



**Human Rights Commission  
Regular Meeting  
DATE  
Hybrid Meeting  
City Space, 100 5<sup>th</sup> Street NE, Charlottesville, VA 22902  
6:30pm**

**Agenda Packet Attachments**

1. Agenda
2. 11/03/2022 DRAFT HRC Committee Meeting Minutes
3. 11/17/2022 DRAFT HRC Regular Meeting Minutes
4. OHR Staff Report

# Attachment 1



**Human Rights Commission  
AGENDA  
Regular Meeting  
December 15, 2022  
Hybrid Meeting  
City Space, 100 5<sup>th</sup> Street NE, Charlottesville, VA 22902  
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. This virtual meeting will be a limited public forum to discuss the agenda items presented below and to ensure the continuity of services provided by the Commission. The Commission Chair may limit public comments or discussion points that are unrelated to agenda items or that pertain to topics outside the scope of this Agenda. This will be a virtual/electronic meeting open to the public and registration information is available at [www.charlottesville.gov/zoom](http://www.charlottesville.gov/zoom).

The Commission welcomes comments and questions and commits to listening carefully and thoughtfully to what is presented. A maximum of sixteen public comment time slots are allotted per meeting. Each speaker will have three minutes to speak. The Commission requests that members of the public refrain from engaging in personal attacks against Commissioners and staff members and asks that comments and questions focus on matters related to human rights within the City.

**1. WELCOME**

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

**2. MATTERS BY THE PUBLIC**

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

**3. MINUTES**

- a. 11/03/22 HRC Committee Meeting Minutes\*
- b. 11/17/22 HRC Regular Meeting Minutes\*

**4. BUSINESS MATTERS**

- a. CHAIR UPDATE
- b. OHR STAFF REPORT

**5. WORK SESSION**

- a. AD-HOC COMMITTEE UPDATES
  - i. Community Engagement Committee
  - ii. Housing Committee
  - iii. Officer Nominating 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](mailto: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  
Committee Meetings Minutes  
November 3, 2022  
Virtual/Electronic Meeting  
6:30 pm**

Click [HERE](#) to access rebroadcasts of past Human Rights Commission meetings on YouTube.

Click [HERE](#) to access an archive of past Human Rights Commission work on the City website.

## HOUSING

### 1. WELCOME

- a. CALL TO ORDER
  - i. Commission Chair, Jessica Harris, called the Zoom meeting to order at 6:36 pm
- b. ROLL CALL
  - i. Jessica Harris
  - ii. Mary Bauer
- 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. None

### 4. WORK SESSION

- a. During the last meeting on 6/28/22, the committee discussed emergency housing
  - i. Housing committee has not yet identified action items
  - ii. HRC Director reviews most recent committee actions:
    1. Wolfgang had reached out to Anthony Haro, Director of Blue Ridge Area Coalition for the Homeless (BRACH) to discuss having an introductory joint work session
    2. Look at notes from homelessness "Rumbles" and ensuing summit by Deputy City Manager for REDI
    3. Look at notes from TJACH's presentation to Council
    4. Director notes that Anna Mendez, former Executive Director of Partner for Mental Health (PMH), is now Executive Director of the Haven
      - a. Said she would like to meet with Deputy City Manager for REDI and HRC Director to discuss systemic

changes in the continuum of care

- iii. Commissioner says she would like to hear from Anna again in her new role at the Haven

- 1. Anna could help the Commission identify some more narrow and achievable goals

- b. Director suggests reviewing notes, coming up with questions, and forming a panel, inviting people like Anna Mendez, Anthony Haro, Samantha Wood (works in regional homelessness support services), Jayson Whitehead (Executive Director of PACEM), etc. to talk about the city's current needs and identify the sources of disconnect between the City and the community

- i. Commissioners suggests gathering with various key players in the service provision corner to find out the most pressing specific needs of the community, and communicate those needs to Council

- ii. Commissioner notes that the meetings with these people should occur in a regular meeting, or at a Housing committee meeting that is specially attended by more members of the Commission

- 1. Commission Chair prefers the conversations occur in regular meetings as long as Mary and Wolfgang are willing to do

- preparational work, which Mary is (will talk to Wolfgang about it)

- 2. Commissioner asks for the date to aim for

- a. Meetings will be in person for the rest of the year, but guests could come virtually

- b. Will aim for January or February meeting, which could then lead into the retreat (and be online because it is a new year)

- c. January is also when officer elections occur (retreat would likely occur in April)

- c. HRC Director will send Mary, Wolfgang, and Jessica background information and a list of potential panelists

- i. Mary, Wolfgang, and Jessica will narrow down the list

## 5. MATTERS BY THE PUBLIC

- a. PUBLIC COMMENT

- i. None

- b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC

- i. None

## 6. NEXT STEPS

- a. Mary, Wolfgang, & Jessica

- i. Review housing-related background information and narrow down list of potential candidates

- ii. Mary: Get in contact with Wolfgang about current plan

- b. Todd

- i. Send Mary, Wolfgang, and Jessica background information and list of potential panelists with their contact information

## 7. ADJOURN

- a. Meeting adjourned at 6:59 pm

## COMMUNITY ENGAGEMENT

**1. WELCOME**

- a. CALL TO ORDER
  - i. Committee member, Jessica Harris, called the Zoom meeting to order at 7:02 pm
- b. ROLL CALL
  - i. Jeanette Abi-Nader
  - ii. Jessica Harris
- 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. None

**4. WORK SESSION**

- a. Jeanette update
  - i. Last time, the committee looked at the list of outreach opportunities, and Jeanette brought materials she already had to the Party for the Planet event by C3
    - 1. In conjunction with the Cultivate Charlottesville table
  - ii. Is willing to do that again
- b. Commissioner asks OHR Outreach Specialist about new list for outreach
  - i. There are not currently any new events for November
  - ii. However, there will probably be more events around the holidays next month
    - 1. Grand Illumination
    - 2. Do Good Cville is doing a coat distribution on the first Friday in December
    - 3. Let Outreach Specialist know of other opportunities that arise
  - iii. Commissioner says Cultivate Charlottesville is participating in Wes Bellamy's turkey giveaway; could put OHR flyers in giveaway bags (would need about 250)
- c. Having another town hall in the new year
  - i. Can plan for it keeping in mind that officer elections will occur again in January
- d. Commissioner notes that the National Society for Black Physicists conference will occur 11/6-11/9
  - i. 500 students and professional physicists around the Downtown Mall area
  - ii. Mayor will be speaking at the event
- e. HRC Director says that Anna Mendez sent him a letter inviting the Commission to sign as an endorser
  - i. Will email the letter to HRC Chair
  - ii. Letter is about acknowledging the recent loss of lives in Charlottesville and discrediting the movement that is aligning gun violence with the increased population of unhoused people

- f. HRC Director updates that 11/7/22 will be the date of the Council meeting during which the edits on the Ordinance will be presented to Council after having meetings with Councilors
    - i. Do not need to designate anyone from the Commission to go to the meeting; maybe just to answer questions
    - ii. Legislative agenda recommendations are already submitted; Commissioner can bring them up during public comment, but the recommendations are not on the agenda
    - iii. City website has instructions on how to get on public comment
      - 1. Mayor Snook and Councilor Magill are on the Legislative committee for Council; the staff liaison is City Attorney Lisa Robertson
      - 2. Goal of bringing up legislative recommendations during public comment would be to further bring it to their attention
    - iv. Commissioners decide not to send anyone from the Commission to the upcoming Council meeting
  - g. Can talk about next year's agenda at the next meeting with higher attendance
    - i. Director notes the town hall last time was successful, and it could be a feasible event in the future
  - h. Commissioner suggests reaching out to Right to Be to do a training with them (bystander intervention)
    - i. Possibly in collaboration with Deputy City Manager for REDI
- 5. MATTERS BY THE PUBLIC**
- a. PUBLIC COMMENT
    - i. None
  - b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC
    - i. None
- 6. NEXT STEPS**
- a. All Commissioners
    - i. Revisit Outreach document and bring up any relevant upcoming events to Victoria
    - ii. Brainstorm ideas for town halls/next year agendas before the next meeting
- 7. ADJOURN**
- b. Meeting adjourned at 7:25 pm



# Attachment 3



**Human Rights Commission  
Meeting Minutes  
Regular Meeting  
November 17, 2022  
City Space, 100 5<sup>th</sup> Street NE, Charlottesville, VA 22902  
6:30 pm**

Click [HERE](#) to access rebroadcasts of past Human Rights Commission meetings on YouTube.

Click [HERE](#) to access an archive of past Human Rights Commission work on the City website.

**1. WELCOME**

- a. CALL TO ORDER
  - i. Chair, Jessica Harris, called the meeting to order at 6:40 pm
- b. ROLL CALL
  - i. Jessica Harris
  - ii. Ernest Chambers (arrived 7:17pm)
  - iii. Jeanette Abi-Nader
  - iv. Mary Bauer
  - v. Wolfgang Keppley
  - vi. Kathryn Laughon (arrived 7:24pm)
  - vii. Andy Orban
  - viii. Lyndele Von Schill (joining remotely)
- c. Moment of Silence for D'Sean Perry, Lavel Davis Jr., and Devin Chandler
- d. 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. Ang Conn
    1. Has concern regarding homelessness in Charlottesville—there are still people sleeping unhoused, especially with the weather
      - a. Speaking on behalf of herself and not an organization
    2. Exposure to the extreme cold by individuals with underlying conditions (or without underlying conditions) is very concerning
      - a. The Councilors have not been responding to phone calls
    3. Asks the Commission to bring the situation to Council's attention; there are not enough options for those who are currently unhoused
    4. Commissioner asks how many people usually unhoused
      - a. Ms. Conn is unsure, but knows there are capacity limits for certain options, leaving others without any options
      - b. Could seek out the accurate number, though it may be difficult to get one
- b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC

- i. Commissioner appreciates Ms. Conn's comments and suggests addressing this topic in an annual report to Council
- ii. Another Commissioner says PACEM just opened their shelters on 11/14/22 which will be open until the spring; wonders what their capacity is compared to what is needed
  - 1. Commissioner finds that PACEM holds about 65 people per night, depending on individual church capacity
  - 2. Salvation Army is a 58-bed shelter
  - 3. In 2021, the Daily Progress reported that 260 individuals were unhoused in the city; in the county, the number was 177
- iii. Commissioner asks what restrictions there are for shelters, and if they are denied, what their options are then
  - 1. HRC Director references notes from homelessness Rumble from several meetings back:
    - a. There are only two homelessness shelters: Salvation Army and PACEM
    - b. PACEM operates Premier Circle specifically for people with health conditions that make them more susceptible to COVID; is not accepting new entries because the building is getting redone in April
    - c. PACEM congregate capacity varies based on size of church, and it is first come, first served
      - i. People are supposed to call first and find a way to arrive there between 5:30pm and 7:30pm for intake; if full, they will provide a referral to the Salvation Army warm room, where there are six spots for men and six spots for women; if both are full, that is it
    - d. Barriers for entry are real and unsolved
  - 2. BRACH will host a follow-up Rumble session on 12/1/22

### 3. MINUTES

- a. Review of minutes from 10/20/22
  - i. Motion to approve
    - 1. Wolfgang
  - ii. Second
    - 1. Mary
  - iii. Vote
    - 1. In favor: 4
    - 2. Opposed: 0
    - 3. Abstained: 2

### 4. BUSINESS MATTERS

- a. Chair Update
  - i. Follow-up about ad-hoc committees: would like to revisit the breakdown of committees and potentially condense some to work more effectively
- b. OHR Staff Reports (HRC Director)
  - i. Adding new primary service type called "Navigation" in order to most accurately reflect the work that the OHR does other than processing complaints of discrimination, which is supposed to be its primary role
    - 1. Total number of incoming and outgoing contacts for October

- was 353; 256 were navigation-related contacts (more information in the staff report in the agenda packet)
2. Can compile this data to present to Council to show the work that the OHR is doing that could possibly be done by another service provider that should exist (and how much money is being spent at the moment)
- ii. HRC Ordinance is back on Council's action agenda for 11/21/22--there will be more discussion about it within Council
    1. HRC Director will be present remotely
  - iii. Hiring is temporarily on hold
  - iv. Budget meetings seem to be going smoothly; OHR requested permanent budget line items for interns
  - v. During 2-2-1s, quarterly reports to Council came up
    1. HRC Director will begin forwarding the OHR Director Monthly Report document to Council quarterly
  - vi. Commissioner asks about next steps after compiling Navigation data
    1. Having the data to give to Council may not necessarily change what the OHR does
      - a. OHR is moving offices and will no longer be as visible to passerby
    2. Understanding the time and resources dedicated to navigational tasks could reveal the need for navigator positions in other parts of the City
  - vii. Commissioner asks to quantify time spent on "Providing Spanish translation for other City departments"
    1. It is periodic; it depends on where the call lands and who knows that OHR staff can speak Spanish
    2. HRC had not followed up on the language access resolution
    3. Deputy City Manager has already done a procurement for some language access components, though HRC Director is unsure where it stands at the moment
    4. Commissioner asks what happens when someone comes into the OHR speaking a language other than Spanish
      - a. Either they come with someone who speaks the language or says they know someone or the OHR calls the IRC for a translator
  - viii. Commissioner asks how to access letters uploaded to the website
    1. charlottesville.gov > Government > Human Rights > Human Rights Documents (some recent documents may not have yet been uploaded)

## 5. WORK SESSION

- a. Commissioner Terms
  - i. Spreadsheet is in agenda packet
  - ii. Term staggering became lost over time
  - iii. Would like some Commissioners to decide whether they would prefer a two- or three-year term
    1. A two-year term would mean that the term ends 2/28/2024, and a three-year term would end 2/28/2025
  - iv. Andy and Lyndele volunteer for a two-year term

1. This would mean Ernest and Kathryn would take three-year terms (they are not currently present)
  - v. For those whose terms end the coming February, Maxicelia Robinson can simply resubmit Commissioners' previous application from so long as there are no changes to be made (HRC Director can check)
  - vi. Jessica says she never received email outlining Commissioner duties
  - vii. Council is in the process of unifying rules and procedures across boards and commissions
- b. Nominating Committee Formation
- i. Commissioner asks if electing a new Chair every year is required every year
    1. Currently, yes, though the Commission can change bylaws
    2. Director suggests going by new changes in Rules & Procedures; suggests discussing during next meeting changing Commission officer terms
    3. Wolfgang volunteers to be Chair of Nominating committee
      - a. Mary volunteers to be committee member
    4. The Nominating committee prepares the ballot for Chair and Vice Chair for the 2023 term
      - a. Will work before the next regular meeting to create a ballot, and voting will occur in January's meeting (could nominate someone from the floor during the January meeting as well)
- c. Ad-hoc Committee Updates
- i. In 2023, Commissioners can have a couple virtual regular and committee meetings
    1. Commission is supposed to only have meetings after 5pm due to CitySpace availability
  - ii. Committee restructuring
    1. Commissioner proposes working via email for Community Engagement committee for the rest of the year
    2. Chair proposes restructuring committees to do more effective work
      - a. Housing committee reports it would like to restructure during next year's retreat to pick an issue to focus on to increase efficiency
    3. Director says the HRC is a Tier 2 Commission, so it has priority to use CitySpace after 5pm if the City Planning Commission or the Architectural Board of Review is not using it at that time
      - a. Director can ask if there is a reoccurring window earlier in the day that the Commission can meet
    4. Chair asks committees and their Chairs to push forward productivity via email until committees reconvene in the new year
    5. New rules and procedures also state that Commissioners cannot meet to do business in groups of two without public notice
  - iii. Housing committee Chair Wolfgang asks if a different Commissioner would like to step up in the position

- iv. Director advises Commissioners to focus on a single topic to be more efficient, then schedule the year keeping that topic in mind; can consult the Ordinance for specific ideas
  - 1. Commissioner supports reporting on homelessness in the City
  - 2. Commissioners generally support keeping the Housing and Community Engagement committees and letting go of the Equity in City Government committee
  - 3. Commissioner brings up past conversations with other Charlottesville service providers about wraparound services and the HMIS database
- v. Commission decides to move work for December committee meetings to email and not meet on 12/1/22
  - 1. Potential progress reports in January meeting
  - 2. Director will continue to hold the current time and space, but **will ask about other options as well**
    - a. Currently has space booked 6:30-9pm, so can look into alternative times within that window for committee meetings
  - 3. Next ad-hoc committee meetings will be 1/5/23
- vi. Commissioner asks OHR Outreach Specialist about upcoming events
  - 1. There are no upcoming events until after Thanksgiving besides the Turkey Giveaway on Saturday 11/19

## 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 says she sent an email regarding upcoming Livable Cville webinar
- b. NSBP meeting was held the week previous (helped in large part by Jessica), and the event was a success
  - i. Mayor Snook and Chief of Police spoke
- c. Commissioner asks about Council's response to the legislative agenda recommendations
  - i. Council responded with questions and feedback; **Todd will follow up to ask what they are going to do with the recommendations**

## 8. NEXT STEPS

- a. **Wolfgang & Mary**
  - i. **Work in Nominating committee to make ballots for Chair and Vice-Chair**
- b. **Committee members**
  - i. **Work in Housing and Community Engagement committee meetings for January meetings**
- c. **Todd**
  - i. **Ask Maxicelia about HRC applications**
  - ii. **Ask about alternative times/locations for HRC committee meetings**
  - iii. **Follow up with Council regarding legislative recommendations**

## 9. ADJOURN

- a. Meeting adjourned at 7:51 pm

# Attachment 4

**Office of Human Rights  
OHR Monthly Report  
December 2022**

**Service Provision Data:**

- All data entered through October 2022. Most data entered for November 2022. Partial data entered for December 2022. (Thanks, Lily and Victoria!)
- We are continuing the process of reclassifying certain contacts into a new primary service type called “Navigation”
  - Reclassification is complete for May 2022 through December 2022 and partially for all other months.
  - We will complete reclassification of contacts for the entire year ahead of compiling our CY2022 annual report.
  - Navigation contacts are those that are not related to an inquiry or complaint of discrimination but instead involve assisting individuals with accessing services or engaging with systems that are complex or confusing. Below is a non-exhaustive list of examples of services that we would classify as “Navigation”:
  - Completing applications for housing and housing vouchers.
  - Guiding people through accessing services from other providers including intake and follow up.
  - Providing Spanish translation services for other City departments
  - Advocating for individuals in areas where they have encountered barriers to service including
    - Mental healthcare
    - Substance use healthcare
    - General healthcare
    - Emergency housing
    - Landlord/tenant transactions, especially involving housing vouchers
    - Social Security benefits acquisition
    - Housing voucher extensions and reasonable accommodation requests
    - Emergency shelter
    - Rental assistance

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 &amp; Outgoing Contacts</i>	297	184	216	294	422	430	384	482	546	380	289	94	<b>4018</b>
<i>Total Incoming Contacts</i>	214	152	171	230	313	307	308	361	413	303	216	47	<b>3035</b>
<i>Average Incoming &amp; Outgoing Contacts/Day</i>	14	9	10	13	18	22	17	22	27	17	15	5	<b>16</b>
<i>Average Incoming Contacts/Day</i>	10	8	8	10	14	15	14	16	21	13	11	3	<b>12</b>
<i>Referrals from Sin Barreras</i>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<i>Contacts in Spanish</i>	3	3	1	1	2	7	9	3	3	1	3	0	<b>36</b>
<i>Total Staff Follow-ups (Outgoing)</i>	34	23	29	20	46	47	27	58	50	24	24	22	<b>404</b>
<i>Total Third-Party Contacts (Outgoing)</i>	49	9	16	44	63	76	49	63	83	53	49	25	<b>579</b>
<i>Total Client Follow-ups (Incoming)</i>	146	102	127	126	203	193	161	194	216	192	115	26	<b>1801</b>
<i>Total Third-Party Contacts (Incoming)</i>	55	29	29	60	94	82	126	140	165	75	78	15	<b>948</b>



Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Total General Contacts (Incoming)	8	17	12	32	6	19	12	13	21	21	12	3	176
Total New Inquiries (Incoming)	4	3	3	10	10	13	7	14	9	15	10	3	101
Total New Complaints (Incoming)	1	1	0	2	0	0	2	0	2	0	1	0	9
Total Incoming & Outgoing Navigation Contacts	46	10	4	6	55	271	257	223	330	273	192	66	1733
Total Incoming & Outgoing Navigation Contacts (VM)	0	0	0	1	17	95	57	73	23	69	40	13	388
Total Incoming & Outgoing Navigation Contacts (TN)	44	10	4	5	34	175	200	149	305	200	152	53	1331
Total Incoming & Outgoing Navigation Contacts (LG)	2	0	0	0	4	1	0	1	2	4	0	0	14
Percentage: Navigation out of Total Contacts	15%	5%	2%	2%	13%	63%	67%	46%	60%	72%	66%	70%	43%
Total Allegations (Both I&C)	2	1	1	2	0	0	3	4	6	6	1	0	26
Total I&C: Locality - Cville	4	3	1	6	4	9	9	7	6	5	5	2	61
Total I&C: Locality - Albemarle	0	0	1	1	1	0	0	2	2	8	1	1	17
Total I&C: Locality - Other or Not Specified	1	1	1	5	5	4	0	5	3	2	5	0	32
Total Inquiries: P.A. - Employment	1	2	1	4	1	2	1	2	2	3	2	0	21
Total Inquiries: P.A. - Housing	2	1	1	3	5	8	4	7	4	10	7	3	55
Total Inquiries: P.A. - Public Accommodation	1	0	0	1	2	2	2	1	3	0	0	0	12
Total Inquiries: P.A. - Credit	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Inquiries: P.A. - Private Education	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Inquiries: P.A. - Other (Unprotected)	0	0	1	2	2	1	0	4	0	2	1	0	13
Total Complaints: P.A. - Employment	0	0	0	0	0	0	1	0	1	0	0	0	2
Total Complaints: P.A. - Housing	1	1	0	1	0	0	1	0	0	0	0	0	4
Total Complaints: P.A. - Public Accommodation	0	0	0	1	0	0	0	0	1	0	1	0	3
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
<b>Total employment discrimination allegations</b>	0	0	0	0	0	0	2	1	3	2	0	0	8
Employment allegations in Charlottesville	0	0	0	0	0	0	2	0	1	0	0	0	3
Employment allegations in Albemarle Co.	0	0	0	0	0	0	0	1	1	2	0	0	4
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
<b>Total housing discrimination allegations</b>	2	1	1	1	0	0	1	1	0	2	1	0	10
Housing allegations in Charlottesville	2	1	0	1	0	0	1	0	0	1	1	0	7
Housing allegations in Albemarle	0	0	1	0	0	0	0	0	0	1	0	0	2

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
<b>Total public accommodation discrimination allegations</b>	0	0	0	1	0	0	0	1	3	0	0	0	<b>5</b>
<i>Public accommodation allegations in Cville</i>	0	0	0	0	0	0	0	1	2	0	0	0	<b>3</b>
<b>Total credit discrimination allegations</b>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<i>Credit allegations in Charlottesville</i>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>Total private education discrimination allegations</b>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<i>Private education allegations in Charlottesville</i>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>Total Other (Unprotected) activity allegations</b>	0	0	0	0	0	0	0	1	0	2	0	0	<b>3</b>
<i>Total I&amp;C: P.C. - Age</i>	0	0	0	1	0	0	1	0	0	0	1	0	<b>3</b>
<i>Total I&amp;C: P.C. - Disability</i>	2	1	0	4	1	0	1	5	4	3	1	0	<b>22</b>
<i>Total I&amp;C: P.C. - Marital Status</i>	0	0	0	0	0	0	0	0	0	1	0	0	<b>1</b>
<i>Total I&amp;C: P.C. - National Origin</i>	0	0	0	0	0	1	1	1	2	2	0	0	<b>7</b>
<i>Total I&amp;C: P.C. - Pregnancy</i>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<i>Total I&amp;C: P.C. - Childbirth or Related Medical Conditions</i>	0	0	0	1	0	0	0	0	0	0	0	0	<b>1</b>
<i>Total I&amp;C: P.C. - Race</i>	0	2	1	1	1	1	2	3	5	4	2	0	<b>22</b>
<i>Total I&amp;C: P.C. - Color</i>	0	0	0	0	0	0	0	0	1	1	0	0	<b>2</b>
<i>Total I&amp;C: P.C. - Religion</i>	0	0	0	1	0	0	0	0	0	0	0	0	<b>1</b>
<i>Total I&amp;C: P.C. - Sex</i>	0	0	0	0	0	0	1	0	1	2	1	0	<b>5</b>
<i>Total I&amp;C: P.C. - Gender Identity</i>	0	1	0	0	0	0	1	0	0	1	1	0	<b>4</b>
<i>Total I&amp;C: P.C. - Sexual Orientation</i>	0	0	0	0	0	0	0	0	0	1	0	0	<b>1</b>
<i>Total I&amp;C: P.C. - Source of Funds</i>	0	0	0	0	0	0	1	0	0	1	0	0	<b>2</b>
<i>Total I&amp;C: P.C. - Veteran Status</i>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<i>Total I&amp;C: P.C. - Not specified</i>	3	0	2	5	8	11	5	3	2	5	4	2	<b>50</b>
<i>Total I&amp;C: P.C. - Other (Unprotected)</i>	0	1	0	1	0	0	0	3	1	1	2	0	<b>9</b>
<b>Total Counseling Contacts</b>	4	7	5	9	7	7	3	7	5	3	2	1	<b>60</b>
<i>Total Employment Counseling</i>	0	0	0	1	2	1	0	1	1	2	0	1	<b>9</b>
<i>Total Housing Counseling</i>	3	6	3	7	5	4	3	6	1	1	2	0	<b>41</b>
<i>Total Public Accommodation Counseling</i>	0	1	0	0	0	2	0	0	2	0	0	0	<b>5</b>
<i>Total Credit Counseling</i>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<i>Total Private Education Counseling</i>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<i>Total Other (Unprotected) Counseling</i>	1	0	2	1	0	0	0	0	1	0	0	0	<b>5</b>
<b>Total Contacts resulting in Referrals</b>	0	0	0	6	5	5	0	8	8	8	6	0	<b>46</b>
<i>Referrals to AG OCR</i>	0	0	0	0	0	2	0	1	3	3	0	0	<b>9</b>



Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
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	0	0	0	0	0	0	1	0	0	0	0	0	1
Total Housing Complaints: P.C. - Veteran Status	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Housing Complaints: P.C. - Not specified	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Housing Complaints: P.C. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Age	0	0	0	1	0	0	0	0	0	0	0	0	1
Total Pub. Accom. Comp.: P.C. - Disability	0	0	0	1	0	0	0	0	0	0	0	0	1
Total Pub. Accom. Comp.: P.C. - Marital Status	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - National Origin	0	0	0	0	0	0	0	0	1	0	0	0	1
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	1	0	0	0	0	0	0	0	0	1
Total Pub. Accom. Comp.: P.C. - Race	0	0	0	0	0	0	0	0	1	0	1	0	2
Total Pub. Accom. Comp.: P.C. - Color	0	0	0	0	0	0	0	0	1	0	0	0	1
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. - Veteran Status	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Not specified	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Open Inquiries													21
Total Closed Inquiries													77
Total Dismissed Inquiries													3
Total Open Complaints													5
Total Closed Complaints													3
Total Dismissed Complaints													1
Primary Service: Appointment Set-up	3	3	0	3	7	4	4	16	21	14	3	1	79
Primary Service: Clerical Assistance	0	1	1	4	1	2	5	2	2	4	0	0	22
Primary Service: Counseling	4	7	5	9	7	7	3	7	5	3	2	1	60
Primary Service: Event Information	0	0	0	0	0	1	1	0	0	0	0	0	2
Primary Service: Investigation Activity	19	1	9	12	7	1	6	7	12	6	5	1	86

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
<i>Primary Service: Information</i>	215	156	187	236	329	130	94	196	141	73	72	12	<b>1841</b>
<i>Primary Service: Mediation Related Services</i>	10	6	10	22	16	14	14	31	35	7	15	13	<b>193</b>
<i>Primary Service: Outreach Coordination</i>	0	0	0	2	0	0	0	0	0	0	0	0	<b>2</b>
<i>Primary Service: Public Hearing</i>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<i>Primary Service: Volunteer Coordination</i>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<i>Primary Service: Navigation</i>	46	10	4	6	55	271	257	223	330	273	192	66	<b>1733</b>

### Administrative Tasks:

- Fair Housing Assistance Program (FHAP) workshare agreement
  - Ordinance amendments for substantial equivalence to federal fair housing law approved by City Council at its meeting on November 21, 2022.
  - Director to follow up with HUD Fair Housing Office regarding next steps in the FHAP application process.
- Fair Employment Practices Agency (FEPA) workshare agreement
  - On hold until the FHAP certification is complete.
  - Recall that the FHAP agreement provides substantial opportunities and resources to expand and improve the OHR, whereas the FEPA increases workload with insufficient support to increase staffing or training.
- OHR Staffing
  - Hiring process for the OHR Intake and Administrative Specialist will begin in January to avoid advertising during the holiday when it may be less noticed.

### Reporting:

Report	Status
CY2022 Department Scorecard	Anticipated completion and publishing on or before March 2023.
CY2022 HRC & OHR Annual Report	Anticipated completion and submission to Council on or before March 2023.
CY2023 First Quarter Report to Council	Anticipated submission simultaneous with April 2023 monthly report to HRC.
CY2023 Second Quarter Report to Council	Anticipated submission simultaneous with July 2023 monthly report to HRC.
CY2023 Third Quarter Report to Council	Anticipated submission simultaneous with October 2023 monthly report to HRC.

### Active Cases of Discrimination:

Case #	Protected Activity	Protected Class(es)	Status
2020-2	Housing	Race	Mediation in progress.
2021-2	Employment	Race	Settlement reached through mediation. Closure notices served. Respondent notice to be resent.
2021-4	Employment	Sex	Investigation in progress.
2021-5	Employment	Sexual Orientation, Race	Investigation in progress.
2021-11	Housing	Disability	Mediation completed. Awaiting final settlement.
2022-1	Housing	Disability	Mediation in progress.
2022-2	Housing	Disability, Race, Color	Mediation impasse. OHR assisted Complainant with DPOR complaint. Awaiting DPOR response.
2022-4	Employment	Age, Color, Race	Respondent declined mediation. Referred to Attorney General Office of Civil Rights 12/13/22.
2022-5	Housing	Gender Identity, Source of Funds, Disability	Complainant negotiated with Respondent. Case on hold pending further information.
2022-6	Housing	Color, Race	Notice and offer of mediation served. Awaiting response from respondent.
2022-7	Housing	Color, Race	Complainant agreed to mediation. Awaiting response from respondent.
2022-8	Public Accommodation	Color, National Origin, Race	Prima facie assessment in progress.

The OHR received one complaint form that was logged as an inquiry because it was non-jurisdictional. The individual also filed with the appropriate federal office.

### Outreach:

Victoria McCullough, Community Outreach and Administrative Specialist for the Office of Human Rights, has been working this month to continue to connect with and develop relationships with community partners. The office continues to participate in weekly meetings to support our community's homeless population, as well as monthly meetings with service providers regarding recovery, public housing, and re-entry from incarceration. The office is also working on creating new educational materials, including working with a graphic designer to create short videos on protected activities under the Human Rights Ordinance, and to create a panel workshop in January regarding the rights of disabled persons under Fair Housing Law. Besides these programmatic initiatives, Victoria continues contributing significant time to assisting with incoming inquiries and individual service follow-up.