



**Human Rights Commission
Regular Meeting
January 19, 2023
Hybrid Meeting
City Space, 100 5th Street NE, Charlottesville, VA 22902
6:30pm**

Agenda Packet Attachments

1. Agenda
2. 08/18/2022 DRAFT HRC Regular Meeting Minutes
3. 08/30/2022 DRAFT HRC Community Engagement Committee Meeting Minutes
4. 11/03/2022 DRAFT HRC Committee Meeting Minutes
5. 12/15/2022 DRAFT HRC Regular Meeting Minutes
6. OHR Staff Report

Attachment 1



Human Rights Commission
AGENDA
Regular Meeting
January 19, 2023
Hybrid Meeting
City Space, 100 5th 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.

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. 08/18/22 HRC Regular Meeting Minutes*
- b. 08/30/22 HRC Community Engagement Committee Meeting Minutes*
- c. 11/03/22 HRC Combined Committee Meeting Minutes*
- d. 12/15/22 HRC Regular Meeting Minutes*

4. BUSINESS MATTERS

- a. Officer Elections
- b. CHAIR UPDATE
- c. OHR STAFF REPORT

5. WORK SESSION

- a. AD-HOC COMMITTEE UPDATES

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 18, 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.

1. WELCOME

- a. CALL TO ORDER
 - i. Chair, Jessica Harris, called the meeting to order at 6:36 pm
- b. ROLL CALL
 - i. Jessica Harris
 - ii. Ernest Chambers
 - iii. Kathryn Laughon
 - iv. Andrew Orban
 - v. Lyndele Von Schill
- 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 Community Engagement Committee meeting minutes from 06/08/2022 (2 out of 5 present Commissioners attended this meeting)
 - i. Vote
 1. In favor: 2
 2. Opposed: 0
 3. Abstained: 3
- b. Review of regular meeting minutes from 06/16/2022 (4 out of 5 present Commissioners attended this meeting)
 - i. Vote
 1. In favor: 4
 2. Opposed: 0
 3. Abstained: 1
- c. Review of Housing Committee meeting minutes from 06/28/2022
 - i. No present members of the Commission attended this meeting, so review of minutes will be postponed
- d. Review of Equity in City Government Committee meeting minutes from 07/12/2022 (2 out of 5 present Commissioners attended this meeting)

- i. Vote
 - 1. In favor: 2
 - 2. Opposed: 0
 - 3. Abstained: 3
- e. Review of Community Engagement Committee meeting minutes from 07/14/2022 (2 out of 5 present Commissioners attended this meeting)
 - i. Vote
 - 1. In favor: 2
 - 2. Opposed: 0
 - 3. Abstained: 3

4. BUSINESS MATTERS

- a. CHAIR UPDATE
 - i. Shares Summary of HRC Work Jan 2021-April 2022 document to review what the HRC has gotten done in the past year and a half
 - 1. HRC has taken action in the area of resolutions, Council recommendations, letters, community engagement, panelist & special meetings, and others
- b. OHR STAFF REPORT
 - i. OHR Outreach Specialist
 - 1. OHR now has completed printed brochures for fair housing, the OHR, and an OHR one-pager in English and Spanish
 - a. Have been bringing the brochures to other offices
 - 2. The OHR has resumed attending in-person events like Westhaven Day
 - a. More outreach with Region 10 and Soul of Cville
 - b. Future events to attend include Cville Sabroso and Pride
 - 3. Hybrid/virtual educational programming is in the works, though no solid plans yet
 - a. Late September time frame for planning a program regarding the rights to fair housing's intersection with disability
 - 4. Outreach Specialist and OHR interns are working on PSAs about each protected activity
 - a. Recorded audio, and will now work on visuals to be broadcasted on television or online
 - ii. HRC Director
 - 1. CY2021 Annual Report is in the agenda packet, and schedule for upcoming approval with Council is more solidified
 - a. Commissioners should plan on reviewing the report and sending feedback to HRC Director to vote upon the final version during September's regular meeting
 - b. The Ordinance should be in September's agenda packet for review before a final Commission vote during October's regular meeting and presentation to Council
 - 2. Interns from last summer continue to work for the OHR
 - a. Two other individuals have inquired about internships, but there are no means to pay for the position at the moment

- i. HRC Director will pursue a line item for interns in a future budget
 - ii. They would be directly helping the Commission with projects, research, clerical work, notetaking on relevant Charlottesville Commission/Council meetings, etc.
 - 3. Highlights from report that the Office had more incoming and outgoing contacts in 2021 than any year prior
 - a. Now, there is an average of 14-15 incoming contacts per day
 - 4. Conclusion of the report is that if Council wants the OHR to pursue a FEPA and FHAP agreement, it must fund staff
 - a. An ideal staffing model already exists
 - b. Startup money could come from the general fund, ARPA, or passing the Ordinance
- iii. Commissioner asks for some brochures for personal reference
 - 1. Commissioners can pick up brochures at the Office

5. WORK SESSION

- a. AD-HOC COMMITTEE UPDATES
 - i. Community Engagement Committee (Chair: Lyndele)
 - 1. Met twice; in the recent meeting, committee decided to create a spreadsheet of the tabling events at which the OHR will be present so that Commissioners can sign up
 - 2. OHR Director suggests creating a Teams Drive for the HRC so that Commissioners can share files with one another and the Outreach Specialist, and Commissioners can collaborate on the community engagement spreadsheet
 - a. Also makes it easier to find for FOIA purposes
 - b. Commissioner asks about instead using Office 365
 - i. IT recommends Teams for its sharing purposes; can experiment with the best platform
 - ii. HRC Director, Outreach Specialist, and Lyndele will meet after this meeting to go over Teams setup
 - 3. Worked on A22-1 plain language document and flyer, which are attached in the agenda packet to discuss and/or approve
 - a. Director clarifies that there is a plain language resolution already in existence that says documents will be written in plain language and/or translated to plain language; there is only one version of the Community Engagement Resolution, and it is in plain language
 - b. Will change the language on A22-1 to take out "version" in "Plain Language Version"
 - c. Director clarifies that this document is different from the Language Access Plan recommendation to Council from last year
 - 4. Having another listening session is on the table with having either an established topic or an open forum
 - a. Director advises Commissioners to pick a topic that

- aligns with the Commission's goals or is from the survey
- b. Community Engagement committee can identify focuses for the four listening sessions (two in person, two virtual), and then Commission can decide upon the timeframe at the next meeting
- 5. Community Engagement committee decides to meet on 8/30/22 at 12pm (subject to change depending on committee member availability)
- 6. Director suggests voting on A22-1 on this meeting, as well as using a listening session to solicit ideas for legislative agenda ideas
 - a. Vote on Resolution A22-1 (with earlier amendment in the title)
 - i. Motion to approve: Jessica
 - ii. Second: Ernest
 - iii. Vote
 - 1. In favor: 5
 - 2. Opposed: 0
 - 3. Abstained: 0
- 7. Commission decides that it wants to print out flyers for community engagement tabling opportunities
 - a. Commissioner suggests printing different flyers on a front and back of a page
 - b. Can use regular paper and the printer from the City Manager's Office
 - c. Director will look into the several flyers that the HRC has on file to print them for future community engagement
- 8. Commissioner suggests sharing flyers/resolutions on the City's social media
 - a. Director will ask Communications if this is possible
 - b. The HRC has been advertising events on City social media so far; a potential problem with using social media is the possibility of advocating for a particular viewpoint contrary to other departments
 - ii. Housing Committee: not present
 - iii. Equity in City Government Committee (Chair: Kathryn)
 - 1. Committee members will correspond with each other about timing for an informal meeting to talk about ideas (rather than do work)
- b. Language Access Plan Council Recommendation Letter
 - i. Commissioners review the letter
 - ii. Commissioner observes that the request to Council seems rather broad
 - 1. Director says that a specific policy recommendation would probably be difficult for the HRC to draft; this letter is mostly to urge Council to take some kind of action
 - 2. Commissioner suggests that the letter have a more specific follow-up request
 - 3. Director responds that usually the process for letters in the past

has been sending one to Council, then following up about it at the next Council meeting's public comment

- a. During this time, the HRC can offer to set up a time to further discuss or hear from a Councilor who is especially interested
4. Commissioner suggests breaking down the letter or providing examples to make it more digestible to Councilors
- iii. Chair can email the letter to Council and follow up with Councilor Payne to find a Councilor to support the Language Access Plan
- iv. Commissioner advises that this is a great time to send the letter given budget season
 1. Says that it will be Council's responsibility to decide what the plan will look like
- v. Commissioner recommends making the last statement more specific in requesting to meet with Council about the Language Access Plan
 1. Director says that Commissioner can use her power as Chair to modify this statement
 2. **Chair will make this change and send it out to Commissioners for final comments, then send both the letter and Resolution A22-1 to Council via email**
 - a. Asks Director to resend the letter to her
- c. Recommendations to City Council for Legislative Agenda
 - i. Director summarizes that legislative agenda recommendations are a responsibility outlined in the Ordinance that is never asked, but occurs around this time so Council can send recommendations to the Thomas Jefferson Area Planning District
 1. Could think about these recommendations in an ad-hoc committee and compile recommendations throughout the year into a recommendation letter around this time
 2. Past letters are on the HRC documents website
 - ii. Commissioner asks if there is a legislator with whom the HRC can connect
 1. Director says he talked to at Sally Hudson at Westhaven Day; suggests the HRC invite her to an HRC meeting
 2. **Director will reach out to Sally and copy HRC Chair about Sally attending an HRC meeting**
 - iii. **Director asks Outreach Specialist to work with Community Engagement Committee to develop another poll to ask the public about potential focus areas for legislation recommendations**
- d. Commissioner asks Director about HRC's livestreaming capabilities
 - i. There are a few Commissions that have extra requirements to livestream by law
 - ii. The current process is to record the meeting then send it to Communications to publish to YouTube; cannot livestream at this time
 1. The link is present at the top of meeting minutes
 - iii. CitySpace has the capability to do livestreaming and hybrid meetings, though there is no date set yet for going to in-person meetings

6. MATTERS BY THE PUBLIC

- a. PUBLIC COMMENT

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

7. COMMISSIONER UPDATES

- a. Ernest
 - i. Reminds Commission about the beginning of Charlottesville City Schools next week, meaning there will be more children pedestrians and more cars on the road, which will require more City cooperation
 - 1. There is currently a bus driver shortage
 - 2. Drivers are hired by the City, not the schools

8. NEXT STEPS

- a. Housing Committee minutes from 6/29/22 still need approval
- b. Upcoming committee meetings
 - i. Community Engagement: 8/30/22 at 12pm
- c. All Commissioners
 - i. Send comments about the CY2021 Annual Report to HRC Director by 9/5/22
- d. Victoria
 - i. Assist Community Engagement Committee in drafting a poll for the public to give input about legislative recommendations
- e. Todd
 - i. Email Sally Hudson and copy Jessica and Ernest about meeting with the HRC in September or October to talk about legislative recommendations
 - ii. Look for HRC's old flyers to print for future community engagement opportunities
 - iii. Ask Communications about posting resolutions/flyers on City social media
- f. Jessica
 - i. Make last statement in Language Access Plan letter to Council more specific in requesting a meeting and send to Commission for final approval
 - ii. Send letter and Resolution A22-1 to Council via email

9. ADJOURN

- a. Meeting adjourned at 8:08 pm

Attachment 3



**Human Rights Commission
Meeting Minutes
Community Engagement Committee
August 30, 2022
Virtual/Electronic Meeting
12:30 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, Lyndele Von Schill, called the meeting to order at 1:33 pm
- b. ROLL CALL
 - i. Lyndele Von Schill
 - ii. Andrew Orban
 - iii. 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. Creating an HRC Teams space for document sharing
 - i. HRC Director has created the Teams drive
 1. Can use it to review the draft document
 - ii. Commissioners navigate technology to access shared Teams drive
 1. Does not seem to be working for Commissioners
 - iii. Director will re-evaluate Teams capabilities
- b. Resolution A22-1 follow-up
 - i. Resolution has been voted upon and signed
 - ii. **HRC Director just needs to upload it to the website**
- c. Community survey
 - i. Idea is to send out HRC survey to ask for their input about legislative priorities
 1. Need to add ability to add opinions about the HRC, as well as add guiding statement
 - ii. Committee Chair asks OHR Outreach Specialist to create poll with questions about demographic information and blank space for additional comments, as well as draft of guiding statement
 1. Director suggests including a section from the Ordinance (2-

- 33e?) for the guiding statement
 - a. For the survey, the Commission is asking for suggestions for what to recommend to Council
 - b. Advises survey go out before the 9/15/22 meeting to get feedback from Sally Hudson
- iii. Committee alters guiding statement and structure of the community survey draft to maintain plain language while accurately reflecting the role of the HRC and the survey
- iv. Commissioner suggests adding previous legislative agendas to give viewers a frame of reference
 - 1. These are currently posted online
 - 2. Links added to survey draft
- v. This will be an open poll—not multiple choice
 - 1. Director suggests adding a character limit
- vi. Commissioners decide to make the poll only about legislative priorities rather than also asking for general thoughts about the HRC
- vii. Committee Chair asks if poll should ask for demographic information like “Are you a Charlottesville resident?”
 - 1. Director recommends not including other demographic questions besides this one
 - 2. Poll will be going out on the City’s website
 - 3. Could restrict the poll to only Charlottesville residents, but it would be difficult to truly prove, and there must be a balance between accepting all people’s opinions and taking feedback from people in the area
 - 4. Commissioners decide to use “Are you a City of Charlottesville resident?” question without restricting the rest of the poll
- viii. Can give respondents the option to include contact information at the end
 - 1. Director reminds Commissioners that allowing respondents to ask to be contacted means that Commissioners would have to commit to this
 - 2. Could instead allow respondents to leave contact information in case the Commission would like to follow up with their response (rather than promising a follow-up)
 - 3. Can also provide the OHR’s contact information in case respondents want to get in touch
- ix. Survey cutoff will be 10/1/22 since gathering data before the September meeting would be too soon
- x. Summary of survey questions:
 - 1. City residence status
 - 2. Thoughts about legislative priorities (only main question)
 - 3. Additional optional comments
 - 4. Optional contact information
- xi. Director and Outreach Specialist will discuss how to use Microsoft Forms
- xii. **Lyndelee will finalize the beginning first paragraph of the survey and send it to committee members to review**
 - 1. Director says that October meeting will be the only chance to

approve legislative recommendations unless the Commission calls a special meeting

2. Director will confirm whether there is a time limit for presenting recommendations
3. Will say in survey that Commissioners will begin preparing recommendations at the October regular meeting

d. Upcoming events

- i. Director asks if Commissioners will join the OHR at any of the events listed in the Excel spreadsheet
- ii. Lyndele passes Committee Chair duties to Jessica for the remainder of the meeting
- iii. Chair asks Outreach Specialist to resend the September events so that Commissioners can sign up
 1. Commissioners discuss how to access OneDrive and Teams and share the spreadsheet
- iv. Director tells Commissioners to use email for now while he asks IT about how to use shared drives
 1. Event sign-up document and Outreach Specialist's events calendar can be circulated via email after the most updated version is created
- v. No deadline for signups before the events themselves

e. New business

- i. None

5. MATTERS BY THE PUBLIC

a. PUBLIC COMMENT

- i. Paola Covarrubias
 1. Introduces self as working for the Public Housing Association of Residents as a Community Organizer

b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC

- i. Thanks Paola for joining the meeting

6. NEXT STEPS

a. Lyndele

- i. Edit survey and send out to Commissioners for feedback
 1. Collaborate with Victoria to publish on City website
- ii. Finalize Excel spreadsheet for September events signups and send to Commissioners

b. Todd

- i. Upload Resolution A22-1 to City website
- ii. Confirm whether there is a time limit for lifting legislative recommendations to Council

c. Victoria

- i. Finalize events calendar and send to Commissioners
- ii. Create survey on Microsoft Forms

7. ADJOURN

- a. Meeting adjourned at 1:21 pm

Attachment 4



**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 5



**Human Rights Commission
Meeting Minutes
Regular Meeting
December 15, 2022
City Space, 100 5th 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. Vice Chair, Ernest Chambers, calls the meeting to order at 6:35 pm
- b. ROLL CALL
 - i. Ernest Chambers
 - ii. Jeanette Abi-Nader
 - iii. Mary Bauer
 - iv. Wolfgang Keppley
 - v. Andrew Orban
- 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 Committee Meeting minutes from 11/03/2022
 - i. 2 of 5 present Commissioners attended at least one of the committee meetings
 - ii. Commission tables minutes until there are more Commissioners present who attended the committee meetings
- b. Review of Regular Meeting minutes from 11/17/2022
 - i. 5 of 5 present Commissioners attended regular meeting
 - ii. Motion to approve: Mary
 - iii. Second: Wolfgang
 - iv. Vote
 1. In favor: 5
 2. Opposed: 0
 3. Abstained: 0
 - v. Motion to approve minutes passes

4. BUSINESS MATTERS

- a. CHAIR UPDATE
 - i. HRC Director says that 2 or 25% (whichever is greater) regular

meetings and committee meetings can occur virtually per year

1. This means that in 2023, there can be 3 virtual regular meetings and 3 virtual committee meetings
 2. The ad-hoc committees going into 2023 will be the Community Engagement and Housing committees
 - a. Nominating committee also exists temporarily to create ballot for HRC positions
- b. OHR STAFF REPORT (HRC Director)
- i. The OHR is now in a new office space
 - ii. OHR staff have been working on re-classifying data under the new “Navigation” category
 1. “Navigation” refers to helping individuals with things unrelated to complaints of discrimination, such as referring people to other resources, helping people fill out applications, etc.
 2. Point of re-classification is to determine how much work the Office does that is unrelated to its main responsibility of handling complaints of discrimination
 3. Data will be complete by the end of 2022; goal is to compile a report on how time is currently being spent
 - iii. On 12/19/22, Council will make its new appointments to the Commission to fill the single vacancy
 1. There are four applicants (one of whom is Jessica)
 2. It is confirmed that Mary and Wolfgang do not need to re-apply to the Commission
 - iv. The Commission’s legislative agenda recommendations to Council are in the 12/5/22 Council agenda packet, where they are listed as Council’s legislative recommendations to the Thomas Jefferson Planning District Commission (TJPDC)
 1. Minutes for this meeting are not yet available; they will reflect any changes made during the Council meeting
 - v. Council needs CitySpace for budget hearings on 2/2/23, 3/16/23, and 4/6/23, which overlap with HRC’s meetings
 1. Director has asked about solutions, though the simplest may be to use 2 committee meeting virtual days and 1 regular meeting virtual day
 2. Can think about potential alternative meeting times/venues leading up to the annual retreat
 - vi. There was another homelessness summit (OHR Outreach Specialist attended)
 1. **Todd will send the notes from this meeting to Commissioners once they are available**
 2. General conclusions were that Charlottesville needs more shelters and wraparound services
 - vii. Commissioner asks if there are any explanations for why there was a spike in incoming contacts in September
 1. Can compare if this trend was the same in past years, though there may not be any one particular reason
 2. The number of incoming contacts for 2022 is already double the total number of incoming contacts for 2021

- viii. Commissioner asks how data is recorded
 - 1. Spreadsheet in the Monthly OHR Staff Report is taken from a joint spreadsheet of more detailed information of each contact on OneDrive
 - 2. Data gets entered directly into the spreadsheet or on paper then transferred into the spreadsheet
 - 3. Contacts are any contact with an Office staff person, including walk-ins, emails, and phone calls, and they vary widely in length

5. WORK SESSION

a. AD-HOC COMMITTEE UPDATES

- i. Community Engagement Committee (Jeanette reporting on meeting from 11/03/22)
 - 1. Talked about having another town hall in the new year, supporting housing initiatives, and keeping an eye the community outreach spreadsheet
 - 2. Vice Chair suggests the next town hall be about housing
 - 3. Commissioner asks if town hall would be before or after the 2023 retreat
 - a. Timeline for the town hall in relation to the retreat was not discussed
 - b. Another Commissioner says town hall could occur after the retreat given the current lack of a specific topic, though she believes that if a new research project begins concerning housing, the Commission should focus town hall efforts on that
 - 4. Commissioner says HRC could launch another poll asking the public about what housing topics they would like to be discussed
 - 5. HRC Director says another format the next town hall could take is gathering a panel of resource/service providers from around the city to answer questions from the public
 - a. Commissioner suggests having an intersection of people from both the City and the community
 - b. Could also be a joint effort of Community Engagement and Housing committees to organize panel
 - 6. Vice Chair expresses desire to get started on organizing community outreach efforts early in the new year and suggests using a weekend for the retreat instead of overlapping with one of Council's meetings
 - a. Commissioner asks if Commission could draft a letter acknowledging the housing crisis and framing housing as a human right ahead of Council's budget meetings
 - i. Commission has done this before in support of providing attorneys in eviction cases
 - ii. Commission could definitely draft a letter in time; the question would just be what it should specifically push for
 - iii. Director says that HRC could declare its support for policies that have already been

proposed, and the time to bring up new points for the budget would probably be August, as that is when budget conversations begin to take place

- b. Vice Chair says Commission should find what affordable housing/housing resources are in talks and make sure to support those efforts publicly
- c. Commissioner says that last night at the Livable Cville event, Anthony Haro said the City had allocated a flat sum of money, but it should base its allocations off of need rather than just a flat sum
 - i. Commissioner has followed up about this point
- ii. Nominating Committee
 - 1. Elections will occur during January's regular meeting
 - 2. Wolfgang presents the slate of nominees:
 - a. Chair:
 - i. Jessica Harris (has accepted nomination)
 - b. Vice Chair:
 - i. Ernest Chambers (has accepted nomination)
 - 3. Director confirms there are three applicants for one open slot
 - a. The newly appointed person will not be able to vote in the election, as their term will begin in March

6. MATTERS BY THE PUBLIC

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

7. COMMISSIONER UPDATES

- a. HRC Director
 - i. Ordinance that has been in the works for months passed during the 11/21/22 Council meeting
 - 1. Now, the Ordinance has substantial equivalence to federal fair housing law
 - 2. Director needs to contact HUD for next steps to enter into workshare agreement
 - ii. Hiring for Intake Specialist is now in the hands of Human Resources
 - 1. Next step is to make final tweaks and advertise the position after the holidays
- b. Wolfgang
 - i. The Haven is hosting their first ever open house on Monday, 1/30/23 from 6pm to 7:30pm
 - 1. Online signups with Eventbrite which Wolfgang can share
- c. Jeanette
 - i. Community Engagement Committee had talked about Climate Action Plan passed by Council, which is another milestone for the City
 - 1. Community groups working with the City have a broad plan, so they will have to stay engaged over the course of the implementation process
- d. Vice Chair conducts a check-in given recent difficult events in Charlottesville;

expresses support for the Commission and everyone in the Charlottesville community

- i. Commissioner expresses desire to be more effective as a Commission
- ii. Commissioner suggests that Commissioners sit in at the OHR at some point to observe its work
- iii. Commissioner acknowledges anniversary of Sandy Hook massacre

8. NEXT STEPS

- a. Commission decides to not hold committee meetings on 1/6/23
 - i. Will reconvene committees virtually on 2/2/23
 - ii. Housing committee will continue to do work via email; will work on identifying priorities ahead of the annual retreat
 1. Tell Wolfgang if you are interested in joining committee
- b. Todd
 - i. Send the notes from housing summit to Commissioners once they are available
 - ii. Ask for HRC committee meetings on 2/2/23 and 4/6/23 to be virtual
- c. The Haven's open house will be on 1/30/23 from 6pm-7:30pm

9. ADJOURN

- a. Meeting adjourns at 7:29 pm

Pending HRC Approval

Attachment 6

**Office of Human Rights
OHR Monthly Report
January 2023**

Service Provision Data:

- All data entered through December 2022. Below are a few highlights.
 - Total incoming and outgoing contacts in 2022 was 1,346 contacts higher than in 2021, which had been the highest on record.
 - Total incoming contacts in 2022 was 1,290 contacts higher than in 2021, which had been the highest on record.
 - 58% (2,500 out of 4,305) of all incoming and outgoing contacts involved navigational services.
 - Navigation encompasses all services that do not involve a complaint or a service directly mandated by the Human Rights Ordinance.
 - Housing remains the protected activity most often cited in inquires and complaints received by the office.
 - Employment remains second.
 - Public Accommodation remains third.
 - Race and Disability remain the protected classes most often cited in inquiries and complaints received by the office.
- We will begin sharing 2023 service data in the report for the February HRC regular meeting.

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>	296	184	217	293	422	430	384	482	547	386	351	313	4,305
<i>Total Incoming Contacts</i>	213	152	173	229	313	307	308	361	414	309	259	214	3,252
<i>Average Incoming & Outgoing Contacts/Day</i>	13	9	10	13	18	22	17	22	27	17	18	17	17
<i>Average Incoming Contacts/Day</i>	10	8	8	10	14	15	14	16	21	13	14	12	13
<i>Referrals from Sin Barreras</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Contacts in Spanish</i>	3	3	1	1	2	7	9	3	3	1	3	0	36
<i>Total Staff Follow-ups (Outgoing)</i>	34	23	28	19	46	47	27	58	50	24	38	38	432
<i>Total Third-Party Contacts (Outgoing)</i>	49	9	16	45	63	76	49	63	83	53	54	61	621
<i>Total Client Follow-ups (Incoming)</i>	145	102	128	128	203	193	161	194	217	198	137	124	1,930
<i>Total Third-Party Contacts (Incoming)</i>	55	29	31	62	94	82	126	140	165	75	92	67	1,018
<i>Total General Contacts (Incoming)</i>	8	17	10	26	6	19	12	13	21	21	19	8	180
<i>Total New Inquiries (Incoming)</i>	4	3	4	11	10	13	7	14	9	15	10	14	114
<i>Total New Complaints (Incoming)</i>	1	1	0	2	0	0	2	0	2	0	1	1	10
<i>Total Incoming & Outgoing Navigation Contacts</i>	93	88	105	153	233	272	262	249	343	281	244	177	2,500
<i>Total Incoming & Outgoing Navigation Contacts (VM)</i>	0	0	11	36	74	96	58	78	25	77	82	56	593
<i>Total Incoming & Outgoing Navigation Contacts (TN)</i>	91	85	90	114	154	175	204	170	316	200	162	120	1,881
<i>Total Incoming & Outgoing Navigation Contacts (LG)</i>	2	3	4	3	5	1	0	1	2	4	0	1	26
<i>Percentage: Navigation out of Total Contacts</i>	31%	48%	48%	52%	55%	63%	68%	52%	63%	73%	70%	57%	58%

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Total Allegations (Both I&C)	2	1	2	2	0	0	3	4	6	6	1	1	28
Total I&C: Locality - Cville	4	3	2	6	4	9	9	7	6	5	5	7	67
Total I&C: Locality - Albemarle	0	0	1	2	1	0	0	2	2	8	1	1	18
Total I&C: Locality - Other or Not Specified	1	1	1	5	5	4	0	5	3	2	5	7	39
Total Inquiries: P.A. - Employment	1	2	1	4	1	2	1	2	2	3	2	2	23
Total Inquiries: P.A. - Housing	2	1	2	3	5	8	4	7	4	10	7	6	59
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	3	2	1	0	4	0	2	1	6	20
Total Complaints: P.A. - Employment	0	0	0	0	0	0	1	0	1	0	0	1	3
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
Total employment discrimination allegations	0	0	0	0	0	0	2	1	3	2	0	1	9
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
Total housing discrimination allegations	2	1	2	1	0	0	1	1	0	2	1	0	11
Housing allegations in Charlottesville	2	1	1	1	0	0	1	0	0	1	1	0	8
Housing allegations in Albemarle	0	0	1	0	0	0	0	0	0	1	0	0	2
Total public accommodation discrimination allegations	0	0	0	1	0	0	0	1	3	0	0	0	5
Public accommodation allegations in Cville	0	0	0	0	0	0	0	1	2	0	0	0	3
Total credit discrimination allegations	0	0	0	0	0	0	0	0	0	0	0	0	0
Credit allegations in Charlottesville	0	0	0	0	0	0	0	0	0	0	0	0	0
Total private education discrimination allegations	0	0	0	0	0	0	0	0	0	0	0	0	0
Private education allegations in Charlottesville	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	1	0	2	0	0	3
Total I&C: P.C. - Age	0	0	0	1	0	0	1	0	0	0	1	1	4

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
<i>Total I&C: P.C. - Disability</i>	2	1	0	4	1	0	1	5	4	3	1	0	22
<i>Total I&C: P.C. - Marital Status</i>	0	0	0	0	0	0	0	0	0	1	0	0	1
<i>Total I&C: P.C. - National Origin</i>	0	0	0	0	0	1	1	1	2	2	0	0	7
<i>Total I&C: P.C. - Pregnancy</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total I&C: P.C. - Childbirth or Related Medical Conditions</i>	0	0	0	1	0	0	0	0	0	0	0	0	1
<i>Total I&C: P.C. - Race</i>	0	2	1	1	1	1	2	3	5	4	2	0	22
<i>Total I&C: P.C. - Color</i>	0	0	0	0	0	0	0	0	1	1	0	0	2
<i>Total I&C: P.C. - Religion</i>	0	0	0	1	0	0	0	0	0	0	0	0	1
<i>Total I&C: P.C. - Sex</i>	0	0	0	0	0	0	1	0	1	2	1	2	7
<i>Total I&C: P.C. - Gender Identity</i>	0	1	0	0	0	0	1	0	0	1	1	0	4
<i>Total I&C: P.C. - Sexual Orientation</i>	0	0	0	0	0	0	0	0	0	1	0	0	1
<i>Total I&C: P.C. - Source of Funds</i>	0	0	0	0	0	0	1	0	0	1	0	0	2
<i>Total I&C: P.C. - Veteran Status</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total I&C: P.C. - Not specified</i>	3	0	2	6	8	11	5	3	2	5	4	10	59
<i>Total I&C: P.C. - Other (Unprotected)</i>	0	1	1	1	0	0	0	3	1	1	2	3	13
<i>Total Counseling Contacts</i>	3	2	2	3	5	7	2	7	5	3	2	5	46
<i>Total Employment Counseling</i>	0	0	0	0	2	1	0	1	1	2	0	4	11
<i>Total Housing Counseling</i>	3	2	2	3	3	4	2	6	1	1	2	1	30
<i>Total Public Accommodation Counseling</i>	0	0	0	0	0	2	0	0	2	0	0	0	4
<i>Total Credit Counseling</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total Private Education Counseling</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total Other (Unprotected) Counseling</i>	0	0	0	0	0	0	0	0	1	0	0	0	1
<i>Total Contacts resulting in Referrals</i>	0	0	1	9	6	5	0	8	8	8	7	3	55
<i>Referrals to AG OCR</i>	0	0	1	0	0	2	0	1	3	3	0	2	12
<i>Referrals to CSRAP</i>	0	0	0	0	0	0	0	1	0	0	0	0	1
<i>Referrals to LAJC</i>	0	0	0	6	1	2	0	3	2	1	1	0	16
<i>Referrals to CVLAS</i>	0	0	0	6	2	1	0	1	1	2	3	0	16
<i>Referrals to PHA</i>	0	0	0	0	0	0	0	0	0	1	2	0	3
<i>Referrals to EEOC</i>	0	0	0	0	0	0	0	0	0	1	0	0	1
<i>Referrals to DPOR</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Referrals to Other</i>	0	0	0	2	4	1	0	6	6	4	4	1	28
<i>Total Employment Complaints: P.C. - Age</i>	0	0	0	0	0	0	1	0	0	0	0	1	2

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
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													12
Total Closed Inquiries													99
Total Dismissed Inquiries													3
Total Open Complaints													4
Total Closed Complaints													5
Total Dismissed Complaints													1
Primary Service: Appointment Set-up	3	3	0	3	4	4	4	13	18	14	2	2	70
Primary Service: Clerical Assistance	0	1	1	0	1	2	5	2	2	3	0	2	19
Primary Service: Counseling	3	2	2	3	5	7	2	7	5	3	2	5	46
Primary Service: Event Information	0	0	0	0	0	0	0	0	0	0	0	0	0
Primary Service: Investigation Activity	19	1	9	14	12	1	6	7	12	6	6	3	96
Primary Service: Information	167	83	88	96	148	130	91	173	132	72	81	64	1,325
Primary Service: Mediation Related Services	11	6	12	24	19	14	14	31	35	7	16	60	249
Primary Service: Outreach Coordination	0	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0
Primary Service: Navigation	93	88	105	153	233	272	262	249	343	281	244	177	2,500

Administrative Updates:

- 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 followed up with HUD on January 18, 2023, regarding next steps and provided a copy of the updated ordinance.
- 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 for the OHR Intake and Administrative Specialist is underway. The position posting will close on January 20, 2023, and we will schedule interviews shortly afterward.

Reporting:

Report	Status
CY2022 Department Scorecard	On hold as this reporting platform may be discontinued by the City.
CY2022 HRC & OHR Annual Report	In progress. Anticipated completion by or before March 2023. Anticipated presentation to Council in May or June.
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 reached impasse. Complaint goes to DCM for REDI for a determination.
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 signature from Complainant.
2022-1	Housing	Disability	Settlement reached through mediation.
2022-2	Housing	Disability, Race, Color	Mediation impasse. OHR assisted Complainant with DPOR complaint. Awaiting DPOR response.
2022-5	Housing	Gender Identity, Source of Funds, Disability	Complainant worked out an informal arrangement with Respondent. Complaint withdrawn.
2022-6	Housing	Color, Race	Mediation in progress.
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 and fact-gathering in progress.
2022-(9)	Employment	Age, Sex	Prima facies assessment and fact-gathering in progress.

Outreach:

Victoria McCullough, Community Outreach and Administrative Specialist for the Office of Human Rights, continues to connect with and develop relationships with community partners, including participation in weekly meetings to support our community's homeless population and monthly meetings with service providers to get updates on public housing, re-entry after incarceration, and addiction recovery support. Besides working to deepen provider relationships, Victoria continues contributing significant time to assisting with incoming inquiries and individual service follow-up, including with navigation/ referral services to legal, social work, and other community resources in cases where client needs fall outside our office's jurisdiction.

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 regarding the rights of disabled persons under Fair Housing Law. She is also working to connect with state agencies such as the Attorney General's office to gain more knowledge about other state structures.