



**Human Rights Commission
Regular Meeting**

DATE

Hybrid Meeting

**City Space, 100 5th Street NE, Charlottesville, VA 22902
6:30pm**

Agenda Packet Attachments

1. Agenda
2. 05/04/2023 DRAFT HRC Work Session Minutes
3. 05/18/2023 DRAFT HRC Regular Meeting Minutes
4. OHR Monthly Staff Report – June 2023
5. DRAFT Resolution A23-1

Attachment 1



**Human Rights Commission
AGENDA
Regular Meeting
June 12, 2023
Hybrid Meeting
City Space, 100 5th Street NE, Charlottesville, VA 22902
6:30 pm**

Please take Notice that this hybrid 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 hybrid 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 hybrid meeting open to the public and registration information for remote participation 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.*
- d. Notice: For members of the public participating virtually, if you experience technical difficulties, you may call 434-970-3115, and a staff person will assist you.

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. 05/04/2023 HRC Work Session*
- b. 06/12/2023 HRC Regular Meeting*

4. BUSINESS MATTERS

- a. CHAIR UPDATE
- b. OHR STAFF REPORT

5. WORK SESSION

- a. DRAFT Resolution A23-1 Housing Advocacy Priorities
- b. ACTION UPDATES
- c. CONFIRMATION OF NEXT WORK SESSION

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
Work Session
May 4, 2023
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. Chair, Kathryn Laughon, called the meeting to order at 6:37 pm
- b. ROLL CALL
 - i. Jessica Harris
 - ii. Jeanette Abi-Nader
 - iii. Wolfgang Keppley
 - iv. Kathryn Laughon
 - v. Suzanne Lynn
- 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. WORK SESSION

- a. HRC liaison planning
 - i. Kathryn has already sent out a list with meeting times
 - ii. Democratic Socialists Housing Committee meeting will be on Zoom May 17th at 7pm
 - iii. Commissioner asks about what exactly HRC liaisons will be doing with the meetings
 - 1. Goals will be to listen to hear about current issues and report them back to Commission both to stay educated and think about action items the HRC could do
 - 2. Liaisons would consistently attend assigned organization's meetings
 - iv. Commissioners pick meetings to attend:
 - 1. Jeanette: CRHA Resident Services Committee Meeting
 - 2. Wolfgang: Charlottesville Planning Commission
 - 3. Some Commissioners can attend certain meetings more infrequently
 - v. Some organizations' meeting times are not yet known, so Kathryn can

send out as updated list to the entire Commission as meeting times come in

1. Reach out to Emily Dreyfus for CLIHC meetings
 - a. There is a form on their website about interest in joining
 - b. CLIHC has long been interested in having an HRC liaison
- vi. Commissioner says that the DSA housing group goes door to door
- vii. Commissioner requests that sheet go on HRC drive online
 1. HRC collaborative work will eventually be on Teams, despite its occasional difficulties
- viii. Commissioner requests the creation of a document that lists Commissioners and the respective organization meetings they will be creating
 1. Suzanne will do this
 2. An HRC Team already exists, so Todd will test the platform by uploading a couple of these documents there
- b. Discussion of draft resolution regarding HRC housing advocacy priorities
 - i. Commissioner asks whether there are any talking points specifically that the Commission will be prioritizing
 1. Mary created a document briefly discussed last meeting about the HRC's housing discussions
 - a. Working toward ensuring substantially/decent affordable housing, pushing Council to enact policies that preserve racial and ethnic diversity, working to undo historical discrimination, etc.
 - b. Seem to be generally agreed upon; Mary is currently working on putting them into a resolution format to vote upon then post to the website
 - ii. This vote will be on the agenda during the next regular meeting
- c. New business
 - i. None
- d. Confirmation of next work session
 - i. 6/1/23 is the possible date of the next work session
 - ii. Next regular meeting will be in the same location at CitySpace

4. MATTERS BY THE PUBLIC

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

5. COMMISSIONER UPDATES

- a. Kathryn
 - i. Is going out with the DSA housing group; will report back
 1. There are 75 families in the area facing eviction this week
 2. Group will inform households of the current situation
 - ii. School of Nursing had a bench dedication the previous day honoring Black licensed practical nurses from segregation
 1. Was in front of McLeod Hall
 - iii. There was an article that went out today about how Phoenix is using the Charlottesville model to remove SROs from schools and adapt what

Charlottesville did

- b. Todd
 - i. Met with Victoria Horrock and Emily from Legal Aid Justice Center; they will start using the OHR's conference room space on the third Tuesdays of the month to do consultations because it is the day that the Charlottesville General District Court does its docket for evictions
 - c. Jeanette
 - i. Crescent Halls will be doing ribbon cutting on 6/5 at 3pm
 - ii. South First St is doing their ribbon cutting on 6/6 at 3pm
- 6. NEXT STEPS**
- a. Suzanne
 - i. Create active document of which Commissioners are assigned to attend which organizations' meetings
 - b. Todd
 - i. Test HRC Teams by uploading a couple documents about the liaisons
- 7. ADJOURN**
- a. Meeting adjourned at 7:01 pm

Pending HRC Approval

Attachment 3



**Human Rights Commission
Meeting Minutes
Regular Meeting
May 18, 2023
City Space, 100 5th Street NE, Charlottesville, VA 22902
6:30pm**

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 hybrid meeting to order at 6:44pm
- b. ROLL CALL
 - i. Jessica Harris
 - ii. Ernest Chambers
 - iii. Jeanette Abi-Nader
 - iv. Mary Bauer
 - v. Wolfgang Keppley
 - vi. Kathryn Laughon
 - vii. Suzanne Lynn
 - viii. Andrew Orban
 - ix. Lyndele Von Schill (participating remotely with voting ability unconfirmed; joined 7:20pm)
- 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 02/02/23
 - i. Vote
 - 1. In favor: 5
 - 2. Opposed: 0
 - 3. Abstained: 3
 - ii. Motion to approve minutes passes
- b. Review of Regular Meeting minutes from 02/16/23
 - i. Vote
 - 1. In favor: 5
 - 2. Opposed: 0
 - 3. Abstained: 3
 - ii. Motion to approve minutes passes

c. Review of Committee Meeting minutes from 03/02/23

i. Vote

1. In favor: 4
2. Opposed: 0
3. Abstained: 4

ii. Motion to approve minutes passes

d. Review of Regular Meeting minutes from 04/20/23

i. Vote

1. In favor: 5
2. Opposed: 0
3. Abstained: 3

ii. Motion to approve minutes passes

4. BUSINESS MATTERS

a. CHAIR UPDATE

i. No updates

b. OHR STAFF REPORT (HRC Director)

- i. OHR Outreach and Administrative Specialist should return within the next week
- ii. The OHR has been having some complex navigational service provision recently
- iii. The CY2022 Report shows data from the past year that has been compiled and analyzed from both the OHR and HRC

c. CY2022 HRC and OHR Annual Report

- i. This report is currently in the approval process for putting it onto the agenda of a City Council meeting, though edits are still possible
- ii. Takeaways can be found in the executive summary section of the report
 1. Trends have largely stayed the same, just with a further increased number of contacts throughout the year
 2. Housing followed by employment continue to be the most common protected activity
 3. Last year, the Office began to track Navigation, and this year, there will be additional tracking in type of Navigational service and time spent on each interaction
- iii. Commissioner asks if the OHR tracks collaboration with other services
 1. There were 57 different collaborators in 2022 (further explained in a later section of the report)
 - a. Community outreach collaboration and service provision collaboration are tracked separately
 2. Going to begin tracking referrals for all organizations in 2023
 3. Commissioner adds that knowing this data will help the Commission know which organizations are most relevant to the OHR/HRC
- iv. Commissioner asks what the increase in service provision for the OHR could be attributed to
 1. There was a surge in contacts after the pandemic
 2. Exact factors of the increase in 2022 is unknown
 - a. Could be due to individuals struggling to access resources and the OHR's previous office being so centrally located

- b. Numbers this year seem to be a little lower already compared to last year
 - 3. OHR staff are tracking specific Navigational tasks and time spent on each to show how there is a lack of accessible mental health care, emergency housing support, and long-term affordable housing in Charlottesville, and how there should be additional services in the city that support these needs
- v. Commissioner asks whether the OHR receives so many inquiries and complaints about housing because of the Ordinance being so narrow
 - 1. The Ordinance derives its authority from state law (VA Fair Housing Law and the VA Human Rights Act, which also derive their authority from national law)
 - a. Currently is about as broad as it can be
 - 2. What amounts to a complaint is quite specific
 - 3. Continued outreach is important so that people understand the protected activities
- vi. Commissioner asks whether other departments report on the calendar year as opposed to the fiscal year
 - 1. Previous examples followed the calendar year
 - 2. Commissioner asks how following the fiscal year could impact asking for funding
 - 3. HRC Director also began sending quarterly reports to Council this year
 - 4. Data is tracked on a monthly basis, so OHR staff can compile fiscal year data whenever it is necessary (budget meetings are in November)
- vii. Commissioner asks if other departments do reports that are as thorough as the OHR's
 - 1. HRC Director does not know how other departments present their annual reports
- viii. Commissioner asks how the OHR serves individuals from Albemarle County
 - 1. There is no OHR or HRC in the county of Albemarle, and the Charlottesville OHR's jurisdiction extends only to the border of the city
 - 2. When an individual presents a concern that extends past the border, OHR staff sometimes get involved (though this can potentially take time away from concerns within the city)
 - 3. For complaints of discrimination in the county, the OHR can refer them to a state and federal agency that do have jurisdiction
 - 4. It is unknown how many individuals go to the OHR first as opposed to going directly to the state/federal agency
 - a. People go to the Charlottesville OHR because it is accessible
- ix. Commissioner asks about approval process for presenting to Council
 - 1. OHR/HRC is already approved to present; now the attachments just need to be approved
 - 2. Allyson Davies will read it over for legal aspects, then Michael

Rogers will approve it as attachments

3. Presentation will be June 5 at the 4pm work session
- x. HRC Chair asks about following up to Council about older resolutions the HRC has not heard back about
 1. OHR staff during the meeting will ask Council about the HRC's ACRJ legislative recommendations and the city-wide Language Access Plan
 - a. The Deputy City Manager for REDI has taken over efforts for the Language Access Plan, including sending out a department survey to determine current situation
 - i. Is currently in a procurement process
 - b. ACRJ's protocol's were mainly regarding COVID safety, but HRC is still interested in current protocols
- xi. Commissioner asks about current staffing needs and FHAP status
 1. HRC Director must make additional edits to the Ordinance, though priority has so far been the Annual Report
 2. Will need to make additional edits to approve with HUD, talk to legal one more time, then get it on City Council's agenda for 2-2-1s and the final agenda
 - a. This may be in the fall at the earliest
 3. Will likely bring up these steps at the Annual Report presentation
 - a. Chair asks for slides to be shared
- xii. Director will present the report with some general updates for 2023
 1. Anticipates questions about the Investigator position; OHR staff are currently discussing how to best meet staffing needs
- xiii. Commissioner asks for explanation of FHAP program, which is a workshare agreement with the Federal Housing Office through HUD
 1. Allows the OHR to handle things locally, has some financial incentives to build capacity, and allows for reimbursement for cases depending on how they are closed
 2. FEPA is the same situation with the EEOC, though there is less financial incentive
- d. HRC Rules & Procedures updates
 - i. Director goes through proposed changes to Rules & Procedures:
 1. 3.1 and 3.2. Changed language about election meeting and strategic planning meeting
 - a. **There is a typo in this section about regular meetings; Director will fix this**
 2. 4.5.1. Added ad-hoc committees to replace standing committees
 3. 4.2. Commissioner points out gendered language with Chair and Vice-Chair
 - a. **Director will fix this**
 4. 7. Added section about quarterly and annual reports
 - a. **Director will add space between 7.1 and 7.2 and add that these responsibilities are required by the Ordinance**
 - b. Commissioner asks about quarterly report requirement
 - i. The monthly, quarterly, and annual reports

come from the same set of data, so they are not too difficult to create

- c. Director would like to begin incorporating the HRC's work in monthly reports as it pertains to the Ordinance (the same setup as in the Annual Report)
 - d. Director submits reports on behalf of both the OHR and HRC
 - e. Quarterly reports are required by the Ordinance
 - 5. Amendments section: Changed wording to accommodate new remote meeting City policy
 - 6. No changes to Martha's Rules
- ii. Commissioners conduct straw poll and determine that further discussion is not necessary
- iii. Vote on Rules & Procedures with discussed alterations
 - 1. In favor: 9*
 - 2. Can live with: 0
 - 3. Opposed: 0
 - 4. *Lyndele's voting ability unconfirmed
- e. Work session updates (Kathryn reporting)
 - i. Discussed attending meetings of housing-related organizations to listen and bring information back to the Commission
 - ii. List of organizations is available on Teams so that Commissioners can sign up
 - iii. Will talk to Emily Dreyfus to determine whether it is appropriate for the HRC to send a liaison to CLIHQ
 - iv. **Mary will refine proposal for housing next steps**
 - v. Should add Housing Advisory Committee to list; meetings occur at 12pm on the third Wednesday of the month, though several meetings seem unavailable online
 - vi. Commissioners assign themselves to be liaisons for organizations:
 - 1. Jeanette -- Cville Plans Together
 - a. Is already on the steering committee
 - 2. Full list available on Teams
- f. Confirmation of next work session
 - i. Commissioners decide not to meet on 06/01/23
 - ii. In the meantime, Commissioners will attend meetings to report back at the next regular meeting
- g. Annual Report presentation logistics
 - i. **Todd will ask about how to access City Council meetings via Zoom and whether people can attend without needing to register in advance**

5. MATTERS BY THE PUBLIC

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

6. COMMISSIONER UPDATES

- a. Jessica
 - i. There is cake for Ernest's birthday
 - ii. Wishes mothers a happy Mother's Day

- b. Kathryn
 - i. Reminds Commissioners that those attending other meetings should have some kind of small written report to attach to the agenda packet
 - ii. Can send them to the HRC group
- c. Wolfgang
 - i. Attended DSA meeting; housing group will have housing justice canvassing training event on June 10 at 1pm
- d. Todd
 - i. LAJC had their first eviction hearing event in the OHR office space last week
 - ii. Introduces new Executive Director of the Police Civilian Oversight Board Inez Gonzalez, who is attending as a member of the public
- e. Ernest
 - i. Publicly thanks community for watching over Burnley-Moran Elementary School

7. NEXT STEPS

- a. Mary
 - i. Refine proposal for housing next steps
- b. Todd
 - i. Confirm how to access City Council meetings
 - ii. Finalize Rules & Procedures with the following edits:
 - 1. 3.1 and 3.2: Remove typo about regular meetings
 - 2. 4.2: Remove gendered language
 - 3. 7.1 and 7.2: Add space between sections and add that these responsibilities are required by the Ordinance

8. ADJOURN

- a. Meeting adjourned at 7:53pm

Attachment 4

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

Service Provision Data:

- Current status
 - All data entered through May 2023
 - Partial Data entered for June 2023
- Updates
 - We are still developing a few new check formulas (which you do not see in the chart below) to make sure the numbers are calculating correctly. If you see some of the numbers change when we report next month, it may be because we caught an error in one of our new formulas
 - We are also working on a more detailed account of our Navigation & Advocacy services. Expect to see some new measures emerge in the next month or so.

[illegible]

[illegible]

[illegible]

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Total Housing Complaints: P.C. - Race	0	1	0	0	0	0	0	0	0	0	0	0	1
Total Housing Complaints: P.C. - Color	0	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0	0
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	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. - 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	2	13	0	0	1	0	0	0	0	0	0	0	16
Total Closed Inquiries	16	23	15	20	16	4	0	0	0	0	0	0	94
Total Open Complaints	0	2	0	0	0	0	0	0	0	0	0	0	2
Total Closed Complaints	0	0	1	0	0	0	0	0	0	0	0	0	1
Reason for Complaint Closure: Conciliation	0	0	0	0	0	0	0	0	0	0	0	0	0
Reason for Complaint Closure: Court Action	0	0	0	0	0	0	0	0	0	0	0	0	0
Reason for Complaint Closure: Informal Resolution	0	0	0	0	0	0	0	0	0	0	0	0	0
Reason for Complaint Closure: No Response	0	0	0	0	0	0	0	0	0	0	0	0	0
Reason for Complaint Closure: Non-jurisdictional	0	0	1	0	0	0	0	0	0	0	0	0	1
Reason for Complaint Closure: Private Counsel	0	0	0	0	0	0	0	0	0	0	0	0	0
Reason for Complaint Closure: Referred Case	0	0	0	0	0	0	0	0	0	0	0	0	0
Reason for Complaint Closure: Settlement	0	0	0	0	0	0	0	0	0	0	0	0	0
Reason for Complaint Closure: Withdrawal	0	0	0	0	0	0	0	0	0	0	0	0	0
Reason for Inquiry Closure: Informal Resolution	0	1	0	0	0	0	0	0	0	0	0	0	1
Reason for Inquiry Closure: Navigation Only	10	17	13	16	15	4	0	0	0	0	0	0	75
Reason for Inquiry Closure: No Response	6	5	2	3	1	0	0	0	0	0	0	0	17
Reason for Inquiry Closure: Referral	0	0	0	1	0	0	0	0	0	0	0	0	1

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Primary Service: Conciliation Activity	0	0	0	0	0	0	0	0	0	0	0	0	0
Primary Service: Informal Dialogue	1	1	0	0	0	0	0	0	0	0	0	0	2
Primary Service: Information	24	8	39	22	6	3	0	0	0	0	0	0	102
Primary Service: Intake Activity	17	40	23	31	37	8	0	0	0	0	0	0	156
Primary Service: Investigation Activity	8	8	2	8	7	0	0	0	0	0	0	0	33
Primary Service: Mediation Activity	31	4	1	6	9	13	0	0	0	0	0	0	64
Primary Service: Navigation & Advocacy	180	122	155	217	580	79	0	0	0	0	0	0	1333

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.
 - Meeting set with Erik Steinecker for February 21, 2023.
 - Several changes were recommended to the ordinance for clarity.
 - OHR Director will make changes and present amendments to the HRC for review and adoption for recommendation to Council.
- 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
 - We will soon be moving forward with the hiring process for an Investigator.

Reporting:

Report	Status
CY2022 Department Scorecard	Discontinued by the City.
CY2022 HRC & OHR Annual Report	Completed and presented to Council on June 5, 2023. We will submit an amended report after noting a few data errors.
CY2023 First Quarter Report to Council	Submitted to Council on April 25, 2023.
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 Complaints:

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
2022-2	Housing	Disability, Race, Color	Case closed following referral to DPOR
2022-6	Housing	Color, Race	Mediation in progress
2022-7	Housing	Color, Race	Complainant agreed to mediation, but respondent declined
2022-(8)	Public Accommodation	Color, National Origin, Race	Prima facie assessment and fact-gathering in progress
2022-9	Employment	Age, Sex	Notice of complaint and mediation offer sent
2023-(1)	Housing	Disability	Dismissed: Non-jurisdictional
2023-(2)	Employment	Religion, National Origin	Prima facie assessment and fact-gathering in progress
2023-3	Housing	Race	Mediation in progress
2023-4	Housing	Age, Disability, Elderliness	Notice of complaint and mediation offer sent
2023-(5)	Employment	Color, Race	Prima facie assessment and fact-gathering in progress

Outreach Updates:

- OHR and Office of Equity and Inclusion has an Open House planned! This is tentatively scheduled for July 7, from 3 to 6PM, at our new location. Please let Victoria know if you would like to have that invitation emailed to you.
- OHR attendance is tentatively planned for the following upcoming events. If Commissioners would like to be a part of any of these, please let Victoria know:
 - Juneteenth (June 19th, from 1pm – 3pm at Jefferson School African American Heritage Center)
 - Pride (exact dates pending, September)
 - Cville Sabroso (September 16th 2023 from 2pm – 9pm , at Booker T Washington Park)
- The Office of Human Rights video is almost finished! Its most final draft is currently undergoing review. Once finished, we are partnering with Communications to start sharing this video, which is a brief explainer on our office and its functions.

HRC Work Summary:

Date	Roles (Sec. 433)	Duties & Responsibilities	Primary Action	Summary & Analysis
4/20/2023	Sec. 2-433. (b) Awareness and Guidance	Sec. 2-435 Systemic issues	Other Action	Commissioners voted to approve the HRC Liaisons to Local Housing Organizations plan. Commissioners are assigned a housing-related organization in the city whose meetings the Commissioner regularly attends and acts as a liaison. Commissioners report back the meetings' content to the HRC to stay informed about what housing resources are available, know how the HRC could be taking action, and develop relationships with key figures in the city.
5/18/2023	Sec. 2-433. (f) Commission Policies	Sec. 2-435 Systemic issues	Policy Review	The HRC adopted proposed amendments to its Rules & Procedures. The most significant proposed amendments included adapting language surrounding annual election and strategic planning meetings to reflect reality and specified the creation of ad-hoc committees to allow the HRC to keep committees only when needed.

Attachment 5

CHARLOTTESVILLE HUMAN RIGHTS COMMISSION
2023 PROPOSED HOUSING INITIATIVES
RESOLUTION #: A23-1 (Plain Language)

The purpose of the Charlottesville Human Rights Commission is to act as a strong advocate for justice and equal opportunity.

The Charlottesville Human Rights Ordinance says that the Charlottesville Human Rights Commission will:

- Collaborate with the public and private sectors to spread awareness and explore methods to reduce discrimination in the City
- Engage the community and provide a platform for community members to have open, honest conversations about inequity
- Identify systemic, discriminatory housing practices in the City

At the 04/06/2023 ad hoc Housing Committee meeting, the HRC agreed that its focus should be on housing from an equity perspective, especially in the area of race. The HRC would like to explore providing decent affordable housing for all residents of Charlottesville and help undo the racial inequities of Charlottesville's past. Specifically, we will:

- Work toward ensuring much more decent and affordable housing for all;
- Push City Council to enact policies that will preserve and increase Charlottesville's racial diversity;
- Work to undo historic racial inequities in housing, particularly those that were codified as official policies. These will include seeking reparations for those harmed by policies and their descendants, including the destruction of the Vinegar Hill;
- Work to enact policies to preserve and increase Black housing ownership in the City;
- Work to undo racial discrimination codified in our zoning with a focus on the creation of substantially more affordable **and other** housing, such as work to support the rezoning efforts underway in the City;
- Consider intersectionality, recognizing that people with disabilities, women, and other groups face particular barriers to accessing and preserving decent and safe housing;

- Work to enact policies to protect tenants, including to protect against unjust evictions and to ensure that all housing is decent and safe for human habitation.

Jessica Harris, Chair, Human Rights Commission

Date

The Commission is guided by the Charlottesville Human Rights Ordinance: City code Article XV. Sec. 2-433. This Resolution supports Sec. 2-433 and Sec. 2-434 of the Human Rights Ordinance.