

Policy Briefing Summary

City Council



Regarding:	Human Rights Annual Report
Staff Contact(s):	Todd Niemeier, Director of Human Rights
Presenter:	Todd Niemeier, Director of Human Rights
Date of Proposed Action:	June 1, 2026

Issue

The Human Rights Commission and Office of Human Rights submit the attached written annual report and presentation summarizing the work done by both bodies during calendar year 2025.

Background / Rule

Per the Charlottesville Human Rights Ordinance (Code of the City of Charlottesville, Chapter 2, Article XV) Section 2-441: The Commission shall make an annual comprehensive report to City Council that outlines its efforts during the preceding year in the areas of identifying and addressing systemic or institutional discrimination; processing individual complaints of unlawful discrimination; and facilitating a community dialogue regarding issues of human rights. The report shall also outline the Commission's work plan for the ensuing year, which shall be subject to approval or modification by City Council.

Analysis

The written report includes detailed data and analysis of the work done by both the Commission and Office in 2025. The presentation includes a high-level overview of the structure of the Human Rights Division and a deeper analysis of the connections between the Commission, Office, and the community, as relates to addressing both individual and systemic discrimination.

Financial Impact

This report has no additional financial impacts outside of the adopted FY27 Human Rights Division budget.

Recommendation

The Commission and Office recommend that Councilors review the report, ask any follow-up questions, and share any expectations they may have of the Human Rights Division.

Recommended Motion (if Applicable)

Attachments

1. CY 2025 Annual Report (PDF)