



**Human Rights Commission
AGENDA
Regular Meeting
September 17, 2020
Virtual/Electronic Meeting
6:30pm to 8:30pm**

Please take Notice that this virtual meeting of the Human Rights Commission is for the purposes of planning, developing and drafting management and administration documents for the Human Rights Commission. For the purpose of addressing issues during the quarantine, this virtual meeting will be a limited public forum to discuss the agenda items designated under Section 5 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 under Section 5 or that pertain to topics outside the scope of this Agenda. Members of the public are limited to three minutes of comment time per person related to the Agenda below. A maximum of sixteen public comment time slots are allotted per meeting. This will be a virtual/electronic meeting open to the public and registration information is available at www.charlottesville.gov/zoom.

Link to Human Rights Commission shared Box folder (Public can view and download, HRC can edit):
<https://app.box.com/s/xyt3wnn2s1tj8h7trkknvd79bipyxezy>

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
- b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC

3. MINUTES

- a. REVIEW OF HRC REGULAR MEETING MINUTES FROM 08-20-2020

4. BUSINESS MATTERS

- a. 2021 LEGISLATIVE AGENDA RECOMMENDATIONS TO CITY COUNCIL
 - i. <https://app.box.com/s/362jsobr0g2cfikvj0wit51sioa8r66l>
- b. PROPOSED AMENDMENTS TO THE HUMAN RIGHTS ORDINANCE*
 - i. <https://app.box.com/s/2nj8n5x8rh9siunstobvk1jlytskto0e>
- c. RESPONSE TO LETTER SUBMITTED BY LOCAL ORGANIZATIONS/GROUPS
 - i. <https://app.box.com/s/kt991vwb5no2vk0fd79o7bals92s3aom>
- d. CHAIR UPDATE
- e. OHR STAFF REPORT
- f. REVIEW OF HRC APPLICANTS & RECOMMENDATIONS TO CITY COUNCIL *

5. WORK SESSION

- a. AD-HOC COMMITTEE UPDATES

6. MATTERS BY THE PUBLIC

- a. PUBLIC COMMENT
- b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC

7. COMMISSIONER UPDATES

- a. VAHR updates – Sue Lewis

8. NEXT STEPS & ADJOURN

*** ACTION NEEDED**

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



**Human Rights Commission
Regular Meeting
September 17, 2020
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Agenda Packet Attachments

1. Draft HRC Regular Meeting Minutes 08-20-2020
2. 2020 City Council Statement of Legislative Positions
3. Notes from ordinance revision meeting with Allyson Davies 09-08-2020
4. OHR Monthly Staff Report
5. HRC applicant packets for consideration by City Council on 09-21-2020



**Human Rights Commission
Meeting Minutes
Regular Meeting
August 20, 2020
Virtual/Electronic Meeting
6:00 pm to 8:00 pm**

Link to rebroadcast: <https://boxcast.tv/channel/vabajtzezyv3iclkx1a>

1. WELCOME

- a. CALL TO ORDER
 - i. Chair, Shantell Bingham, called the meeting to order at 6:05 pm
- b. ROLL CALL
 - i. Shantell Bingham
 - ii. Sue Lewis
 - iii. Jeanette Abi-Nader
 - iv. Earnest Chambers
 - v. Jessica Harris
 - vi. Laura Keppley
 - vii. Kathryn Laughon
 - viii. Andrew Orban
 - ix. Ann Smith
 - x. Lyndele von Schill
 - xi. Robert Woodside
- 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.
- b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC
 - i. None.

3. MINUTES

- a. Review of minutes from July 16, 2020 Regular Meeting*
 - i. Motion to approve as written
 1. Ann Smith
 - ii. Second
 1. Jeanette Abi-Nader and Laura Keppley (simultaneously)
 - iii. Discussion
 1. Ann noted there were some typos, and she will communicate those observations to Todd.
 - iv. Vote
 1. In favor: 9 (one vote added later)
 2. Opposed: 0
 3. Abstained: 2

4. BUSINESS MATTERS

- a. FINAL PREPARATION FOR JOINT WORK SESSION WITH CITY COUNCIL
 - i. Mayor Walker
 1. Notes that work session scheduled for 8/25 was confirmed while she was away
 2. Suggests postponing the meeting until the hiring of the Deputy City Manager that will oversee the Office of Human Rights
 - a. Proposed hire in September/October
 - b. Proposed work session October/November
 3. Clarifies that decisions about the HRC and OHR will not be made without including the HRC in the discussion
 4. Funding is allocated for new Deputy City Manager, OHR Manager/HRC Director, and Director of Equity & Inclusion
 5. Also looking to create a measures and solutions office that can show the data to support whether the initiatives are working
 6. Intention is to ensure that staffing and infrastructure needs are also met by dedicating adequate funds
 - ii. Commissioner notes that the HRC has had with difficulty scheduling times to meet (over past year) with City Manager's Office and Police Chief regarding several issues and asks for guidance from Mayor Walker
 1. Mayor Walker responds
 - a. Suggests that this again points to the need to hire a Deputy City Manager to field these requests
 - iii. Commissioner notes that it would have been valuable for the HRC to be made aware of the intention to hire the Deputy City Manager position described above, as it could help the HRC decide its plan of action
 1. Mayor Walker responds
 - a. She had some preliminary conversations about this with Charlene Green before she left her position as OHR Manager/HRC Director
 - b. Council approved funding for the position in June 2020
 - iv. Chair asks about hiring process for Deputy City Manager and if HRC can have input and if 8/25 meeting could be used to discuss this
 1. Mayor Walker responds
 - a. She would need to ask about that
 - b. It is rare that Council is this involved in hiring
 - i. Can give recommendations for Police Chief
 - ii. Hires the City Manager directly
 - iii. City Attorney is 50% Council employed
 - iv. Council also hires Finance Director and the Clerk
 - c. This new Deputy Manager position is personally important to her, so she is dedicating more time to it
 - d. She is not in charge of picking the interview panel
 - e. She is in discussion with City Manager about this and will bring up HRC participation with him
 - v. Commissioner asks what the top things Mayor Walker would like to see the new Deputy City Manager and new OHR Manager/HRC Director accomplish in the first year of hire

1. Mayor Walker responds
 - a. Deputy City Manager position
 - i. This is a high-level position intended to unify efforts aimed at equity, diversity, and inclusion
 - ii. Hesitates to state in advance what all the position will entail
 - iii. The key is to hire the right person with the history and experience with the issues
 1. Housing discrimination
 2. Employment discrimination
 3. Education
 4. Police reform
 - iv. The ideal will be to strive toward a community where all people can thrive
 1. This may involve restructuring and reallocation of resources
 - v. Notes some specific examples of inequity and the need to monitor
 1. Notes that she just spoke with someone experiencing difficulty attaching a voucher
 2. Expressed concern that landlords are getting resources but don't want to help solve affordable housing and eviction concerns
 3. Mentions Frontline Fair Workers Act task force participation
 - vi. Qualified candidate needs combination of lived and learned experience
 - vi. Commissioner asks if Deputy City Manager will be in addition to hiring a person to fill Charlene's position, and, if so, how long after hiring the Deputy City Manager will the OHR Manager/HRC Director be filled.
 1. Mayor Walker responds
 - a. Cannot provide timeframe
 - b. Will hire Deputy City Manager first
 - c. Deputy City Manager will oversee
 - i. OHR/HRC
 - ii. PCRB
 - iii. Human Services
 - iv. Social Services
 - v. Office of Equity, Diversity, and Inclusion
 - d. All areas under purview have equity concerns
 - e. No hiring decision for OHR Manager/HRC Director will happen until
 - i. Deputy City Manager is Hired
 - ii. HRC joint work session with Council has occurred
 - f. Funds are already approved for hiring of OHR Manager/HRC Director

- vii. HRC Chair
 - 1. Expresses understanding for Mayor Walker's reasoning
 - 2. Expresses concern about the slow bureaucratic process
 - 3. Feels like hiring the OHR Manager/HRC Director could still happen before hiring the Deputy City Manager
 - a. Mayor Walker responds
 - i. Feels that new Deputy City Manager should be part of this hiring process
 - ii. Would like Deputy City Manager to be part of rethinking the entire HRC and OHR ahead of the hiring process
 - 4. Joint work session
 - a. As a group, need to decide whether to postpone until October or November
- b. Addressing Spam attack on Q&A module
 - i. Commissioners expressed concerns over the content of the Q&A comments and that it is still visible to attendees
 - ii. Allyson notes that HRC needs to re-clarify public forum
 - 1. Chair clarifies that the public comment period is designated as the public forum
 - 2. Q&A is not being used as the public forum
 - iii. Allyson notes that the content of the Q&A should not be deleted
 - iv. Decision made for all panelists and attendees to re-join so that the Q&A comments will no longer be visible
 - v. Chair declares 5-minute recess
 - 1. Meeting will resume at 7:20pm
 - 2. Chair called the meeting to order at 7:26pm
 - vi. Post-recess roll call
 - 1. Shantell Bingham
 - 2. Sue Lewis
 - 3. Jeanette Abi-Nader
 - 4. Earnest Chambers
 - 5. Jessica Harris
 - 6. Laura Keppley
 - 7. Kathryn Laughon
 - 8. Andrew Orban
 - 9. Ann Smith
 - 10. Lyndele von Schill
 - 11. Robert Woodside
- c. Commissioner expresses agreement with postponing joint work session until Deputy City Manager is hired
- d. Chair expresses that open communication up until the joint work session would be valuable
 - i. Mayor Walker responds
 - 1. While HRC cannot be directly involved in the hiring process for the Deputy City Manager there may be some opportunity for participation in a panel
 - 2. She will talk with City Manager about options for HRC participation

- e. HRC VACANCIES*
 - i. Staff provides summary of vacancies
 - 1. Currently 2 unfinished terms are open
 - a. Catherine Spear
 - b. Idil Aktan
 - 2. After August 31, Melvin's term will conclude
 - a. He is eligible for re-appointment
 - b. It is not clear if he has applied or intends to
 - 3. After October 31, Ann's term will conclude
 - 4. Council will make appoints in September
 - ii. Vice Chair expresses support to fill 3 vacancies
 - iii. Chair offers two suggestions regarding recruitment
 - 1. Could share ideas for preferred skills or desired backgrounds with Council
 - 2. HRC could encourage people that might be interested to apply
 - iv. Commissioner asks how the current total number of members is determined
 - 1. There is no current upper limit
 - 2. An ordinance amendment could address this
 - v. Commissioner expresses concern about specifying characteristics for new applicants, as it might exclude people with a passion for the work
 - 1. Suggests reviewing applications and then making recommendations to Council based on a review of the applications
 - 2. Additionally, not all Commissioners would agree as to the recommended characteristics or preferences
 - vi. Chair notes that suggesting preferences could have the opposite effect of encouraging someone to apply who might not otherwise
 - 1. For example someone who was previously incarcerated
 - vii. Commissioner agrees that identifying desirable skills in applicants is valuable.
 - 1. This is not the same thing as discouraging people from applying
 - 2. An upper limit might also discourage people from applying
 - viii. Vice Chair
 - 1. Would like ad hoc ordinance committee to bring suggestions on this and the rest of the ordinance amendments back to the HRC
 - ix. Staff
 - 1. Will recommend to Clerk to fill the current number of vacancies
 - 2. Will share applications with HRC prior to the next round of appointments
 - x. Commissioner suggests providing information to new applicants
 - 1. Specify what is entailed in being a Commissioner
 - 2. The current description is very brief
- f. ORDINANCE REVISION UPDATES
 - i. Commissioner asks about voting on proposed amendments
 - 1. Can the HRC vote on some pieces individually, or do we need to wait until all proposed revisions are ready to discuss
 - a. Allyson Davies replies
 - i. HRC can vote on specific sections separately

- ii. HRC can vote to agree that revisions are prepared to be recommended to Council
 - iii. HRC should recommend a complete document to Council with all amendments approved
 - ii. Summary of meeting to discuss ordinance revisions
 - 1. Lyndele, Sue, and Allyson met to discuss work on amending the ordinance
 - 2. Notes from that meeting are included in the agenda packet
 - 3. Allyson summarizes the different amendments being considered
 - 4. Allyson is preparing a memo on the enforcement authority regarding education
 - iii. **Suggestion to include a vote on the language amending the protected classes as part of the next HRC meeting**
 - iv. Commissioner asks about HRC purview over education
 - 1. Staff summarizes (Allyson has already left the meeting)
 - a. Based on a read of Allyson's draft memo, the HRC has no enforcement authority over public education
 - b. The public schools are state agencies with authority under state law to address concerns of discrimination that happen within the schools
 - c. A local municipal government cannot regulate a state agency
 - d. This may mean an ordinance amendment that changes "education" to "private education," which has been the narrative for some time, but we needed the background information to explain why
- g. UVA STUDENT RETURN AND COMMUNITY HEALTH
 - i. Commissioner notes concern
 - 1. Believes that UVA is trying to address
 - 2. Notes that there is recurring news as universities open that cases are going up
 - 3. Considered suggesting writing a letter, but thinks there may not be time
 - ii. Commissioner suggests that a letter is still possible
 - 1. Final decision to be made on August 28
 - 2. Graduate and professional students are already here
 - 3. Decisions about undergraduates are still pending
 - iii. Other Commissioners voice interest in a letter
 - iv. Letter could be addressed to President Jim Ryan
 - v. Commissioner asks if there are any template letters to work from
 - vi. Discussion on the content of the letter
 - 1. Ask UVA that undergraduates not return in-person
 - 2. Puts staff at UVA and City residents at risk
 - vii. **Ann offers to draft the letter tomorrow and share with Shantell**
- h. HRC REGULAR MEETING TIME
 - i. Discussion
 - 1. Proposal to move time to 6:30pm
 - 2. May help people who are working be able to attend
 - 3. May help people be able to eat dinner in advance

4. Consider shortening the meeting if it starts later
- ii. Motion
 1. Ann Smith
 2. Move the meeting start time to 6:30pm.
 - a. Seconded
 - i. Sue Lewis
 - ii. (Andrew Orban)
 - b. Discussion
 - i. Suggestion that meeting should last 2 hours
 - ii. Commissioner expresses concern about setting an end time
 - iii. Commissioner express that clearly defined agenda is important to be productive
 - iv. Commissioner expresses that there should be flexibility for what each person can contribute
 - v. The two-hour limit is currently only a limit imposed by the City of Charlottesville
 - vi. The motion is only to adjust the start time
 - vii. Commissioner notes that it is helpful to have some sense of timeframe for planning childcare
 - viii. Flexibility on meeting length allows for discussion and comments
 - ix. City limits the time because there are staffing constraints within Communications as they serve multiple boards and commissions
 - c. Vote
 - i. In favor: 8
 - ii. Opposed: 2
 - iii. Abstained: 1

i. VOTING RIGHTS

- i. Chair asks how HRC can support
 1. Outreach
 2. Voter registration
- ii. Discussion
 1. There are various organizations doing this work
 2. Door-to-door outreach with flyers
 - a. Voter registration
 - b. Restoration of rights
 3. Re-sharing information across social media
 4. Being aware of what other organizations are doing
 5. Could also address through the legislative agenda
 - a. Add the legislative agenda discussion to the next HRC meeting
 - b. Could start a Google Document for sharing legislative ideas
 6. Spreading information about early voting
 7. Thinking about accessibility for people with disabilities
 8. UVA Equity Center is also wanting to assist
 - a. They are looking for community feedback

- 9. Some mail-in and early voting requires printing
 - a. The HRC could help find printing resources for those who don't have online access
- 10. Need to check what Virginia Organizing is doing
- 11. League of Women Voters is also considering these issues
- iii. **Shantell and Jessica will work together on voting rights work**
- j. OHR STAFF REPORT
 - i. All information is in the agenda packet
 - ii. HRC members can read and ask questions
- k. CHAIR UPDATE
 - i. None
- 5. WORK SESSION**
 - a. AD-HOC COMMITTEE UPDATES
 - i. None
- 6. MATTERS BY THE PUBLIC**
 - a. PUBLIC COMMENT
 - i. Walt Heinecke
 - 1. Glad to hear Mayor talk about HRC working on voucher discrimination
 - 2. Suggests looking into FHAP workshare agreement with HUD
 - 3. Regarding the letter with 9 recommendations from various social justice organizations
 - a. Asks which of the recommendations the HRC has discussed and voted to support
 - b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC
 - i. Chair responds
 - 1. Some recommendations were integrated into recommendations for changes to the position description for the OHR Manager/HRC Director
 - 2. Allyson Davies reviewed the ordinance change suggestions and provided legal guidance on the scope of potential amendments
 - a. Not all suggested changes required amending the ordinance
 - ii. Walt responds
 - 1. Requests a written itemized response regarding each recommendation
 - 2. Would like to know this from the standpoint of public action
 - iii. **Jeanette will draft the requested response**
 - 1. **Kathryn also offers to help**
 - 2. **Shantell will also assist**
 - 3. **Document will be shared with all Commissioners**
 - 4. **Commissioner asks for clarification on what constitutes action that requires public notice**
 - iv. Commissioner response
 - 1. Requests list of the names of the specific people from the different organizations who endorsed the letter
 - v. Staff response
 - 1. OHR/HRC does have general authority to investigate housing discrimination

2. Recommends referring people to OHR, especially around discrimination related to vouchers/source of funds
- vi. Commissioner response
 1. Many of the recommendations in the letter to which Walt refers are being reviewed by the ad hoc committee concerning ordinance amendments
 2. Just because organizations make recommendations does not mandate a response or specific action

7. COMMISSIONER UPDATES

- a. Cultivate Charlottesville is hosting an uprooting racism training that will be open to the public
 - i. Virtual training by Soul Fire Farm
 - ii. November 19, 1 to 4pm
 - iii. Pre and post work included

8. NEXT STEPS

- a. Suggestion to include a vote on the language amending the protected classes as part of the next HRC meeting
- b. Ann offers to draft the letter to UVA regarding student return
 - i. She will draft tomorrow and will share with Shantell
- c. Add the legislative agenda discussion to the next HRC meeting
 - i. Could start a Google Document for sharing legislative ideas
- d. Shantell and Jessica will work together on voting rights work
- e. Jeanette will draft the requested response to the nine recommendations in the letter from several social justice organizations
 - i. Kathryn also offers to help
 - ii. Shantell will also assist
 - iii. Document will be shared with all Commissioners
 - iv. Commissioner asks for clarification on what constitutes action that requires public notice

9. ADJOURN

- a. Meeting adjourned at 8:48pm

**CHARLOTTESVILLE CITY COUNCIL
STATEMENT OF LEGISLATIVE POSITIONS
FOR THE 2020 GENERAL ASSEMBLY SESSION**

Endorsement of TJPD and VML Priority Statements

As a member of the **TJPD, Virginia First Cities** and of the **Virginia Municipal League**, we are supportive of the 2020 Legislative Positions presented by those organizations. On a few issues, the City's interests may differ, and those issues are included within our position statements following below.

Children's Education, Services and Programs

Positions:

1. We endorse state funding provided to support implementation by local school divisions of extended school day/ extended school year programs, and encourage continuation of these dollars.
2. We endorse the **Virginia Education Association (VEA)** requests for a) a statewide education adequacy and equity study; b) salary increases for SOQ-funded positions; c) abolishing staffing caps on support personnel costs enacted during the depths of the recession; and d) lottery funds to be used to cover capital costs.
3. We would support changing the education funding formula ("Local Composite Index") to take poverty within each locality's jurisdiction into account.
4. We support the state authorizing local school divisions to construct housing for teachers on school-board-owned, or local-government-owned property.
5. We support expansion of preschool and after-school programs for children with working parents and provide subsidies for low-income families and state grant money to businesses that institute childcare or other family support programs within the workplace.

Affordable Housing; Regulation of Development;

Local Authority over Local Real Estate

Positions:

1. We endorse the **Virginia Housing Alliance's (VHA)** proposed 2020 legislative priorities, including: VHA's calls for increased state funding for the Virginia Housing Trust Fund; appropriation of state funding for a state-study of the need for a state housing tax credit program; reform of eviction legislation; enhanced non-discrimination laws; and a Constitutional amendment to allow localities to exempt all or part of an affordable housing property from local real estate taxes.
2. We encourage the State to consider enactment of legislation authorizing inclusionary zoning ordinances. In localities where there is an affordable housing crisis, market forces are not delivering new affordable units, and the over-complexity of the density bonus provisions within Virginia Code § 15.2-2305 (the provisions of which do not appear to have been reviewed since 2008 for economic feasibility) make that statute difficult to interpret and apply.
3. We encourage the General Assembly to establish a comprehensive state Affordable Housing Program that delegates authority to all Virginia municipalities the more general authorization within Virginia Code § 15.2-2304.

4. We support any legislative action that would allow localities greater flexibility in (i) the range of methods that may be applied to implement local affordable housing programs, and (ii) in the use of public funding for the promotion and establishment of affordable housing.

5. We support establishment of a statewide rental assistance voucher program, calibrated to fit regional housing market, funded through the state Housing Trust Fund and/or Communities of Opportunity Tax Credit and Vibrant Community Initiative administered by VHDA.

6. The state should enhance funding for affordable homeownership grants and loans, through the Virginia Housing Development Authority, and for public universities, provide funding for housing assistance for university employees who earn less than 60% AMI.

7. We support state funding and incentives to support localities' acquisition, preservation and maintenance of open space.

8. We oppose any legislative action that would limit our local authority to regulate the nature and intensity of specific uses of land, in relation to their location(s) within our city; we oppose any legislation that would single out specific land uses for special treatment throughout the Commonwealth without regard to the impact of such land uses in particular locations.

Requests:

Confederate Monuments--Sponsor or support legislation that would remove reference to "Confederate or Union monuments or memorials of the War Between the States (1861-1865)" from Va. Code §15.2-1812.

Rationale: These monuments are symbols of social and political divisions that run deep within individual communities, and each locality should have the authority to determine, through its own local political process, whether such monuments or memorials should be removed from local-government-owned property. With the exception of Va. Code §15.2-1812, all other decisions as to the use of locally-owned real estate are determined by local governing bodies, in accordance with the Va. Constitution, Article VII, §9. The restrictions of Va. Code §15.2-1812 should be repealed.

Affordable Housing Enabling Legislation--Sponsor or support legislation similar to that requested in 2019 by the City of Richmond (HB1670; SB 1192), to add the City of Charlottesville to the list of localities authorized to adopt an affordable housing dwelling unit program under the provisions of Va. Code §15.2-2304.

Rationale: Charlottesville is in an affordable housing crisis, and the provisions of Va. Code §15.2-2304 provide much needed flexibility to design a program suited to the particular needs of the City of Charlottesville.

Environment

Water Quality/ Stormwater Management Positions:

1. The state should substantially increase funding for the Stormwater Local Assistance Fund (SLAF), the program that provides matching grants to localities for stormwater management projects and best management practices.

2. The state should also provide reliable state funding for Agriculture Best Management Practices Cost-Share programs, as the current FY20 allocation of \$10 million is substantially less than the \$100 million identified by the Virginia Department of Conservation and Recreation as being necessary.

3. We support adequate state funding and training, as well as an expansion of allowable stormwater management “best practices,” that would enable the State and local governments to meet total maximum daily load (TMDL) nutrient and sediment reduction requirements, and ongoing costs associated with local stormwater management programs that became effective in 2014.

4. We oppose any legislation that would require a locality to waive stormwater utility fees, or to exempt railroad companies or other entities from the requirement to pay local Stormwater utility fees--all landowners should be required to share in the cost of stormwater utility programs.

Chesapeake Bay Preservation Act Positions

The City of Charlottesville does not oppose expansion of the CBPA beyond its current tidal river boundaries. In this regard, our position differs from TJPD’s.

Clean Energy Positions:

Background: The City of Charlottesville is committed to reducing its community-wide greenhouse gas (GHG) emissions associated with energy use. This has been formalized in the recent adoption of updated GHG reduction goals for 45% reduction by 2035 and carbon neutrality by 2050. Increasing the availability of financial resources, including grant programs and incentives, to a broader range of community members is one key to our success. We continue to encourage our representatives to endorse legislation, funding, and data sharing proposals that support energy efficiency and renewable energy use. We supported the 2019 adopted regulation to limit carbon pollution from the electric power sector in Virginia through a market-based emission mechanism, and encourage participation in the existing Regional Greenhouse Gas Initiative (RGGI) with proceeds incentivizing energy efficiency improvements and renewable energy investments as well as addressing public health, integrity of property, and economic and infrastructure resilience amid climate change. We also were pleased that HB-2192 (2019) signaled the General Assembly’s intent that public school buildings and facilities be designed and operated to generate more electricity than consumed, and authorized local school boards to enter into leases with private developers to achieve that goal. Accordingly, we support the following positions:

Solar:

Ratepayer subscriptions (e.g., community solar) for electricity from solar-produced power for all ratepayers, including community net metering.

Net metering:

Requests to modify municipal net metering pilot programs to allow for the use of PPAs and to eliminate capacity restrictions based on current electric load in order to allow for future growth. We also support action that would remove the net-metering limit that currently stands as a one percent cap on the total amount of solar that can be net metered in a utility territory.

Renewable Power:

1. Replacement of current pilot programs for third-party renewable energy power purchase agreements with a permanent provision that allows PPAs to all customer classes without limits on system size or program capacity.
2. A mandatory renewable portfolio standard (RPS) to provide a market incentive for renewable power in Virginia to keep Virginia competitive with neighboring states.

Energy Efficiency:

1. A mandatory Energy Efficiency Resource Standard (EERS) that requires utilities in Virginia to meet annual, long-term targets for reducing energy use through end-use efficiency.

2. The Department of Mines, Minerals, and Energy (DMME) creating an “Energy and Resiliency Bank” using public and private funds to serve as a catalyst for innovation and implementation of advanced energy efficiency practices, renewable energy deployment, increased resiliency, and other environmental programming throughout the Commonwealth.

3. We support state funding to support localities in their efforts to electrify their fleets (e.g. Dominion’s electric school bus program).

Landfill Diversion:

As the City is working to further strategies for reduction, reuse, and recycling in an effort align waste management programs with sustainability related goals and commitments, we support:

1. Local authority to establish regulations addressing strategies such as single use plastic reduction and elimination of straws and styrofoam, with acknowledgement that key exceptions are necessary.
2. Local authority to prohibit yard waste and brush from municipal solid waste (landfill) collection.

Transportation

Positions:

We urge legislators to increase state funding as follows:

1. For the expansion and maintenance of all modes of our transportation infrastructure.
2. For important local and regional Smart Scale projects, including those that promote walking and cycling as viable modes of transportation for commuting (not just recreation) and as a key strategy related to GHG reduction goals. We also support the establishment of a “Smart Scale-type” prioritization for rail and transit projects.
3. For lane-mileage rates for funding of local street maintenance (primary/urban funds).
4. For public transit and transit planning, to leverage local investments in public transit, and for infrastructure that accommodates walking, cycling as well as automobile travel.

We request that the manner in which transportation funding is provided allows localities to have flexibility to apply transportation funding in a manner that they deem most beneficial to their own communities. Localities should have the right to determine whether allocations of state funding should be spent for maintenance of existing streets or for new construction. We also support the state applying equal weight to projects that enhance bicycle and pedestrian mobility as well as public transit systems in determining Smart Scale funding priorities.

Criminal Justice Reform

Positions:

1. The State should increase funding to the Virginia Juvenile Community Crime Control Act (VJCCCA) program, which has demonstrated effectiveness in substantially reducing the number of juvenile justice commitments over the past decade.
2. The State should end mandatory minimum sentencing.
3. The State should revisit Virginia’s policies on parole and decriminalize offenses that do not threaten public safety. Additional funding should be provided to support diversion programs (such as rehabilitative and educational programs) as alternatives to prison for first time offenses, especially for women.

4. The State should repeal all laws that automatically exclude individuals with criminal convictions from public benefits, housing, driver's licenses, civic participation (voting), and educational and employment opportunities.
5. We encourage the state to legalize marijuana safely and responsibly.
6. We encourage legislation that would allow restricted driver licenses to be issued for as long as a court deems appropriate, and to allow courts to issue restricted licenses when necessary to facilitate the employment, or continued employment of an individual who is otherwise subject to revocation of his or her driver license.

Public Safety and Local Firearms Regulation in Public Places

Positions:

Management of Local Buildings and Land:

Localities should have full authority to regulate the use of, and to provide adequate security for local-government-owned buildings and property.

Requests: Sponsor or support legislation to amend Va. Code §15.2-915, in order to: **(1)** repeal the provisions which allow local government employees to store, at a local government workplace, possession of firearms and ammunition within a private motor vehicle; **(2)** authorize governing bodies to adopt regulations restricting the possession and carrying of firearms within public buildings and places at which public meetings are being conducted, and within public parks and recreation facilities; and **(3)** authorize localities to include restrictions on the possession and carrying of firearms, as conditions within a permit authorizing the temporary use of public property, during the period of such use.

Reform of State Firearms Regulations: We support the General Assembly undertaking a comprehensive reform of Virginia's gun control legislation. We support implementation of the Report and Policy Recommendations of the Safe Virginia Initiative (2019), including raising the minimum age required to purchase a firearm to 21 and requiring universal background checks and closing known loopholes in the background check process.

Requests: Continue to advocate the City's strong interest in responsible firearms legislation, by sponsoring or supporting legislation such as that which was introduced in 2019, such as: **HB1956/SB1473** (firearms, permitted events); **SB1482** (firearms, prohibition on carrying in public places); **SB1458** (firearms, removal from persons posing substantial risk); **HB1654** (prohibited public carrying of certain firearms in public areas).

Local policing:

The state should provide funding for the following: 1) community policing initiatives, including housing assistance payments for local police officers who live within the communities they serve; 2) recruitment of women and minorities into professional policing careers; and 3) police in urban jurisdictions, to support training in uniform, DCJS-approved best practices for crowd management at civil disturbances.

Civil disturbances and riots:

We encourage the General Assembly to provide funding for a new program within the Department of State Police, to provide 1) monitoring of internet and social media to detect potential threats to public safety; 2) a mechanism for threat assessment; and 3) information sharing and resources to localities faced with events which present a substantial risk of widespread violence.

Cell Phone Use:

The City supports legislation that would make it illegal in Virginia to drive with a phone held in one's hand.

Photo-speed-monitoring:

We encourage the General Assembly to authorize local law enforcement agencies within urban areas to utilize photo-speed-monitoring devices in school zones and on residential streets. Such devices have been in use within DC and Maryland for years, and state police are now authorized to use them. These devices would enhance safety within urban jurisdictions.

Public Service Corporations

Positions:

1. We oppose any legislative action that would further expand the ability of telecommunications companies or other entities to install new aboveground poles or other support structures in City rights-of-way, on terms or conditions mandated by state law.
2. We support doubling the scope of Dominion Virginia Power's Pilot Program for Undergrounding Utility lines and the utility entering into cost share agreements with local governments for undergrounding lines or "open ditch" policies allowing the burial of power lines either within or adjacent to a public Right of Way (ROW). Dominion also should be allowed to impose a surcharge on affected customers, if undergrounding is requested by a locality, to coincide with local projects removing and replacing natural gas, water and sewer lines within a public ROW.

Procurement

Positions:

1. We oppose legislative action that would restrict our ability to make local procurement decisions that are best for the citizens we serve. Any erosion of local authority to implement the policies of the Virginia Public Procurement Act, through means tailored at the local level to assure acquisition of the best goods and services at the most competitive rates, is contrary to fiscal responsibility objectives.
2. We support legislation that would authorize use of preferences by public bodies in awarding contracts to persons, firms, or corporations having principal places of business in the locality in which the procuring public body is located ("local preference").
3. We support allowing localities the ability to procure goods and service by competitive negotiation (instead of using the lowest-responsible-bid process), in situations where job creation and tax base expansion would be part of a "best value" analysis of competitive proposals.
4. We believe the state should review the SWAM certification program, to ensure greater participation by businesses within each locality, and to make it easier for localities to hire local, small women- and minority-owned businesses within local procurement processes.

Budget, Revenues and Taxation

Background:

We believe the process for evaluating local fiscal impacts of proposed legislation should be improved. Actions that would impose additional administrative burdens on local governments without sufficient financial resources or administrative flexibility will jeopardize the quality of services delivered at the local level, and will ultimately jeopardize the potential success of state programs and initiatives.

Positions:

1. We oppose any shift of the cost(s) of state programs to localities.
2. We oppose any legislative or budgetary action that would remove or reduce any existing sources of state and local funding (e.g., HB599 funding for law enforcement; diversion of fines, fees and forfeitures relating to violations of local ordinances; etc.).
3. We oppose across-the-board state cuts to education funding.
4. We support expanded funding for programs such as tuition remission at community colleges, and childcare and transportation assistance that support workers seeking to upgrade their skills or change careers due to layoffs or other job losses.

Taxation:

1. The state should direct a study of the effectiveness of state income tax and fee structures in terms of progressivity and capacity to meet growing public needs. The study should include the effectiveness of local real estate taxation, and should give consideration to enabling legislation for localities to enact more progressive local real estate taxes.
2. The state also should expand funding to support programs (such as tuition remission at community colleges, and childcare and transportation assistance) that support workers seeking to upgrade their skills or change careers due to layoffs or other job losses.
3. We oppose any state legislation that would single out any internet-based businesses and services for special treatment for purposes of local taxation, licensing and regulation. We request our legislators to protect our local ability to regulate businesses on a level playing field, whether they are traditional, electronic, internet-based, virtual, or otherwise. Creating a level playing field for competition among businesses offering goods and services is the best way to ensure safety, reliability, and fair access to goods and services for consumers. The state should not carve out exceptions to business licensing, or local taxes, for special interest groups; in doing so, state legislators would harm traditional local businesses and deprive local governments of stable and reliable sources of revenue.

Prosperity, Health, and Well-Being

Minimum Wage

We encourage the Commonwealth to raise the minimum wage to \$15 per hour. As part of raising the minimum wage, we encourage the State to provide funding for childcare assistance if federal income-eligibility thresholds are exceeded due to a household member making \$15 per hour.

Health Care

We support budgetary and legislative initiatives that will increase access to health care for all Virginia residents and that will reduce the cost of health care—including reduction of insurance premiums; reduction of the cost of

Women’s Rights

1. We encourage the General Assembly to vote to ratify the Equal Rights Amendment.
2. The Commonwealth should enact legislation that makes it unlawful for companies, and state and government entities, to maintain pay scale distinctions by outmoded gender roles.

Health Food Access

The State should provide financial incentives for the establishment of grocery stores in “food desert” areas.

Salaries for Members of Local Governing Bodies

Request: Sponsor or support legislation to amend Virginia Code §15.2-1414.6 to remove the limitation on annual salaries for city councils. *Rationale:* City councils in Virginia should be permitted to establish the annual salaries for councilors at the local level; each locality's needs are unique and maximum compensation should be a local decision, based on the will of the electorate and the financial resources of a locality.

Human Rights Ordinance Revision Discussion
September 8, 2020
3:00pm
Virtual Meeting

Present: Allyson Davies, Sue Lewis, Todd Niemeier, Lyndele Von Schill

Link to virtual meeting recording:

<https://zoom.us/rec/share/QdlxKcpW8fx0mrRpa4bhSI59mCAY16Yue6hrUC-6JcAOuEglj6AgF0AShVAFOhPg.RsIDPZ5xAY2f2Om3?startTime=1599592391000>

Link to working draft of revised Human Rights Ordinance on Box:

<https://app.box.com/s/2nj8n5x8rh9siunstobvk1jlytskto0e>

1. Points for future action
 - a. Create an FAQ regarding enforcement, the ordinance, and other items on the HRC/OHR webpage.
 - b. Develop a public engagement and outreach plan to share information about the revised ordinance and its implications for the work of the HRC/OHR.
2. New proposed revisions
 - a. Sec. 2-432. (a)
 - i. From: “no less than nine members”
 - ii. To: “no less than nine (9) and not more than fifteen (15) members”
 - b. Sec. 2-432. (a)
 - i. Strike through “City” was pre-existing from changes made in 2019
 - ii. Removed “Charlottesville area” from changes made in 2019
 - iii. Considered replacing it with “Thomas Jefferson Area Planning District”
 - iv. Then removed any reference to geographic area
 - v. Intentions
 1. 2019 change: to not exclude people from the County
 2. New change: to expand the diversity of recruitment without specifying any particular geographic area
 - vi. “Demonstrable ties to the city” may be sufficient as a geographic reference
3. Review of other proposed revisions
 - a. Sec. 2-431. (c)
 - i. “Source of funds” protection language added from state statute.
 - ii. No obvious legal concerns.
 - b. Sec. 2-433.

- i. These changes were made by the HRC and reviewed by Allyson in October 2019.
 - ii. Change: (a) and (c) changed places in the order of roles.
 - c. Sec. 2-437. (a) through (d)
 - i. Commissioners present felt comfortable with content.
 - ii. Allyson asks about the removal of probable cause language in (d)
 - 1. Todd suggests that determination of probable cause seemed premature ahead of any fact-finding or proposal of informal resolution.
 - a. Determination of probable cause should come after fact-finding or investigation.
 - b. Determination of no probable cause could happen without investigation, but not the other way around.
 - 2. Todd will drop these revisions into the working draft for all to review in context.
 - d. Other things to consider
 - i. HRC needs to think about the process of public hearing, as it has not had to do this yet.
 - 1. This does not require ordinance revision but a procedure may need to be developed.
 - ii. At next HRC meeting
 - 1. Once Allyson approves the proposed revisions we will include in the agenda packet for the 9/27 HRC regular meeting.
 - 2. Sue or Lyndele can propose a motion to adopt the proposed revisions with discussion.
 - 3. After the vote
 - a. Take back to Allyson
 - b. Allyson will take to City Attorney
 - c. Then it will go to Council
 - iii. Allyson will review further and provide any additional feedback by Thursday ahead of posting the HRC agenda packet for the regular meeting on 9/17/20
 - iv. Agreements with other state and federal agencies
 - 1. Not recommended to be included in ordinance.
 - 2. HRC/OHR can enter into these agreements without ordinance revisions.
 - 3. Allyson and Todd working on an MOU for a workshare with the Attorney General's Office.

Office of Human Rights
Todd Niemeier Monthly Staff Report
September 2020

Service Provision Data:

The chart below includes all service data entered as of 09/11/2020

- Data currently entered through 04/30/2020
- Data shown for May, June, and July is COVID emergency response data only
- Values may change in future reports following reviews for accuracy and/or categorization updates
- Key to abbreviations and terms
 - Total Contacts = Includes incoming contacts and staff contacts going out
 - Total External Contacts = Includes only incoming contacts
 - I = New Inquiries
 - Service provision involving any of the protected activities
 - Complaints of discrimination that fall outside the OHR's jurisdiction
 - C = New Complaints
 - Complaints of discrimination that fall within the OHR's jurisdiction for which the Complainant chose to take action
 - P.A. = Protected Activity
 - P.C. = Protected Class
 - Counseling = Contacts involving referrals to services or direct non-investigative assistance
 - Referral = Contact resulting in a referral to another agency for assistance
 - CSRAP = Charlottesville Supplemental Rental Assistance Program
 - LAJC = Legal Aid Justice Center
 - CVLAS = Central Virginia Legal Aid Society
 - PHA = Piedmont Housing Alliance
 - EEOC = Equal Employment Opportunity Commission
 - DPOR = Department of Professional and Occupational Regulation (VA Fair Housing Office)

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
<i>Open office days in the month</i>	22	20	21	22	23	20	22	22	20	23	19	18	252
<i>Total Incoming & Outgoing Contacts</i>	288	318	276	253	89	46	14	0	0	0	0	0	1284
<i>Total Incoming Contacts</i>	207	230	158	69	34	24	6	0	0	0	0	0	728
<i>Average Incoming Contacts/Day</i>	9	12	8	3	1	1	0	0	0	0	0	0	3
<i>Referrals from Sin Barreras</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Contacts in Spanish</i>	0	3	9	106	58	29	10	0	0	0	0	0	215
<i>Total Staff Follow-ups (Outgoing)</i>	56	36	80	180	55	22	8	0	0	0	0	0	437
<i>Total Third Party Contacts (Outgoing)</i>	25	52	38	4	0	0	0	0	0	0	0	0	119
<i>Total Client Follow-ups (Incoming)</i>	143	137	99	53	34	24	6	0	0	0	0	0	496

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
<i>Open office days in the month</i>	22	20	21	22	23	20	22	22	20	23	19	18	252
<i>Primary Service: Volunteer Coordination</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Primary Service: Helpline - COVID Response</i>	0	0	48	218	89	46	14	0	0	0	0	0	415
<i>Total Formal Investigations: - Employment</i>													0
<i>Total Formal Investigations: - Housing</i>													0
<i>Total Formal Investigations: - Public Accommodation</i>													1
<i>Total Formal Investigations: - Credit</i>													0
<i>Total Formal Investigations: - Private Education</i>													0

Active Investigations:

- Case 2019-1
 - Public Accommodation Discrimination on the basis of race
 - Investigative Report submitted to the City Attorney's Office on 5/18/2020
 - City Attorney has presented case to City Manager for final determination
 - Currently awaiting final determination letter from City Manager
- Case 2020-1
 - Public Accommodation Discrimination on the basis of disability
 - Investigation initiated July 14, 2020
 - Respondent replied with statement of position
 - OHR requested further dialogue and awaiting response

Outreach:

- Service Provision
 - None to report
- Education & Awareness
 - None to report
- Facilitation & Leadership
 - Public Housing Association of Residents Community-Based Research Review Board (CRRB)
 - MOUs with UVA in final steps
 - PHAR hiring an Executive Director prior to hiring a CRRB Coordinator
 - Planning underway to develop more accessible CITI training modules for resident reviewers
 - Affordable Housing
 - Code for Charlottesville has nearly completed the affordable housing navigation software
 - TJPDC now also developing a region affordable housing software system
 - Ongoing facilitation of discussion around larger issue of housing navigation and collaboration across organizations

- Welcoming Greater Charlottesville (WGC)
 - OHR staff is engaging WGC task force members in thinking about ways to address ongoing concerns about conflicts between new immigrants and long-time residents, especially in public and subsidized housing
 - Idea proposed for dialogue on race and ethnicity
 - WGC leader Russ Linden requests agenda item with HRC in September to discuss
 - Potential outreach opportunity for HRC members

Applicants for Charlottesville Boards & Commissions

APPOINTED BY CITY COUNCIL

September 21, 2020 – Closed Session

Human Rights Commission – vacancies

1. Mary Bauer
2. Kimalee Dickerson
3. Tobiah Mundt
4. Alex Oxford
5. Campbell Turner

Human Rights Commission

First Name	Last Name	Title	Term Length	# of Terms Served	Council Appointment Date
Jeanette	Abi-Nadar	Member	3/4/2019-2/28/2022	0	a 3/4/19
Shantell	Bingham	Chair	3/4/2019-2/28/2022	0	a 3/4/19
Ernest	Chambers	Member	3/4/2019-2/28/2022	0	a 3/4/19
Jessica	Harris	Member	7/1/2020-2/28/2023	0	a 6/15/2020
Laura	Keppley	Member	7/1/2020-2/28/2022	0	u 6/15/2020
Kathryn	Laughon	Member	3/4/2019-2/28/2022	0	a 3/4/19
Susan W.	Lewis	Vice Chair	11/1/2018-10/31/2021	2	a 10/21/13; r 10/19/15; r 3/4/19
Andrew	Orban	Member	3/4/2019-2/28/2022	0	a 3/4/19
Ann J.	Smith	Member	11/6/2017-10/31/2020	2	a 10/21/13; r 12/15/14; r 11/6/17
Lyndeale	Von Schill	Member	3/4/2019-2/28/2022	0	a 3/4/19
Robert	Woodside	Member	3/4/2019-2/28/2022	0	a 3/4/19
Vacant		Member			
Vacant		Member	exp 10/31/2020		u
Vacant		Member	exp 2/28/2022	0	u
Vacant		Member	exp 2/28/2022		u
Vacant		Member	exp 10/31/2021	0	u
Vacant		Member	exp 2/28/2022	0	u

General Information

Meetings: Date/Time: 3rd Thursday; 6-8 pm
Place: CitySpace

Membership: No less than 9 members, appointed by Council. Membership shall be broadly representative of the City's population, with consideration of racial, gender (including gender identity, transgender status, and sexual orientation), religious, ethnic, disabled, socio-economic, geographic neighborhood and age groups within the City.

Must reside in the City- Va Code Section 2-432

Terms: 3 year terms; 2 term limit (Any member of commission may be removed for good cause by a majority vote of Council.)

Purpose: The role of the Human Rights Commission is to act as a strong advocate for justice and equal opportunity by providing citywide leadership and guidance in the area of civil rights.

Contact: Todd Niemeier, niemeier@charlottesville.gov, 434-970-3023

Robinson, Maxicelia

From: noreply@civicplus.com
Sent: Tuesday, September 1, 2020 6:33 PM
To: Robinson, Maxicelia; Thomas, Kyna N
Subject: Online Form Submittal: Boards and Commissions Application

Boards and Commissions Application

The following information may be released to the general public pursuant to a Freedom of Information Act request.

Name of Board/Commission applying for:	Human Rights Commission
Applicant Name:	Mary Bauer
City Resident? (Please Select One)	Yes
How long have you lived in the City of Charlottesville?	a total of 20 years, with a few breaks
Schools attended, degrees, graduation dates:	B.A., College of William and Mary, 1987; J.D., University of Virginia School of Law, 1990
Memberships in fraternal, business, and/or social groups:	Board member, Charlottesville Immigrant Freedom Fund; Member, National Lawyers Guild
Public, civic and charitable offices and/or activities:	I was the Executive Director of the Legal Aid Justice Center (LAJC) for five years. I worked in various other capacities at LAJC for over ten years before that. I have been a public interest/civil rights attorney for thirty years.
Interests aside from profession:	Manatees, dogs, travel (when safe)
Reasons for wanting to serve on this board/commission:	I am deeply committed to making the City a more equitable place. I am also committed to a Human Rights Commission that has the tools and expertise to help create that more equitable place. Racism (and other discrimination) is deeply embedded in all governmental and corporate systems, and it is our job to thoughtfully change that and to create a City that provides all its residents a fair shot at a good job, excellent healthcare, safe housing, and fair treatment. I have studied

efforts by other localities to create a more just and equitable home for all residents. I would like to be part of that in the City where I live.

(Section Break)

The following information will be classified as personnel information pursuant to Virginia Code Section 2.2-3705.1 and the Council will not release this information to the general public pursuant to a Freedom of Information Act request.

Home Address

City

State

Zip Code

Previous Residence

City

State

Zip Code

Occupation & Title Legal Director

Employer:

Business Address

City

State

Zip Code

Phone Number

Email Address

Upload your resume *Field not completed.*
(optional)

Email not displaying correctly? [View it in your browser.](#)

Robinson, Maxicelia

From: noreply@civicplus.com
Sent: Friday, September 11, 2020 4:22 PM
To: Robinson, Maxicelia; Thomas, Kyna N
Subject: Online Form Submittal: Boards and Commissions Application

Boards and Commissions Application

The following information may be released to the general public pursuant to a Freedom of Information Act request.

Name of Board/Commission applying for:	Human Rights Commission
Applicant Name:	Kimalee Dickerson
City Resident? (Please Select One)	No
Schools attended, degrees, graduation dates:	University of Virginia, PhD in Education, 5/2019 University of North Carolina Chapel Hill School of Law, JD, 05/2007 University of Virginia, BA, 05/2004
Memberships in fraternal, business, and/or social groups:	American Educational Research Association (AERA) Association for the Study of Higher Education (ASHE) Society for Research on Adolescence (SRA) Society for Research in Child Development (SRCD)
Public, civic and charitable offices and/or activities:	St. John Family Life and Fitness Center (historic Rosenwald school), Board Member - 2013- present UVA Curry Diversity Action Committee, Graduate Student Representative, 2018-2019 UVA Women's Leadership Council, Graduate Student Representative, 2016-2019 UVA Students of Education Engaged in Diversity Scholarship for Change, Steering Committee, 2016-2019 Albemarle County Public Schools, Equity Consultant - 2017-2019 City of Charlottesville, Dialogue on Race Facilitator - 2017
Interests aside from profession:	African American history, international and domestic travel, reading, photography

Reasons for wanting to serve on this board/commission:

As a Charlottesville native, I am excited about the opportunity to contribute to the work of the Human Rights Commission. I am an education researcher and lawyer, and I've spent the last several years promoting diversity, equity, and inclusion in educational contexts. While I have worked with several schools and community organizations, I spent much of my time focused on evaluating and changing the culture, policies, and practices at the University of Virginia. I remain devoted to advancing equity in higher education, but I am also interested in becoming more involved in the Charlottesville community. The HRC's mission and focus on community education, engagement, and policy aligns with my both my skills and passion. I look forward to collaborating with other HRC members and building on the work the City and HRC have already done to cultivate a more inclusive and equitable community. Thank you for considering my application.

(Section Break)

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Home Address

City

State

Zip Code

Previous Residence

City

State

Zip Code

Occupation & Title	Postdoctoral Researcher
--------------------	-------------------------

Employer:

Business Address	<i>Field not completed.</i>
------------------	-----------------------------

City

State

Zip Code

Phone Number

Email Address

Upload your resume
(optional)

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KIMALEE C. DICKERSON, J.D., PhD.

EXECUTIVE SUMMARY

- Educator and lawyer passionate about transforming systems and cultures to promote diversity, equity, and inclusion
- Highly collaborative with exceptional problem-solving and interpersonal skills
- Effective communicator able to manage diverse projects including research and evaluation

EDUCATION

Ph.D., University of Virginia, Education

J.D. with honors, University of North Carolina at Chapel Hill

B.A. with distinction, University of Virginia, Psychology and Sociology

EXPERIENCE IN RACIAL EQUITY, DIVERSITY & INCLUSION (REDI)

UNIVERSITY OF VIRGINIA | Charlottesville, VA

Postdoctoral Researcher, Equity Center and Youth-Nex – 2019 to current

- Lead Youth Action Lab which has trained over 100 local youth in partner programs including *CAYIP*, *Teens Give*, and *Charlottesville Youth Council* on research methods
- Supervise over 10 students in designing and implementing action research curriculum
- Write anti-racism recommendations for UVA's Racial Equity Task Force
- Teach academic writing course to 13 doctoral students

Equity Fellow, Office of Diversity, Equity, and Inclusion – Spring 2020

- Collaborated with a small team to launch the University's Inclusive Excellence framework to integrate REDI efforts into institutional infrastructure and functioning
- Planned and co-led training to introduce framework to over 75 faculty and staff
- Created tools and resources to assist units with strategic planning and implementation

Graduate Student Researcher – 2015 to 2019

- Led and collaborated on multiple REDI-related research projects resulting in over 15 presentations and publications
- Served in leadership positions on three REDI committees and organizations
- Awarded three fellowships to support research and managed project budgets
- Spearheaded a study on school diversity climate in partnership with the Dean's office resulting in more inclusive student programming and advocacy
- Taught graduate level course on race, ethnicity, and diversity in youth development

JEFFERSON SCHOOL AFRICAN AMERICAN HERITAGE CENTER | Charlottesville, VA

Project Manager for Embracing Our Narratives – 2019 to current

- Liaise for Charlottesville City School initiative to educate teachers about Black history
- Spearhead planning and execution of week-long institute for 25 local educators
- Design and lead evaluation plan including participant surveys to assess program effectiveness

ALBEMARLE COUNTY PUBLIC SCHOOLS | Charlottesville, VA

Equity Consultant – 2018 to 2019

- Facilitated eight high school students in creating anti-racism policy resulting in adoption of first division-wide policy largely developed by students
- Co-developed and trained school board on a new equity policy checklist to guide staff in considering equity implications in reviewing division policies

CITY OF CHARLOTTESVILLE DIALOGUE ON RACE | Charlottesville, VA

Lead Facilitator – 2017

- Led small group discussions to identify issues and propose solutions for racial inequities

SELECTED LEGAL EXPERIENCE

SOCIAL SECURITY ADMINISTRATION | Woodlawn, MD

Attorney-Advisor – 2014 to 2015

- Reviewed and analyzed medical records and evidence to make recommendations and write court decisions for adult and juvenile social security disability appeals

U.S. COURT OF APPEALS FOR THE FOURTH CIRCUIT | Raleigh, NC

Law Clerk to the Honorable James Wynn, Jr. – 2012 to 2013

- Wrote court opinions and memoranda for civil, criminal, and administrative appeals

HUNTON & WILLIAMS (now Hunton Andrews Kurth LLP) | Richmond, VA

Commercial Litigation Associate – 2008 to 2009

- Represented clients in litigation and advised on compliance, ethics, and product liability

SELECTED PUBLICATIONS, PRESENTATIONS & MEDIA COVERAGE

- **Dickerson, K.** (in press). “It absolutely impacts every day”: Diversity allies connect racial history and current climate at a southern professional school. *Journal of Diversity in Higher Education*.
- Deutsch, Gordon, Allen, & **Dickerson** (2020, August). Three years later, Charlottesville looks to educator Benjamin Tonsler’s legacy. *The Washington Post*.
<https://www.washingtonpost.com/opinions/2020/08/13/three-years-later-charlottesville-looks-educator-benjamin-tonslers-legacy/>
- UVA Today (2020, August), Back to School, With Equity in Mind.
<https://news.virginia.edu/content/back-school-equity-mind>
- **Dickerson, K.** & Williams, J. (2020, March). Engaging Youth to Create a School District's Antiracism Policy. American Educational Research Association, San Francisco, CA.
- Workshop Leader, Investure. *Implicit Bias in the Workplace*. Charlottesville, VA, May 2018.
- Panelist, Center for American Progress. *Revisiting the Persistent Teacher Diversity Problem*. Washington, DC, Oct. 2017.

Robinson, Maxicelia

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Sent: Friday, September 11, 2020 3:02 PM
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Subject: Online Form Submittal: Boards and Commissions Application

Boards and Commissions Application

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Name of Board/Commission applying for:	Human Rights Commission
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Applicant Name:	Tobiah Mundt
-----------------	--------------

City Resident? (Please Select One)	Yes
------------------------------------	-----

How long have you lived in the City of Charlottesville?	7 years
---	---------

Schools attended, degrees, graduation dates:	Howard University Bachelor of Architecture 2000
--	---

Memberships in fraternal, business, and/or social groups:	Made in Cville
---	----------------

Public, civic and charitable offices and/or activities:	I use my business, The Hive Cville, to work with Ishan Gala Foundation, Habitat for Humanity, and local schools to provide Art kits and experience for children
---	---

Interests aside from profession:	I am a fiber artist
----------------------------------	---------------------

Reasons for wanting to serve on this board/commission:	I wrestle with the meaning of what home is. As Charlottesville is becomes my permanent home I would like to use my voice as an artist and as a Black business owner to make sure that everyone that calls Charlottesville home experiences this place as a safe, inclusive and fair place to live.
--	--

(Section Break)

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Zip Code

Previous Residence

City

State

Zip Code

Occupation & Title Owner/Creative Director

Employer:

Business Address

City

State

Zip Code

Phone Number

Email Address

Upload your resume
(optional)

Email not displaying correctly? [View it in your browser.](#)

CURRICULUM VITAE
TOBIAH MUNDT

EDUCATION

BACHELOR OF ARCHITECTURE, HOWARD UNIVERSITY, WASHINGTON, DC 2000

EXPERIENCE

OWNER/CREATIVE DIRECTOR

The Hive Cville July 2018-Present

- Develops seasonal art and craft menus
- Creates custom projects and patterns for parties and corporate events
- Maintains social media
- Teaches fiber arts to children and adults
- Manages online inventory and sales
- Serves and helps with projects behind the bar
- Develops programming and community outreach

OWNER Licorice Tree 2007-2018

- Taught fiber arts to children and adults
- Created needle felting kits for beginners
- Managed online inventory and sales
- Designed logo and packaging material

PROJECT MANAGER Moderne Design July 2004-2007

- Served as Project Manager for the design and construction of single family residential dwellings
- Design and material selection for interior residential dwellings
- Coordinated design and construction from design to permit and through all building inspections
- Created construction and permit drawings
- Created 3-D Models of single family residential dwellings

ASSOCIATE ARCHITECT Nawrocki Architects August

2002-2004

- Worked with clients to create preliminary design drawings for single family residential dwellings
- Produced complete design and permit documents
- Created hand rendered presentations for design of single family dwellings and landscape design
- Created 3-d models for design of single family residential dwellings
- Coordinated renovation and design within historic preservation laws

SOLO EXHIBITIONS

2020 August "Blue Black Black and Blue" Welcome Gallery, Charlottesville, VA

2016 July "Otherness" Welcome Gallery, Charlottesville, VA

2010 August "Being" Lawndale Art Center, Houston, Texas

GROUP EXHIBITIONS

2020 September "Layers" Sanders Design & Art Consulting Richmond, VA

2019 September "Divided Light" The Bridge PAI Charlottesville, VA

2019 September Teeny Tiny Trifecta Second Street Gallery Charlottesville, VA

2019 Face to Face The Bridge PAI Charlottesville, VA

2018 Gallery of Curiosities The Bridge PAI Charlottesville, VA

2017 "Neighbors" WVTF and Radio IQ Gallery

2016 "Dappled Things" The Garage Charlottesville, VA

2010 "Plush you LA!" Munky King, Los Angeles,

RESIDENCY

2019 The Bridge PAI Group Residency

2016 Welcome Gallery

CURATORIAL EXPERIENCE

2009 "Mortal Plush: I am not your Toy" Art Whino Gallery, National Harbor, Maryland

2021 Black History Month Exhibit at McGuffey Art Center Charlottesville, VA

Robinson, Maxicelia

From: noreply@civicplus.com
Sent: Friday, September 11, 2020 4:22 PM
To: Robinson, Maxicelia; Thomas, Kyna N
Subject: Online Form Submittal: Boards and Commissions Application

Boards and Commissions Application

The following information may be released to the general public pursuant to a Freedom of Information Act request.

Name of Board/Commission applying for:	Human Rights Commission
Applicant Name:	Alex Oxford
City Resident? (Please Select One)	Yes
How long have you lived in the City of Charlottesville?	9 months
Schools attended, degrees, graduation dates:	PVCC, AAS Computer Science, 2017 UVA, BS Computer Science, 2019
Memberships in fraternal, business, and/or social groups:	National Association of Rocketry. Society for Creative Anachronism. Antifa Press Corp.
Public, civic and charitable offices and/or activities:	Organizer with Free Them All VA / Resistencia VA, a grassroots movement to end deportations and ICE detention in Virginia. Member of Southerners On New Ground, a social/racial justice organization for LGBTQ+ Southerners.
Interests aside from profession:	Dismantling capitalism, white supremacy, colonialism, and all other systems of oppression. Concocting strange things in my kitchen. Designing, building, and launching high power rockets. Attacking and dethroning God. Feeding people.
Reasons for wanting to serve on this board/commission:	Every human being has a right to housing, yet Charlottesville has houseless residents. Every human being has the right to food, yet 1 in 6 residents are food insecure, a rate which is about 1.5x the state average. Every human being has the right to fair and equal treatment from the government, yet the

Charlottesville Police Department has a proven history of racist discrimination. Every human being has the right to live where they choose, and travel where they like, yet Charlottesville residents who don't have documentation have to seek sanctuary in churches or else face being kidnapped by ICE and deported. Every human being has the right to fair and just treatment within the criminal justice system, yet Charlottesville residents are held in dangerous and inhumane conditions within the Albemarle-Charlottesville Regional Jail.

I'm applying the HRC in the hope that I will be able to help guide changes within the city government to address these issues, alongside more direct activism.

(Section Break)

The following information will be classified as personnel information pursuant to Virginia Code Section 2.2-3705.1 and the Council will not release this information to the general public pursuant to a Freedom of Information Act request.

Home Address

City

State

Zip Code

Previous Residence

City

State

Zip Code

Occupation & Title	Unemployed
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Employer:	N/A
-----------	-----

Business Address	<i>Field not completed.</i>
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City	<i>Field not completed.</i>
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State	<i>Field not completed.</i>
-------	-----------------------------

Zip Code	<i>Field not completed.</i>
----------	-----------------------------

Phone Number	<i>Field not completed.</i>
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Email Address

Upload your resume
(optional)

Email not displaying correctly? [View it in your browser.](#)

ALEX OXFORD



EXPERIENCE

Software Engineer (Android)

WillowTree

📅 2019 - 2020

- Expanded a single news app into a suite of 16 local news apps by making improvements to the automated testing suite, allowing for rapid testing and deployment
- Improved reliability of a media app with over a million users by integrating, testing, and monitoring analytics tools, primarily NewRelic
- Improved testability of legacy code bases by converting to Kotlin, introducing dependency injection, and consolidating redundant code
- Worked alongside client project managers, product owners, engineers, testers, and designers to define requirements, and develop and test new features
- Participated in Agile ceremonies (retros, backlog refinement, demos, etc.), including presenting work to the client
- Gave and received code reviews for both teammates and client engineers
- Brought lessons learned between projects with multiple apps in a single code base
- Created an automated UI test suite from scratch
- Partnered with Fox to provide testing, debugging, and triaging support during high-load and fail-over tests leading up to the 2020 Super Bowl

Software Engineer Intern (Android)

WillowTree

📅 2018

- Helped build a video player for a media app with over 4.5 million users
- Reduced the crash rate by improving the JSON parsing across the app

Co-Founder, Webmaster, Software Engineer

Piedmont Student Launch Team

📅 2016 - 2019

- Participated in NASA's University Student Launch Initiative for three years
- Wrote technical reports and presented them to NASA engineers
- Programmed and helped design a rocket control system, running on a Raspberry Pi
- Built and maintained the team's website
- Analyzed and documented project and operational risks and mitigations

EDUCATION

Bachelor of Science in Computer Science

University of Virginia

📅 2019

- Summa Cum Laude

Associate of Science in Computer Science

Piedmont Virginia Community College

📅 2017

- Summa Cum Laude

SKILLS

Proficient

Java Android Kotlin RxJava

JSON Parsing Python JUnit

Espresso Wiremock Mockito

Familiar

HTML CSS Javascript/jQuery

C++ SQL TensorFlow NewRelic

Django Dagger Retrofit/OkHttp



**CITY OF CHARLOTTESVILLE
BOARDS & COMMISSIONS APPLICATION**

Please type or print in dark ink. Do not write on the back. Attach an additional sheet if necessary.

The following information and any attachments may be released to the general public pursuant to a Freedom of Information Act request.

Name of Board/Commission applying for: Human Rights Commission

Applicant Name: Campbell Turner

City Resident? (Please Check One) Yes No

If you are a City Resident, how long have you lived in the City of Charlottesville? 14 months

Schools attended, degrees, graduation dates: University of Virginia. Graduation expected in May, 2022.

Memberships in fraternal, business, and/or social groups: Alpha Sigma Phi Fraternity, The Student Post, Treasurer of UVA First Year Council.

Public, civic and charitable offices and/or activities: President of The Student Post, Member of the Charlottesville Solar Project.

Interests aside from profession: National security, international affairs, photography, entrepreneurship, government.

Reasons for wanting to serve on this board/commission: The Human Rights Commission is something I'd like to get involved in because of the mission it is tasked with. Though I have not personally been a victim of discrimination myself, I have met many people who have and believe it is an issue that is somewhat being swept under the rug. In my hometown of Winston-Salem, NC I served on the city's Youth Advisory Council, assisting the Human Relations Department with public outreach and project organization. We also provided recommendations to the City Council on issues most relevant to youth. From this experience, I gained insight into how a local government operates and a belief that it is the level of government whose decisions most impact our everyday lives. This experience made me realize the value of civilian involvement in local government. Should I be appointed to serve on this commission, I can be a voice for youth--a demographic I believe is severely underrepresented in government. I am not afraid to share my opinions and feelings, which will enable me to contribute valuable insight to discussions that will help further the commission's mission.

Continue to Page 2

The following information will be classified as personnel information pursuant to Virginia Code Section 2.2-3705.1 and the Council will not release this information to the general public pursuant to a Freedom of Information Act request.

Home Address: _____ Zip: _____ Phone: _____
Previous Residence: N/A
Occupation & Title: Student
Employer: N/A
Business Address: N/A Zip: N/A Phone: N/A
Email Address: _____

Signature: *Campbell Turner* Date: 11/03/2019

RETURN TO:
Clerk of Council
P.O. Box 911
Charlottesville, VA 22902
Phone: 434-970-3113, Fax: 434-970-3890
clerk@charlottesville.org