



**Human Rights Commission
Regular Meeting
September 16, 2021
Virtual/Electronic Meeting
6:30pm**

Agenda Packet Attachments

1. Agenda
2. 08-19-2021 DRAFT HRC Regular Meeting Minutes
3. Motion for a Closed Session of the Human Rights Commission
4. Certification of a Closed Meeting
5. OHR Staff Report
6. DRAFT Language Access Plan Resolution

Attachment 1



**Human Rights Commission
AGENDA
Regular Meeting
September 16, 2021
Virtual/Electronic Meeting
6:30pm**

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: <https://app.box.com/s/xy3wnn2s1tj8h7trkknvd79bipyxezy>

1. WELCOME

- a. CALL TO ORDER
- b. ROLL CALL
- c. MISSION (recited by all): *Act as a strong advocate to justice and equal opportunity by providing citywide leadership and guidance in the area of civil rights.*

2. MATTERS BY THE PUBLIC

- a. PUBLIC COMMENT (Webinar attendees use the “raise hand” function, phone attendees use *9)
- b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC

3. MINUTES

- a. HRC Regular Meeting 08-19-2021*

4. BUSINESS MATTERS

- a. CLOSED SESSION*
- b. OHR STAFF REPORT
- c. CHAIR UPDATE

5. WORK SESSION

- a. LAND USE PLAN OVERVIEW
- b. LAND USE PLAN PANEL DISCUSSION
- c. AD-HOC COMMITTEE UPDATES
 - i. Accessibility Committee
 - ii. Community Engagement Committee
 - iii. Housing Committee
 - iv. Legal Representation Committee
 - v. Legislative Agenda Committee

6. MATTERS BY THE PUBLIC

- a. PUBLIC COMMENT (Webinar attendees use the “raise hand” function, phone attendees use *9)
- b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC

7. COMMISSIONER UPDATES

8. NEXT STEPS & ADJOURN

* ACTION NEEDED

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

Attachment 2



**Human Rights Commission
Meeting Minutes
Regular Meeting
August 19, 2021
Virtual/Electronic Meeting
6:30 pm**

Public link to meeting rebroadcasts on Boxcast: <https://boxcast.tv/channel/vabajtzeuyv3iclkx1a>

Public link to HRC documents on Box: <https://app.box.com/s/xy3wnn2s1tj8h7trkknvd79bipyxezy>

1. WELCOME

- a. CALL TO ORDER
 - i. Chair, Mary Bauer, called the meeting to order at 6:33 pm
- b. ROLL CALL
 - i. Mary Bauer
 - ii. Kathryn Laughon
 - iii. Ernest Chambers
 - iv. Jessica Harris
 - v. Wolfgang Keppley
 - vi. Tobiah Mundt
 - vii. Andrew Orban
 - viii. Lyndele Von Schill
 - ix. Sue Lewis (arrived at 6:39 pm)
- 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 Housing Committee meeting minutes from March 31, 2021
 - i. Motion to approve as written
 1. Wolfgang
 - ii. Second
 1. Mary
 - iii. Vote
 1. All Commission members in favor. 3 out of 4 committee members present from committee meeting.
- b. Review of Legal Representation Committee meeting minutes from May 6, 2021
 - i. Discussion
 1. Commissioner points out this was an afternoon meeting, but was marked as 6:30 pm.
 2. **OHR staff will change this before minutes' publication.**

- ii. Vote
 - 1. All Commission members in favor. 2 out of 2 committee members present from committee meeting.
- c. Review of Community Engagement Committee meeting minutes from June 3, 2021
 - i. Vote
 - 1. All Commission members in favor. 3 out of 3 committee members present from committee meeting.
- d. Review of Legal Representation Committee meeting minutes from June 3, 2021
 - i. Vote
 - 1. Meeting was not called to order. All Commission members in favor.
- e. Review of Accessibility Committee meeting minutes from June 4, 2021
 - i. Motion to approve
 - 1. Wolfgang
 - ii. Second
 - 1. N/A.
 - iii. Vote
 - 1. All Commission members in favor. 1 out of 2 committee members present from committee meeting (Sue has not yet arrived).
- f. Review of Housing Committee meeting minutes from June 4, 2021
 - i. Vote
 - 1. Meeting was not called to order. All Commission members in favor.
- g. Review of regular meeting minutes from June 17, 2021
 - i. Vote
 - 1. In favor: 9
 - 2. Can live with: 0
 - 3. Opposed: 0
 - 4. Abstained: 0
- h. Review of regular meeting minutes from July 15, 2021
 - i. Vote
 - 1. In favor: 9
 - 2. Can live with: 0
 - 3. Opposed: 0
 - 4. Abstained: 0
- i. Review of Community Engagement Committee meeting minutes from August 8, 2021
 - i. Vote
 - 1. Meeting was not called to order. All Commission members in favor.
- j. Review of Housing Committee meeting minutes from August 8, 2021
 - i. Vote
 - 1. All Commission members in favor. 3 out of 3 committee members present from committee meeting.

4. BUSINESS MATTERS

- a. Chair update
 - i. Published statement regarding August 12, 2017

- ii. Sent a letter to City Council and City Manager regarding right to counsel
- iii. Spoke at Monday Council meeting to connect these two pieces—the best way to honor those who made so many sacrifices on 8/12/2017 is to commit to an equitable society that ensures tenants in eviction proceedings have a right to a lawyer
 - 1. Believes there are 3 remaining issues:
 - a. Council has allocated less money than Commission deemed necessary; Commission asked for at least \$460,000 in the first year, while Council only granted \$300,000
 - b. City has not yet officially committed to 3 years of funding
 - c. City has not yet codified in ordinance the right to counsel, and has not seriously explored doing so
 - 2. Wants to follow up on these issues; suggests Housing Committee works on these issues
 - 3. Commissioner asks for the justification the City gave for dropping the funding to \$300,000
 - a. Chair responds that Council gave no response or justification besides Councilor Snook asking her if she was aware of specific statutory authority for City Council to enact the ordinance
 - i. Chair told Councilor Snook that the National Coalition on the Civil Right to Council had done an analysis opining that states with Dillon Rule could enact such an ordinance—told Councilor Snook that next step would be to get a legal opinion
 - b. Lack of commitment to 3 years is also concerning
- iv. Housing Committee sub-committee meeting spent time talking about new zoning proposals
 - 1. Committee concluded they need to bring in people to help them understand what is proposed and what the process will be; invited Sunshine Mathon from PHA, Dan Rosensweig from Habitat, and John Sales from CRHA to September’s regular Commission meeting
 - a. John is unavailable, but Sunshine and Dan are coming for an hour to present on zoning proposals
- v. Chair says Kathryn pointed out there is no longer an HRC representative attending Charlottesville Low-Income Housing Coalition (CLIHC) meetings
 - 1. Asks if there is anyone present who is interested in attending these meetings (is willing to attend if feasible)
 - 2. **Will look into when meetings regularly occur**
- vi. Chair reached out to PCRB about joint meeting
 - 1. Was told PCRB is interested
 - 2. OHR staff says that City is concerned about a joint meeting because the PCRB is still in the process of writing their ordinance, so having a joint public meeting while their ordinance

- is undefined can be confusing
3. Chair says if people want follow-up on police issues, then the Commission should talk about this during today's meeting
 - a. OHR staff adds that Chief Brackney is open to a dialogue with the Commission about its policy work; Chief recommends checking the policies on which the Commission has done work to ensure that those policies are still the same
 - b. Work had stalled out in November 2019 when draft recommendations had gone to City Attorney while PCRB was forming
 - c. Deputy City Manager for REDI adds that City Attorney has encouraged the Commission presenting these policy recommendations
 - d. Chair says that the version she and OHR staff looked at was not sent to the Chief because the draft did not look to be finalized
 - i. Kathryn says she was present in those meetings and will look if there are other versions, and Sue adds that she was involved in previous documents that were not finalized
 - ii. Chair asks Kathryn and Sue to look for other, more complete versions of the policy recommendations
 - iii. OHR staff adds that the versions he had were the ones in the 2019 Annual Report
 - vii. Chair asks OHR staff if the next HRC meeting is still slated to be in person
 1. OHR staff responds that he was informally told that in-person meetings are still on hold until at least October
 2. September meeting will still be virtual
 - b. OHR Staff report
 - i. Chart is once again included in report
 1. Highlights that the number of incoming contacts in May (the month before the office opened in person) doubled from the 4 months previous, and incoming contacts have still increased since then
 2. Points out there are 7 ongoing investigations in addition to other contacts, so people are finding the Office
 - a. Chair asks why the surge has occurred
 - b. OHR staff explains accessibility makes a difference—the Office has opened up and there are more available ways to contact the Office
 - ii. Opportunity for outreach September 24 3:30-5:30pm at Westhaven—door-to-door, tabling, informal community cleanup work, chatting with residents, etc.
 1. Let Todd know if want to attend
 - a. Jessica volunteers
 - iii. Received a response from Erik Steinecker from HUD with comments on

ordinance redraft

1. Is going to review comments, ask him questions, and make necessary modifications
 2. Is trying to push this ahead to get ordinance in front of Council perhaps before year's end
- iv. Commission email sign-up is occurring next week
1. If having technical difficulties, call IT
 2. Call Todd so he can give code over the phone
- v. Recruitment
1. There are many Commission members leaving next year, so encourage potential members to apply
 2. Chair asks for timeframe
 - a. OHR staff recommends to check regularly under the Boards and Commission page on City website, as application opens and closes
- vi. Recommends Commission look into community partners for researching if pursuing a larger project—OHR will not be able to do much with research for HRC due to staffing
1. Chair asks Deputy City Manager for REDI if there could be additional positions for OHR in addition to the Director
 - a. Ashley responds that budgeting for fiscal year 2022 was complete when she came in, and it allocated resources for two OHR team members; she plans to ask for additional staff for budgeting year 2023
 - b. There is no guarantee on this because it is a new ask, but she will work with OHR to take appropriate measures to acquire additional staffing
 - c. Chair is certain that Commission wants to support these efforts when able
 - d. Ashley says January is when budgeting process begins to speed up, so she will be there to advocate with the City Manager; says that Commission could advocate with Council, so she will tell HRC when to start making plans

5. WORK SESSION

- a. Committee Reports
 - i. Accessibility (Committee Chair – Wolfgang)
 1. Committee Chair shares that committee was not able to meet (did not schedule a time)
 2. Committee Chair had a conversation with Sin Barreras
 - a. Sin Barreras shared data on schools—used school data as proxy variable to indicate that US Census data has drastically underreported number of Spanish-speaking individuals in the city and county
 - b. Committee Chair is using data to get same estimates with low-English-proficient individuals
 - c. International Rescue Committee is currently trying to get data, but this is slow because current influx of refugees

3. Making progress on drafting language access plan, but committee has not been able to meet
 4. Committee member points out it is hard to see people from Neighborhood Development Services; they are doing reorganization there, so it is unclear with whom to get in touch
 5. Commission Chair asks OHR staff if Commission has decided on standing times to ensure committees can meet
 - a. OHR staff responds that the first and second Thursdays starting at 6:30 are reserved for committee meetings; HRC can decide which committees meet when
- ii. Community Engagement (Committee Chair – Jessica)
 1. Committee Chair shares that committee was not called to order despite scheduled meeting
 - iii. Housing (Committee Chair – Kathryn)
 1. Committee Chair says that most matters have already been covered by Commission Chair
 2. Biggest decision was to invite Sunshine and Dan to the next regular Commission meeting
 - iv. Legal Representation
 1. No Committee Chair. Committee did not meet (did not schedule a time)
 2. Commission Chair asks about proposed resolutions document
 - a. OHR staff responds that document was brought up at very first committee meeting, but has not been brought back up
 - v. OHR staff asks about which committees want to meet when
 1. Accessibility—9/2/21 at 6:30pm
 2. Housing—9/2/21 at 7pm
 3. Community Engagement committee will get back to Todd about meeting on 9/9/21
 - a. Lyndele cannot make this time, Andy is unsure of availability, and Jeannette is not present at this regular meeting
 - b. Committee member asks if there is time earlier in the day that the committee can meet
 - i. OHR staff will reach out to Communications to ask about an earlier meeting during the afternoon (between 1-4:30pm)
 - ii. Lachen says Brian or Joe will have to confirm
 4. Legal Representation committee (Kathryn and Jessica)
 - a. Could consider resolution as a full Commission or break into committee to workshop it more
 - b. Discussion about what UVA Office of Equity and Inclusion is doing
 - i. Kathryn was going to look into this
 - ii. OHR staff will ask Communications about a longer, 2-hour block during the day for 9/9/21
- b. Resolution A21-1 HRC advocacy and action
 - i. OHR staff says draft resolution was sent to HRC Chair and Kathryn

- several months ago about taking action between meetings
- ii. Is helpful because HRC can cite resolution when making a statement or letter between meetings as following a specific, established protocol
 - iii. Commissioner expresses support for the purpose of the resolution, but raises concern about what constitutes “strong advocacy action statements”
 - iv. Chair asks whether and how Commission would like to change current draft
 1. Commissioner supports resolution as is, besides possibly adding “managing a social media platform” to the “specific advocacy action” section
 2. Chair suggests removing the word “systemic” to allow the Commission to respond to one-time issues
 3. Chair is comfortable with resolution as is
 4. Community Engagement Committee Chair says her committee (specifically Jeanette) was planning to look at this resolution and make edits
 - a. OHR staff clarifies committee was sent HRC draft as a template for its own resolution, and Jeanette was working on a different draft on format for statements
 - v. OHR staff will add “managing a social media platform” to the “specific advocacy action” section and remove “systemic” from the resolution
 - vi. Vote on passing resolution will occur next meeting to allow for other Commission members to review the draft
- c. Resolution HR21-1 about legal representation fund for parties (specifically respondents) to a complaint
- i. OHR staff asks if Commission wants to go over resolution in Legal Representation committee (which has not been able to meet) or in full Commission
 1. Chair says resolution does not include a number, and asks Legal Representation committee what would need to be done to provide a number
 2. Committee member asks if it is wise to pursue funding for both this resolution and the right to counsel project
 - a. HRC Chair says right to counsel passage could serve as a model for other funding proposals
 - b. HRC Chair suggests discussing resolution in committee and offers to participate in committee to allow for consulting national coalitions or other resources for coming up with a number
 - ii. Chair asks OHR staff at what stage respondents would be provided counsel
 1. OHR staff says mediation is when one would likely want to consult an attorney
- d. 2022 General Assembly legislative recommendations to City Council
- i. Commissioner expresses support for Virginia requiring that all localities assign the Sunday prior to Election Day for early in-person voting
 - ii. Chair asks what the process is for bringing suggestions forward, evaluating them, and voting on them

1. Commissioner responds that process is not too complicated—in the past, HRC opened discussion in meetings, and members said yes or no then sent list to City Council
- iii. Chair would like to (if it is the view of City Attorney) follow up on Charlottesville making the legislative change to pass a right to counsel ordinance
- iv. Commissioner asks when the City will formalize their legislative agenda
 1. OHR staff responds he was told “early fall” timeframe
 2. Clerk whom OHR staff talked to said she heard Councilors voice concern for eviction moratorium, fare-free transportation, and expanding authorization for electronic meetings; they have not met yet, and there is no clear time frame, but now is the time to present more researched options for consideration by the full Commission
 3. Commissioner asks if another small sub-committee could meet
 - a. Chair says an ad-hoc committee could meet in relation to issues the Commission is working on; she can participate
 - b. OHR staff will add this committee to 9/2/21’s schedule
- e. Human Rights Ordinance FHAP revisions
 - i. OHR staff says no action needs to be taken other than to read the revisions
 - ii. Eventually, OHR staff will draft more revisions and an HRC committee will look and think about what they want Council to see from it

6. MATTERS BY THE PUBLIC

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

7. COMMISSIONER UPDATES

- a. Commissioner asks if Chair received response from Chief Brackney
 - i. Chair says yes, but Chief was not sent the policies yet, so no action
 - ii. Sue and Kathryn will look through old emails to find the policies to go over

8. NEXT STEPS

- a. Todd
 - i. Will change time on minutes before posting 05/06/2021 Legal Representation Committee meeting minutes
 - ii. Will reach out to Communications to ask about an earlier 2-hour block for committee meetings on 9/9/21 during the afternoon (between 1-4:30pm)
 - iii. Resolution A21-1: will add “managing a social media platform” to the “specific advocacy action” section and remove “systemic”
- b. Mary
 - i. Will look up regular meeting time for CLIHC
- c. Kathryn and Sue
 - i. Will look for other, more complete versions of policy recommendations to send to Chief Brackney
- d. Committee meetings

- i. 9/2/21-- Accessibility 6:30pm, Housing 7pm, new ad-hoc committee (will discuss City Council recommendations) 7:30pm
 - ii. 9/9/21 (afternoon times TBD)— Community Engagement, Legal Representation
 - e. Community Outreach September 24 3:30-5:30pm at Westhaven—let Todd know if want to attend
 - f. Next meeting
 - i. Sunshine and Dan will come talk about zoning proposals
 - ii. Vote on passing Resolution A21-1
- 9. **ADJOURN**
 - a. Meeting adjourned at 8:04 pm

Pending HRC Approval

Attachment 3

September 16, 2021

MOTION FOR A CLOSED SESSION OF THE HUMAN RIGHTS COMMISSION

Pursuant to section 2.2-3711 & 2.2-3712 of the Virginia Code, I hereby move that the Human Rights Commission close this open meeting and convene in closed session for the following purposes:

- (1) Discussion, consideration, and/or promotion of a prospective candidate for the position of the Director of the Human Rights Commission as authorized by Virginia Code sec. 2.2-3711 (A) (1).

Motion by: _____

Second by: _____

Ayes: _____

No's: _____

Absent: _____

Attachment 4

CERTIFICATION OF CLOSED MEETING
September 16, 2021

I move that this Commission certify by a recorded vote that to the best of each Commission member's knowledge only public business matters lawfully exempted from the open meeting requirements of the Virginia Freedom of Information Act and identified in the Motion convening the closed session were heard, discussed or considered in the closed session.

Motion by: _____

Second by: _____

Ayes: _____

Noes: _____

Absent: _____

Attachment 5

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Total Inquiries: P.A. - Other (Unprotected)	0	0	2	0	4	3	0	2	0	0	0	0	11
Total Complaints: P.A. - Employment	0	0	0	0	1	0	1	1	0	0	0	0	3
Total Complaints: P.A. - Housing	1	1	1	0	0	0	0	0	0	0	0	0	3
Total Complaints: P.A. - Public Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Complaints: P.A. - Credit	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Complaints: P.A. - Private Education	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Complaints: P.A. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total employment discrimination allegations	0	0	0	0	0	0	0	0	0	0	0	0	0
Employment allegations in Charlottesville	0	0	0	0	0	0	0	0	0	0	0	0	0
Employment allegations in Albemarle Co.	0	0	0	0	0	0	0	0	0	0	0	0	0
Emp. allegations in Cville referred to EEOC	0	0	0	0	0	0	0	0	0	0	0	0	0
Emp. allegations in Alb. Co. ref. to EEOC	0	0	0	0	0	0	0	0	0	0	0	0	0
Total housing discrimination allegations	0	0	0	0	0	0	0	0	0	0	0	0	0
Housing allegations in Charlottesville	0	0	0	0	0	0	0	0	0	0	0	0	0
Housing allegations in Albemarle	0	0	0	0	0	0	0	0	0	0	0	0	0
Total public accommodation discrimination allegations	0	0	0	0	0	0	0	0	0	0	0	0	0
Public accommodation allegations in Cville	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Other (Unprotected) activity allegations	0	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - Age	0	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - Disability	1	0	1	1	1	0	1	0	0	0	0	0	5
Total I&C: P.C. - Marital Status	0	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - National Origin	0	0	0	0	0	0	0	1	0	0	0	0	1
Total I&C: P.C. - Pregnancy	0	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - Childbirth or Related Medical Conditions	0	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - Race	1	1	0	1	0	0	1	2	0	0	0	0	6
Total I&C: P.C. - Color	0	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - Sex	0	0	0	0	2	0	0	0	0	0	0	0	2
Total I&C: P.C. - Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - Sexual Orientation	0	0	0	0	0	0	1	0	0	0	0	0	1
Total I&C: P.C. - Source of Funds	1	0	0	0	0	0	0	0	0	0	0	0	1
Total I&C: P.C. - Not specified	4	3	12	5	13	4	5	6	0	0	0	0	52
Total I&C: P.C. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Counseling Contacts	17	21	16	8	18	20	18	14	0	0	0	0	132
Total Employment Counseling	0	0	0	1	1	0	1	0	0	0	0	0	3

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Total Housing Complaints: P.C. - Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Housing Complaints: P.C. - Sex	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Housing Complaints: P.C. - Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Housing Complaints: P.C. - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Housing Complaints: P.C. - Source of Funds	1	0	0	0	0	0	0	0	0	0	0	0	1
Total Housing Complaints: P.C. - Not specified	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Housing Complaints: P.C. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Age	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Marital Status	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Pregnancy	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Childbirth or R.M.C.	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Race	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Color	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Sex	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Not specified	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Open Inquiries													3
Total Closed Inquiries													14
Total Dismissed Inquiries													0
Total Open Complaints													5
Total Closed Complaints													2
Total Dismissed Complaints													0
Primary Service: Appointment Set-up	3	2	1	0	8	19	11	2	0	0	0	0	46
Primary Service: Clerical Assistance	0	5	1	0	3	13	18	3	0	0	0	0	43
Primary Service: Counseling	17	21	16	8	18	20	18	14	0	0	0	0	132
Primary Service: Event Information	0	0	1	0	0	1	0	0	0	0	0	0	2
Primary Service: Investigation Activity	7	27	39	33	35	12	22	17	0	0	0	0	192
Primary Service: Information	144	84	87	87	128	206	227	209	0	0	0	0	1172
Primary Service: Mediation Related Services	0	0	0	5	4	0	11	7	0	0	0	0	27
Primary Service: Outreach Coordination	0	0	0	0	1	0	0	2	0	0	0	0	3

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Primary Service: Public Hearing	0	0	0	0	0	0	0	0	0	0	0	0	0
Primary Service: Volunteer Coordination	0	0	0	0	0	1	0	0	0	0	0	0	1
Primary Service: Helpline - COVID Response	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Formal Investigations: - Employment													0
Total Formal Investigations: - Housing													1
Total Formal Investigations: - Public Accommodation													1
Total Formal Investigations: - Credit													0
Total Formal Investigations: - Private Education													0

Administrative and Reporting:

- 2020 Departmental Scorecard update completed
 - Link to Scorecard: [Human Rights \(clearpointstrategy.com\)](https://clearpointstrategy.com)
 - Still need to upload data regarding satisfaction surveys
 - Need to create and distribute collaborative partner satisfaction surveys
- 2020 Annual Report in progress
 - Will use Departmental Scorecard as basis for the annual report
 - No requests from Council yet for annual or quarterly reports
 - No progress made on the report this month, as intake and service provision continue to dominate staff time
- Amendments to Charlottesville Human Rights Ordinance for FHAP substantial equivalence in progress
 - Erik Steinecker provided feedback on the current revisions to the ordinance
 - OHR staff will make new revisions and present back to Erik for a final review before presenting to HRC in October
- No new work on FEPA agreement, as FHAP process take precedence
 - Recall that the FHAP agreement provides substantial opportunities and resources to expand and improve the OHR, whereas the FEPA really only just increases workload with insufficient support to increase staffing or training

Active Investigations:

- Case 2020-2
 - Housing discrimination on the basis of race
 - Investigative Report submitted 9/2/2021
 - Under review for determination
- Case 2021-4
 - Employment discrimination on the basis of sex
 - Investigation authorized 05-03-2021
 - Investigation in progress

- Case 2021-5
 - Employment discrimination on the basis of sexual orientation and race
 - Investigation authorized 07-22-2021
 - Mediation offer accepted by both parties
 - Mediation scheduling in progress

Active Fact-finding Inquiries:

- None.

Active Offers of Mediation:

- Case 2021-2
 - Employment discrimination on the basis of race
 - Complainant has agreed to mediate
 - Respondent has not replied to offer of mediation
 - OHR staff continues to follow up for response
- Case 2021-3
 - Public Accommodation discrimination on the basis of sex and disability
 - Complainant and Respondent have agreed to mediate
 - Mediation in progress
- Case 2021-6
 - Housing discrimination on the basis of race
 - Resolved through informal conciliation
- Case 2021-7
 - Employment discrimination on the basis of race
 - Complainant has agreed to mediate
 - Respondent has not replied to offer of mediation

Closed Cases:

- Case 2021-8
 - Credit discrimination on the basis of color, national origin, race, and sex
 - Complaint was non-jurisdictional because respondent was operating from out of state

Outreach:

- Service Provision
 - Most outreach on hold given staff capacity to address the overwhelming volume of active and incoming inquiries
 - Next opportunity for Commissioners to participate in outreach
 - October 1, Westhaven, 3:30pm to 5:30pm
 - In partnership with the Region Ten Community Based Recovery and Support Advisory Council
 - Come join OHR staff and talk to residents!
- Education & Awareness
 - On hold due to staff capacity.
- Facilitation & Leadership
 - Outdoor Equity
 - Beginning work on a developing a version of Charlene's Racial & Ethnic History of Charlottesville presentation that focuses on land and outdoor recreational space use
 - OHR interns are researching historical land use in open spaces in Charlottesville, Albemarle and the Blue Ridge
 - This information will be condensed into a presentation that parallels the Racial and Ethnic History of Charlottesville Presentation
 - The intent is to present this information publicly to community members attempting to take action to make public outdoor spaces more welcoming
 - OHR staff attended a recent mobility summit to follow up with others who are interested in this work.
 - Will build a coalition of cross-organizational members to assist with producing and presenting the information the OHR interns have compiled in conjunction with a workshop on dismantling bias and racism
 - Public Housing Association of Residents – Residents for Respectful Research (RRR)
 - MOU with UVA IRB back to PHAR legal counsel for edits
 - IRB legal counsel proposed significant changes to the MOU and suggested moving many items into standard operation procedures
 - PHAR legal counsel will draft a clause that makes the standard operating procedures a binding document
 - OHR staff will attend R3 retreat on September 24, 2021, to develop draft standard operating procedures
 - Affordable Housing
 - Thomas Jefferson Planning District Commission (TJPDC) awarded the Virginia Eviction Reduction Pilot (VERP) planning grant
 - OHR staff asked to serve on VERP advisory committee, as the alternative dispute resolution representative, to provide guidance regarding program development
 - UVA Equity Center presented a study on court eviction data in Charlottesville and Albemarle on 9/15/21
 - The data presented meshes well with the CDSA data and further supports the need for legal defense counsel in evictions
 - Piedmont Housing Alliance awarded grant to start a Financial Opportunity Center & Housing Hub
 - OHR staff engaged to provide input regarding barriers to affordable housing and perspective on housing navigation
 - The FOC & Housing Hub may serve as the future home of the affordable housing database developed by Code of Charlottesville in partnership with PACEM and the OHR
 - CRHA Resident Services Committee – Neighborhood Crisis Intervention sub committee
 - Next meeting on Monday, September 20, 2021 to include representatives from City Council, Region Ten, City Management to merge efforts with community-based initiatives ahead of work session with Council on September 28.

Attachment 6

Resolution to Establish a Citywide Language Access Plan Proposal
CHARLOTTEVILLE HUMAN RIGHTS COMMISSION
RESOLUTION #: HR21-1

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

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

WHEREAS, the Charlottesville City Council’s “Welcoming City ~~resolution~~Proclamation” states that advancing equity and inclusion is critical to the success of our community and our nation, that we must strongly reaffirm our commitment to diversity and to fostering an atmosphere of inclusion, and that we believe the public sector has a critical role in ensuring the public good and pledge to continue our working in making our services and programs accessible to all (“Welcoming City” Proclamation on October 5, 2015); and

WHEREAS, the “Welcoming City Update Resolution” on April 17, 2017, tasked the Office of Human Rights to work with appropriate partners in our government and our community to ensure vulnerable populations have access to information about their rights and underlying resources (Welcoming City Update Resolution on April 17, 2017); and

WHEREAS, an estimated 15.7% of Charlottesville’s population speaks a language other than English at home (Characteristics of People by Language Spoken at Home, ACS 5-year estimates); and

WHEREAS, a City Language Access Plan will enable Limited English Proficient (LEP) individuals within Charlottesville to more efficiently engage with local government services, show the City’s commitment to effectively communicate with all members of the public, serve as a citywide policy on how staff will meet the commitment to providing “meaningful access” to individuals who speak a primary language other than English, and further support Title VI of the Civil Rights Act of 1964’ legal requirements for any program or activity receiving federal financial assistance; and

WHEREAS, the City of Charlottesville is committed to providing electronic communication that is accessible to the widest possible audience, regardless of technology or ability (Website Accessibility Statement); and

WHEREAS, while some City departments⁶ have Language Access Plans, ~~but as of yet~~ there is no citywide policy guiding the City to ensure access to City resources and services for LEP residents;

BE IT RESOLVED that the Commission hereby recommends that the City of Charlottesville develop and implement a city-wide Language Access Plan; ~~above and beyond legal requirement~~, as well as an action-oriented implementation plan to guide the City to establish policies and procedures to ensure access to City resources and services for LEP residents and to support the right of all residents to communicate with the City in the language of in which they preference.

Dated this _____ of _____, 2021.

XX XX, Chair, Human Rights Commission

Commented [A1]: Not sure you need footnotes in your Resolution. Consider deleting.