



**Human Rights Commission Meeting Agenda
Packet
5:30 pm March 5, 2026
Parks and Recreation Conference Room
501 E Main Street
Charlottesville, VA 22902**

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- II. Martha's Rules (for reference)**
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- IV. DRAFT 02-19-2026 HRC Regular Meeting Minutes**
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- VI. Summary of 2026 HRC Focus Area Public Poll Responses**

Attachment 1



Human Rights Commission Meeting Agenda
5:30 pm March 5, 2026
Parks and Recreation Conference Room
501 E Main Street
Charlottesville, VA 22902

Annual Meeting

I. WELCOME

- Call to order/Roll call
- Mission (recited by all): *Act as a strong advocate for justice and equal opportunity by providing citywide leadership and guidance in the area of civil rights.*

II. MATTERS BY THE PUBLIC

- Public Comment

III. MINUTES

- 02-19-2026 HRC Regular Meeting Minutes*

IV. BUSINESS MATTERS

- Chair update
- OHR staff report

V. WORK SESSION

- Overview of Work in 2025
- Focus Area Discussion & Selection
 - i. Summary of Public Poll Responses
 - ii. Commissioner Input & Discussion
- 2026 Work Plan Development
- Commissioner Communications
- New business
- Confirmation of next Work Session on April 2, 2026

VI. MATTERS BY THE PUBLIC

- Public comment
- Commission response to Matters by the Public

VII. COMMISSIONER UPDATES

VIII. NEXT STEPS & ADJOURN

* ACTION NEEDED

Please take Notice that this 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 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.

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



City of Charlottesville Office of Human Rights Monthly Report: March 2026

HRC Work Summary

Date	Roles (Sec. 433)	Primary Action	Protected Activity	Protected Class	Summary & Analysis
2/9/2026	Sec. 2-433. (b)(1) Awareness and Guidance - Community engagement	Public Poll	Multiple	Multiple	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 02/09/26 to 02/23/26 and received 103 responses. Commissioners will use this information to inform their annual planning for CY2026.
2/19/2026	Sec. 2-433. (a) Individual Assistance	Public Discussion	Employment	Multiple	The HRC voted to hold the Appeal Hearing for case 2025-2 by a panel of 3 Commissioners.

Federal Workshares

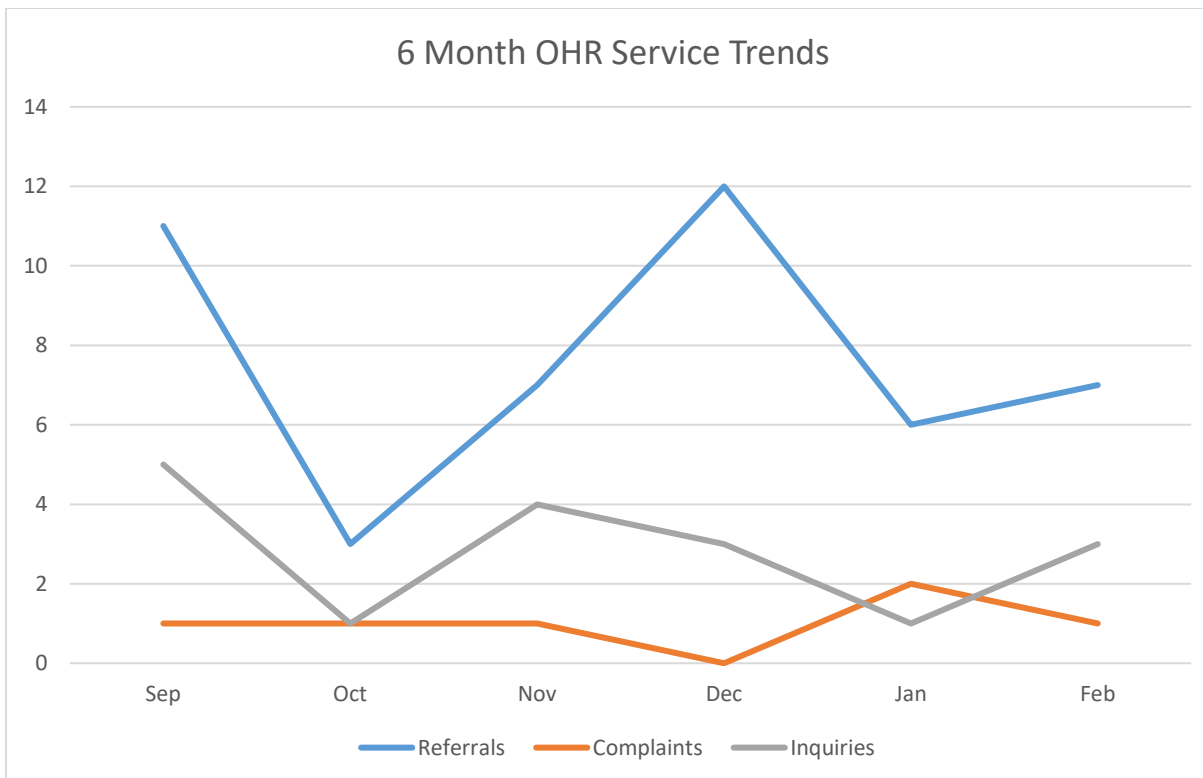
- Fair Housing Assistance Program (FHAP) workshare agreement
 - January 6, 2025: Scheduled first reading of amended Ordinance by City Council (meeting was canceled due to inclement weather).
 - January 21, 2025: Amended Ordinance adopted by Council in one reading.
 - January 23, 2025: Amended and adopted Ordinance sent to HUD for interim FHAP certification consideration.
 - March 14, 2025: Met with Director of HUD FHAP. Interim certification being considered and is likely.
 - June 17, 2025: Phone call with Director. Certification still pending, potential conflict because Charlottesville protects additional classes.
 - September 5, 2025: Phone call with Director. Certification denied because of additional protections and shift in HUD focus toward state agencies.
- Fair Employment Practices Agency (FEPA) workshare agreement
 - On hold until the FHAP certification is complete.
 - 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.

Outreach

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Open office days in the month	20	19	21	22	20	21	22	21	21	22	18	21	241
Total service provision events	3	0	0	0	0	0	0	0	0	0	0	0	3
Total education & awareness events	0	0	0	0	0	0	0	0	0	0	0	0	0
Total collaboration & leadership events	5	3	0	0	0	0	0	0	0	0	0	0	8
Total outreach activities													11
Total attendees at service provision events	62	0	0	0	0	0	0	0	0	0	0	0	62
Total attendees at education & awareness events	0	0	0	0	0	0	0	0	0	0	0	0	0
Total attendees at events													62

Service Provision Data

Service Data Trends



Active Complaints

Case #	Protected Activity	Protected Class(es)	Status
2021-5	Employment	Sexual Orientation, Race	Investigation in progress.
2023-2	Employment	Religion, National Origin	Settled through alternative dispute resolution. Case closed.
2024-3	Public Accommodation	National Origin, Sexual Orientation	Investigation in progress.
2024-3R	Public Accommodation	Retaliation	Investigation in progress.
2024-8	Employment	Race, National Origin	Determination in progress.
2024-11	Employment	Sex, Marital Status	Determination in progress.
2025-2	Employment	Race	Appeal in progress.
2025-3	Employment	Disability	Alternative dispute resolution in progress.
2025-4	Housing	Source of Funds	Alternative dispute resolution 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	Determination in progress.
2025-10	Employment	Sexual Orientation, Gender Identity	Investigation in progress.
2025-11	Employment	Disability	Alternative dispute resolution in progress.
2025-13	Housing	Disability	Investigation in progress.
2025-14	Housing	Race	Investigation in progress.
2025-16	Housing	Race	Investigation in progress.
2026-1	Housing	Disability	Alternative dispute resolution in progress.
2026-2	Housing	Disability, Elderliness	Investigation in progress.
2026-3	Housing	Disability	Case filed.

Reporting

Report	Status
CY2025 Fourth Quarter Report to Council	Submitted February 25, 2026.
CY2025 HRC & OHR Annual Report	Projected completion March 2026.
CY2026 First Quarter Report to Council	To be submitted in April 2026.
CY2026 Second Quarter Report to Council	To be submitted in July 2026.
CY2026 Third Quarter Report to Council	To be submitted in October 2026.
CY2026 HRC & OHR Annual Report	In progress. To be presented to City Council on June 15, 2026.

Attachment 4



**Human Rights Commission
Meeting Minutes
Regular Meeting
February 19, 2026
City Space, 100 5th Street NE, Charlottesville, VA 22902
6:30 pm**

1. WELCOME

- a. CALL TO ORDER
 - i. Chair, Heather Roberson Gaston, called the meeting to order at 6:32 pm
- b. ROLL CALL
 - i. Present
 - 1. Heather Roberson Gaston
 - 2. Callum von Schill
 - 3. Dawn Lawson
 - 4. Elizabeth Stark
 - 5. Emily Currier
 - 6. Suzanne Lynn
 - ii. Absent
 - 1. Jayson Whitehead
 - 2. Jessica Cocciolone
 - 3. Mariane Asad Doyle
- 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. None

3. MINUTES

- a. Review of minutes from 01/09/2026
 - i. Vote
 - 1. In favor: 1
 - 2. Opposed: 0
 - 3. Abstained: 5
 - ii. Motion to approve minutes passes
- b. Review of minutes from 01/15/2026
 - i. Vote
 - 1. In favor: 6
 - 2. Opposed: 0
 - 3. Abstained: 1
 - ii. Motion to approve minutes passes

4. BUSINESS MATTERS

- a. CHAIR UPDATE
 - i. Chair reminds Commissioners to share the HRC Focus Area Survey as much as possible

- ii. Introduction of new Commissioners
- b. OHR STAFF REPORT
 - i. HRC Survey is live and there are currently 86 responses
 - 1. The survey closes February 23rd at midnight
 - 2. Commissioners are encouraged to continue sharing it
 - ii. Data in the OHR Monthly Report is up to date

5. WORK SESSION

- a. HRC Vice Chair Election
 - i. Chaired by the Director during the officer election process
 - ii. Nominating Committee presents slate of nominees:
 - 1. Elizabeth Stark: Vice Chair
 - iii. Floor nominations:
 - 1. None
 - iv. Suanne makes a motion to nominate Elizabeth for Vice Chair
 - 1. Heather seconds
 - 2. Elizabeth accepts nomination
 - 3. Vote
 - a. In favor: 6
 - b. Opposed: 0
 - c. Abstained: 0
 - 4. Motion to elect Elizabeth as Vice Chair passes
 - v. Chair resumes meeting
- b. Discussion of public hearing procedure for Case 2025-2
 - i. Director provides overview of process for upcoming appeal hearing and answers Commissioners' questions regarding the hearing process
 - ii. Director encourages Commissioners to look at Section 2-439.1 of the Charlottesville Human Rights Ordinance for additional information
 - 1. Director will also provide an in-depth procedure once approved by the City Attorney
 - iii. Commissioners discuss whether to hold the hearing with the full Commission or with a panel of three or more Commissioners
 - iv. Motion to hold hearing by a panel of Callum, Dawn, and Elizabeth
 - 1. Vote
 - a. In favor: 6
 - b. Opposed: 0
 - c. Abstained: 0
 - 2. Motion to approve panel passes
 - c. Commissioners review the 2025 HRC Work Plan for next steps
 - i. The HRC Annual Planning Meeting will be held on March 5th at 5:30pm in the Parks and Recreation Conference Room

6. MATTERS BY THE PUBLIC

- a. PUBLIC COMMENT
 - i. None
- b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC
 - i. None

7. COMMISSIONER UPDATES

- a. Commissioners share information about upcoming community events

8. NEXT STEPS

- a. Todd

- i. Share documents related to the Public Hearing for Case 2025-2

9. ADJOURN

- a. Meeting adjourned at 8:02 pm

Pending HRC Approval

Attachment 5

City of Charlottesville
Human Rights Commission & Office of Human Rights
Calendar Year 2025 & Multi-year Overview

This document summarizes the work done by the Human Rights Commission (HRC) and Office of Human Rights (OHR) during calendar year 2025 (CY2025) and over multiple years prior, as relates to Section 2-433 of the Charlottesville Human Rights Ordinance. The six subsections of 2-433 describe the roles of the HRC and OHR. The short titles used below reflect the primary duties described within each subsection. The intent of this overview is to provide the HRC with information that may be helpful for determining focus areas and developing the next annual work plan.

- **Section 2-433.(a): Assist individuals with complaints of discrimination.**

- CY2025
 - 16 complaints were opened (7 employment, 7 housing, 2 public accommodation)
 - 152 inquiries were received (16 of which resulted in complaints)
 - 182 unique individuals were served
 - Disability was identified 26 times in inquiries and complaints
 - Race was identified 21 times, and color identified 2 times in inquiries and complaints
 - 1 employment case investigated in 2025 is proceeding to and HRC appeal hearing
- Multi-year Overview (CY2018-2025)
 - CY2025 saw the highest number of complaints but lowest number of inquiries
 - Housing is the most often identified protected activity in inquiries and complaints
 - Employment is the second most often identified protected activity
 - Race, color, and disability are the most often identified protected classes
 - In CY2024 the HRC voted not to hold a public hearing on reasonable cause finding

- **Section 2-433.(b): Outreach: provide awareness, education, and guidance.**

- CY2025
 - The OHR engaged in 103
 - 318 attendees were reached during service provision outreach events led by the OHR
 - 25 people attended education & awareness events led by the OHR
 - The HRC engaged in 10 outreach activities
 - 4 meetings with community stakeholders (to inform legislative and policy priorities)
 - 2 outreach tabling events (One Stop, Pride Festival)
 - 2 community outreach actions (HRC recruitment via NBC 29)
 - 1 resolution (to support gender-affirming care)
 - 1 public poll (to inform annual focus areas)
- Multi-year Overview (CY2018-2025)
 - OHR outreach activities were down by 58% from CY2024 due to insufficient staffing
 - The OHR engaged in an average of 152 outreach activities per year from CY2018-2025
 - HRC actions under this subsection have more than doubled since CY2022 and surpassed the previous high point in CY2021
 - The HRC engaged in an average of 8 outreach activities per year from CY2021-2025

- **Section 2-433.(c): Review City policies.**

- CY2025
 - The HRC worked with the City Department of Parks & Recreation to address community members' concerns related to equitable access to City play surfaces

- The HRC presented a letter to City Council regarding the proposed ordinance banning camping and storage of personal items on City property
 - The HRC submitted policy recommendations to City Council regarding housing access and stability
 - The HRC used a variety of outreach methods to inform their City policy recommendations including public polls, stakeholder meetings, and public discussions with local experts.
 - Multi-year Overview (CY2021-2025)
 - The HRC has consistently presented timely City policy recommendations since CY2021
 - Since CY2021 the HRC has engaged 21 City policy-related actions
 - 9 actions focused on housing, 9 on public accommodations, 1 on employment, and 2 covered multiple protected activities
 - 18 actions covered multiple protected classes and 3 were focused on race
- **Section 2-433.(d): Seek federal workshare agreements with the EEOC and HUD.**
 - CY2025
 - The HUD workshare was denied because the Human Rights Ordinance covers additional protected classes that are not protected under federal law
 - HUD has also shifted workshare focus away from local agencies and toward state agencies
 - The EEOC workshare remained on hold due to pursuit of the HUD workshare
 - Multi-year Overview (CY2021-2025)
 - The HRC and OHR began taking actions toward entering the HUD workshare in 2021
 - City Council passed multiple amendments to the Human Rights Ordinance to ensure inclusion of language equivalent to federal fair housing law, a HUD workshare requirement
 - While the City could potentially pursue an EEOC workshare, the reimbursement rates for casework are insufficient to fund additional staffing to manage the increased workload
 - Shifts in federal perspectives on civil rights enforcement in the near term may mean that federal workshares are unavailable and in conflict with the best interests of the City and community
- **Section 2-433.(e): Make legislative recommendations to City Council.**
 - CY2025
 - The HRC submitted recommendations to City Council regarding state-level legislative priorities focused on housing access and stability.
 - The HRC used a variety of outreach methods to inform their recommendations including public polls, stakeholder meetings, and public discussions with local experts and legislators.
 - Multi-year Overview (CY2021-2025)
 - The HRC has submitted timely legislative recommendations to City Council since 2021
 - The HRC has developed a replicable annual work plan to facilitate planning and activities associated with its legislative recommendations
 - For 4 of the last 5 years, the HRC's recommendations have been housing-related
 - The HRC's recommendations generally center around protected activities that impact multiple protected classes rather than focusing on a specific protected class
- **Section 2-433.(f): Prepare recommendations for City Council related to the function of the Commission.**
 - In CY2025, the HRC amended the HRC Rules & Procedures to create a process for mid-year officer elections for when a Chair or Vice-Chair steps down prior to annual elections
 - In past years, the HRC has presented amendments to the Human Rights Ordinance as well as recommendations regarding staffing within the OHR

Attachment 6

- Resource local homeless/tent communities with space and sanitation support while returning public spaces to their intended use. (Respondent #85)
- That this place is becoming Portland (either one) and every other liberal place that is not setting standards for the unhoused and we, the citizens are paying the price (and will) in every way - while local low income and long term community members are ignored. (Respondent #40)

University of Virginia:

- Explore the University of Virginia's role in threatening affordability and housing in Charlottesville and Albemarle County. I work at the university and my coworkers are wondering when our wages will be enough to support ourselves and our families without the need for a second and third job. (Respondent #77)
- Representation. Many Charlottesville workers are employed by UVA, but they do not have the collective bargaining rights that would allow them to organize in their workplaces. (Respondent #78)
- UVA needs to be considered a part of Charlottesville because of its significant impact on Charlottesville's residents, workers, and economy. (Respondent #78)
- The commission needs to investigate human rights abuses by UVA management against UVA employees. Per the UVA Health scandal, this is a public health crisis affecting more than just the employees being abused.. (Respondent #102)
- I'd like to strongly urge the HRC to look at UVA's policies/decisions and their impact on Charlottesville. As the biggest employer and the biggest landlord around by a long shot, there's only so much that the city can fix about any of the above issues without UVA also changing the extent to which they exploit people and extract from the community. I'm especially interested in UVA implementing PILOT, doing something about the housing crisis, and bargaining in good faith with its workers. (Respondent #76)
- The city could, for example, host a citizen panel to receive and document recurring complaints of UVA abuses, and file Freedom of Information Act requests to get learn more about the problems, such as the number of times departments institute "fitness for duty" processes, which are one way UVA has been known to harass employees that fall out of favor for whatever reason.. (Respondent #102)
- Labor rights are the basis for so many other rights. UVA is currently lobbying at the state level against collective bargaining rights for its employees. If staff, facilities workers, librarians, graduate assistants, and others were able to negotiate contracts with UVA, this could directly impact immigration issues, LGBT+ issues, local housing

affordability, and more. What happens at UVA matters for the whole community. Thank you for your work!! (Respondent #101)

- Also maybe look into how determined UVA is to keep collective bargaining rights away from higher education workers. All that money spent to keep us (legally) powerless instead of raising our wages is kind of insane. (Respondent #77)

National Origin/Immigration/ICE Activity:

- I am especially concerned about protecting students with immigrant parents before during and after their disappearance (Respondent #37)
- Keep ICE out of the area (Respondent #81)
- Keep our city safe from those who would impose violence and physical tactics against those with brown, black skin and those who do not speak english as their first language. This means resisting ICE, not collaborating with them. (Respondent #1)
- What is the City of Charlottesville's plan to ensure that Human Rights -along with Civil Liberties- are protected during ICE (or other governmental) occupation? (Respondent #10)
- Keep ICE out (Respondent #81)

Age/Elderliness Advocacy:

- Stop raising property taxes on the elderly... they are on fixed income and can't save the (Respondent #30)
- augmenting hospice care (which is woefully inadequate in Charlottesville) (Respondent #39)
- issues of aging and discrimination based on age (Respondent #72)
- The elderly will be homeless or driven out of charlottesville if property taxes keep going up. (Respondent #30)

Accessibility/Disability Advocacy

- Accessible movement as a human right. Better Sidewalks, Crosswalk, Actual Bus Shelters and Benches (The right to rest/sit in a public area) (Respondent #42)
- This may be contained in #1 above...but more attention to the accessibility for addiction..not just weekly counseling but in patient services. (Respondent #49)
- Improving intervention programs for neurodivergent children and children with significant behavioral issues due to ADHD. (Respondent #91)
- I'm concerned for the well being of those that are a fixed income being our most vulnerable population due to disability age and being under 18. I have also learned

recently that there appears to be a lot of discrimination towards those that have a TBI or Traumatic Brain Injury due to the way someone may respond or act given frustration or agitation. Due to the injury they may not be able to control how they respond. As there is a lot that is impulsive when it comes to brain injuries.

(Respondent #89)

- Snow & ice are impeding the disabled! (Respondent #61)

LGBTQ+ Non-discrimination/Advocacy:

- protecting trans rights and fighting/negating the fascist definition of “gender ideology” (Respondent #46)
- LGBTQ population is under fire nationally, internationally. It would be helpful for the Human Rights Commission to keep awareness of this part of our population very visible. (Respondent #63)
- Trans non-discrimination: protecting rights of Charlottesville's trans community (Respondent #71)
- Community practices impacting people who identify as LGBTQIA+ (Respondent #62)
- Trans non-discrimination: protecting rights of Charlottesville's trans community (Respondent #71)
- Protections and support for LGBTQ+ residents in the face of a discriminatory and dangerous federal government (Respondent #75)
- protecting Transgender rights (Respondent #45)

Democratic institutions:

- secure our Mail and purchase a Go Virginia Mail service (yes the State of Virginia its Legally 23 Bil business marketing would create more partnerships!!) currently a Private entity. USPS is the last chance to Secure our Democracy (Respondent #36)
- Troubleshoot potential snags in upcoming voting procedures to assure NO eligible voters discriminated against based on race, country of origin or other extraneous factors (Respondent #16)
- Rank preference voting for all elections including local, state, national elections. (Respondent #85)
- Assuring that working class and poor people can afford to serve as elected officials (Respondent #15)
- How to help foster civic engagement in the city across diverse populations during this divided political time. Charlottesville can be a model! (Respondent #86)

Other:

- You are wasting money and time. Where is there race discrimination today? We have laws. It doesn't exist. Schools have equal opportunity today. You want equal outcomes which destroys meritocracy and competition. (Respondent #8)
- Quality education for all kids - back to basics including reading, writing and arithmetic. Make sure every graduate of Cville schools is able to think critically and use information that they can gather because they have been educated with the tools needed to think critically. (Respondent #1)
- You should clean up and modernize the roads and infrastructure while also removing bureaucratic and regulatory hurdles, making it easier for immigrants and minorities to start businesses and find gainful employment. (Respondent #20)
- Survey is weighted towards the top to address issue I either think that can uplift everyone or might not be top priority for other respondents, all topic are very relevant to the work that needs to be done to improve our area. (Respondent #31)
- In addition to shelter, another absolutely fundamental human right is access to adequate food and nourishment. I was surprised and deeply disappointed last fall when the city had no response when the federal government suspended SNAP. No one should ever go hungry in a wealthy community like ours. A lot of individuals and even one neighborhood (at least) stepped up with food drives but we need a lot more capacity to handle this. Food pantries are great but a lot of people can't get to them (Respondent #13)
- Gun violence (Respondent #44)
- Labor and workforce support (Respondent #18)
- Reducing the disparities in income and wealth (Respondent #15)
- Enabling business opportunities to open up and expand by reducing red tape, tax reductions and placing limitations (Respondent #57)
- Provide conflict resolution to people in conflict (mediation). (Respondent #79)
- I don't have another idea, I just wanted to say that was a very hard ranking! I'm only ranking housing and economic security at the top because to my understanding, addressing those would also impact things like racial disparities and veteran issues. And I'm putting immigrant rights up top as well because of how acutely they're being attacked right now, I think if there was ever a moment to stand up for our immigrant neighbors and family, it's now (Respondent #76)
- I think continued proposal to the city of legislation and policies that could be implement to improve any of the above topic are a good way to approach this work. (Respondent #31)

- We can get legislation passed finally. Powers we need can happen, stuff we have gotten right can roll statewide. We can get state funding for big new programs (Respondent #37)
- Think about the least among us and mostly think about the next generation and what HRC can do to help every child have a bright future and embrace their possibilities. (Respondent #91)
- tolerance of all difference (Respondent #72)
- All of these are worthy areas for focus. Many are interrelated. It was difficult to choose. I only put academic achievement last because I think our schools work hard on this, although there is always more to be done. (Respondent #47)
- Please focus on the idea of community when you make your decisions, community is a scarce thing to find nowadays. People need to have community (Respondent #82)
- So much money is being thrown at unhoused. It is time to name amt. going to local Black community for education/violence prevention. (Respondent #40)
- Stop building and destroying historic neighborhoods!! 10th and Page St. and the Rose Hill neighborhood!! We feel boxed in! (Respondent #59)
- Better dissemination of this survey. I only heard about it on the last day of its availability. I'm sure I'm not alone. Results will likely not be representative of the community as a whole. (Respondent #97)
- How to help Council (and the community) realize the importance of international solidarity. Cville is not an island; it nor its communities are not insulated from the shockwaves of international events. How can the HRC make help make connections between the wellbeing of the people of Charlottesville and issues such as the genocide in Gaza, the execution of Venezuelans workers, threats against Iran, and the extreme escalation of the blockade against Cuba. (Respondent #99)
- You are wasting money and time. Where is there race discrimination today? We have laws. It doesn't exist. Schools have equal opportunity today. You want equal outcomes which destroys meritocracy and competition. (Respondent #8)
- Are you wasting your own time and effort as well as citizens hard earned money? (Respondent #20)
- Thank you for all your work! (Respondent #60)
- Stop using race, gender identity, religion, and national origin as metrics. Start focusing on merit. This current social philosophy that is entrenched is counter-productive and only seeks to divide. (Respondent #33)

- Would it be best to sunset this commission which has strayed so far from its reason for creation and use the funding towards real city needs instead of searching for a reason to still exist ? (Respondent #43)
- yeah here's an idea, use your funds to cure libtardness 😏 (Respondent #58)
- Trump 2028 🍑 us 🍑 (Respondent #58)