

**CITY OF CHARLOTTESVILLE, VIRGINIA
CITY COUNCIL AGENDA**



Agenda Date:	February 16, 2021
Action Required:	ADOPT RESOLUTION
Presenter:	Kaki Dimock, Director, Human Services
Staff Contacts:	Kaki Dimock, Director, Human Services
Title:	Adoption/Approval of the Joint M.O.U. on Equity and Inclusion

Background:

Recognizing the power of collaboration and joint planning, the City of Charlottesville and Albemarle County agreed to joint memoranda of understanding in the areas of transportation, education, environment and housing in May of 2016 and economic development in 2017. On October 28, 2020, at a joint meeting of the University of Virginia, Albemarle County and City of Charlottesville leadership, the content of a joint memorandum of understanding regarding equity and inclusion was presented and discussed. There was strong support for the concept of this M.O.U. with minor changes to language recommended. Leadership in all three organizations expressed a desire to operationalize the intentions of this M.O.U. in a clear way to benefit the regional community.

Discussion:

This M.O.U. expresses a commitment to providing quality services to all members of the community, promoting an equitable and welcoming community by increasing accessibility, promoting unity, and honoring diversity; a shared responsibility for advancing equity and inclusion; recognition of collaboration as a means for achieving meaningful results; and to evaluating our collective impact, specifically:

- Evaluating current programs and policies and modifying to address deficiencies,
- Collectively investing in programs and initiatives,
- Setting measurable goals and monitoring progress of diversity, equity, and inclusion efforts,
- Using available tools to support data-informed decision making,
- Deepening our commitment to improved inclusivity and equity in the communities we serve,
- Evaluating services and relationships through an equity lens,
- Identifying underserved communities through outreach and community partnership,
- Implementing programs and developing partnerships that close opportunity gaps,

- Working to achieve alignment in both priorities and strategies employed to improve regional outcomes, and,
- Designating resources including staff member(s) assigned to promote success.

Staff from all three organizations have met on a regular basis to identify potential initiatives that would move these commitments to action. Under preliminary consideration are activities to improve mental health services, expand financial opportunities, increase human service and human rights programming, adopt a regional tribal consultation policy, and investing in permanent supportive housing, among others. Staff will continue to evaluate the feasibility and cost of such initiatives and return to the collaborating organizations with a proposal for moving forward.

Alignment with City Council’s Vision and Strategic Plan:

This project is aligned with City Council goal #1 – An inclusive, self-sufficient city and goal #5 – A Responsive Organization.

Community Engagement:

This project is a collaborative effort staff and leadership in all three organizations and reflects interests and needs identified expressed by a wide variety of constituents.

Budgetary Impact:

There is no specific impact on the general fund; however, meaningful participation in the M.O.U. and collaboration will require the eventual investment of resources.

Recommendation:

Staff recommends adopting a Resolution authorizing the Mayor to sign the M.O.U.

Alternatives:

Council may decide not to sign on to the joint M.O.U. on equity and inclusion.

Attachments:

Resolution
Memorandum of Understanding on Equity and Inclusion
Historic Joint M.O.U.s

RESOLUTION

WHEREAS, the City of Charlottesville, the County of Albemarle, and the University of Virginia are committed to the provision of quality services to our entire community regardless of ethnicity, race, color, sex, sexual orientation, religion, language competence, socioeconomic status, physical health, mental health, disability, gender identification or expression, age, cognitive ability, physical ability, cultural affiliation, national or ethnic origin, immigration status, family structure, veteran status, political affiliation, or employment status; and

WHEREAS, the City, the County, and the University are uniquely poised to promote an equitable and welcoming community by increasing accessibility, promoting unity, and honoring diversity; and

WHEREAS, the City, the County, and the University recognize and affirm their shared responsibility in advancing equity and inclusion in our regional community and seek to work in partnership to achieve their mutual goals; and

WHEREAS, the City, the County, and the University recognize the importance of collaboration in creating a more equitable, inclusive, and welcoming community; and

WHEREAS, while the City, the County, and the University recognize that each locality's first and main priority is to serve the residents of their own jurisdictions, we pledge to:

- Evaluate current programs and policies and modify appropriately to address deficiencies
- Collectively invest, with allocated resources, in supporting programs and initiatives
- Set measurable goals and monitor progress of diversity, equity, and inclusion efforts
- Use available tools (such as the Equity Atlas and impact assessment tools) to support data-informed decision making
- Deepen our commitment to improved inclusivity and equity in the communities we serve
- Evaluate services and relationships through an equity lens that affect our communities
- Identify underserved communities through outreach and community partnership
- Implement programs and develop partnerships that close opportunity gaps
- Work to achieve alignment in both priorities and strategies employed to improve regional outcomes
- Designate resources including staff member(s) assigned to promote success

NOW, THEREFORE, BE IT RESOLVED that the City Council of Charlottesville hereby agrees to this Memorandum of Understanding committing to developing and enacting plans to identify mutually beneficial ways to cooperate and communicate where possible.

This Memorandum of Understanding shall begin on the date of signatures by the Mayor of the City of Charlottesville, the Chair of the Board of Supervisors of Albemarle County, University of Virginia President James Ryan as authorized by their respective bodies.

**MEMORANDUM OF UNDERSTANDING FOR COLLABORATION
AMONG THE CITY OF CHARLOTTESVILLE, THE COUNTY ALBEMARLE, AND
THE UNIVERSITY OF VIRGINIA REGARDING EQUITY AND INCLUSION**

WHEREAS, the City of Charlottesville, the County of Albemarle, and the University of Virginia are committed to the provision of quality services to our entire community regardless of ethnicity, race, color, sex, sexual orientation, religion, language competence, socioeconomic status, physical health, mental health, disability, gender identification or expression, age, cognitive ability, physical ability, cultural affiliation, national or ethnic origin, immigration status, family structure, veteran status, political affiliation, or employment status; and

WHEREAS, the City, the County, and the University are uniquely poised to promote an equitable and welcoming community by increasing accessibility, promoting unity, and honoring diversity; and

WHEREAS, the City, the County, and the University recognize and affirm their shared responsibility in advancing equity and inclusion in our regional community and seek to work in partnership to achieve their mutual goals; and

WHEREAS, the City, the County, and the University recognize the importance of collaboration in creating a more equitable, inclusive, and welcoming community; and

WHEREAS, while the City, the County, and the University recognize that each jurisdiction's first and main priority is to serve their constituents/stakeholders, we pledge to:

- Evaluate current programs and policies and modify appropriately to address deficiencies
- Collectively invest, with allocated resources, in supporting programs and initiatives
- Set measurable goals and monitor progress of diversity, equity, and inclusion efforts
- Use available tools (such as the Equity Atlas and impact assessment tools) to support data-informed decision making
- Deepen our commitment to improved inclusivity and equity in the communities we serve
- Evaluate services and relationships through an equity lens that affect our communities
- Identify underserved communities through outreach and community partnership
- Implement programs and develop partnerships that close opportunity gaps
- Work to achieve alignment in both priorities and strategies employed to improve regional outcomes
- Designate resources including staff member(s) assigned to promote success

NOW, THEREFORE,

1. The City Council of Charlottesville, the Board of Supervisors of Albemarle County, and the University of Virginia hereby agree to this Memorandum of Understanding committing to developing and enacting plans to identify mutually beneficial ways to cooperate and communicate where possible.

**MEMORANDUM OF UNDERSTANDING FOR COLLABORATION
BETWEEN THE CITY OF CHARLOTTESVILLE AND THE COUNTY OF ALBEMARLE
REGARDING MULTIMODAL FORMS OF TRANSPORTATION**

WHEREAS, regionalism is a recognized governing principle across the United States in which neighboring jurisdictions can recognize mutual benefits, efficiencies, and harmony by working together on areas of mutual concern, rather than apart or even against each other; and

WHEREAS, both the City of Charlottesville and the County of Albemarle have recognized that all residents need to easily move across jurisdictional boundaries to access both employment and leisure activities; and

WHEREAS, the residents of the City of Charlottesville and the County of Albemarle desire a variety of transportation options to include automobile, transit, pedestrian, biking and rail; and

WHEREAS, both the City of Charlottesville and the County of Albemarle recognize that land use and development patterns impact the functioning of their transportation system and road networks; and

WHEREAS, both the City of Charlottesville and the County of Albemarle are committed to improving the automobile, transit, pedestrian, and biking connections available to all residents; and

WHEREAS, improved infrastructure benefits the residents of both localities; and

WHEREAS, existing examples of cooperation between the City and the County include:

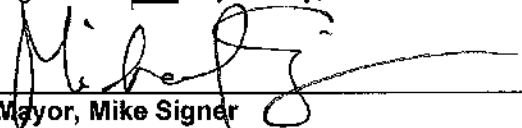
- Metropolitan Planning Organization (MPO);
- Charlottesville Area Transit (CAT);
- JAUNT;
- Charlottesville Albemarle Airport;
- Regional support of new train routes through the Downtown Amtrak Station;
- The City-County Long Range Bicycle Vision Network (Part of the City's Bicycle Pedestrian Master Plan);
- Joint Comprehensive Planning Exercises; and
- Collaboration on Small Area Planning along Hydraulic Road and Route 29.

NOW, THEREFORE, BE IT RESOLVED that the City Council of Charlottesville and the Board of Supervisors of Albemarle County hereby agree to this Memorandum of Understanding directing their respective City Manager and County Executive and staffs to develop and enact plans to:

- Designate a staff member assigned to promoting success;
- Identify potential available resources available to both localities;
- Identify and consider potential efficiencies through harmonization;
- Identify and consider potential impacts on each other's jurisdiction of acting with or without information sharing where appropriate; and
- Identify mutually beneficial ways to cooperate and communicate where possible, including review of organizational structure of boards that serve both communities.

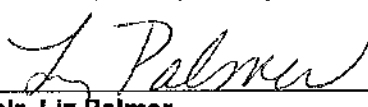
This Memorandum of Understanding shall begin on the date of signatures by both the Mayor of the City of Charlottesville and the Chair of the Board of Supervisors of Albemarle County, as authorized by their respective bodies.

Signed this 16 day of May, 2016.



Mayor, Mike Signer
City Council of Charlottesville

Signed this 11th day of May, 2016.



Chair, Liz Palmer
Board of Supervisors of Albemarle County

**MEMORANDUM OF UNDERSTANDING FOR COLLABORATION
BETWEEN THE CITY OF CHARLOTTESVILLE AND THE COUNTY OF ALBEMARLE
REGARDING EDUCATION**

WHEREAS, regionalism is a recognized governing principle across the United States in which neighboring jurisdictions can recognize mutual benefits, efficiencies, and harmony by working together on areas of mutual concern, rather than apart or even against each other; and

WHEREAS, both the City of Charlottesville and the County of Albemarle have recognized that expanding access to pre-Kindergarten programs serves a crucial early childhood development need; and

WHEREAS, both the City and County are committed to expanding career and technical education, in the service of building a workforce equipped for the 21st century; and

WHEREAS, the populations served by the City and County's pre-Kindergarten and vocational and technical education programs frequently move across borders; and

WHEREAS, the programs offered by both locality impact and benefit both localities; and

WHEREAS, existing examples of cooperation between the City and the County include:

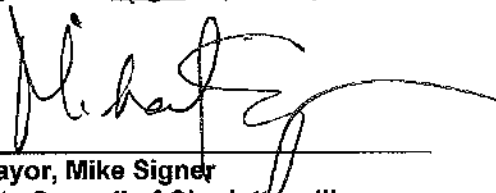
- Charlottesville Albemarle Technical Education Center (CATEC);
- Piedmont Regional Education Partnership Program (PREP);
- Charlottesville Albemarle Early Education Task Force;
- UVA Lab School Partnership;
- Investing In Innovation Grant (i3) for \$3.5 million; and
- Public Education Foundation (PEF).

NOW, THEREFORE, BE IT RESOLVED that the City Council of Charlottesville and the Board of Supervisors of Albemarle County hereby agree to this Memorandum of Understanding directing their respective City Manager and County Executive and staffs to develop and enact plans to:

- Designate a staff member assigned to promoting success;
- Identify potential available resources available to both localities;
- Identify and consider potential efficiencies through harmonization;
- Identify and consider potential impacts on each other's jurisdiction of acting with or without information sharing where appropriate;
- Identify mutually beneficial ways to cooperate and communicate where possible; and
- Consider recommendations of the pre-K task force.

This Memorandum of Understanding shall begin on the date of signatures by both the Mayor of the City of Charlottesville and the Chair of the Board of Supervisors of Albemarle County, as authorized by their respective bodies.

Signed this 16 day of May, 2016.



Mayor, Mike Signer
City Council of Charlottesville

Signed this 11th day of May, 2016.



Chair, Liz Palmer
Board of Supervisors of Albemarle County

**MEMORANDUM OF UNDERSTANDING FOR COLLABORATION
BETWEEN THE CITY OF CHARLOTTESVILLE AND THE COUNTY OF ALBEMARLE
REGARDING REDEVELOPMENT AND AFFORDABLE HOUSING**

WHEREAS, regionalism is a recognized governing principle across the United States in which neighboring jurisdictions can recognize mutual benefits, efficiencies, and harmony by working together on areas of mutual concern, rather than apart or even against each other; and

WHEREAS, both the City of Charlottesville and the County of Albemarle have recognized that vulnerable populations and housing costs impact both localities; and

WHEREAS, both the City and County recognize the value of having affordable housing for its constituents and is committed to working together to make each area one that is affordable for all; and

WHEREAS, the populations served by the City and County similarly impact affordable housing, and the ability to coordinate with both localities will result in a stronger and more resilient community; and

WHEREAS, both the City and County recognize the economic and environmental value of redeveloping underutilized and under invested properties over abandoned and neglected properties; and

WHEREAS, existing examples of cooperation between the City and the County include:


- The use of federal housing vouchers to support tenants at the Crossings;
- Joint Comprehensive Planning Exercises;
- Collaboration on Small Area Planning along Hydraulic Road and Route 29;
- Support of the Thomas Jefferson Area Coalition for the Homeless (TJACH);
- Support of organizations committed to maintaining and expanding affordable housing units;
- Collaboration on the Thomas Jefferson Community Land Trust;
- Collaboration on the Housing Advisory Committee (HAC); and
- Collaboration on regional housing authority options.

NOW, THEREFORE, BE IT RESOLVED that the City Council of Charlottesville and the Board of Supervisors of Albemarle County hereby agree to this Memorandum of Understanding directing their respective City Manager and County Executive and staffs to develop and enact plans to:

- Designate a staff member assigned to promoting success;
- Identify potential available resources available to both localities;
- Identify and consider potential efficiencies through harmonization;
- Identify and consider potential impacts on each other's jurisdiction of acting with or without information sharing where appropriate; and
- Identify mutually beneficial ways to cooperate and communicate where possible, to ensure an appropriate range of housing choices for all community members.


This Memorandum of Understanding shall begin on the date of signatures by both the Mayor of the City of Charlottesville and the Chair of the Board of Supervisors of Albemarle County, as authorized by their respective bodies.

Signed this 16 day of May, 2016.



Mayor, Mike Signer
City Council of Charlottesville

Signed this 11th day of May, 2016.



Chair, Liz Palmer
Board of Supervisors of Albemarle County

**MEMORANDUM OF UNDERSTANDING FOR COLLABORATION
BETWEEN THE CITY OF CHARLOTTESVILLE AND THE COUNTY OF ALBEMARLE
REGARDING THE ENVIRONMENT**

WHEREAS, regionalism is a recognized governing principle across the United States in which neighboring jurisdictions can recognize mutual benefits, efficiencies, and harmony by working together on areas of mutual concern, rather than apart or even against each other; and

WHEREAS, both the City of Charlottesville and the County of Albemarle have recognized that protecting natural resources, including clean water, biodiversity and tree cover foster livable, sustainable and resilient communities; and

WHEREAS, both the City and County recognize the value of reducing greenhouse gas emissions and improving air quality, and anticipating and adapting to local impacts of a changing climate; and

WHEREAS, the populations served by the City and County similarly impact and benefit from natural resources, and the programs offered by and coordinated with both localities will result in a stronger and more resilient community; and

WHEREAS, existing examples of cooperation between the City and the County include:


- Rivanna Solid Waste Authority (RSWA)
- McIntire Recycling Center Operations
- Hazardous Materials Collection/Disposal
- Bulky Waste
- Joint Solid Waste Management Plan – TJPDC
- LEAP Governance Board
- Local Climate Action Planning Process
- Better Business Challenge
- Rivanna Conservation Alliance (Stream Watch)
- Rivanna Stormwater Education Partnership
- Thomas Jefferson Soil and Water Conservation District
- Rivanna Environmental Management System Association
- Livability Project
- Rivanna River Corridor Plan
- Hazardous Spill Cleanup coordination – Fire/Rescue
- Imagine A Day Without Water
- Green Infrastructure planning
- Rivanna River Basin Commission

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- Designate a staff member assigned to promoting success;
- Identify potential available resources available to both localities;
- Identify and consider potential efficiencies through harmonization;
- Identify and consider potential impacts on each other's jurisdiction of acting with or without information sharing where appropriate; and
- Identify mutually beneficial ways to cooperate and communicate where possible.

This Memorandum of Understanding shall begin on the date of signatures by both the Mayor of the City of Charlottesville and the Chair of the Board of Supervisors of Albemarle County, as authorized by their respective bodies.

Signed this 16 day of May, 2016.



Mayor, Mike Sigher
City Council of Charlottesville

Signed this 11th day of May, 2016.



Chair, Liz Palmer
Board of Supervisors of Albemarle County