                - Sec. 2-431 (b)

    - Sec. 2-431 (c)
    - Sec. 2-431 (d)
    - Sec. 2-437 (b)
- Clarify the process for investigation and issuance of findings regarding individual complaints of discrimination; and
    - Sec. 2-437 (b)
    - Sec. 2-437 (c)
    - Sec. 2-437 (d)
    - Sec. 2-437 (f)
- Adopt LGBTQ+ inclusive pronouns throughout the Ordinance.
    - Sec. 2-437 (c)
    - Sec. 2-439.1 (f)
    - Sec. 2-439.1 (g)

Community Engagement:
On March 9, 2020, the HRC received a copy of a letter sent to City Council and the City Manager from Mr. Walt Heinecke, and endorsed by several local social justice advocacy groups, outlining nine suggestions for the restructuring of the HRC and OHR. Mr. Heinecke also shared public comment regarding the letter of suggestions during HRC regular meetings on June 18, August 20, and September 17, 2020. As noted in the "Discussion" section, the HRC discussed feedback from the public relating to the Ordinance revisions at several of its regular meetings during 2019 and 2020. All regular meetings of the HRC are open to the public. OHR staff posts public notice of all regular meetings on the City website calendar. All of the agendas, agenda packets, and minutes are available to the public via the City website. A draft of the revised Ordinance, which includes all of the amendments adopted by the HRC, is included in the draft minutes of the HRC regular meeting on October 15, 2020, which are posted on the City website.

Budgetary Impact:
Council's approval of the amended Ordinance has no immediate fiscal impacts. The FY20 Budget includes funding for the current vacant position of OHR Manager/HRC Director. This position, if filled, would better equip the OHR and HRC to handle individual complaints of discrimination.

Recommendation:
The HRC recommends approval of the adopted amendments to the Human Rights Ordinance. OHR staff concurs with the HRC recommendation.

Alternatives:
If Council chooses not to approve the amendments to the Ordinance adopted by the HRC, the enforcement authority of the OHR and HRC will be less robust that what is allowable under current state laws that address illegal discrimination. As a result, citizens seeking assistance with individual complaints of discrimination that would have been covered by the proposed amendments will necessarily be referred to other, potentially non-local, agencies.

The HRC respectfully requests a written response from Council detailing the reasons for the complete or partial disapproval of any of the proposed amendments so that it may attempt to revise the Ordinance language for future consideration by Council.

Attachments:
Attached please find a copy of the Charlottesville Human Rights Ordinance containing the amendments adopted by the HRC for recommendation to Council for approval.

KEY TO EDITS

~~**Red strike-through:**~~ **Text to be changed or removed.**

Blue: **New text.**

(Note: some of the sub-heading labels may be red or blue, this may not reflect a change but rather the default formatting of Microsoft Word).

AN ORDINANCE AMENDING AND REORDAINING CHAPTER 2 (ADMINISTRATION) OF THE CODE OF THE CITY OF CHARLOTTESVILLE (1990), AS AMENDED, BY ADDING A NEW ARTICLE XV ENTITLED HUMAN RIGHTS.

BE IT ORDAINED by the Council for the City of Charlottesville, Virginia that Chapter 2 of the Code of the City of Charlottesville (1990), as amended, is hereby amended and reordained by adding a new Article XV entitled Human Rights, which Article shall read as follows:

Article XV. Human Rights

Sec. 2-430. Short title.

This Article shall be known and referred to as the Charlottesville Human Rights Ordinance.

Sec. 2-431. Unlawful discrimination prohibited.

(a) It shall be unlawful and a violation of this article for any person, partnership, corporation or other entity to engage in discrimination in ~~housing,~~ employment, public accommodation~~s~~, credit, and private education on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, sexual orientation, gender identity, ~~pregnancy, childbirth or related medical conditions, national origin, age, marital status,~~ status as a veteran, or disability.

(b) It shall be unlawful and a violation of this article for any person, partnership, corporation or other entity to engage in discrimination in housing on the basis of race, color, religion, national origin, sex, elderliness, familial status, source of funds, sexual orientation, gender identity, status as a veteran, or disability.

(c) ~~As used herein, the term "discrimination on the basis of sex" is defined to include, but not be limited to, discrimination on the basis of gender identity, transgender status or sexual orientation.~~ As used in herein, the term "gender identity" means the gender-related identity, appearance, or other gender-related characteristics of an individual, without regard to the individual's designated sex at birth.

(d) As used herein, the term "source of funds" means any source that lawfully provides funds to or on behalf of a renter or buyer of housing, including any assistance, benefit, or subsidy program, whether such program is administered by a governmental or nongovernmental entity.

(e) As used herein, the term "unlawful discriminatory practice" includes conduct in violation of any comparable Virginia or federal statute or regulation governing unlawful discrimination.

Sec. 2-432. Human Rights Commission.

(a) There is hereby created in the City of Charlottesville a Human Rights Commission, consisting of no less than nine (9) and not more than fifteen (15) members appointed by the City Council. The Commission membership shall be broadly representative of the City's ~~population~~ demographic composition, with consideration of racial, gender (including gender identity, transgender status, and sexual orientation), religious, ethnic, disabled, socio-economic, geographic neighborhood and age groups ~~within the City~~; with priority given to City residents, as well as to applicants with demonstrable ties to the City. Of the members first appointed, at least three shall be appointed for terms of three years, at least three shall be appointed for terms of two years, and at least three shall be appointed for terms of one year. Thereafter members shall be appointed for terms of three years each. Any vacancy shall be filled by the City Council for the unexpired portion of a term. Following notice to the member, any member of the Commission may be removed for good cause by a majority vote of City Council.

(b) The Commission shall elect from its members a chair, a vice-chair, and such other officers as the Commission may deem appropriate. The Commission may also adopt rules and procedures to govern the conduct of its affairs.

(c) Members of the Commission shall serve without compensation, but funds may be appropriated in the City's annual budget for reasonable and necessary expenses to be incurred by Commission in the conduct of its prescribed functions.

(d) All meetings of the Commission shall be advertised in advance and in the manner required by law, and shall be open to the public except for meetings lawfully closed pursuant to the Virginia Freedom of Information Act. At the beginning and at the end of each of its public meetings the Commission will receive public comment in accordance with City Council's "Rules for Public Participation".

(e) The Commission may, in its discretion, delegate any of its duties or responsibilities hereunder to a panel of not less than three Commissioners.

(f) There shall be a full-time Director of the Commission, who shall be appointed by the City Manager with the advice and consent of the Commission and who shall serve full time in that capacity. The Director will be responsible for and report to the Commission in the day-to-day operational conduct of the Commission's activities. The Director shall report directly to the City Manager for administrative and fiscal matters. The City Manager shall delegate to the Director the authority to employ such additional staff as authorized and funded by the City Council, in order for the Commission to fulfill effectively its obligations under this Ordinance.

(g) All City departments, boards and commissions shall cooperate with and provide assistance to the Commission, including the provision of information in response to reasonable requests from the Commission.

(h) Legal counsel shall be provided to the Commission and its staff through the Office of the City Attorney. The City Council may authorize retention of outside counsel where deemed appropriate upon recommendation of the City Attorney.

Sec. 2-433. Role of the Human Rights Commission.

The role of the Human Rights Commission 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 Commission will:

(a) Assist individuals who believe they are the victim of an act of unlawful discrimination within the City; ~~Identify and review policies and practices of the City of Charlottesville and its boards and commissions and other public agencies within the City and advise those bodies on issues related to human rights issues;~~

(b) Collaborate with the public and private sectors for the purpose of providing awareness, education and guidance on methods to prevent and eliminate discrimination citywide;

(c) Identify and review policies and practices of the City of Charlottesville and its boards and commissions and other public agencies within the City and advise those bodies on issues related to human rights issues; ~~Assist individuals who believe they are the victim of an act of unlawful discrimination within the City;~~

(d) Make recommendations regarding the City's annual legislative program, with an emphasis on enabling legislation that may be needed to implement programs and policies that will address discrimination;

Sec. 2-434. Duties and responsibilities – Community dialogue and engagement.

(a) The Commission will serve as a forum for the discussion of human rights issues, and be responsible for conducting ongoing efforts to engage community members in an open, honest and creative dialogue regarding issues of equity and opportunity, including but not limited to issues considered by the City's Dialogue on Race initiative.

(b) The Commission may conduct or engage in educational and informational programs for the promotion of mutual understanding, reconciliation and respect between all classes of individuals protected by this ordinance and the larger Charlottesville community.

Sec. 2-435. Duties and responsibilities – Systemic issues.

(a) The Commission will be responsible for identifying and reviewing policies, practices and systems of an institutional nature that:

(1) May be unlawful discriminatory practices; or,

(2) May not constitute unlawful discriminatory be practices but nevertheless which produce disparities that adversely impact affect individuals on the basis of a status such as their race, color, religion, sex, pregnancy, childbirth or related medical conditions, national origin, age, marital status, criminal record, income or disability.

(b) Any review undertaken pursuant to this section may be initiated at the request of any other public or private entity, or by the Commission on its own initiative.

(c) The Commission may conduct its own research and review of existing studies and literature, collaborate with other research organizations, organize public focus groups and hold such hearings as may be necessary to identify policies, practices and systems as referenced in (a), above. For each such identified policy, practice or system, the goal of the Commission will be to

formulate recommendations and to propose concrete, actionable reforms that will eliminate discriminatory practices or the adverse effects of lawful other practices.

Sec. 2-436. Reserved.

Sec. 2-437. Duties and responsibilities – Investigation of individual complaints and issuance of findings.

(a) The Director will develop and implement a central intake mechanism for receiving and processing individual complaints that allege an unlawful discriminatory practice in the City.

(b) ~~In cases where investigation and remediation are already available in the City, such as employment discrimination complaints within the jurisdiction of the Equal Employment Opportunity Commission ("EEOC") or fair housing complaints addressed by the Piedmont Housing Alliance, the complaint will be referred to that agency so that investigation and enforcement may be initiated by those bodies, which will offer services in the City and, to the extent allowed by law, report their findings to the Commission.~~ For complaints alleging an unlawful discriminatory practice within the enforcement jurisdiction of the City, defined herein as within the corporate limits of the City and as authorized by state and federal statutes, the Director or other designated professional staff are authorized to undertake further action as detailed in **Sec. 2-437 (c).** For complaints alleging an unlawful discriminatory practice that falls outside the jurisdiction of the City, the Director or other designated professional staff will refer the complaint to the appropriate state or federal agency.

(c) ~~For all other complaints alleging an~~ Upon determination that an alleged unlawful discriminatory practice falls within the enforcement jurisdiction of the City,~~as defined herein within the corporate limits of the City~~, the Director or other designated professional staff will conduct, as authorized by this ordinance, an initial fact-finding inquiry to determine jurisdiction. ~~fact-finding, mediation, conciliation, and, if necessary, full investigation of the complaint as he or she deems appropriate to ascertain the facts underlying the charge of discrimination, provided that the~~ The complaint may be dismissed by the Director without further action ~~investigation~~ if it fails to adequately allege a violation of this ordinance or is otherwise deficient on its face. ~~If~~ Following the initial fact-finding inquiry, if the complaint is not dismissed, and the Complainant wishes to pursue further action, the Director will serve a copy on each respondent named therein.~~,~~ Said copy shall specify the allegation, citing the evidence that supports further action, and indicating the action to be taken. Further action, as authorized by this ordinance, may include mediation, conciliation, and formal investigation of the complaint, as deemed appropriate by the Director. Upon completion of a formal ~~the initial~~ investigation, the Director shall render a written determination of whether there is probable cause to believe a violation of this ordinance has occurred, and the facts supporting such determination. The written determination shall promptly be served on the parties.

(d) If the Director determines that further action is appropriate ~~that there is probable cause to believe a violation has occurred~~, the Director will propose an initial meeting between the parties for the purpose of exploring a resolution of the complaint through voluntary mediation or other informal means. Nothing herein shall be interpreted as requiring any party to participate in mediation or any other conciliatory efforts. Materials used and communications made during a mediation or informal conciliation shall be confidential, and shall not be disclosed to the public by the Director, the Commission or its staff unless disclosure is authorized in writing by all parties to the dispute.

(e) If the mediation or conciliation is concluded to the satisfaction of both parties, the complaint will be considered resolved upon the parties' execution of a written conciliation or settlement agreement. Unless all parties agree otherwise, the execution of a written agreement is solely for the purpose of settling a disputed claim, and does not constitute an admission by any party that the law has been violated. No further action on the initial complaint will be taken by the Commission or its staff once the agreement is executed.

(f) If mediation or conciliation is not successful, and the Complainant wishes to pursue further action, the Director or designee may conduct ~~further~~ a formal investigation for the purpose of rendering a written determination as to whether there is probable cause to believe a violation of this ordinance occurred, and the facts supporting such determination. ~~or,~~ If further investigation is not warranted, the Director may ~~either~~ dismiss the complaint as not constituting a violation. ~~or~~ After a written determination has been served on both parties, the Director may either close the case or proceed with the preparation of materials for consideration by the Commission, as provided in section 2-439.1 (b).

(g) In order to fulfill the requirements of this section, the City Manager is authorized to contract on behalf of the City with any objective, neutral third party qualified to assess allegations of discriminatory conduct as prohibited in section 2-431, for the purpose of receiving complaints, conducting investigations, rendering written determinations of whether there is probable cause to believe a violation of this ordinance has occurred, conducting mediations or conciliations of complaints and advising the Director of the Commission of the results of any investigation, mediation or conciliation of complaints.

Sec. 2-438. Reserved.

Sec. 2-439.1. Enforcement authority – The role of the Commission.

(a) If the Director determines that there is insufficient probable cause to believe a violation of this ordinance has occurred, the Director shall dismiss the complaint and advise the complainant in writing that such dismissal shall become final unless, within ten (10) business days of receipt of notice of the dismissal, the complainant files with the Commission a request for a review of the determination of the Director. On written petition of the complainant the Commission may review the Director's conclusion, and may either overrule or affirm the finding of no probable cause. The parties may submit such additional information as they desire for the Commission's consideration. If the Commission determines that probable cause exists, it shall direct the Director to continue the investigation or proceed with conciliation efforts.

(b) If the Director determines that probable cause to believe a violation did occur and either party declines to participate in mediation or other informal means of resolving the complaint, or if such efforts are attempted but unsuccessful, the Director shall prepare a written summary of the evidence on which the determination of probable cause is based, and shall recommend appropriate remedies for the discriminatory actions in a report to the Commission. The Commission shall determine by majority vote whether to hold a public hearing on the complaint. The Commission shall base its determination on its judgment as to how enforcement of this ordinance would be best served. If the Commission determines not to hold a public hearing, it shall either dismiss the complaint or take such action as it deems appropriate and consistent with the purposes of this ordinance and the powers of the Commission hereunder.

(c) If a hearing is to be held, the Commission shall promptly notify the parties of the

time, date and location of the hearing and serve upon them a statement of the charges against the respondent, the Director's summary of the evidence and recommended remedies, and the issues to be considered at the hearing. The Commission will have the option to consider all of the allegations and issues set forth in the complaint or, in its discretion, may limit the scope of the hearing to one or more of the allegations or issues. The notice and statement shall be served no later than 14 days prior to the date of the hearing. Hearings of the Commission may be held before the entire Commission or before designated hearing panels, consisting of three or more members of the Commission, as the Commission in its discretion may determine. The Chair or a Commissioner designated by the Chair shall preside over the public hearing, which shall be open to the public.

(d) Whenever the Commission has reasonable cause to believe that any person has engaged in or is engaging in any unlawful discriminatory practice, and the Commission, after a good faith effort to obtain the data and information necessary to determine whether a violation has occurred, has been unable to obtain such information, it may request the City Attorney to apply to the judge of the circuit court of the jurisdiction in which the respondent resides or is doing business for a subpoena *duces tecum* against any person refusing to produce such data and information. The judge of the court, upon good cause shown, may cause the subpoena to be issued. Any person failing to comply with such subpoena shall be subject to punishment for contempt by the court issuing the subpoena. For purposes of this section, "person" includes any individual, partnership, corporation, association, legal representative, mutual company, joint stock company, trust, unincorporated organization, employee, employer, employment agency, labor organization, joint labor-management committee, or an agent thereof.

(e) In cases to be heard by the Commission the complainant and the responding parties shall be entitled:

(1) To file written statements or arguments with the Commission prior to the hearing;

(2) To be represented by privately retained counsel of his or her choice;

(3) To present his or her case or defense by oral or documentary evidence, to be given under oath or by affirmation;

(4) To submit rebuttal evidence; and

(5) To conduct such cross-examination as may be required for a full and true disclosure of the facts. Any oral or documentary evidence may be received, but the Commission as a matter of policy shall provide for the exclusion of irrelevant, immaterial or unduly repetitious evidence. The Commission shall not be bound by the strict rules of evidence prevailing in the courts of law or equity.

(f) The Director shall be responsible for assuring the development of the evidentiary record before the Commission and may introduce evidence, examine or cross-examine witnesses, or make argument if ~~he or she~~ they deem~~s~~ it advisable in order to fully apprise the Commission of the facts or the applicable law. The Commission shall keep a full record of the hearing, which record shall be public and open to inspection by any person unless otherwise provided by any applicable law or regulations. Any party may request that the Commission furnish such party a copy of the hearing record and shall reimburse the Commission for the cost of producing the copy. In matters where any party is represented by counsel, the office of the City Attorney shall

provide an attorney as counsel to the Commission who will also assist the Director in preparing the case.

(g) If, after the hearing, the Commission determines by a preponderance of the evidence that the respondent has committed or is committing the alleged violation(s) of this ordinance, the Commission shall state its findings and may issue recommendations, to be served promptly on the parties, which recommendations may include notice to the respondent to cease and desist from such violation(s) and to take such action as may be authorized by law to effectuate the purpose of this ordinance, including but not limited to the payment by respondent of compensatory damages to any person or persons found by the Commission to be so entitled by reason of the violation(s) of this ordinance, or the placement or restoration of any person in or to such status in which the Commission finds ~~he or she~~ they would be but for respondent's violation(s) of this ordinance.

(h) If, after receiving the evidence presented at the hearing, the Commission finds that the respondent has not engaged in the alleged violation(s) of this ordinance, the Commission shall state its findings and shall dismiss the complaint. Prompt notice of such action shall be given to the parties.

(i) Nothing herein shall be construed as authorizing the Commission to issue subpoenas, award damages or grant injunctive relief.

Sec. 2-439.2. Enforcement authority – Court enforcement.

(a) If the Commission finds that a respondent has committed a violation of this ordinance and determines that appropriate remedial measures have not been taken, the Commission, through the City Attorney, and subject to approval by the City Council, may file an appropriate action in any court of competent jurisdiction to prove, *de novo*, that the respondent violated this chapter; secure compliance with this chapter; and/or obtain appropriate relief available under any applicable federal or state statute or regulation including, but not limited to an award of injunctive relief, compensatory and / or punitive damages and a recovery of costs and attorney's fees for any person, including the City, injured as a result of a violation of this chapter.

(b) If the City Council approves the institution of any proceeding in court, the proceeding shall be brought in the name of the City Council and the Human Rights Commission of the City of Charlottesville.

Sec. 2-440. Confidentiality.

It shall be unlawful for any Commissioner, officer, employee, contractor or staff member of the Commission to disclose or make public any complaints, investigative notes, or other correspondence and information furnished to the Commission or its staff in confidence with respect to a complaint, an investigation or conciliation process involving an alleged unlawful discriminatory practice. A violation of this section shall be a Class 3 misdemeanor.

Sec. 2-441. Annual Report.

The Commission shall make an annual comprehensive report to City Council that outlines its efforts during the preceding year in the areas of identifying and addressing systemic or institutional discrimination; processing individual complaints of unlawful discrimination; and facilitating a community dialogue regarding issues of human rights. The report shall also outline

the Commission's work plan for the ensuing year, which shall be subject to approval or modification by City Council.

Sec. 2-442. Severability.

The provisions of the Article are severable; and if any provision, sentence, clause, section or part thereof is held illegal, invalid, unconstitutional or inapplicable to any person or circumstance, such illegality, invalidity, unconstitutionality or inapplicability shall not affect or impair any of the remaining provisions, sentences, clauses, sections or parts of this Article, or their application to other persons or circumstances. It is hereby declared to be the legislative intent that this Article would have been adopted if such illegal, invalid or unconstitutional provision, sentence, clause, section or part had not been included therein, and if the person or circumstances to which the chapter or any part thereof is inapplicable had been specifically exempted therefrom.

Sec. 2-443. Reserved.

~~Approved by Council~~
~~May 20, 2013~~

Clerk of Council

Attachment 10

2020 Charlottesville Office of Human Rights Data Dictionary
Revised 08/01/2020

Term	Definition
Appointment Set-up	A contact involving the scheduling of an appointment with the Office of Human Rights.
Clerical Assistance	Any activity involving creating documents or other materials on behalf or at the request of the client.
Client Follow-up	An incoming contact from an individual who has an open inquiry or complaint.
Closed Complaint	A complaint that is no longer being addressed by the Office of Human Rights. An inquiry may close due to the case being resolved to the client's satisfaction, the referral of the client to another agency that can better serve them, or because the client chooses not to pursue the case further.
Closed Inquiry	An inquiry that is no longer being addressed by the Office of Human Rights. An inquiry may close due to the case being resolved to the client's satisfaction, the referral of the client to another agency that can better serve them, or because the client chooses not to pursue the case further.
Complaint	An incoming contact in which an individual wishes to pursue action regarding an allegation of discrimination that falls within the jurisdiction of the Office of Human Rights, as defined by the Charlottesville Human Rights Ordinance.
Contact	All walk-ins, appointments, phone calls, text messages, and emails with individuals.
Counseling	Assistance provided to the client regarding available courses of action to address a concern.
Dismissed Complaint	A complaint that has been closed by staff due to the case being outside the jurisdiction of the Office of Human Rights or because the client has ceased responding to attempted follow-up by staff.
Dismissed Inquiry	An inquiry that has been closed by staff due to the case being outside the jurisdiction of the Office of Human Rights or because the client has ceased responding to attempted follow-up by staff.
General Contact	An incoming contact that involves outreach coordination, event planning, volunteer coordination, or general information.
Incoming Contact	Any walk-in, appointment, phone call, text message, or email from an individual seeking assistance from the Office of Human Rights.

Term	Definition
Information	A contact in which staff answers questions of a general nature or provides information regarding services, events, or programs.
Inquiry	An incoming contact involving services provided to an individual by the Office of Human Rights *and/or* an individual allegation of discrimination that falls outside the jurisdiction of the office, as defined by the Charlottesville Human Rights Ordinance.
Investigation Activity	Any activity associated with the formal investigation of a complaint.
Mediation Related Services	Any activity associated with the request for or coordination of mediation services, as provided by a licensed third party mediator, in conjunction with a complaint.
Open Complaint	A complaint that is still being addressed by the Office of Human Rights.
Open Inquiry	An inquiry that is still being addressed by the Office of Human Rights.
Outgoing Contact	All service-related contacts initiated by Office of Human Rights staff.
Outreach Coordination	Any service related to community outreach regarding service provision, education & awareness, or facilitation & leadership.
Protected Activity	An activity of daily life in which a person who identifies as a member of a protected class can participate without fear of discrimination. The Charlottesville Human Rights Ordinance lists the following activities as protected: housing, employment, public accommodations, credit, and education.
Protected Class	A group of people with a common characteristic who are protected from discrimination on the basis of the characteristic when participating in a protected activity. The Charlottesville Human Rights Ordinance lists the following classes as protected: race, color, religion, sex (to include, but not be limited to, gender identity, transgender status, or sexual orientation), pregnancy, childbirth or related medical conditions, national origin, age, marital status, or disability.
Public Hearing	A service provided by the Human Rights Commission and coordinated by the Office of Human Rights, as specified by the Charlottesville Human Rights Ordinance, involving the recommendation of remedies related to a determination of probable cause resulting from the formal investigation of a complaint.

Term	Definition
Referral	A recommendation staff for the client to contact another agency in order to address a concern raised in an inquiry or complaint.
Staff Follow-up	An outgoing contact in which staff communicates with an individual who has previously contacted the office.
Third Party Incoming Contact	An incoming contact with a person who is a third party to an individual directed involved with an inquiry or complaint.
Third Party Outgoing Contact	An outgoing contact with a person who is a third party to an individual directed involved with an inquiry or complaint. The person directly involved must give verbal or written consent for staff to initiate a third party outgoing contact.

Attachment 11

CY2020 OHR Service Data

*The OHR was physically closed from March 16, 2020 through the end of the year due to the COVID-19 pandemic, but the "open office days" figure is included for reference to show the average number of incoming contacts per day had the office been open the typical number of days in a given month.

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
*Open office days in the month**	*22*	*20*	*21*	*22*	*23*	*20*	*22*	*22*	*20*	*23*	*19*	*18*	252
Total Incoming & Outgoing Contacts	288	318	276	253	160	104	47	79	88	129	193	148	**2083**
Total Incoming Contacts	207	230	158	69	81	62	26	45	43	75	94	70	**1160**
Average Incoming Contacts/Day	9	12	8	3	4	3	1	2	2	3	5	4	**5**
Referrals from Sin Barreras	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Contacts in Spanish	0	3	9	106	58	29	10	0	0	2	9	5	**231**
Total Staff Follow-ups (Outgoing)	56	36	80	180	72	35	18	24	31	32	56	48	**668**
Total Third-Party Contacts (Outgoing)	25	52	38	4	7	7	3	10	14	22	43	30	**255**
Total Client Follow-ups (Incoming)	143	137	99	53	69	41	19	23	24	42	50	39	**739**
Total Third-Party Contacts (Incoming)	25	42	32	2	5	11	2	4	14	20	24	21	**202**
Total General Contacts (Incoming)	31	37	21	11	4	5	5	13	3	7	12	5	**154**
Total New Inquiries (Incoming)	8	14	6	3	3	4	0	5	2	6	7	5	**63**
Total New Complaints (Incoming)	0	0	0	0	0	1	0	0	0	0	1	0	**2**
Total Allegations (Both I&C)	0	2	0	2	0	0	0	2	1	0	3	1	**11**
Total I&C: Locality - Cville	7	12	5	0	3	4	0	2	2	5	6	4	**50**
Total I&C: Locality - Albemarle	1	0	1	3	0	0	0	3	0	1	1	0	**10**
Total I&C: Locality - Other or Not Specified	0	2	0	0	0	1	0	0	0	0	1	1	**5**
Total Inquiries: P.A. - Employment	1	4	3	3	0	0	0	3	1	0	1	1	**17**
Total Inquiries: P.A. - Housing	5	8	2	0	3	3	0	2	1	4	4	2	**34**
Total Inquiries: P.A. - Public Accommodation	1	0	0	0	0	0	0	0	0	1	1	0	**3**
Total Inquiries: P.A. - Credit	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Inquiries: P.A. - Private Education	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Inquiries: P.A. - Other (Unprotected)	1	2	1	0	0	1	0	0	0	1	1	2	**9**
Total Complaints: P.A. - Employment	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Complaints: P.A. - Housing	0	0	0	0	0	0	0	0	0	0	1	0	**1**
Total Complaints: P.A. - Public Accommodation	0	0	0	0	0	1	0	0	0	0	0	0	**1**
Total Complaints: P.A. - Credit	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Complaints: P.A. - Private Education	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Complaints: P.A. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total employment discrimination allegations	0	2	0	2	0	0	0	1	1	0	1	0	**7**

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Employment allegations in Charlottesville	0	1	0	0	0	0	0	0	1	0	1	0	**3**
Employment allegations in Albemarle Co.	0	0	0	2	0	0	0	1	0	0	0	0	**3**
Emp. allegations in Cville referred to EEOC	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Emp. allegations in Alb. Co. ref. to EEOC	0	0	0	1	0	0	0	0	0	0	0	0	**1**
Total housing discrimination allegations	0	0	0	0	0	0	0	1	0	0	1	1	**3**
Housing allegations in Charlottesville	0	0	0	0	0	0	0	0	0	0	1	1	**2**
Housing allegations in Albemarle	0	0	0	0	0	0	0	1	0	0	0	0	**1**
Total public accommodation discrimination allegations	0	0	0	0	0	0	0	0	0	0	1	0	**1**
Public accommodation allegations in Cville	0	0	0	0	0	0	0	0	0	0	1	0	**1**
Total Other (Unprotected) activity allegations	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Age	0	0	0	0	0	0	0	0	0	1	0	0	**1**
Total I&C: P.C. - Disability	2	2	1	0	0	1	0	0	0	2	1	0	**9**
Total I&C: P.C. - Marital Status	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - National Origin	0	0	0	1	0	0	0	0	0	0	0	0	**1**
Total I&C: P.C. - Pregnancy	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Childbirth or Related Medical Conditions	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Race	0	1	0	1	0	0	0	1	1	0	1	0	**5**
Total I&C: P.C. - Color	0	1	0	1	0	0	0	1	1	0	0	0	**4**
Total I&C: P.C. - Religion	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Sex	0	1	0	1	0	0	0	1	0	0	1	0	**4**
Total I&C: P.C. - Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total I&C: P.C. - Source of Funds	0	0	0	0	0	0	0	1	0	0	0	1	**2**
Total I&C: P.C. - Not specified	6	10	5	0	3	3	0	1	1	3	4	3	**39**
Total I&C: P.C. - Other (Unprotected)	0	0	0	0	0	1	0	1	0	0	1	1	**4**
Total Counseling Contacts	51	39	25	7	5	5	5	7	12	18	13	14	**201**
Total Employment Counseling	4	5	2	3	0	0	0	2	1	0	2	2	**21**
Total Housing Counseling	43	32	22	4	5	2	5	5	11	15	11	12	**167**
Total Public Accommodation Counseling	2	1	0	0	0	1	0	0	0	1	0	0	**5**
Total Credit Counseling	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Private Education Counseling	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Other (Unprotected) Counseling	2	1	1	0	0	2	0	0	0	2	0	0	**8**
Total Contacts resulting in Referrals	7	9	5	4	2	3	0	5	1	2	0	6	**44**
Referrals to CSRAP	2	1	0	0	2	1	0	0	0	0	0	0	**6**
Referrals to LAJC	1	1	1	0	0	1	0	4	1	0	0	0	**9**

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Referrals to CVLAS	1	2	2	0	0	1	0	2	0	0	0	1	**9**
Referrals to PHA	0	0	1	0	0	1	0	0	0	0	0	1	**3**
Referrals to EEOC	0	1	0	3	0	0	0	0	0	0	0	0	**4**
Referrals to DPOR	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Referrals to Other	4	4	2	2	0	3	0	2	1	2	0	4	**24**
Total Employment Complaints: P.C. - Age	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Disability	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Marital Status	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - National Origin	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Pregnancy	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Childbirth or R.M.C.	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Race	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Color	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Religion	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Sex	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Not specified	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Employment Complaints: P.C. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Age	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Disability	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Marital Status	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - National Origin	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Pregnancy	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Childbirth or R.M.C.	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Race	0	0	0	0	0	0	0	0	0	0	1	0	**1**
Total Housing Complaints: P.C. - Color	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Religion	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Sex	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Not specified	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Housing Complaints: P.C. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Age	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Disability	0	0	0	0	0	1	0	0	0	0	0	0	**1**

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Total Pub. Accom. Comp.: P.C. - Marital Status	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - National Origin	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Pregnancy	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Childbirth or R.M.C.	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Race	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Color	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Religion	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Sex	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Not specified	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Pub. Accom. Comp.: P.C. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total Open Inquiries													16
Total Closed Inquiries													47
Total Dismissed Inquiries													0
Total Open Complaints													1
Total Closed Complaints													1
Total Dismissed Complaints													0
Primary Service: Appointment Set-up	51	23	13	1	1	1	0	5	4	0	12	3	**114**
Primary Service: Clerical Assistance	0	8	0	0	2	0	1	0	1	0	0	0	**12**
Primary Service: Counseling	51	39	25	7	5	5	5	7	12	18	13	14	**201**
Primary Service: Event Information	1	1	1	0	0	0	0	0	0	0	0	2	**5**
Primary Service: Investigation Activity	11	11	5	3	1	0	1	9	10	19	10	13	**93**
Primary Service: Information	166	234	180	24	62	51	26	56	60	91	156	116	**1222**
Primary Service: Mediation Related Services	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Primary Service: Outreach Coordination	8	2	4	0	0	1	0	2	1	1	2	0	**21**
Primary Service: Public Hearing	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Primary Service: Volunteer Coordination	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Primary Service: Helpline - COVID Response	0	0	48	218	89	46	14	0	0	0	0	0	**415**
Total Formal Investigations: - Employment													0
Total Formal Investigations: - Housing													1
Total Formal Investigations: - Public Accommodation													1
Total Formal Investigations: - Credit													0
Total Formal Investigations: - Private Education													0

Attachment 12

Summary of Employment Discrimination Protections following the passing of the Values Act

With the passage of the Values Act by the General Assembly on July 1, 2020, the Virginia Human Rights Act (Va. Code Title 2.2, Chapter 39) definition of "Employer" as it relates to discrimination in employment in §2.2-3905 (A) was amended to read as follows:

> *"Employer" means a person employing 15 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year, and any agent of such a person. However, (i) for purposes of unlawful discharge under subdivision B 1 on the basis of race, color, religion, national origin, status as a veteran, sex, sexual orientation, gender identity, marital status, pregnancy, or childbirth or related medical conditions including lactation, "employer" means any employer employing more than five persons and (ii) for purposes of unlawful discharge under subdivision B 1 on the basis of age, "employer" means any employer employing more than five but fewer than 20 persons.*

The Values Act also repealed §2.2-3903 of the Virginia Human Rights Act, which included the following sub-section (B):

> *B. No employer employing more than five but less than 15 persons shall discharge any such employee on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, including lactation. No employer employing more than five but less than 20 persons shall discharge any such employee on the basis of age if the employee is 40 years of age or older. For the purposes of this section, "lactation" means a condition that may result in the feeding of a child directly from the breast or the expressing of milk from the breast.*

The following chart shows the potential scope of OHR enforcement authority, regarding employment discrimination, following the passage of the Values Act:

Yes = OHR can enforce employment nondiscrimination	$\leq$ 5 Employees	5 < Employees (If unlawful discharge)	5 < 15 Employees (If unlawful discharge)	5 < 20 Employees (If unlawful discharge)	15 $\leq$ Employees
Race	No	Yes	Yes	Yes	Yes
Color	No	Yes	Yes	Yes	Yes
Religion	No	Yes	Yes	Yes	Yes
National Origin	No	Yes	Yes	Yes	Yes
Status as a Veteran	No	Yes	Yes	Yes	Yes
Sex	No	Yes	Yes	Yes	Yes
Sexual Orientation	No	Yes	Yes	Yes	Yes
Gender Identity	No	Yes	Yes	Yes	Yes
Marital Status	No	Yes	Yes	Yes	Yes
Pregnancy	No	Yes	Yes	Yes	Yes
Childbirth	No	Yes	Yes	Yes	Yes
Age	No	No	Yes	Yes	Yes

The following chart shows the scope of OHR enforcement authority prior to the passage of the Values Act. The passing of the Values Act significantly expanded the OHR's enforcement of employment discrimination. The differences are noted in red text for emphasis.

Yes = OHR can enforce employment nondiscrimination	≤ 5 Employees	5 < Employees (If unlawful discharge)	5 < 15 Employees (If unlawful discharge)	5 < 20 Employees (If unlawful discharge)	15 ≤ Employees
Race	No	Yes	Yes	No	No
Color	No	Yes	Yes	No	No
Religion	No	Yes	Yes	No	No
National Origin	No	Yes	Yes	No	No
Status as a Veteran	No	Yes	Yes	No	No
Sex	No	Yes	Yes	No	No
Sexual Orientation	No	No	No	No	No
Gender Identity	No	No	No	No	No
Marital Status	No	Yes	Yes	No	No
Pregnancy	No	Yes	Yes	No	No
Childbirth	No	Yes	Yes	No	No
Age	No	No	Yes	Yes	No

Attachment 7

ID	Start time	Completion time	Email	Name	Let's talk about this first:	Let's talk about this second:	Is there anything else that you'd like to suggest that we talk about?
1	2/3/22 14:02:29	2/3/22 14:07:15	anonymous		Government regulation preventing building of new housing	Government regulation granting monopolies to ISPs	Government not providing adequate sidewalks.
2	2/3/22 14:07:06	2/3/22 14:07:57	anonymous		Quality of Affordable, Pubic, and Subsidized Housing	Emergency Housing Access	
3	2/3/22 14:07:57	2/3/22 14:09:10	anonymous		Accessibility for People with Disabilities	Quality of Affordable, Pubic, and Subsidized Housing	
4	2/3/22 14:09:00	2/3/22 14:11:06	anonymous		Emergency Housing Access	Legal Representation for People Facing Eviction	Protecting voting rights/accessibility in our district.
5	2/3/22 14:11:37	2/3/22 14:12:32	anonymous		Accessibility for People with Disabilities	Quality of Affordable, Pubic, and Subsidized Housing	
6	2/3/22 13:40:08	2/3/22 14:12:39	anonymous		Emergency Housing Access	Significant Loss in Black Staff in Charlottesville Government	
7	2/3/22 14:10:13	2/3/22 14:13:17	anonymous		Emergency Housing Access	Quality of Affordable, Pubic, and Subsidized Housing	I support all of the above topics - they are all of utmost importance in our community.
8	2/3/22 14:07:33	2/3/22 14:13:21	anonymous		Quality of Affordable, Pubic, and Subsidized Housing	Emergency Housing Access	Duplexes are not "high density". They are ugly and soul destroying, for the occupants and the neighborhood. Build real high-density multi-unit mixed-use housing structures, or don't build anything. Duplexes will turn this town into a slum. After hiking the value of my 90+ year old house on the edge of Belmont 14.9% in one year, I think you can afford it.
9	2/3/22 14:15:11	2/3/22 14:16:23	anonymous		Legal Representation for People Facing Eviction	Accessibility for People with Disabilities	

ID	Start time	Completion time	Email	Name	Let's talk about this first:	Let's talk about this second:	Is there anything else that you'd like to suggest that we talk about?
10	2/3/22 14:12:12	2/3/22 14:18:00	anonymous		Accessibility for People with Disabilities	Significant Loss in Black Staff in Charlottesville Government	The City needs to train its employees in solving systemic problems, not just solving complaints from those people who have connections.
11	2/3/22 14:23:21	2/3/22 14:24:06	anonymous		Significant Loss in Black Staff in Charlottesville Government	Quality of Affordable, Public, and Subsidized Housing	
12	2/3/22 14:29:29	2/3/22 14:31:09	anonymous		Quality of Affordable, Public, and Subsidized Housing	Accessibility for People with Disabilities	
13	2/3/22 14:28:52	2/3/22 14:32:43	anonymous		Genocide by Government lifting mask mandate before CDC, Stay, OSHA regulations	Gov Virginia kids masked private school what hateful ideas is he doing	Yes Today's treatment of pandemic and slowing down industry and a direct statistical calculation of homeless, poverty income and hospital in covered insurance
14	2/3/22 14:35:10	2/3/22 14:35:30	anonymous		Accessibility for People with Disabilities	Emergency Housing Access	
15	2/3/22 14:38:35	2/3/22 14:44:19	anonymous		Why did executive Black staff not meet expectations	Emergency Housing Access	How do future budget projections support human rights demands?
16	2/3/22 14:44:09	2/3/22 14:45:47	anonymous		Disbanding this commission	needed	
17	2/3/22 14:46:00	2/3/22 14:47:03	anonymous		Emergency Housing Access	Significant Loss in Black Staff in Charlottesville Government	
18	2/3/22 14:46:21	2/3/22 14:47:16	anonymous		Legal Representation for People Facing Eviction	Quality of Affordable, Public, and Subsidized Housing	
19	2/3/22 14:44:56	2/3/22 14:47:30	anonymous		Bike lanes and equitable transportation options	Accessibility for People with Disabilities	Public transit
20	2/3/22 14:52:58	2/3/22 14:53:33	anonymous		Emergency Housing Access	Legal Representation for People Facing Eviction	
21	2/3/22 14:56:24	2/3/22 14:56:59	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	City Schools
22	2/3/22 15:01:12	2/3/22 15:02:28	anonymous		Legal Representation for People Facing Eviction	Quality of Affordable, Public, and Subsidized Housing	
23	2/3/22 15:06:24	2/3/22 15:06:51	anonymous		Accessibility for People with Disabilities	Emergency Housing Access	

ID	Start time	Completion time	Email	Name	Let's talk about this first:	Let's talk about this second:	Is there anything else that you'd like to suggest that we talk about?
24	2/3/22 15:08:23	2/3/22 15:08:58	anonymous		Emergency Housing Access	Emergency Housing Access	
25	2/3/22 15:30:19	2/3/22 15:30:49	anonymous		Quality of Affordable, Public, and Subsidized Housing	Accessibility for People with Disabilities	
26	2/3/22 15:34:15	2/3/22 15:34:54	anonymous		Quality of Affordable, Public, and Subsidized Housing	Legal Representation for People Facing Eviction	
27	2/3/22 15:38:08	2/3/22 15:38:51	anonymous		Emergency Housing Access	Legal Representation for People Facing Eviction	Equity in all things.
28	2/3/22 15:49:02	2/3/22 15:50:58	anonymous		Significant Loss in Black Staff in Charlottesville Government	Emergency Housing Access	Emergency response for the mentally ill.

ID	Start time	Completion time	Email	Name	Let's talk about this first:	Let's talk about this second:	Is there anything else that you'd like to suggest that we talk about?
29	2/3/22 14:39:08	2/3/22 16:04:39	anonymous		Legal Representation for People Facing Eviction	Significant Loss in Black Staff in Charlottesville Government	1) UVA's culpability in disparities in our town, especially as it relates to BIPOC wealth and neighborhood impacts. How can they address this legacy of indifference/hostility towards their neighbors/employees/contractors (funds for CCS' ambitious-but-hard-to-fund Public School realignment and renovations?)? 2) Social determinants of health and having a robust community health worker program, especially in low-wealth census tracts. 3) The ethical, environmental, and accessibility implications of perpetuating city planning in a car-centric mindset. 4) Socially-responsible investments of city funds. We cannot externalize costs of the (negative) human impacts that perpetual corporate growth often ignores for the sake of a higher return... regardless of whether that impact is felt in our city or across the planet. We should care about the Universal Human Rights implications of our city's actions everywhere while still being focused on specific grievances of Cville residents.
30	2/3/22 16:21:58	2/3/22 16:22:30	anonymous		Emergency Housing Access	Accessibility for People with Disabilities	

ID	Start time	Completion time	Email	Name	Let's talk about this first:	Let's talk about this second:	Is there anything else that you'd like to suggest that we talk about?
31	2/3/22 16:22:22	2/3/22 16:23:04	anonymous		Quality of Affordable, Public, and Subsidized Housing	Significant Loss in Black Staff in Charlottesville Government	
32	2/3/22 16:26:23	2/3/22 16:27:56	anonymous		Quality of Affordable, Public, and Subsidized Housing	Emergency Housing Access	
33	2/3/22 16:37:51	2/3/22 16:39:13	anonymous		Accessibility for People with Disabilities	Accessibility for People with Disabilities	The city still has sidewalks covered in snow. How can people with wheelchairs move about. Oh I will tell you, they can't and the city does not care.
34	2/3/22 17:00:44	2/3/22 17:01:06	anonymous		Significant Loss in Black Staff in Charlottesville Government	Accessibility for People with Disabilities	
35	2/3/22 17:01:12	2/3/22 17:01:41	anonymous		Significant Loss in Black Staff in Charlottesville Government	Emergency Housing Access	
36	2/3/22 17:12:00	2/3/22 17:13:00	anonymous		Accessibility for People with Disabilities	Quality of Affordable, Public, and Subsidized Housing	
37	2/3/22 17:34:35	2/3/22 17:37:44	anonymous		Quality of Affordable, Public, and Subsidized Housing	Accessibility for People with Disabilities	Legal protection for Black citizens from the Justice system, police targeting, sentencing and harassment.
38	2/3/22 19:20:25	2/3/22 19:21:58	anonymous		Quality of Affordable, Public, and Subsidized Housing	Emergency Housing Access	
39	2/3/22 20:01:39	2/3/22 20:03:16	anonymous		Emergency Housing Access	Significant Loss in Black Staff in Charlottesville Government	
40	2/3/22 20:13:10	2/3/22 20:14:09	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	
41	2/3/22 20:37:18	2/3/22 20:38:10	anonymous		Quality of Affordable, Public, and Subsidized Housing	Legal Representation for People Facing Eviction	
42	2/3/22 21:16:49	2/3/22 21:17:41	anonymous		Emergency Housing Access	Legal Representation for People Facing Eviction	
43	2/3/22 21:40:34	2/3/22 21:42:32	anonymous		Accessibility for People with Disabilities	Emergency Housing Access	
44	2/3/22 23:59:25	2/3/22 23:59:53	anonymous		Accessibility for People with Disabilities	Emergency Housing Access	

ID	Start time	Completion time	Email	Name	Let's talk about this first:	Let's talk about this second:	Is there anything else that you'd like to suggest that we talk about?
45	2/4/22 0:29:19	2/4/22 0:38:08	anonymous		Accessibility for People with Disabilities	Significant Loss in Black Staff in Charlottesville Government	More allocation of funds for community infrastructure such as filling potholes, repaving streets, more attention to all city streets when it comes to snow removal.
46	2/4/22 4:40:51	2/4/22 4:44:38	anonymous		Significant Loss in Black Staff in Charlottesville Government	Quality of Affordable, Public, and Subsidized Housing	Demographics of employee turnover in the city government. Assessment of who is still working in city government and are some of those individuals the problem based on the culture they create.
47	2/4/22 5:00:37	2/4/22 5:02:48	anonymous		Accessibility for People with Disabilities	Emergency Housing Access	
48	2/4/22 6:28:32	2/4/22 6:29:36	anonymous		Quality of Affordable, Public, and Subsidized Housing	Significant Loss in Black Staff in Charlottesville Government	
49	2/4/22 6:43:07	2/4/22 6:44:13	anonymous		School choice for Black families	Overtaxation driving rents higher for Black families	
50	2/4/22 6:42:14	2/4/22 6:44:35	anonymous		Accessibility for People with Disabilities	Emergency Housing Access	The right to life liberty and the personal pursuit of joy and happiness for these are constitutional rights.
51	2/4/22 6:46:21	2/4/22 6:47:33	anonymous		Quality of Affordable, Public, and Subsidized Housing	Accessibility for People with Disabilities	
52	2/4/22 7:01:39	2/4/22 7:08:33	anonymous		Delivering good public services - clean and safe streets, trash pick up, etc. ya' know, local government stuff!	See above …	The basics of local governmental responsibility - public safety, clean streets, maintaining park lands, trash collection, etc. - can seem boring and mundane, but, really, that is the job …

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53	2/4/22 7:24:23	2/4/22 7:25:33	anonymous		Quality of Affordable, Public, and Subsidized Housing	Emergency Housing Access	
54	2/4/22 7:36:24	2/4/22 7:39:23	anonymous		Quality of Affordable, Public, and Subsidized Housing	Accessibility for People with Disabilities	Less about the town halls, but maybe an HRC member could set up a card table or something at Friendship Ct, DTM, trailer park in Belmont (near RWSA), UVA corner, and Barracks Rd shopping center to pass out this form and/or just get a good range of inputs about these topics from the community. Thanks for hearing from us! :D
55	2/4/22 8:02:49	2/4/22 8:03:40	anonymous		Accessibility for People with Disabilities	Emergency Housing Access	
56	2/4/22 8:09:01	2/4/22 8:09:18	anonymous		Quality of Affordable, Public, and Subsidized Housing	Legal Representation for People Facing Eviction	
57	2/4/22 8:42:22	2/4/22 8:43:03	anonymous		Emergency Housing Access	Accessibility for People with Disabilities	
58	2/4/22 8:45:53	2/4/22 8:49:16	anonymous		Stopping illegals using our community as a sanctuary	Stopping Racist CRT in our schools	School choice for all students . All education funding travels with the student.
59	2/4/22 8:49:45	2/4/22 8:57:09	anonymous		Stop using race as any measure for government services or offices	Judge people by Their talent not the color of their skin	Equality not equity.
60	2/4/22 9:48:10	2/4/22 9:49:08	anonymous		Significant Loss in Black Staff in Charlottesville Government	Accessibility for People with Disabilities	
61	2/4/22 9:56:45	2/4/22 9:57:20	anonymous		Quality of Affordable, Public, and Subsidized Housing	Significant Loss in Black Staff in Charlottesville Government	
62	2/4/22 10:29:43	2/4/22 10:30:58	anonymous		Quality of Affordable, Public, and Subsidized Housing	Emergency Housing Access	Response to any further white-right agitation.
63	2/4/22 10:40:21	2/4/22 10:42:58	anonymous		What has the Commission accomplished	Why should the Commission continue to exist	
64	2/4/22 10:56:28	2/4/22 10:57:28	anonymous		Quality of Affordable, Public, and Subsidized Housing	Legal Representation for People Facing Eviction	

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65	2/4/22 11:59:19	2/4/22 12:03:28	anonymous		Dysfunction in our local government which prevents accessibility and services	Lack of adequately trained black staff in our government and in a sexual staff like deaf Or poor English speakers at neighborhood development	Absolutely-all of your topics failed to begin from the brass tacks of funding and adequately trained and supported staff. Please don't make this place more dysfunctional than it already is and begin by looking at our failures to create a functional government. City staff have been waiting for over a decade for adequate leadership and funding. Currently if you are not an English speaker there's no way you could possibly navigate our city departments. All builders know that the building department is so bogged down and in effectial run with a hard of hearing director that they can't get anything done. The wait times on all projects are egregious. Staff have been overbooked for years and now have less support than ever. The city is a true shit show. And coming up with a topic like not enough black staff- when part of Maurice Jones' issue was that he didn't have the intelligence or training even though he was taking courses at UVA for leadership-Clearly indicates how ignorant you are to the causes of the issues plaguing our city
66	2/4/22 13:00:13	2/4/22 13:00:32	anonymous		Legal Representation for People Facing Eviction	Accessibility for People with Disabilities	

ID	Start time	Completion time	Email	Name	Let's talk about this first:	Let's talk about this second:	Is there anything else that you'd like to suggest that we talk about?
67	2/4/22 13:11:52	2/4/22 13:13:28	anonymous		Significant Loss in Black Staff in Charlottesville Government	Quality of Affordable, Public, and Subsidized Housing	Public Transportation
68	2/4/22 13:19:43	2/4/22 13:20:52	anonymous		Significant Loss in Black Staff in Charlottesville Government	Quality of Affordable, Public, and Subsidized Housing	underperformance of students of color in city schools
69	2/4/22 13:43:53	2/4/22 13:44:55	anonymous		Accessibility for People with Disabilities	Significant Loss in Black Staff in Charlottesville Government	
70	2/4/22 14:01:15	2/4/22 14:02:10	anonymous		Quality of Affordable, Public, and Subsidized Housing	Legal Representation for People Facing Eviction	
71	2/4/22 17:13:58	2/4/22 17:16:39	anonymous		release of non violent offenders from prison	accountabiility for distribution of covid rent relief funds	building more public housing
72	2/4/22 18:38:50	2/4/22 18:39:16	anonymous		Quality of Affordable, Public, and Subsidized Housing	Quality of Affordable, Public, and Subsidized Housing	
73	2/4/22 19:46:36	2/4/22 19:47:13	anonymous		Quality of Affordable, Public, and Subsidized Housing	Significant Loss in Black Staff in Charlottesville Government	
74	2/4/22 22:38:25	2/4/22 22:39:57	anonymous		Quality of Affordable, Public, and Subsidized Housing	Significant Loss in Black Staff in Charlottesville Government	
75	2/5/22 7:15:52	2/5/22 7:16:59	anonymous		Emergency Housing Access	Legal Representation for People Facing Eviction	
76	2/5/22 10:18:45	2/5/22 10:20:08	anonymous		Quality of Affordable, Public, and Subsidized Housing	Significant Loss in Black Staff in Charlottesville Government	Keeping Charlottesville affordable for the actual residents, rather than focusing on how to make money off tourism
77	2/5/22 10:59:33	2/5/22 11:02:24	anonymous		Discrimination in the criminal legal system	Quantity as well as quality in affordable housing	Why are 55% of the people arrested by CPD Black, when they only represent 19% of the population?
78	2/5/22 16:32:15	2/5/22 16:33:31	anonymous		Legal Representation for People Facing Eviction	Emergency Housing Access	
79	2/6/22 18:59:35	2/6/22 19:01:28	anonymous		general endangerment to Black Charlottesville encompassing all reasons for displacement and disenfranchisement	general endangerment to Black Charlottesville encompassing all reasons for displacement and disenfranchisement	general endangerment to Black Charlottesville encompassing all reasons for displacement and disenfranchisement
80	2/7/22 17:01:07	2/7/22 17:01:46	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	

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81	2/7/22 23:24:03	2/7/22 23:25:23	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	focus on real policy issues that impact the lives of those in charlottesville
82	2/8/22 12:01:13	2/8/22 12:03:20	anonymous		The HRC should be disbanded and any resources should be put toward the various services already in place to address issues.	The HRC has outlived its usefulness and should be disbanded because it plays no useful role in city government.	The HRC would be a great private group or nonprofit but as a city department it takes away resources from the many things the city is doing to help people. The HRC has exceeded its original mandate and should seriously talk about what it would mean to sunset.
83	2/9/22 9:00:13	2/9/22 9:01:07	anonymous		Quality of Affordable, Public, and Subsidized Housing	Accessibility for People with Disabilities	
84	2/10/22 11:04:55	2/10/22 11:05:37	anonymous		Emergency Housing Access	Legal Representation for People Facing Eviction	These are all super important topics!
85	2/10/22 11:18:35	2/10/22 11:19:33	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	
86	2/10/22 11:41:48	2/10/22 11:42:26	anonymous		Emergency Housing Access	Legal Representation for People Facing Eviction	
87	2/10/22 11:43:37	2/10/22 11:44:08	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	
88	2/10/22 12:20:08	2/10/22 12:20:31	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	
89	2/10/22 13:27:09	2/10/22 13:27:48	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	Significant Loss in Black Staff in Charlottesville Government
90	2/10/22 13:27:47	2/10/22 13:28:20	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	
91	2/10/22 13:27:31	2/10/22 13:29:11	anonymous		Quality of Affordable, Public, and Subsidized Housing	Accessibility for People with Disabilities	
92	2/10/22 15:48:14	2/10/22 15:48:39	anonymous		Emergency Housing Access	Significant Loss in Black Staff in Charlottesville Government	
93	2/10/22 15:55:45	2/10/22 15:56:15	anonymous		Emergency Housing Access	Legal Representation for People Facing Eviction	Funding for homeless shelters

ID	Start time	Completion time	Email	Name	Let's talk about this first:	Let's talk about this second:	Is there anything else that you'd like to suggest that we talk about?
94	2/10/22 15:56:49	2/10/22 15:57:07	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	
95	2/10/22 16:00:37	2/10/22 16:00:52	anonymous		Emergency Housing Access	Legal Representation for People Facing Eviction	
96	2/10/22 16:08:02	2/10/22 16:08:20	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	
97	2/10/22 16:09:47	2/10/22 16:10:14	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	
98	2/10/22 16:13:51	2/10/22 16:15:26	anonymous		Emergency Housing Access	Legal Representation for People Facing Eviction	
99	2/10/22 16:13:38	2/10/22 16:17:24	anonymous		Increased quantity of affordable housing.	Emergency Housing Access	Tiny homes project
100	2/10/22 16:14:14	2/10/22 16:19:21	anonymous		Emergency Housing Access	Significant Loss in Black Staff in Charlottesville Government	
101	2/10/22 16:17:08	2/10/22 16:20:51	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	It was a tough choice between quality of affordable, public, subsidized housing and legal representation for people facing eviction… can we do both -do they go hand in hand?
102	2/10/22 16:31:07	2/10/22 16:32:11	anonymous		Quality of Affordable, Public, and Subsidized Housing	Emergency Housing Access	
103	2/10/22 16:33:16	2/10/22 16:34:13	anonymous		Emergency Housing Access	Accessibility for People with Disabilities	
104	2/10/22 16:35:29	2/10/22 16:35:56	anonymous		Emergency Housing Access	Emergency Housing Access	
105	2/10/22 16:56:39	2/10/22 16:57:16	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	
106	2/10/22 17:05:20	2/10/22 17:06:22	anonymous		Accessibility for People with Disabilities	Emergency Housing Access	Housing support for homeless women
107	2/10/22 17:23:43	2/10/22 17:24:53	anonymous		Emergency Housing Access	Significant Loss in Black Staff in Charlottesville Government	
108	2/10/22 18:06:43	2/10/22 18:07:02	anonymous		Emergency Housing Access	Accessibility for People with Disabilities	
109	2/10/22 18:39:10	2/10/22 18:39:24	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	

ID	Start time	Completion time	Email	Name	Let's talk about this first:	Let's talk about this second:	Is there anything else that you'd like to suggest that we talk about?
110	2/10/22 18:50:18	2/10/22 18:50:58	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	
111	2/10/22 19:06:35	2/10/22 19:07:25	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	
112	2/10/22 19:47:41	2/10/22 19:48:08	anonymous		Emergency Housing Access	Significant Loss in Black Staff in Charlottesville Government	
113	2/10/22 20:36:55	2/10/22 20:38:03	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	
114	2/10/22 21:00:51	2/10/22 21:01:23	anonymous		Accessibility for People with Disabilities	Emergency Housing Access	
115	2/10/22 21:06:34	2/10/22 21:07:05	anonymous		Emergency Housing Access	Legal Representation for People Facing Eviction	
116	2/10/22 22:52:11	2/10/22 22:53:40	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	Significant loss in Black Staff in Charlottesville Government
117	2/11/22 7:47:47	2/11/22 7:48:54	anonymous		Emergency Housing Access	Emergency Housing Access	
118	2/11/22 8:50:10	2/11/22 8:51:50	anonymous		Emergency Housing Access	Accessibility for People with Disabilities	
119	2/11/22 12:47:28	2/11/22 12:50:11	anonymous		Emergency Housing Access	Legal Representation for People Facing Eviction	I think the "quality of affordable, public, and subsidized housing" topic is really important to bring into this conversation. All of the topics on this list are important, but I think the three I've indicated are the most closely related to each other and urgent.
120	2/11/22 16:27:19	2/11/22 16:27:28	anonymous		Quality of Affordable, Public, and Subsidized Housing	Emergency Housing Access	
121	2/12/22 8:40:28	2/12/22 8:40:53	anonymous		Emergency Housing Access	Quality of Affordable, Public, and Subsidized Housing	
122	2/12/22 20:13:01	2/12/22 20:13:58	anonymous		Emergency Housing Access	Accessibility for People with Disabilities	
123	2/15/22 22:15:41	2/15/22 22:16:11	anonymous		Quality of Affordable, Public, and Subsidized Housing	Legal Representation for People Facing Eviction	All the above!

ID	Start time	Completion time	Email	Name	Let's talk about this first:	Let's talk about this second:	Is there anything else that you'd like to suggest that we talk about?
124	2/16/22 19:58:00	2/16/22 20:08:22	anonymous		Access to safe bus transportation into/out of our town	Safe walkable streets for all neighborhoods.	The city has wasted so much available funds on removing statues and battling fraudulent leaders that it presents a losing proposition on anything else that really helps the community it pretends to serve.
125	2/18/22 0:14:56	2/18/22 0:16:20	anonymous		Significant Loss in Black Staff in Charlottesville Government	Legal Representation for People Facing Eviction	
126	2/18/22 17:40:05	2/18/22 17:40:35	anonymous		Accessibility for People with Disabilities	Quality of Affordable, Public, and Subsidized Housing	
127	2/24/22 8:40:02	2/24/22 8:40:25	anonymous		Significant Loss in Black Staff in Charlottesville Government	Quality of Affordable, Public, and Subsidized Housing	
128	2/26/22 10:39:07	2/26/22 10:44:35	anonymous		Getting rid of the Unite the Right Rally Stigma	Changing the narrative of Charlottesville to a more positive, modern united city	Creating a positive narrative, painting a picture of the type of city you want for today and the future takes a concerted effort across all City offices. You create a dialogue that resonates positively with people and get them excited about living here. Moreover, bucket the areas to address and develop tactics to achieve your goals. Charlottesville CAN have it all through appropriate planning, messaging and effort.