



**Human Rights Commission
Regular Meeting
July 17, 2025
In-Person Meeting
City Space, 100 5th Street NE, Charlottesville, VA 22902
6:00pm**

Agenda Packet Attachments

1. Agenda
2. Martha's Rules (for reference)
3. OHR Monthly Report
4. Virginia Housing Alliance Affordable Housing and Homelessness in Virginia Report
5. Virginia Poverty Law Center Priority Policies to Improve Housing Access in Virginia
6. DRAFT 2025 HRC Work Plan

Attachment 1



**Human Rights Commission
AGENDA
Regular Meeting
July 17, 2025
City Space, 100 5th Street NE, Charlottesville, VA 22902
6:00pm**

Please take Notice that this in-person meeting of the Human Rights Commission is for the purposes of planning, developing, and drafting management and administration documents for the Human Rights Commission. This 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.

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.

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

3. MINUTES

- a. 05-15-2025 DRAFT Regular Meeting Minutes*
- b. 06-05-2025 DRAFT Work Session Minutes*

4. BUSINESS MATTERS

- a. Chair update
- b. OHR staff report

5. WORK SESSION

- a. Legislative Panel
 - i. Blue Ridge Area Coalition for the Homeless – Shayla Washington, Executive Director
 - ii. Charlottesville Redevelopment and Housing Authority – John Sales, Executive Director
 - iii. Housing Opportunities Made Equal (HOME) of Virginia – Laura Dobbs, Director of Policy
 - iv. International Neighbors – Kari Miller, Founder and Chief Executive Officer and Susanne Sachs, Schools & Enrichment Outreach Manager
 - v. International Rescue Committee – Jo Olson, Client Voices Coordinator
 - vi. Legal Aid Justice Center – Victoria Horrock, Senior Supervising Attorney
 - vii. Public Housing Association of Residents – Latricia Giles, Executive Director
 - viii. Sin Barreras – Javier Raudales, Executive Director
- b. Confirmation of next Work Session on August 7, 2025

6. MATTERS BY THE PUBLIC

- a. Public comment
- 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) 987-1267 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

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 $\frac{3}{4}$ 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 3

| Measures | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | TOTALS |
|---|------|------|------|------|------|------|------|------|------|------|------|------|--------|
| <i>Duration N&A Contacts (All Staff) out of Duration of All Contacts (%)</i> | 22% | 6% | 3% | 0% | 8% | 21% | 21% | 0% | 0% | 0% | 0% | 0% | 11% |
| <i>Total Duration of N&A Application Assistance Contacts</i> | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| <i>Total Duration of N&A AG OCR Liaison Contacts</i> | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| <i>Total Duration of N&A City Agency Liaison Contacts</i> | 0.81 | 0.32 | 0.08 | 0.00 | 0.00 | 0.40 | 0.25 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.86 |
| <i>Total Duration of N&A Clerical Support Contacts</i> | 0.00 | 0.00 | 0.08 | 0.00 | 0.00 | 0.08 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.16 |
| <i>Total Duration of N&A CRHA Liaison Contacts</i> | 2.70 | 0.00 | 0.58 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3.28 |
| <i>Total Duration of N&A Crisis Response Contacts</i> | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| <i>Total Duration of N&A DPOR Liaison Contacts</i> | 0.00 | 0.00 | 0.00 | 0.00 | 0.25 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.25 |
| <i>Total Duration of N&A EEOC Liaison Contacts</i> | 0.00 | 0.25 | 0.25 | 0.00 | 0.00 | 1.08 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.58 |
| <i>Total Duration of N&A Housing Navigation Contacts</i> | 4.77 | 0.24 | 0.66 | 0.08 | 1.57 | 4.90 | 1.91 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 14.13 |
| <i>Total Duration of N&A Legal Aid Liaison Contacts</i> | 0.91 | 0.64 | 0.00 | 0.00 | 1.41 | 1.00 | 0.25 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 4.21 |
| <i>Total Duration of N&A Mental Health Navigation Contacts</i> | 0.08 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.08 |
| <i>Total Duration of N&A Other Agency Liaison Contacts</i> | 2.75 | 0.48 | 0.16 | 0.08 | 0.00 | 0.48 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3.95 |
| <i>Total Duration of N&A Other Contacts</i> | 0.49 | 0.00 | 0.08 | 0.00 | 0.25 | 0.33 | 0.66 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.81 |
| <i>Total Duration of N&A Translation Services Contacts</i> | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| <i>Total Duration of N&A Safe Space Contacts</i> | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| <i>Total Incoming & Outgoing Navigation & Advocacy Contacts</i> | 67 | 19 | 9 | 2 | 9 | 24 | 9 | 0 | 0 | 0 | 0 | 0 | 139 |
| <i>Total Incoming & Outgoing Navigation & Advocacy Contacts (CC)</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <i>Total Incoming & Outgoing Navigation & Advocacy Contacts (TN)</i> | 46 | 15 | 4 | 0 | 1 | 14 | 2 | 0 | 0 | 0 | 0 | 0 | 82 |
| <i>Total Incoming & Outgoing Navigation & Advocacy Contacts (LG)</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <i>Total Incoming & Outgoing Navigation & Advocacy Contacts (BCC)</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <i>Total Incoming & Outgoing Navigation & Advocacy Contacts (LH)</i> | 20 | 4 | 5 | 2 | 8 | 10 | 7 | 0 | 0 | 0 | 0 | 0 | 56 |
| <i>Total Incoming & Outgoing Navigation & Advocacy Contacts (TN & LH)</i> | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| <i>Total Incoming & Outgoing Navigation & Advocacy Contacts (CC & LH)</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <i>Total Incoming & Outgoing Navigation & Advocacy Contacts (TN & SK)</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <i>Total Incoming & Outgoing Navigation & Advocacy Contacts (TN & CC)</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <i>Percentage: Navigation & Advocacy out of Total Contacts</i> | 22% | 8% | 3% | 1% | 3% | 8% | 10% | 0% | 0% | 0% | 0% | 0% | 8% |
| <i>Total N&A Application Assistance Contacts</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <i>Total N&A AG OCR Liaison Contacts</i> | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| <i>Total N&A City Agency Liaison Contacts</i> | 8 | 4 | 1 | 0 | 0 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | 19 |
| <i>Total N&A Clerical Support Contacts</i> | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| <i>Total N&A CRHA Liaison Contacts</i> | 17 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 19 |
| <i>Total N&A Crisis Response Contacts</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <i>Total N&A DPOR Liaison Contacts</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <i>Total N&A EEOC Liaison Contacts</i> | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| <i>Total N&A Housing Navigation Contacts</i> | 25 | 3 | 3 | 1 | 6 | 11 | 4 | 0 | 0 | 0 | 0 | 0 | 53 |
| <i>Total N&A Legal Aid Liaison Contacts</i> | 4 | 8 | 0 | 0 | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 18 |
| <i>Total N&A Mental Health Navigation Contacts</i> | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| <i>Total N&A Other Agency Liaison Contacts</i> | 5 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 9 |
| <i>Total N&A Other Contacts</i> | 4 | 0 | 1 | 0 | 1 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 11 |
| <i>Total N&A Translation Services Contacts</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <i>Total N&A Safe Space Contacts</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <i>Total Inquiries: P.A. - Employment</i> | 4 | 6 | 5 | 3 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 22 |
| <i>Total Inquiries: P.A. - Housing</i> | 3 | 1 | 3 | 3 | 7 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 24 |

| Measures | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | TOTALS |
|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------|
| Total Housing Complaints: P.C. - Military Status | 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 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| 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 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| 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. - Military Status | 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 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Total Closed Inquiries | 14 | 15 | 17 | 10 | 14 | 13 | 4 | 0 | 0 | 0 | 0 | 0 | 87 |
| Total Open Complaints | 1 | 0 | 5 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Total Closed Complaints | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Reason for Complaint Closure: Conciliation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reason for Complaint Closure: Court Action | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reason for Complaint Closure: Informal Resolution | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reason for Complaint Closure: No Response | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Reason for Complaint Closure: Non-jurisdictional | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reason for Complaint Closure: Private Counsel | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reason for Complaint Closure: Referral | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reason for Complaint Closure: Settlement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reason for Complaint Closure: Withdrawal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reason for Complaint Closure: Finding | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reason for Complaint Closure: Administrative Closure | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reason for Inquiry Closure: Informal Resolution | 1 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Reason for Inquiry Closure: Navigation Only | 10 | 11 | 8 | 6 | 12 | 11 | 4 | 0 | 0 | 0 | 0 | 0 | 62 |
| Reason for Inquiry Closure: No Response | 3 | 2 | 6 | 4 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 18 |
| Reason for Inquiry Closure: Referral | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reason for Inquiry Closure: Complaint Filed | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Reason for Inquiry Closure: Administrative Closure | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Primary Service: Case Administration | 42 | 51 | 37 | 62 | 65 | 37 | 5 | 0 | 0 | 0 | 0 | 0 | 299 |
| Primary Service: Conciliation Activity | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Primary Service: Informal Dialogue | 10 | 27 | 1 | 2 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 43 |
| Primary Service: Information | 61 | 42 | 66 | 42 | 53 | 85 | 6 | 0 | 0 | 0 | 0 | 0 | 355 |
| Primary Service: Intake Activity | 106 | 74 | 146 | 59 | 36 | 32 | 12 | 0 | 0 | 0 | 0 | 0 | 465 |

| Measures | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | TOTALS |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------------|
| <i>Primary Service: Investigation Activity</i> | 24 | 14 | 62 | 75 | 103 | 103 | 54 | 0 | 0 | 0 | 0 | 0 | 435 |
| <i>Primary Service: Mediation Activity</i> | 0 | 0 | 10 | 9 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 22 |
| <i>Primary Service: Navigation & Advocacy</i> | 67 | 19 | 9 | 2 | 9 | 24 | 9 | 0 | 0 | 0 | 0 | 0 | 139 |

Reporting:

| Report | Status |
|---|---|
| CY2024 HRC & OHR Annual Report | In progress. |
| CY2025 First Quarter Report to Council | Submitted to Council on April 28, 2025. |
| CY2025 Second Quarter Report to Council | To be completed and submitted to Council in July 2025. |
| CY2025 Third Quarter Report to Council | To be completed and submitted to Council in October 2025. |
| CY2025 HRC & OHR Annual Report | Projected completion February 2026. |

Active Complaints:

| Case # | Protected Activity | Protected Class(es) | Status |
|---------------|---------------------------|-------------------------------------|---|
| 2021-5 | Employment | Sexual Orientation, Race | Investigation in progress. |
| 2023-2 | Employment | Religion, National Origin | Alternative dispute resolution in progress. |
| 2024-2 | Housing | Age, Disability | Closed following 60 days of non-response from Complainant. |
| 2024-3 | Public Accommodation | National Origin, Sexual Orientation | Alternative dispute resolution in progress. |
| 2024-3R | Public Accommodation | Retaliation | Alternative dispute resolution in progress. |
| 2024-4 | Housing | Disability | Closed following 60 days of non-response from Complainant. |
| 2024-8 | Employment | Race, National Origin | Investigation in progress. |
| 2024-10 | Employment | Marital Status | Investigation in progress. |
| 2024-11 | Employment | Sex, Marital Status | Investigation in progress. |
| 2025-1 | Employment | Sexual Orientation, Race | Closed following 60 days of non-response from Complainant. |
| 2025-2 | Employment | Race | Investigation in progress. |
| 2025-3 | Employment | Disability | Alternative dispute resolution in progress. |
| 2025-4 | Housing | Source of Funds | Alternative dispute resolution in progress. |
| 2025-5 | Employment | Race | Third-party contracted investigation in progress. |
| 2025-6 | Employment | Disability, Sex | Investigation in progress. |
| 2025-7 | Public Accommodation | Disability, Race | Investigation in progress. |
| 2025-8 | Housing | Familial Status | Investigation in progress. |
| 2025-9 | Public Accommodation | Race | Investigation in progress. |
| 2025-10 | Employment | Sexual Orientation, Gender Identity | Investigation in progress. |
| 2025-11 | Employment | Disability | Awaiting alternative dispute resolution offer response from Respondent. |

HRC Work Summary:

| Date | Roles (Ordinance Sec. 433) | Primary Action | Summary & Analysis |
|-----------|--|---------------------|---|
| 2/7/2025 | Sec. 2-433. (b)(1) Awareness and Guidance - Community engagement | Public Poll | The HRC released a public poll to solicit feedback on human and civil rights issues that are important to the community. The poll ran from 02/07/25 to 03/07/25 and received 271 responses. Commissioners will use this information to inform their annual planning for CY2025. |
| 4/17/2025 | Sec. 2-433. (b) Awareness and Guidance | Community Event | Commissioner conducted service provision outreach with OHR staff at the One Stop Shop. |
| 1/23/2025 | Sec. 2-433. (b)(1) Awareness and Guidance - Community engagement | Community Outreach | HRC Chair promoted HRC vacancies and application on NBC29 Community Conversations. |
| 2/20/2025 | Sec. 2-433. (b)(1) Awareness and Guidance - Community engagement | HRC Resolution | HRC passed Resolution HR25-1 expressing the Commission's position relating to access to gender-affirming care. |
| 2/27/2025 | Sec. 2-433. (b)(1) Awareness and Guidance - Community engagement | Community Outreach | HRC Vice Chair promoted HRC public poll on NBC29 Community Conversations. |
| 4/24/2025 | Sec. 2-433. (c) City Policies and Practices | Stakeholder Meeting | HRC Chair and OHR staff met with Riaan Anthony, Director, and Annie Sechrist, Management Specialist, of Charlottesville Parks and Recreation to discuss a concern raised by a community member related to equity and access to play surfaces in City parks. |
| 6/13/25 | Sec. 2-433. (c) City Policies and Practices | Letter of Response | HRC Chair sent a letter to Riaan Anthony, Director of Charlottesville Parks and Recreation, regarding the allocation process for City play surfaces. |

| Date | Roles (Ordinance Sec. 433) | Primary Action | Summary & Analysis |
|-----------|--|---------------------|--|
| 6/30/2025 | Sec. 2-433. (b)(1) Awareness and Guidance - Community engagement | Stakeholder Meeting | HRC Vice Chair met with Cameron Moore, Interim Executive Director of People and Congregations Engaged in Ministry (PACEM). |
| 7/3/2025 | Sec. 2-433. (b)(1) Awareness and Guidance - Community engagement | Stakeholder Meeting | HRC Chair and Commissioner met with Christine Marra , Director of Housing Advocacy at Virginia Poverty Law Center. |
| 7/7/2025 | Sec. 2-433. (b)(1) Awareness and Guidance - Community engagement | Stakeholder Meeting | HRC Chair and Vice Chair met with Marjan Omranian and Bonnie Gordon, co-directors of Cville Tulips. |

Attachment 4

Affordable Housing and Homelessness in Virginia

A Strategic Blueprint for Virginia's Next Governor to Increase Access to Affordable Housing and End Homelessness

VIRGINIA'S HOUSING LANDSCAPE

Addressing Virginia's housing crisis requires a clear understanding of the current landscape and unmet needs across the state. The shortage of affordable units is deepening, homelessness is on the rise, and the stock of subsidized housing continues to age without adequate reinvestment. Despite these escalating challenges, housing assistance accounts for just 0.76% of total state general funds in the FY25 budget. This imbalance must be corrected to advance policies that expand supply, strengthen supportive services, promote housing stability, and improve system coordination.

» Supply

Virginia faces an estimated shortfall of over 300,000 affordable rental homes. This persistent gap—driven by stagnant wages, zoning restrictions, regulatory hurdles, and constrained financial resources—forces one-third of all households, and two-thirds of low-income households, to spend more than 30% of their income on housing. The Commonwealth relies heavily on federal funding, contributing only 10% of total affordable housing and homelessness resources. With federal support under threat, Virginia must boost its own investment to accelerate affordable housing production. Although construction has gradually increased since the Great Recession, it still falls far short of meeting demand—especially for deeply affordable housing, which the private market cannot produce without subsidy. Without a sufficient supply of housing across all income levels, Virginia risks losing its competitive edge. With 140,000 net new jobs expected by 2033 and the 12th highest median home price in the nation, affordable housing is essential to attracting and retaining both employers and workers. Access to housing is a key factor in business location decisions and a fundamental part of economic infrastructure. High housing costs inflate labor expenses, reduce consumer spending, and limit economic growth. Stable housing also supports educational success and future earning potential—both critical to a strong, skilled workforce. Investing in affordable housing is not only a social imperative but a strategic economic development tool.



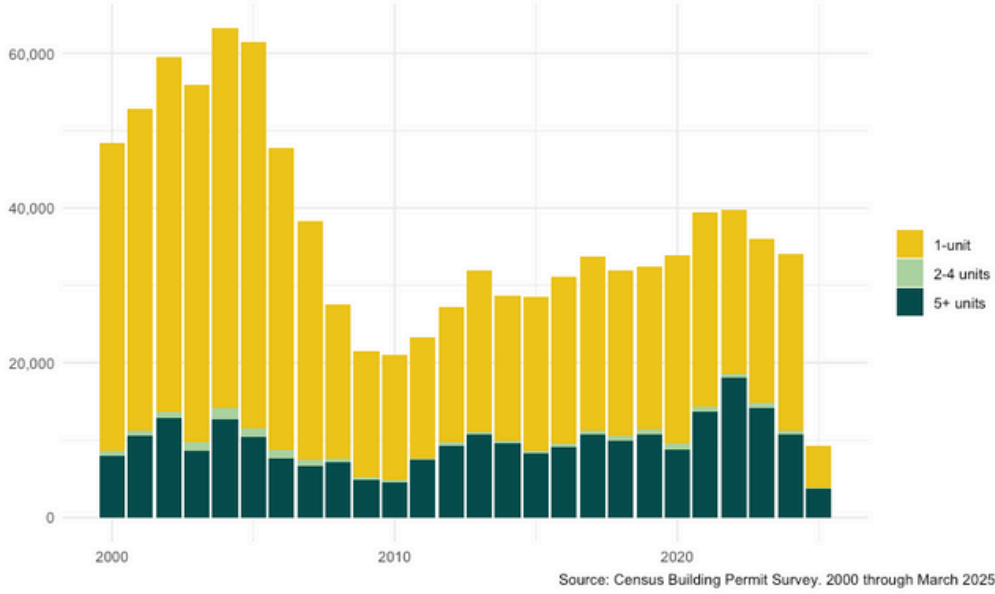
A GAP OF

189,954

AFFORDABLE &
AVAILABLE
RENTAL UNITS FOR
**LOW-INCOME
VIRGINIANS**

National Low-Income Housing Coalition
2025 Gap Report

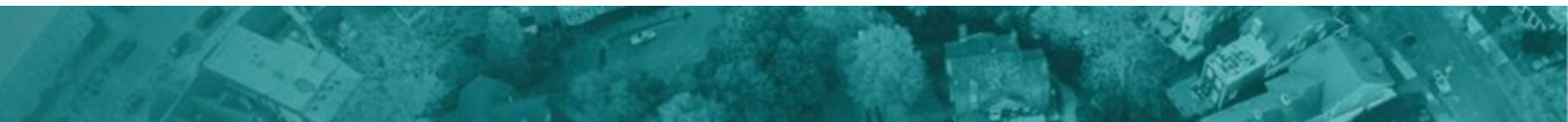
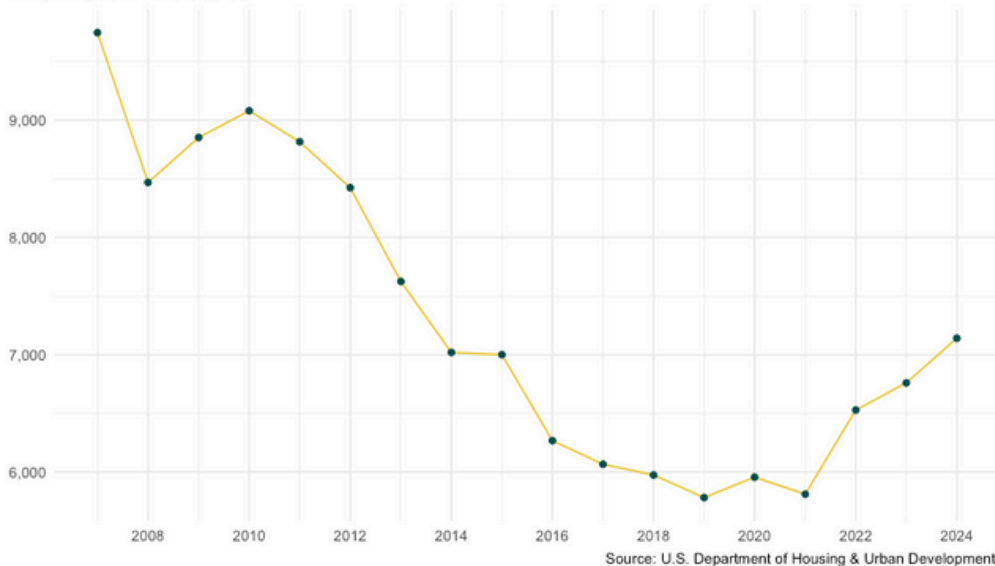
Residential Building Permits in Virginia



» Support

Virginia had been making steady progress in reducing homelessness since 2010, but that trend reversed due to the COVID-19 pandemic and the persistent shortage of affordable housing that continues to drive up rents. From 2021 to 2024, homelessness in Virginia rose by 23%—a troubling increase, though far lower than the national rate, which more than doubled. This relative stability is a testament to targeted investments through the Virginia Housing Trust Fund’s Homeless Reduction Grant Program and strong coordination across the Continuum of Care network. Still, the root cause of homelessness remains the lack of affordable housing. When housing costs outpace wages and supply falls short, even working families can’t keep up—pushing many into shelters, unstable housing, or homelessness through no fault of their own.

Persons in Virginia Experiencing Homelessness
Annual Point-in-Time Counts



» Stability

Because the Low Income Housing Tax Credit (LIHTC) program, created in 1986, only requires a 30 years of dedicated affordability, our oldest affordable housing stock is beginning to expire. As a result, Virginia faces a growing risk of losing affordable units just as demand surges due to suppressed inventory and stagnant wages. This erosion at the back end of the housing cycle threatens to outpace new development, making preservation essential to achieving a net gain in affordable housing. According to the National Housing Preservation Database, nearly 25,000 federally subsidized units in Virginia are at risk of exiting affordability in the next 10 years and 10,000 in the next 5. Losing these homes not only displaces vulnerable residents but also disrupts communities, strains local services, and undermines economic stability. Meanwhile, Virginia is already experiencing growing levels of displacement, as eviction filings and judgments are steadily increasing to their highest volume since the pandemic's start. In 2023, total eviction filings and judgments climbed to 88.56% of pre-pandemic filings and 81.11% of pre-pandemic judgments.

» Systems

Virginia's affordable housing and homelessness response infrastructure is anchored by coordinated efforts across state and local agencies, including the Department of Housing and Community Development (DHCD), Virginia Housing, local governments, and a broad network of nonprofit and for-profit partners. DHCD administers core programs such as the Virginia Housing Trust Fund (VHTF) and the Virginia Homeless Solutions Program (VHSP). Virginia Housing supplements this work by administering the Low-Income Housing Tax Credit (LIHTC), Housing Opportunity Tax Credit (HOTC), the REACH program, and major initiatives such as the \$75 million Workforce Housing Investment Program launched in 2024.

These systems cannot function effectively without experienced, stable leadership and staff. Institutional knowledge and long-standing relationships are critical for interagency coordination, program continuity, and ensuring housing programs remain responsive to current needs. High staff turnover and leadership vacuums directly undermine efficiency, delay development, and disrupt service delivery.

Despite the strength of Virginia's housing infrastructure, significant gaps remain. Coordination gaps across programs generate costly and avoidable delays in project delivery. Data systems also fall short—current reporting practices lack the transparency, timeliness, and consistency required to make informed policy decisions and drive accountability.

Strengthening Virginia's housing systems requires more than investment in programs. It demands sustained leadership, aligned processes, and an operational backbone capable of coordinating across sectors, streamlining delivery, and responding in real time to shifting community needs. These structural improvements are not optional—they are necessary for the Commonwealth to meet the scale of today's housing challenges.

A TOTAL OF

127,663

PUBLICLY ASSISTED
HOMES IN VIRGINIA

24,839

OF WHICH MAY
EXPIRE IN 10 YEARS

National Housing Preservation Database
2025 VA Preservation Profile

SUSTAIN. IMPROVE. INNOVATE

The following items are actionable steps the new Governor can take to successfully address the affordable housing crisis and homelessness needs across the Commonwealth. These solutions are based on existing statewide studies, best practices, and collective stakeholder input.

» SUSTAIN EXISTING HOUSING SOLUTIONS

The following section provides an overview of 3 areas in which the existing housing infrastructure in Virginia should continue to see growth and investment.

1. Virginia Housing Trust Fund

Established in 2013, the Virginia Housing Trust Fund (VHTF) provides flexible funding to create, preserve, and support affordable housing for low-income Virginians - including families, veterans, senior citizens, people with disabilities, and those facing homelessness. Administered by the Department of Housing and Community Development (DHCD), at least 80% of the VHTF must be used for loans for the production of affordable housing while up to 20% of the fund is to be used for grants targeted at reducing homelessness. From 2014 through 2024, the VHTF has contributed to the preservation and creation of at least 19,367 affordable units and supported over 8,500 households experiencing or at risk of homelessness.

To address Virginia's severe housing shortage, which would require developing at least 20,000 affordable homes each year over a decade, an estimated \$1.6B annually is necessary. Currently, the \$87.5M allocated annually to the VHTF, which is the state's primary resource to meet affordable housing needs, represents only 0.3% of total general funds in FY25.

Increased investment in the VHTF should be accompanied by operational improvements to enhance efficiency and ensure stronger alignment with complementary funding streams. For example, VHTF competitive loan funding is currently only available at project completion, which means that most developers have to secure an additional bridge loan until they can access the funds. Furthermore, the application process for the VHTF and other DHCD funds does not align with the process to secure funds managed by Virginia Housing, resulting in costly delays and complications. Unfortunately, there are also significant delays in the funding dispersal of the homeless reduction grants.

Recommendations:

- **Responsibly scale the VHTF to a minimum of \$500M per year.**
- **Implement changes to maximize available funding, increase efficiency, coordinate with alternate funding sources, and reduce the cost of development overall.**
- **Identify a sustainable source of funding for the program that scales investment over time.**

2. Virginia Homeless Solutions Program

The VHTF Homeless Reduction Grants (HTF-HRG) and Virginia Homeless Solutions Program (VHSP) are complementary state initiatives aimed at reducing homelessness throughout Virginia by supporting coordinated community-based emergency crisis response systems. Both programs share the core mission of making homelessness rare, brief, and non-recurring through housing-focused approaches.

In FY24 alone, these programs provided emergency shelter to 8,720 individuals, rapid rehousing to 6,288, permanent supportive housing to 1,017, and prevention services to 2,293. HTF-HRG also advanced equity-focused efforts, supporting 671 individuals from historically underserved populations.

Efficient, statewide coordination is essential to ensure that resources are maximized, services are aligned, and individuals experiencing homelessness receive consistent, effective support regardless of where they live. This coordination requires sustained investment. Yet, current funding structures fall short. The VHSP program caps administrative spending at just 5%, forcing providers to rely heavily on unstable federal sources. In FY25, the state allocated a one-time set-aside of \$675,000 to cover coordination costs—a short-term fix but ultimately insufficient.

Unpredictable funding timelines further undermine system growth and reliability. Virginia also lacks a central coordinating body with the authority and mandate to align homelessness response efforts across state and local agencies. That structure once existed: in 2010, Governor Bob McDonnell created the Governor's Coordinating Council on Homelessness, which united five secretariats, 13 state agencies, HUD, Continuum of Care lead agencies, and local planning groups. The result was clear—between 2010 and 2018, homelessness in Virginia dropped by 34%, including major reductions among veterans and chronically homeless individuals.

Since October 2021, the Council has not met. In its absence, momentum has stalled. Without restored and strengthened leadership at the state level, Virginia risks losing progress made over the past decade. Ending homelessness requires more than programs—it demands coordination, commitment, and the political will to invest in systems that work.

Recommendations:

- **Reconvene the Governor's Coordinating Council on Homelessness**
- **Reverse the decade-long trend of stagnant funding for VHSP and replace at-risk federal funding (\$59M) by increasing investments from \$16 million annually to \$100M.**
- **Responsibly scale the VHTF to a minimum of \$500M per year.**
- **Increase thresholds for administrative and capacity-building related spending.**
- **Implement changes to increase efficiency and reduce funding delays.**

3. State Rental Assistance Program / Permanent Supportive Housing

The Virginia Department of Behavioral Health and Developmental Services (DBHDS) administers two complementary housing assistance programs: the State Rental Assistance Program (SRAP) and Permanent Supportive Housing (PSH). SRAP provides rental assistance to individuals with developmental disabilities who are part of the DOJ Settlement Agreement population, enabling them to lease private-market housing of their choice. Supportive services are provided separately through Medicaid waivers, natural supports, and other community-based resources. The PSH program serves individuals with serious mental illness (SMI), combining stable housing with integrated behavioral and primary health care services. Together, SRAP and PSH promote housing stability and community integration for some of Virginia's most vulnerable residents by pairing affordable housing with appropriate, person-centered support.

From 2016-2023, the PSH program has provided housing for 2,071 individuals, 91.6% of whom remained stably housed for at least one year, decreased state hospital utilization by 76% resulting in cost savings of \$30.4M. Annual allocations for PSH have almost doubled since FY23, so future reports are likely to demonstrate even greater impact for the program. However, the need for PSH

in Virginia still far outweighs our resources. Research indicates that over 21,500 units of supportive housing are necessary to meet the needs of Virginians who currently utilize our crisis and institutional systems but would be better, and more affordably, served through PSH. In fact, Virginia is 13th among all states and the District of Columbia for the highest supportive housing need.

The \$17M allocated to SRAP in FY25 is enough to support 881 vouchers, which is about 120 fewer than previous years due to significant increases to cost-of-living and level funding. Years ago, DBHDS established a performance measurement indicator to enable at least 10% of those on the DD Waiver and waitlist to live independently with SRAP or Housing Choice Vouchers, but we are not meeting that goal today. Moreover, it is challenging to coordinate distribution of these vouchers throughout various regions of the state. As a result, SRAP assistance can be difficult to access and flexibly use, more so in certain areas due to inconsistency across the public housing authorities that administer the vouchers.

Recommendations:

- **Increase SRAP funding to meet the performance measurement indicator, which would require at least \$52M annually.**
- **Increase PSH funding to at least \$150M annually to better meet the need for supportive housing across the state.**
- **Implement changes to increase coordination among housing and service providers.**
- **Support and encourage PHAs to increase awareness of SRAP, create a consistent pathway to services, and facilitate flexible use of the voucher across regions.**

» IMPROVE EXISTING HOUSING SOLUTIONS

The following section provides an overview of 3 areas in which the housing infrastructure in Virginia needs to see improvement or fixes.

1. Housing Opportunity Tax Credit

Every year the U.S. Treasury allocates Low-Income Housing Tax Credits to states based on population. And every year, the request for tax credits to build affordable rental housing exceeds the allocation. Virginia is among more than 20 states that have developed its own state housing tax credit program to leverage and complement the federal Low-Income Housing Tax Credit (LIHTC) program. Since its creation by the General Assembly in 2020, the Virginia Housing Opportunity Tax Credit (HOTC) program has awarded a total of \$255 million in tax credits to investors developing affordable rental housing across the Commonwealth.

During the 2025 General Assembly session, the program was extended for an additional five years and slightly increased to provide \$64M in tax credits per year. Given macro economic factors, the value of state tax credits is significantly lower than that of the federal program. To ensure efficient use of this limited resource, HOTC should be reformed to increase the investor pool and return as much equity to affordable housing as possible.

Recommendations:

- **Allow tax credits to be certificated or purchased by investors outside of the development team.**
- **Shorten the credit period from 10 to 5 years to increase the value of the tax credits.**
- **Expand the supply of available credits to \$150M per year.**



2. Virginia Eviction Reduction Pilot / Emergency Rental Assistance

Virginia made headlines in 2018 for having five of its cities listed among the top ten evicting large cities in the United States. In response, the General Assembly and Governor Northam allocated \$3.3 million during the 2020 Special Session to launch the Virginia Eviction Reduction Pilot (VERP), a competitive grant program supporting local eviction prevention and diversion initiatives. Since its inception, VERP has received continued funding and is now in its fourth round with VERP 4.0.

While federal and state eviction moratoriums during the COVID-19 pandemic temporarily eased the crisis, their expiration has led to a resurgence in evictions amid a worsening housing market. Post-pandemic eviction filings remain high as they are only 15% less now than in 2018. An evaluation of VERP from 2021 to 2022 found the program effective in keeping families housed, largely due to its flexible financial assistance—covering immediate needs like car repairs, childcare, and utility bills—that address the root causes of housing instability. The evaluation also highlighted the success of Virginia’s pandemic-era Rent Relief Program (RRP), which delivered rapid, flexible funding to prevent eviction.

Together, VERP and RRP demonstrate the state’s capacity to respond to housing crises with targeted, impactful solutions. However, with the end of emergency rental assistance funding and VERP operating as a pilot, Virginia must now decide whether it will commit to scaling and sustaining these proven interventions to ensure long-term housing stability.

Recommendations:

- **Transition VERP into a permanent Emergency Rental Assistance Program under the guidance of a stakeholder advisory group to ensure greater flexibility and regional collaboration.**
- **Dedicate at least \$50M per year to a permanent Emergency Rental Assistance Program.**

3. Exclusionary Zoning Practices

Local zoning control is one of the most powerful tools available to local governments—and one of the most consequential in shaping housing outcomes. Too often, this power is exercised to restrict the scale and type of housing development, imposing artificial constraints on supply at a time when housing is in critically short demand. These restrictions directly impact housing costs both within and beyond local boundaries.

Requiring essential housing to undergo public hearings adds time, expense, and uncertainty—even when projects ultimately receive approval. These delays and negotiated conditions drive up development costs, which are then passed on to residents. Without oversight, local zoning practices will continue to undermine statewide efforts to address the housing crisis.

Because incentives alone have failed to produce meaningful change, Virginia lawmakers have begun advancing statewide zoning reform. Overriding local zoning in key areas has become a necessity in states where housing production is stifled by politicized, exclusionary decision-making. The path forward may be difficult, but the status quo is unsustainable. Structural reform is essential for our housing market to meet current and future needs—in both type and quantity.

Recommendations:

- **Allow all localities to create and implement effective inclusionary zoning programs (affordable dwelling unit ordinances) tailored to the needs in their jurisdiction rather than the overly prescriptive requirements in our state code.**



- **Require all localities to provide their “fair share” of additional affordable housing each year by setting growth targets for low-income housing that can be achieved through policies of the locality’s choice.**
- **Require or incentivize expedited review processes for affordable housing projects, particularly those managed by nonprofits.**
- **Allow all localities to create property tax exemptions or abatements for affordable housing.**

» INNOVATE NEW HOUSING SOLUTIONS

The following section provides an overview of 4 areas in which the housing infrastructure in Virginia needs to see innovation or the creation of new strategies.

1. Statewide Rental Voucher Program

Virginia is decades away from building the affordable housing supply needed to meet the demand among low-income residents. In the meantime, thousands of families remain rent-burdened and at constant risk of displacement. Only one in four eligible Virginians receives a federal Housing Choice Voucher, and looming federal funding cuts threaten to deepen the crisis. State-level action is not optional—it is overdue.

Other states have responded by creating state-funded rental assistance programs that stabilize households and promote economic mobility. Virginia must follow suit. The 5000 Families Program calls for a state-funded rental voucher initiative targeted at families with school-aged children—those most vulnerable to the destabilizing effects of housing insecurity and educational disruption. Although the General Assembly included \$20 million for this program in the FY25 budget, the Governor eliminated the funding.

The connection between housing and education is undeniable. Children facing housing instability are more likely to miss school, suffer academically, and endure harmful health conditions such as mold exposure and lead poisoning. These barriers compound over time, undermining educational outcomes and long-term well-being. In contrast, stable housing keeps children in school, supports academic achievement, and lays the groundwork for future success.

Investing in rental assistance for low-income families with children is not merely a housing intervention—it is a strategic investment in education, public health, and economic development. A state-funded rental assistance program would deliver immediate relief and generate lasting returns by giving children the stability required to thrive.

Recommendations:

- **Fund a statewide pilot program for 2 years at \$60M annually, which would be enough to provide rental assistance to 5,000 very low-income families across the state.**
- **Identify a sustainable source of funding for the program that scales investment over time.**

2. Affordable Housing Preservation Tools

The loss of affordable housing is a persistent and escalating threat across Virginia, compounding the Commonwealth’s already critical shortage. While most affordable units are created through the Low-Income Housing Tax Credit (LIHTC) program, there are few protections in place once those



requirements expire. As affordability periods end, properties routinely convert to market-rate, displacing low-income residents or forcing them to absorb steep rent increases. These outcomes carry broad social and economic consequences that extend well beyond the affected households.

States and localities nationwide have adopted right of first refusal policies to combat this loss. This legal tool allows a designated party—typically a government agency or nonprofit—to purchase an affordable property before it is sold on the open market, preserving affordability. Preservation is not only essential for housing stability; it is also more cost-effective than building new units.

In Virginia, communities lack the necessary tools to preserve affordable housing at scale. Without decisive action, new construction will merely offset mounting losses. A centralized, statewide database is urgently needed to track affordable housing properties, identify when affordability periods expire, and prioritize high-risk properties for intervention. Timely, data-driven preservation is impossible without this infrastructure.

In addition, enabling legislation is critical. Bills introduced in the 2024 and 2025 General Assembly would have granted localities limited right of first refusal authority to preserve affordable housing—each was vetoed by Governor Youngkin. These vetoes deny local governments one of the most effective tools to prevent displacement and retain affordability.

Substantially greater funding is also required. Preservation efforts hinge on access to flexible capital for acquisition and rehabilitation. A statewide strike fund would allow fast, competitive action to protect at-risk properties. While Virginia Housing recently included a modest set-aside for preservation in its Qualified Allocation Plan, this step is not sufficient. Preservation must be prioritized across all relevant funding programs to prevent further erosion of the affordable housing stock.

Failure to act will accelerate displacement, deepen inequities, and push the goal of housing stability further out of reach for tens of thousands of Virginians.

Recommendations:

- **Allow jurisdictions to adopt a Right of First Refusal ordinance for publicly supported housing with 10 or more rental units.**
- **Organize and manage a statewide, public database for affordable housing including location, expiration, funding sources, ownership, and other key information.**
- **Establish a flexible strike fund to enable nonprofits and local governments to quickly acquire properties, starting at \$50M annually.**
- **Incorporate set-asides for or give greater priority to preservation projects for existing funding.**

3. Supportive Services Funding

Housing policy and funding has long prioritized the construction of units, while neglecting the supportive services that are essential to preventing homelessness and ensuring long-term housing stability—particularly for those with the greatest needs. An estimated 21,500 supportive housing units are needed across the state. Meeting this demand requires a significant and sustained investment in supportive services, not just buildings.

Current funding for these services is fragmented and heavily reliant on federal sources. That reliance is increasingly precarious. As the threat of federal cuts grows, Virginia must assume greater responsibility to sustain and expand supportive services for housing.



Other states have acted by leveraging Medicaid to fund wraparound supports such as healthcare, behavioral health services, and tenancy supports. Virginia had the opportunity to do the same. In July 2020, the federal government approved Virginia’s proposed High Needs Support Benefit (HNSB) through a Medicaid Section 1115 waiver. Yet despite this approval, the General Assembly failed to authorize implementation, and the waiver expired at the end of 2024 without action. The state forfeited a critical opportunity to bring long-term federal resources into its supportive housing system.

States that have not used the Section 1115 waiver have instead created state-funded Supportive Services Transformation Funds (SSTFs) to bridge the gap. These funds support the expansion of non-Medicaid reimbursable services, build provider capacity to eventually leverage Medicaid, and fund statewide needs assessments and evaluations. SSTFs offer a replicable model for Virginia—one that ensures continuity of care for high-need populations while positioning the state to maximize future Medicaid reimbursements.

Supportive housing cannot function without the services that make it viable. Without a dedicated and strategic approach to funding these services, Virginia will continue to fall short in addressing chronic homelessness, institutionalization, and preventable health crises. The path forward is clear: the Commonwealth must invest directly in the infrastructure that keeps people housed.

Recommendations:

- **Design and apply for another Section 1115 Waiver program that will be actionable and can be implemented within our existing system.**
- **Create and invest in a Supportive Services Transformation Fund.**

4. Homeless Person’s Bill of Rights

The Supreme Court’s recent *Grants Pass v. Johnson* decision has cleared the way for local and state governments to criminalize homelessness—even in communities where no safe or adequate shelter options exist. This ruling aligns with the punitive stance of the Trump administration and stands in direct opposition to the evidence-based Housing First model. In Virginia, while there are no statewide laws that explicitly criminalize homelessness, the state code enables local governments to pass ordinances that restrict life-sustaining activities—such as loitering or roadside solicitation—effectively targeting people experiencing homelessness.

Because these enabling statutes are not prescriptive, localities have broad authority to define, penalize, and enforce such ordinances. At least eight jurisdictions in Virginia have already exercised this authority to create such ordinances, according to documentation by the Virginia Housing Alliance. These laws allow local governments to punish individuals for behaviors that are involuntary, necessary for survival, and the direct result of a systemic failure to provide housing.

Criminalizing homelessness is not only harmful and counterproductive—it is costly, inefficient, and exacerbates the very problem it purports to address. These ordinances serve no legitimate public safety function. They punish individuals not for criminal intent, but for existing without shelter.

The real solution lies in expanding access to affordable housing and supportive services—not in issuing citations, making arrests, or imposing fines that deepen poverty and instability.

Several states have taken proactive steps by passing legislation to protect the rights of people experiencing homelessness. These laws often establish that individuals cannot be criminally or



civily penalized for engaging in life-sustaining activities—such as sleeping or sheltering in a non-disruptive manner on public land—when no adequate alternatives exist. Such protections, often framed as a “Homeless Bill of Rights” or “Right to Shelter,” offer a legal defense against punitive enforcement and affirm that homeless individuals are entitled to the same rights and privileges as any other resident.

Virginia’s code contains no such protections. In the absence of affirmative legislative action, localities will continue to enact policies that criminalize survival, deepen inequality, and push the Commonwealth further away from real solutions. Structural change is urgently needed to ensure that homelessness is met with housing and support—not punishment.

Recommendation:

- **Pass legislation in Virginia, similar to examples from other states, to establish a “homeless person’s bill of rights” that would prevent the criminalization of life-sustaining activities of those experiencing homelessness and ensure unhoused individuals have the same rights and privileges as any other resident.**



The Virginia Housing Alliance (VHA) is dedicated to expanding affordable housing opportunities and ending homelessness across the Commonwealth of Virginia. VHA advances its mission through advocacy, education, and capacity-building initiatives. These efforts include policy development, training programs, and support for housing nonprofits statewide



HousingForward Virginia serves as the Commonwealth's trusted resource for affordable housing data and actionable insights. It equips advocates, planners, developers, and policymakers with tools and research to inform decision-making and advance equitable access to housing across Virginia.

Attachment 5

Priority Policies to Improve Housing Access in Virginia

- **Addressing high cost of residential rents** – The HB854 study, which grew out of state legislation, found that residential rents were increasing throughout the state. More importantly, it found that the statewide decrease in the rental vacancy rate is making it harder for renters to find affordable homes. Potential solutions include:
 - **Fully funding a statewide rental voucher program.** Currently, only one in five eligible Virginia renters have federal housing choice vouchers.
 - **Giving localities a transferrable first right of refusal to buy tax-credit supported multifamily housing when its affordability period expires.**
 - **Granting localities the option of enacting rent stabilization ordinances.** Such ordinances can be tailored to ensure a fair rate of return for landlords and provide exemptions to encourage new construction and renovation.
 - **Increasing the supply of affordable housing units.** Increasing funding for the Virginia Housing Trust Fund, which provides critical funds to enable developers to finalize new affordable housing projects, will increase the number of available affordable units and create jobs throughout Virginia.
- **Decreasing Virginia’s eviction rates** – Although eviction rates across Virginia have decreased by approximately 25% since 2019, eviction judgments remain high. In 2024, almost 49,000 eviction judgments were entered against Virginians. Potential solutions include:
 - **Increasing the amount of time tenants have to pay late rent** before they’re sued for eviction from 5 to 14 days.
 - **Providing clear limits on the amounts tenants are required to pay toward the landlords’ attorneys’ fees.** Currently, excessive attorneys’ fees keep many low-income tenants from being able to exercise their right to redeem and cancel an eviction.
 - **Increase funding for the Virginia Eviction Reduction Program.** VERP, administered by the Virginia Department of Housing and Community Development through a competitive grant process, provides flexible funding to nonprofits to help prevent evictions and increase housing stability. The initial round of funding reduced eviction rates in every locality served by the program, according to an evaluation conducted by RVA Eviction Lab.
- **Improving living conditions for low- and moderate-income tenants** – Residential tenants, especially those living in low-rent units, often report multiple unhealthy living conditions, including pest infestation, black mold, and broken plumbing. Although landlords are legally required to keep these units safe and

habitable, tenants have little power to force landlords to comply with this requirement. Potential solutions include:

- **Removing barriers to tenants enforcing their legal rights to repairs.** Tenants behind on rent are barred by law from receiving a court order directing landlords to make essential repairs. The status of a tenant's rent account should be delinked from their ability to enforce their right to get repairs made.
- **Requiring pre-rental inspections of residential units to ensure habitability.** Current law only allows this in limited areas designated by localities as rental inspection districts.
- **Empowering local governments to sue slumlords under the Virginia Residential Landlord and Tenant Act.** This would allow local governments to get orders requiring slumlords to make repairs and abate rent.
- **Improve living conditions and housing stability for residents of manufactured homes.** For many low- and moderate-income Virginians, purchasing a manufactured home is the only way they can become homeowners. Unfortunately, many of these people must purchase homes located in manufactured home parks, where park owners (more and more of whom are corporations supported by hedge funds) control many essential services and don't always act in the residents' best interests. Additionally, many of the homes in these parks are old and in desperate need of repair. Potential solutions to this include:
 - **Increasing opportunities for residents and nonprofit housing organizations to purchase parks.** Establishing and seeding a separate trust fund to be used by qualified groups of residents and nonprofits to purchase and make infrastructure repairs to parks would help more parks come under resident or nonprofit ownership.
 - **Providing funding for repairs and replacements of aging manufactured homes.** At least one nonprofit in Virginia has developed a prototype for an attractive, structurally sound, energy efficient manufactured home. With access to more funding, many more of these manufactured homes could be built and sold to low- and moderate-income Virginians.
 - **Rewriting the law governing manufactured home parks to increase resident rights.**
- **Increase access to homeownership for all Virginians, but especially low and moderate income, first-generation homeowners.** Home prices across Virginia continue to rise, with the median homes sales price for the state reaching \$399,000 at the start of 2025. While increasing the supply of "starter homes" is an essential component of reducing or at least levelling homes sales

prices, direct financial assistance to homebuyers is also important. Potential solutions therefore include:

- **Supporting community land trusts through grants and low-interest development loans.** Community land trusts provide affordable homeownership opportunities by selling only the home and leasing the land beneath it through a 99-year land lease.
- **Providing deep downpayment assistance to low-income homebuyers through forgivable second mortgages.** Habitat for Humanity has used this type of program to enable renters to become successful homeowners, including those moving directly from public housing into homeownership.

Attachment 6

Human Rights Commission
Annual Work Plan: Focus and Goals
March 2025 – February 2026
Date of last revision: 06/05/2025

This document serves as a tool for use during the annual planning meeting and throughout the year to assist with the identification of focus areas and goals and the development of a monthly calendar.

Human Rights Ordinance Reference

The Charlottesville Human Rights Ordinance (City Code Chapter 2, Article XV) is the roadmap for the work of both the Human Rights Commission and Office of Human Rights. Sec. 2-433. (a) – (f) of the Ordinance includes details of the roles of the Commission and Office. The subsections are given shortened titles here for easier reference.

| Human Rights Commission Roles | General Actions and Timeframes |
|--|---|
| Sec. 2-433. (a) Individual assistance | <ul style="list-style-type: none"> • Timing dependent upon individual complaints and findings • Could include training on: <ul style="list-style-type: none"> ○ Public administrative hearings ○ Human and civil rights protections |
| Sec. 2-433. (b) Awareness, education, and guidance | <ul style="list-style-type: none"> • Timing is throughout the year in response to community issues • Could include community dialogue or other informational programs • Could be expanded with additional staffing and Commission support |
| Sec. 2-433. (c) Systemic issues, policies, and practices | <ul style="list-style-type: none"> • Timed to inform policy recommendations to Council in October • Could include single events like panels, forums, and townhalls • Could also include long-term, multi-year research or reviews of policy • Additional staffing and Commission support could expand the work |
| Sec. 2-433. (d) Federal workshares | <ul style="list-style-type: none"> • Timing dependent upon workshare requirements • May include review and adoption of Ordinance amendments • May include community engagement activities |
| Sec. 2-433. (e) Legislative program | <ul style="list-style-type: none"> • Timed to inform legislative recommendations to Council in September • Could include events like panels, forums, and townhalls • Could also include research related to Sec. 2-433. (c) |
| Sec. 2-433. (f) Commission policies | <ul style="list-style-type: none"> • Time for October, if recommendations have a budgetary impact <ul style="list-style-type: none"> ○ Funding for programs or staffing • Changes to the Commission’s Rules & Procedures are not timebound |

Annual Focus Areas

Each year the Commission identifies focus areas for its work from March – February. These are informed by current events, public input, data from the Office of Human Rights, and Commissioner knowledge.

| Primary Focus Area(s) |
|---|
| <ul style="list-style-type: none"> • Housing Access and Stability Across Protected Classes and Economic Status <ul style="list-style-type: none"> ○ Engaging the community to better assess current and emerging needs. ○ Presenting legislative agenda recommendations that align with community needs. ○ Presenting City policy recommendations that align with community needs. |

Annual Goals and Alignment

Specific, measurable, achievable, relevant, and time-bound goals that align with focus areas and HRC roles under the Human Rights Ordinance.

| Goals | Focus Area Alignment | Ordinance Alignment | Added to Work Plan |
|---|--|--|-------------------------------------|
| <i>Commissioners host a panel of service provider representatives related to the focus area on July 17, 2025.</i> | Engaging the community to better assess current and emerging needs. | <ul style="list-style-type: none"> • Sec. 2-433. (b) Awareness, education, and guidance | <input checked="" type="checkbox"/> |
| <i>Individual Commissioners conduct 1:1 meetings with stakeholders from June 5 – July 31, 2025.</i> | Engaging the community to better assess current and emerging needs. | <ul style="list-style-type: none"> • Sec. 2-433. (b) Awareness, education, and guidance | <input checked="" type="checkbox"/> |
| <i>Individual Commissioners information learned from 1:1 meetings as relates to legislative priorities during the August 7, 2025, work session.</i> | Presenting legislative agenda recommendations that align with community needs. | <ul style="list-style-type: none"> • Sec. 2-433. (c) Systemic issues, policies, and practices • Sec. 2-433. (e) Legislative program | <input checked="" type="checkbox"/> |
| <i>Commission adopts legislative priorities during the August 21, 2025, regular meeting.</i> | Presenting legislative agenda recommendations that align with community needs. | <ul style="list-style-type: none"> • Sec. 2-433. (c) Systemic issues, policies, and practices • Sec. 2-433. (e) Legislative program | <input checked="" type="checkbox"/> |
| <i>Submit legislative recommendations to City Council by August 30, 2025.</i> | Presenting legislative agenda recommendations that align with community needs. | <ul style="list-style-type: none"> • Sec. 2-433. (b) Awareness, education, and guidance • Sec. 2-433. (e) Legislative program | <input checked="" type="checkbox"/> |
| <i>Individual Commissioners information learned from 1:1 meetings, as relates to City policies on DATE</i> | Presenting City policy recommendations that align with community needs. | <ul style="list-style-type: none"> • Sec. 2-433. (b) Awareness, education, and guidance • Sec. 2-433. (c) Systemic issues, policies, and practices | <input type="checkbox"/> |
| <i>Commission adopts City policy recommendations for City Council on DATE</i> | Presenting City policy recommendations that align with community needs. | <ul style="list-style-type: none"> • Sec. 2-433. (b) Awareness, education, and guidance • Sec. 2-433. (c) Systemic issues, policies, and practices | <input type="checkbox"/> |

| Goals | Focus Area Alignment | Ordinance Alignment | Added to Work Plan |
|---|---|--|--------------------------|
| Submit City policy recommendations to City Council by DATE | Presenting City policy recommendations that align with community needs. | <ul style="list-style-type: none"> • Sec. 2-433. (b) Awareness, education, and guidance • Sec. 2-433. (c) Systemic issues, policies, and practices | <input type="checkbox"/> |

**Human Rights Commission
Annual Work Plan: Calendar
March 2025 – February 2026**

| Month | Actions |
|-----------|---|
| March | <ul style="list-style-type: none"> • Annual Meeting (3/22) |
| April | <ul style="list-style-type: none"> • Work Session (4/3: City Space) <ul style="list-style-type: none"> ○ Training: FOIA/COIA/VPRA with City Attorney’s Office • Regular Meeting (4/17: City Space) <ul style="list-style-type: none"> ○ Discuss roundtable topics and attendees • Actions Between Meetings <ul style="list-style-type: none"> ○ June expert panel outreach (OHR staff to work with Chair and Vice Chair to identify panelists) |
| May | <ul style="list-style-type: none"> • Work Session (5/1: City Space) <ul style="list-style-type: none"> ○ <i>Canceled</i> • Regular Meeting (5/15: City Space) <ul style="list-style-type: none"> ○ Legislator panel (Delegate Katrina Callsen and Senator Creigh Deeds) • Actions Between Meetings <ul style="list-style-type: none"> ○ HRC Leadership and staff discuss next steps with HRC work plan |
| June | <ul style="list-style-type: none"> • Work Session (6/5: City Space) <ul style="list-style-type: none"> ○ Update work plan • Regular Meeting (6/19: City Space) <ul style="list-style-type: none"> ○ <i>Not scheduled due to Juneteenth holiday</i> • Actions Between Meetings <ul style="list-style-type: none"> ○ Vice Chair and OHR staff present CY2024 annual report to Council ○ Commissioners engage in 1:1 meetings with community stakeholders |
| July | <ul style="list-style-type: none"> • Work Session (7/3: City Space) <ul style="list-style-type: none"> ○ <i>Not scheduled due to July 4th holiday</i> • Regular Meeting (7/17: City Space) <ul style="list-style-type: none"> ○ Expert Panel ○ Actions Between Meetings |
| August | <ul style="list-style-type: none"> • Work Session (8/7: City Space) <ul style="list-style-type: none"> ○ Commissioners report back on community outreach as relates to legislative priorities • Regular Meeting (8/21: City Space) <ul style="list-style-type: none"> ○ Commission adopts legislative recommendations • Actions Between Meetings <ul style="list-style-type: none"> ○ Legislative recommendations drafted and sent to Council by 8/30 ○ Follow up with Parks and Recreation regarding updated play surface allocation process |
| September | <ul style="list-style-type: none"> • Work Session (9/4: City Space) <ul style="list-style-type: none"> ○ <i>Tentative</i> • Regular Meeting (9/18: City Space) <ul style="list-style-type: none"> ○ TBD • Actions Between Meetings <ul style="list-style-type: none"> ○ TBD |

| Month | Actions |
|----------|--|
| October | <ul style="list-style-type: none"> • Work Session (10/2: City Space) <ul style="list-style-type: none"> ○ <i>Tentative</i> • Regular Meeting (10/16: City Space) <ul style="list-style-type: none"> ○ Form Officer Nomination Committee (minimum of three Commissioners) ○ Commissioners present 1:1 meeting information related to City policy recommendations • Actions Between Meetings <ul style="list-style-type: none"> ○ Nominating Committee begins nomination process ○ Chair begins draft of City policy recommendations to Council |
| November | <ul style="list-style-type: none"> • Work Session (11/6: City Space) <ul style="list-style-type: none"> ○ <i>Tentative</i> • Regular Meeting (11/20: City Space) <ul style="list-style-type: none"> ○ Discuss draft City policy recommendations and equip Chair to draft • Actions Between Meetings <ul style="list-style-type: none"> ○ Submit City policy recommendations to Council by November 30, 2025 |
| December | <ul style="list-style-type: none"> • Work Session (12/4: City Space) <ul style="list-style-type: none"> ○ <i>Tentative</i> • Regular Meeting (12/18: City Space) <ul style="list-style-type: none"> ○ Officer Nominating Committee presents slate of nominees • Actions Between Meetings |
| January | <ul style="list-style-type: none"> • Work Session (1/1: City Space) <ul style="list-style-type: none"> ○ <i>Not scheduled – City holiday</i> • Regular Meeting (1/15: City Space) <ul style="list-style-type: none"> ○ Officer elections ○ Plan date for Annual Meeting in March • Actions Between Meetings |
| February | <ul style="list-style-type: none"> • Work Session (2/5: City Space) <ul style="list-style-type: none"> ○ <i>Tentative</i> • Regular Meeting (2/19: City Space) <ul style="list-style-type: none"> ○ Planning for Annual Meeting • Actions Between Meetings <ul style="list-style-type: none"> ○ HRC leadership begins draft of annual focus and goals |