



**Human Rights Commission
Regular Meeting
September 21, 2023
Hybrid Meeting
City Space, 100 5th Street NE, Charlottesville, VA 22902
6:30pm**

Agenda Packet Attachments

1. Agenda
2. 08-17-2023 DRAFT Regular Meeting Minutes
3. OHR Staff Report
4. DRAFT Legislative Agenda Recommendation Letter

Attachment 1



**Human Rights Commission
AGENDA
Regular Meeting
September 21, 2023
Hybrid Meeting
City Space, 100 5th Street NE, Charlottesville, VA 22902
6:30pm**

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. 08-17-2023 HRC REGULAR MEETING MINUTES*

4. BUSINESS MATTERS

- a. CHAIR UPDATE
- b. OHR STAFF REPORT

5. WORK SESSION

- a. LEGISLATIVE AGENDA RECOMMENDATIONS*
- b. ACTION UPDATES
- c. CONFIRMATION OF NEXT WORK SESSION ON 10-05-2023
- d. NEW BUSINESS

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.

Martha's Rules of Order
As adopted by the HRC on February 20, 2020

1. The proposal is presented. Clarifying questions are taken.
 - a. Proposal should always be in writing.
2. Friendly amendments are offered. Discussion is allowed only on the amendments.
 - a. Amendments should be prepared in advance when possible.
3. Speakers in favor of the proposal present their views.
 - a. This is not a time for debate.
 - b. Time limits should be set and enforced.
4. Speakers in opposition to the proposal present their views.
 - a. This is not a time for debate.
 - b. Time limits should be set and enforced.
5. General discussion and/or debate OR small group discussion time on the proposal is allowed.
 - a. Time limit on discussion is set by the group.
 - b. Facilitator helps group identify key issues.
 - c. Motion to table or refer is in order and requires $\frac{3}{4}$ vote.
6. First vote is taken.
 - a. People vote
 - i. In favor of the proposal, or
 - ii. Can live with the proposal, or
 - iii. Opposed to the proposal.
 - b. If a majority of those present votes "in favor" or "can live with," proceed to Step 8.
 - c. If less than a majority of those present votes "in favor" or "can live with," proposal dies.
7. Those voting in opposition are allowed to state their objections and concerns.
 - a. No discussion is allowed, only clarifying questions.
8. The second vote is taken as in Step 6.
 - a. It takes a majority of those present to override objections and pass the proposal.

Attachment 2



**Human Rights Commission
Meeting Minutes
Regular Meeting
August 17, 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, Jessica Harris, called the meeting to order at 6:32 pm
- b. ROLL CALL
 - i. Jessica Harris
 - ii. Ernest Chambers
 - iii. Jeanette Abi-Nader
 - iv. Wolfgang Keppley
 - v. Suzanne Lynn
 - vi. Andrew Orban
 - vii. 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. MINUTES

- a. Review of Regular Meeting minutes from 07/20/2023
 - i. Vote
 - 1. In favor: 5
 - 2. Opposed: 0
 - 3. Abstained: 2
 - ii. Motion to approve minutes passes
- b. Review of Work Session minutes from 08/03/2023
 - i. Commissioner suggests adding action items for Jessica "Email City Council" and "Email Capt. Van Meter the letter with Commission's questions about the Salvation Army"
 - ii. Vote with proposed amendments
 - 1. In favor: 5
 - 2. Opposed: 0
 - 3. Abstained: 2
 - iii. Motion to approve minutes with amendments passes

3. BUSINESS MATTERS

- a. CHAIR UPDATE
 - i. None
- b. OHR STAFF REPORT
 - i. Director

1. Report is attached in agenda packet
2. HRC Work Record is updated with up-to-date HRC actions
- ii. Outreach Specialist
 1. Kimberly Fontaine and John Sales for the housing panel had last-minute cancellations
 2. Westhaven Day and Soul of Cville both occurred
 - a. HRC Vice Chair and OHR Interns tabled at Westhaven Day
 3. There was a tabling event Tuesday at Southwood
 4. Weekend of 8/19 and 8/20: Back-to-school celebrations on the Downtown Mall and at the Boys & Girls Club
 5. September 16 and 17: Pride and Sabroso
 - a. Let Victoria know if interested in participating
 6. Week of September 20: ADA team is doing a public town hall to get feedback on the ADA transition plan

4. WORK SESSION (I)

- a. The Commission hosts a Housing Legislation panel inviting housing-related organizations in Charlottesville to talk about their state-level legislative priorities (8-minute presentations with 2-minute transitions between speakers)
 - i. Deadline for the HRC submitting its legislative recommendations typically occur in September
- b. Commissioner asks if it would be possible to invite Kimberly Fontaine and John Sales (unable to attend this meeting) back to speak
 - i. Director says that the Commission could follow up with those who did not speak today asking for their recommendations via email
 - ii. Could also reach out to state legislators about current state legislation that is in the works at the moment
 - iii. OHR Outreach Specialist will follow up with Charlottesville organizations who were unable to attend tonight
 - iv. Wolfgang will reach out to state legislators

5. MATTERS BY THE PUBLIC

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

6. WORK SESSION (II)

- a. Housing Legislation Panel
 - i. Katie Darden, Livable Cville
 1. Livable Cville is an all-volunteer group open to anyone that advocates for policies that support an inclusive Charlottesville and Albemarle County
 2. Believes housing is a human right and that Charlottesville is in a housing crisis
 3. Advocates for affordable housing, sustainable transportation, and healthier neighborhoods for all
 - a. Includes inclusive zoning that allows residents to live in multiple different kinds of homes
 4. Group keeps informed of current issues and policies; works with other organizations to add a strong pro-housing voice to the

community

- a. Formed a coalition to advocate for Charlottesville's Comprehensive Plan
 - b. Pushes for things like affordable housing fund and bicycle/pedestrian infrastructure during budget season
 - c. Helped write pro-zoning reform coalition letter
 5. Encourages individuals to add their voices to pro-housing advocacy by providing accessible information
 - a. Creates monthly newsletter of recent developments in housing and transportation; offers suggestions for contacting policymakers; provides other resources to inform the community
 6. Also believes in local actions as power to combat climate change; supports renewable energy projects like the Woodridge Solar Project
 - a. Wants to also make sure the burden of pursuing these goals do not fall upon historically disadvantaged communities
 7. Strongly believes Charlottesville and Albemarle need more housing in every neighborhood and a greater focus on non-car-centric infrastructure and renewable energy
- ii. Liz Nyberg, People and Congregations Engaged in Ministry (PACEM)
1. PACEM has served over 1,800 individuals since 2004 as a low-barrier winter emergency shelter for adults in collaboration with other organizations
 - a. Welcomes all adults regardless of mental health status, substance use, criminal record, etc.
 - b. Operated through the pandemic in hotel-based settings
 - c. Served 177 individuals at Premier Circle with high health risks and housed 91 of them
 - d. Has team of case managers, over 50 staff, and many community partners
 2. Current focuses
 - a. Looking to implement its 20th year of winter shelter
 - b. Wants to establish year-round low-barrier shelter
 3. Observations
 - a. Changing rental landscape from additional dwelling units and small-holding landlords to management companies has made it much more difficult for the people who access PACEM to obtain housing
 - i. Many factors like the pandemic have caused landlord to outsource property management and convert to short-term vacation rentals, meaning there are more layers of bureaucracy between PACEM clients and housing
 - b. Loss of affordable units driven by HUD determinations; rent is drastically increasing by hundreds of dollars
 - i. Most impacted by those with sex offense charges and felony charges because they

- cannot rent from public housing authorities and are excluded from vouchers
- c. Loss of mental health services during the pandemic
 - i. VA lost half of its mental health beds, and these individuals with significant mental illnesses went to PACEM
 - ii. Clients needed help from facilities more specifically equipped for mental health care
- 4. Recommendations
 - a. Understand that shelter (short-term lodging) saves lives
 - i. Housing is not a panacea, nor is easily achievable for many of PACEM's guests
 - b. Every part of the system requires support; support existing work in the community
- iii. Anna Mendez, the Haven
 - 1. Recommendations
 - a. Would like the General Assembly to prohibit discrimination based on homelessness and recognized homelessness as a protected class
 - i. Use voice to end de-facto income discrimination for those relying on housing vouchers
 - ii. VA Tenant Bill of Rights explicitly denies discrimination based on payer source, but landlords are increasingly working around this by instead requiring tenants prove their income is three times the monthly rent (which would make an individual ineligible for a voucher)
 - b. Recognize homelessness as a public health crisis
 - i. Individuals should be able to use Medicaid and Medicare for rent payments
 - ii. Housing is closely linked to decreased hospital/emergency room visits—return on investment is significantly higher than housing them in the first place
 - c. Virginia must develop a meaningful statewide plan to end homelessness and address systemic causes of homelessness
 - i. Causes include a lack of deeply affordable units and incomes that are insufficient to pay rent
 - 2. Draws attention to VA Code 3.2-6546 which requires that each county and city in VA maintain a public shelter for animals or fund a private equivalent
 - a. There is no such requirement for shelters for humans
- iv. Emily Dreyfus, Charlottesville Low Income Housing Coalition (CLIHC) and Legal Aid Justice Center (LAJC)
 - 1. LAJC works closely with VA Poverty Law Center on General Assembly bills and defensive measures
 - a. Defensive work is a very important part of what happens at the General Assembly

2. Current agenda:
 3. Restore 14-day payer quit notices
 - a. Eviction notice time was previously extended during the pandemic, but it is now back down to 5 days
 4. Allow tenants to raise unsafe/unsanitary conditions as an affirmative defense to non-payment of rent
 - a. VA landlord-tenant law strongly favors landlords
 - b. There is not currently any rent withholding right in Virginia
 5. Allow indigent tenants waive appeal bond
 - a. Would give them the same rights other indigent people have in other types of civil cases
 6. Require landlords to disclose all fees in a separate document before the lease is entered into
 - a. Many local landlords have significant add-on fees
 7. Prohibit mid-lease rent increases in VA Residential Landlord and Tenant Act and the Manufactured Home Lot Rental Act
 - a. Unless the renter agrees in writing that the mid-lease rent increase is permissible
 - b. Puts them more at risk for displacement and homelessness
 8. Authorization for localities to pass rent stabilization ordinances for mobile home lot rent and residential rent in multi-family dwellings
 - a. Would take rent control out of the Dillon Rule process and make it more possible for localities to add rent stabilization to their local control
 9. Budgeting: looking to start state-sponsored voucher program so more people can get rental subsidies
 10. There is a home ownership initiative to use Habitat for Humanity's model and increase home ownership for people up to 60% of the area median income
 11. Improve manufactured homes (mobile homes) to give them the ability to buy their communities when an owner wants to sell
 - a. Gives them more of the first right of refusal and keep a property as a mobile home park
 - b. Trying to preserve manufactured homes and prevent price increases
- v. Public Comment
1. None
 2. No Commission Response to Matters by the Public
- b. Question & Answer Session
- i. Commissioner asks Ms. Dreyfus about legality of mid-lease rent increases
 1. It is occurring more often as housing prices increase; other communities may experience it significantly more
 2. The only solution LAJC has thought of is state law prohibiting it
 3. Only applies to low-income housing
 - ii. Commissioner asks Ms. Mendez to clarify she would like the General

Assembly to identify homelessness as a protected class

1. Confirmation that this is the request
- iii. Commissioner asks Ms. Nyberg and Ms. Darden what their legislative agenda items would be for the respective concerns they brought up
 1. Ms. Nyberg says issue with funding for long-term shelter for individuals is that funding comes and goes with popularity
 - a. Urges the inclusion of both shelter and housing in the conversation, not either/or
 2. Ms. Darden says that many from Livable Cville focus on zoning; believes government should not be in the decision of creating housing, and it should be legal to build homes
 - a. Sustainable transportation is also integral to inclusive housing
- iv. Commissioner asks where Virginia stands on mental health services, shelters, and affordable housing
 1. Ms. Mendez: Virginia is the tenth wealthiest state in the nation but the 30th least well-funded in public mental health services
 - a. While VA does not spend as much money on public mental health care, it has the 3rd highest number of in-patient psychiatric beds
 - i. Means that 75 cents of every public mental health dollar goes to pay for an in-patient bed, and only 25 cents goes to community-based services; this is the opposite of the national average
 - ii. The existence of more in-patient beds does not prevent the need for an in-patient bed; the need for in-patient beds is reduced by easily accessible high quality, evidence-based, culturally competent, trauma-informed care in communities before the point of crisis
 - b. Individuals need reliable care before crisis, not in-patient beds
 - c. Mental health (which includes substance use disorder) is not a driver of homelessness
 - i. West Virginia has one of the highest rates of mental health disorders, but also one of the lowest rates of homelessness and highest rates of home ownership
 - ii. People who are unhoused often have mental health disorders (and are often Black and Brown) because when there is a resource scarcity, the people most affected are those who have been historically oppressed
 - d. Commissioner asks where the split of public mental health funding comes from
 - i. Ms. Mendez says it is historical artifact—there is a long historic tendency in VA to lock up patients with mental health disorders

- ii. Virginia is also a low-tax, low service state
 - 1. There is a similar lack in accessible public mental health care to a lack of public school systems
 - a. Not marijuana revenue
 - iii. Level of investment needed to have an adequately funded mental health care system would require an overhaul of VA tax structure, which has not been overhauled in over 100 years
 - 1. VA needs progressive income tax
 - 2. VA needs tax for consumer services the same way as consumer goods
 - a. Spending for consumer services outpaced spending for consumer goods in the late 60s/early 70s
 - 3. These two things would increase revenue by over 1 billion dollars annually
- 2. Ms. Nyberg: highlights how Charlottesville is trying to fill the need for mental health care locally
 - a. There is a resource in crisis intervention programs
 - i. There is nationally-recognized CIT leadership in Charlottesville and organization of wraparound care to support individuals who are losing or have lost housing
 - b. PACEM has increasingly seen people come from further and further away from Charlottesville, which has to do with generational impacts of racism and poverty; however, there are local programs that help renovate and keep people from losing the livability of their homes
 - i. AHIP
 - ii. Building Goodness Foundation
 - c. These are good things Charlottesville is doing, and it would be worth investing further in these resources
- v. Commissioner expresses hope that these service providers will be able to access some of this affordable housing money that the City recently received from the state
- vi. Chair explains that the Commission will take these speakers' points into account when they raise their recommendations to Council for sending to the General Assembly; asks speakers if they have questions for each other
- vii. Ms. Darden asks how it is legal to raise someone's rent mid-lease
 - 1. Ms. Mendez says it seems to only be legal in Virginia if one is in a designated low-income housing unit that has an escalator clause and HUD income guidelines change during the course of the lease
 - 2. Ms. Dreyfus says it is bizarre mid-lease increases are legal, and

it always take tenants by surprise who are already living in precarious positions

- a. Renters in low-income tax-credit developments do have some level of just cause eviction protections and organizing protections; retaliatory protections are more difficult in these areas
 - b. These properties have expired room subsidies, so they will need lots of local dollars and organizing to keep these developments affordable
 - i. Some landlords are dedicated to long-term affordability, while some are not
- viii. Ms. Darden asks Ms. Mendez about homelessness as a protected class in employment law
 1. Ms. Mendez explains that once something is deemed a protected class, it is illegal to discriminate on that basis in Virginia across multiple domains (housing, employment, public accommodations, credit, private education)
 2. Also urges Charlottesville to more strongly communicate to surrounding localities that homelessness does not end at Charlottesville's city limits
 - a. The Haven has been able to get a financial commitment from the City for its day shelter, which has been in operation since 2009
 - b. The City has given \$90,000 for these operations, yet Albemarle only provides \$14,000, which has a significantly larger budget
 - i. Over half of those experiencing homelessness list somewhere in Albemarle as their last stable address
 - ii. The Haven serves as the legal address of record for over 500 different people, which results in huge amounts of mail
 - c. There is also an increasing number of individuals staying at the shelter who are from other counties (Greene, Nelson, Fluvanna, Louisa), likely because they already worked in Charlottesville
 - i. Some of these localities may not have the financial resources to address this, but Albemarle does
 - d. It is a myth that most individuals who are unhoused are also unemployed
- ix. Ms. Nyberg explains that there is a community hotline for those at risk of losing housing shared with Albemarle County, which functions well
 1. The Monticello Area Community Action Agency (MACAA) manages similar funds for three nearby counties
 2. Skyline Community Action Partnership (CAP) manages fund for other counties
 3. Encourages development of these funding/communication systems as an approachable solution

- x. Ms. Dreyfus says that LAJC runs into similar frustrations with rent assistance
 - 1. During the pandemic, many organizations from the City and County worked together well, but now, the County's independent rental assistance program still is not functional
 - 2. Asks whether there are ways the HRC can lobby the City to hold the County more accountable
- xi. Chair requests that speakers share their notes from these presentations
 - 1. Commissioner mentions the positive of people moving into Kendalwood
 - 2. Also says that there is an issue with people from surrounding localities using the City's resources without the localities' support, and would like to address this issue
 - a. Says these localities do have the financial resources to help; references Lake Monticello housing units
 - 3. Ms. Nyberg adds that voucher limits vary, but they generally vary by \$1,000-\$1,200, and there are strict heartbeat rules for how many bedrooms families must have
 - a. Oftentimes, one has to combine voucher with additional one-time financial support to pay utility deposits or even moving costs
 - b. Housing exists, but the requirements for these units are unrealistic for many individuals; even those with vouchers are being priced out of the market
 - 4. Ms. Mendez adds that housing prices are becoming a barrier even for staff of the city
- xii. Ms. Dreyfus adds that Commission should support zoning efforts as a Commission or as individuals
 - 1. Uses Dairy Market situation as an example
 - a. When Crescent Halls was under renovation, there was a major water main break, and everyone had to be moved into emergency temporary housing; they had to look for other permanent housing
 - 2. Chris Henry's rent in that development was \$50 too high to qualify for voucher use, and they refused to lower it
 - 3. The zoning being considered is looking at adjoining properties to "sensitive areas" (neighborhoods experiencing mass displacement) to see what works well for their neighborhood
- c. Confirmation of next work session on 09/07/2023
 - i. Commissioners decide to not hold work session due to lack of attendance

7. BUSINESS MATTERS

- a. OHR STAFF REPORT

8. COMMISSIONER UPDATES

- a. None

9. NEXT STEPS

- a. Commission, OHR staff
 - i. Consolidate Charlottesville housing organizations' recommendations into a letter to City Council before meeting on 09/21/23

- b. Wolfgang
 - i. Reach out to state legislators about legislative recommendations
- c. Victoria
 - i. Follow up with those unable to attend this meeting for their legislative recommendations

10. ADJOURN

- a. Meeting adjourned at 7:56 pm

Pending HRC Approval

Attachment 3

Office of Human Rights
OHR Monthly Report
September 2023

Service Provision Data:

- Current status
 - All data entered through August 2023
 - Partial Data entered for September 2023
- Updates
 - We are always doublechecking data. If some of the numbers change when we report next month, it may be because we caught an error.

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Open office days in the month	22	20	21	22	23	20	22	22	20	23	22	20	257
Total Incoming & Outgoing Contacts	261	178	222	285	640	391	234	179	61	0	0	0	2451
Total Incoming Contacts	198	117	148	215	429	253	149	116	31	0	0	0	1656
Average Incoming & Outgoing Contacts/Day	12	9	11	13	28	20	11	8	3	0	0	0	9
Average Incoming Contacts/Day	9	6	7	10	19	13	7	5	2	0	0	0	6
Total Unique Individuals Served (rough count due to some anonymous contacts)													215
Contacts in Spanish	2	10	6	2	0	2	1	1	0	0	0	0	24
Total Staff Follow-ups (Outgoing)	23	32	29	28	64	64	27	20	15	0	0	0	302
Total Third-Party Contacts (Outgoing)	40	29	45	42	147	74	58	43	15	0	0	0	493
Total Individual Follow-ups (Incoming)	130	51	82	129	211	152	49	36	14	0	0	0	854
Total Third-Party Contacts (Incoming)	50	32	49	65	201	90	88	64	8	0	0	0	647
Total Inquiries (Incoming)	18	32	16	21	16	11	12	16	9	0	0	0	151
Total Complaints (Incoming)	0	2	1	0	1	0	0	0	0	0	0	0	4
Total Duration of all Incoming and Outgoing Contacts	64.41	42.80	52.77	54.54	111.76	55.53	29.29	23.23	8.77	0.00	0.00	0.00	443.10
Total Duration of Conciliation Activity Contacts	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Duration of Informal Dialogue Contacts	0.50	0.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.58
Total Duration of Information Contacts	2.68	0.64	3.38	3.54	1.22	2.58	2.33	4.96	0.32	0.00	0.00	0.00	21.65
Total Duration of Intake Activity Contacts	1.94	7.16	3.69	3.99	10.49	4.87	1.61	2.62	1.56	0.00	0.00	0.00	37.93
Total Duration of Investigation Activity Contacts	1.65	1.73	0.75	2.24	0.56	0.16	1.39	0.58	0.49	0.00	0.00	0.00	9.55
Total Duration of Mediation Activity Contacts	4.08	0.91	0.25	0.65	1.40	4.21	0.16	0.40	0.00	0.00	0.00	0.00	12.06
Total Duration of Navigation & Advocacy Contacts (All Staff)	53.56	32.28	44.70	44.12	98.09	42.00	19.72	11.01	4.50	0.00	0.00	0.00	349.98
Total Duration of Navigation & Advocacy Contacts (TN)	25.83	26.38	34.56	21.25	73.09	21.17	16.47	7.30	1.22	0.00	0.00	0.00	227.27
Total Duration of Navigation & Advocacy Contacts (VM)	27.07	5.74	9.39	19.18	13.12	6.34	0.00	0.00	0.00	0.00	0.00	0.00	80.84
Total Duration of Navigation & Advocacy Contacts (TN & VM)	0.25	0.00	0.75	0.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.08
Total Duration of Navigation & Advocacy Contacts (LG)	0.08	0.16	0.00	0.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.32
Total Duration of Navigation & Advocacy Contacts (SK)	0.00	0.00	0.00	3.03	8.88	13.16	3.25	3.71	3.28	0.00	0.00	0.00	35.31
Total Duration of Navigation & Advocacy Contacts (GH)	0.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.33
Total Duration of Navigation & Advocacy Contacts (TN & SK)	0.00	0.00	0.00	0.50	3.00	1.33	0.00	0.00	0.00	0.00	0.00	0.00	4.83
Duration N&A Contacts (All Staff) out of Duration of All Contacts (%)	83%	75%	85%	81%	88%	78%	78%	56%	66%	0%	0%	0%	81%
Total Duration of N&A Application Assistance Contacts	0.00	0.08	0.00	0.00	0.58	0.08	0.00	0.00	0.00	0.00	0.00	0.00	0.74
Total Duration of N&A AG OCR Liaison Contacts	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Duration of N&A City Agency Liaison Contacts	1.98	0.00	0.00	0.00	0.73	0.74	2.44	0.33	0.33	0.00	0.00	0.00	6.55
Total Duration of N&A Clerical Support Contacts	0.00	0.00	0.00	0.00	2.16	1.30	0.25	0.00	0.00	0.00	0.00	0.00	3.71

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Total Duration of N&A CRHA Liaison Contacts	0.65	3.73	3.57	9.92	5.02	0.98	1.40	3.22	0.24	0.00	0.00	0.00	28.73
Total Duration of N&A Crisis Response Contacts	0.00	0.00	0.00	0.00	7.59	0.25	0.00	0.00	0.00	0.00	0.00	0.00	7.84
Total Duration of N&A DPOR Liaison Contacts	0.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.40
Total Duration of N&A EEOC Liaison Contacts	1.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.25
Total Duration of N&A Housing Navigation Contacts	32.04	21.27	24.77	31.89	61.47	13.73	3.04	4.22	1.39	0.00	0.00	0.00	193.82
Total Duration of N&A Legal Aid Liaison Contacts	1.82	0.49	1.58	0.00	1.72	7.38	10.41	0.49	0.90	0.00	0.00	0.00	24.79
Total Duration of N&A Mental Health Navigation Contacts	5.74	3.16	5.25	3.07	10.00	3.84	0.80	0.49	0.08	0.00	0.00	0.00	32.43
Total Duration of N&A Other Agency Liaison Contacts	1.24	1.53	3.33	9.55	9.44	1.40	1.61	2.78	0.41	0.00	0.00	0.00	31.29
Total Duration of N&A Other Contacts	14.67	5.67	15.18	10.25	8.70	5.07	3.02	1.31	1.64	0.00	0.00	0.00	65.51
Total Duration of N&A Translation Services Contacts	0.00	0.00	0.00	1.25	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.75
Total Duration of N&A Safe Space Contacts	0.00	0.00	0.00	0.00	23.50	11.25	0.00	0.00	0.00	0.00	0.00	0.00	34.75
Total Incoming & Outgoing Navigation & Advocacy Contacts	178	121	157	218	573	264	148	60	34	0	0	0	1753
Total Incoming & Outgoing Navigation & Advocacy Contacts (VM)	65	34	44	73	20	31	0	0	0	0	0	0	267
Total Incoming & Outgoing Navigation & Advocacy Contacts (TN)	109	85	112	120	479	168	121	41	11	0	0	0	1246
Total Incoming & Outgoing Navigation & Advocacy Contacts (LG)	1	2	0	1	0	0	0	0	0	0	0	0	4
Total Incoming & Outgoing Navigation & Advocacy Contacts (GH)	2	0	0	0	0	0	0	0	0	0	0	0	2
Total Incoming & Outgoing Navigation & Advocacy Contacts (SK)	0	0	0	22	73	61	27	19	23	0	0	0	225
Total Incoming & Outgoing Navigation & Advocacy Contacts (TN & SK)	0	0	0	1	1	4	0	0	0	0	0	0	6
Total Incoming & Outgoing Navigation & Advocacy Contacts (TN & VM)	1	0	1	1	0	0	0	0	0	0	0	0	3
Percentage: Navigation & Advocacy out of Total Contacts	68%	68%	71%	76%	90%	68%	63%	34%	56%	0%	0%	0%	72%
Total N&A Application Assistance Contacts	0	1	0	0	2	1	0	0	0	0	0	0	4
Total N&A AG OCR Liaison Contacts	0	1	0	0	1	0	3	4	0	0	0	0	9
Total N&A City Agency Liaison Contacts	8	0	0	0	7	5	19	2	2	0	0	0	43
Total N&A Clerical Support Contacts	0	0	0	0	7	12	1	0	0	0	0	0	20
Total N&A CRHA Liaison Contacts	6	9	7	35	28	7	14	10	3	0	0	0	119
Total N&A Crisis Response Contacts	0	0	0	0	25	1	0	0	0	0	0	0	26
Total N&A DPOR Liaison Contacts	5	0	0	0	0	0	0	0	0	0	0	0	5
Total N&A EEOC Liaison Contacts	2	0	0	0	0	0	0	0	0	0	0	0	2
Total N&A Housing Navigation Contacts	100	64	103	147	432	99	16	12	11	0	0	0	984
Total N&A Legal Aid Liaison Contacts	7	4	3	0	12	63	61	4	7	0	0	0	161
Total N&A Mental Health Navigation Contacts	11	3	9	7	37	25	10	4	1	0	0	0	107
Total N&A Other Agency Liaison Contacts	7	3	15	47	109	25	9	4	3	0	0	0	222
Total N&A Other Contacts	45	31	46	64	70	57	21	10	11	0	0	0	355
Total N&A Translation Services Contacts	0	0	0	1	1	0	0	0	0	0	0	0	2
Total N&A Safe Space Contacts	0	0	0	0	4	12	0	0	0	0	0	0	16
Total Inquiries: P.A. - Employment	2	7	4	5	4	4	5	3	0	0	0	0	34
Total Inquiries: P.A. - Housing	9	13	7	7	5	0	2	6	6	0	0	0	55
Total Inquiries: P.A. - Public Accommodation	0	2	0	0	3	0	2	4	0	0	0	0	11
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)	7	10	5	9	4	7	3	3	3	0	0	0	51
Total Complaints: P.A. - Employment	0	1	0	0	1	0	0	0	0	0	0	0	2
Total Complaints: P.A. - Housing	0	1	1	0	0	0	0	0	0	0	0	0	2
Total Complaints: P.A. - Public Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Complaints: P.A. - Credit	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Complaints: P.A. - Private Education	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Complaints: P.A. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Employment Inquiries & Complaints	2	8	4	5	5	4	5	3	0	0	0	0	36
Employment inquiries & complaints in Charlottesville	0	3	3	1	1	2	1	2	0	0	0	0	13

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Employment inquiries in Albemarle Co.	0	2	1	1	3	0	3	0	0	0	0	0	10
Employment inquiries in other and unspecified localities	0	2	0	3	1	2	1	1	0	0	0	0	10
Total Housing Inquiries & Complaints	9	14	8	7	5	0	2	6	6	0	0	0	57
Housing inquiries & complaints in Charlottesville	2	7	4	3	3	0	0	3	6	0	0	0	28
Housing inquiries in Albemarle Co.	1	3	1	1	2	0	0	1	0	0	0	0	9
Housing inquiries in other and unspecified localities	3	3	2	3	0	0	2	2	0	0	0	0	15
Total Public Accommodation Inquiries & Complaints	0	2	0	0	3	0	2	4	0	0	0	0	11
Public accommodation inquiries & complaints in Charlottesville	0	1	0	0	2	0	0	1	0	0	0	0	4
Public accommodation inquiries in Albemarle Co.	0	1	0	0	1	0	1	1	0	0	0	0	4
Public accommodation inquiries in other and unspecified localities	0	0	0	0	0	0	1	2	0	0	0	0	3
Total Credit Inquiries & Complaints	0	0	0	0	0	0	0	0	0	0	0	0	0
Credit inquiries & complaints in Charlottesville	0	1	0	0	2	0	0	1	0	0	0	0	4
Credit inquiries in Albemarle Co.	0	0	0	0	0	0	0	0	0	0	0	0	0
Credit inquiries in other and unspecified localities	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Private Education Inquiries & Complaints	0	0	0	0	0	0	0	0	0	0	0	0	0
Private education inquiries & complaints in Charlottesville	0	1	0	0	2	0	0	1	0	0	0	0	4
Private education inquiries in Albemarle Co.	0	0	0	0	0	0	0	0	0	0	0	0	0
Private education inquiries in other and unspecified localities	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Other (Unprotected) Inquiries & Complaints	7	10	5	9	4	7	3	3	3	0	0	0	51
Other (Unprotected) inquiries & complaints in Charlottesville	0	2	3	4	3	1	0	2	3	0	0	0	18
Other (Unprotected) inquiries in Albemarle Co.	1	1	0	1	0	2	2	0	0	0	0	0	7
Other (Unprotected) inquiries in other and unspecified localities	4	6	2	4	1	4	1	1	0	0	0	0	23
Total I&C: P.C. - Age	0	1	1	1	0	1	0	1	0	0	0	0	5
Total I&C: P.C. - Elderliness (Housing)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - Disability	2	5	5	1	1	0	0	1	0	0	0	0	15
Total I&C: P.C. - Marital Status	0	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - National Origin	0	5	0	0	2	0	1	1	1	0	0	0	10
Total I&C: P.C. - Pregnancy	0	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - Childbirth or Related Medical Conditions	0	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - Familial Status (Housing)	0	1	0	0	0	0	0	0	0	0	0	0	1
Total I&C: P.C. - Race	1	3	1	1	1	0	2	1	0	0	0	0	10
Total I&C: P.C. - Color	0	1	0	1	0	0	2	1	0	0	0	0	5
Total I&C: P.C. - Religion	0	1	0	0	0	0	0	0	0	0	0	0	1
Total I&C: P.C. - Sex	0	1	0	0	0	0	0	0	0	0	0	0	1
Total I&C: P.C. - Gender Identity	1	0	0	1	1	0	0	0	0	0	0	0	3
Total I&C: P.C. - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - Source of Funds (Housing)	1	0	0	0	0	0	0	0	0	0	0	0	1
Total I&C: P.C. - Veteran Status	0	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - Not specified	8	17	9	17	12	10	6	6	0	0	0	0	85
Total I&C: P.C. - Other (Unprotected)	5	2	3	1	0	0	2	5	8	0	0	0	26
Total Contacts resulting in Referrals	5	5	4	14	7	6	7	8	6	0	0	0	62
Referrals to AG OCR	0	1	0	3	4	1	4	4	0	0	0	0	17
Referrals to AIM	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to APS	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to CPS	1	0	0	0	0	0	0	0	0	0	0	0	1
Referrals to CRHA	0	0	0	3	0	1	0	0	1	0	0	0	5
Referrals to CVLAS	1	0	1	1	2	1	2	2	2	0	0	0	12
Referrals to DBHDS	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to DLC	0	1	0	0	0	0	0	0	0	0	0	0	1

[illegible]

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
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	0	2	0	0	0	0	0	1	4	0	0	0	7
Total Closed Inquiries	18	30	16	21	16	11	12	15	5	0	0	0	144
Total Open Complaints	0	1	0	0	0	0	0	0	0	0	0	0	1
Total Closed Complaints	0	1	1	0	1	0	0	0	0	0	0	0	3
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	1	0	0	0	0	0	0	0	2
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	1	0	0	0	0	0	0	0	0	0	0	1
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	0	1	0	0	0	0	0	0	0	0	0	1
Reason for Inquiry Closure: Navigation Only	12	21	13	17	15	8	10	11	5	0	0	0	112
Reason for Inquiry Closure: No Response	6	9	2	3	1	3	2	1	0	0	0	0	27
Reason for Inquiry Closure: Referral	0	0	0	1	0	0	0	3	0	0	0	0	4
Primary Service: Case Coordination	0	0	0	0	0	14	30	32	8	0	0	0	84
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	23	8	38	22	11	28	27	62	4	0	0	0	223
Primary Service: Intake Activity	20	36	24	31	40	44	18	18	11	0	0	0	242
Primary Service: Investigation Activity	8	8	2	8	7	2	9	2	4	0	0	0	50
Primary Service: Mediation Activity	31	4	1	6	9	39	2	5	0	0	0	0	97
Primary Service: Navigation & Advocacy	178	121	157	218	573	264	148	60	34	0	0	0	1753

Administrative Updates:

- Fair Housing Assistance Program (FHAP) workshare agreement
 - Staff have prepared a rough draft of an amended Human Rights Ordinance based on the feedback provided by HUD.
 - Next step is to schedule a review with the City Management and City Attorney's Office before presenting to HUD for another informal review. Meeting set for September 26, 2023.
- Fair Employment Practices Agency (FEPA) workshare agreement
 - On hold until the FHAP certification is complete.
 - 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
 - Victoria will be moving on to new opportunities on October 13, 2023. We will certainly miss her expertise and collaborative spirit!
 - The Community Outreach and Administrative Specialist position was posted internally from August 15 – 29, 2023. The position was re-posted externally from September 5 – September 12, 2023. The Director is currently considering applicants.
 - The Director is working with the Human Resources Department to develop an Investigator (In Training) program to create a path for individuals with an interest in becoming a Human Rights Investigator to do so on the job.
 - The Investigator (In Training) position is anticipated to be posted sometime in late September or October.

Reporting:

Report	Status
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	Submitted to Council on July 18, 2023.
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	Investigation completed and determination in progress.
2021-4	Employment	Sex	Investigation in progress.
2021-5	Employment	Sexual Orientation, Race	Investigation in progress.
2022-6	Housing	Color, Race	Mediation at impasse, next steps under consideration.
2022-(8)	Public Accommodation	Color, National Origin, Race	Pending closure due to non-response from Complainant.
2023-(2)	Employment	Religion, National Origin	Pending closure due to non-response from Complainant.
2023-3	Housing	Race	Settlement reached through mediation.
2023-4	Housing	Age, Disability, Elderliness	Awaiting response to mediation offer.
2023-5	Employment	Color, Race	Settlement reached through mediation.

Outreach Updates:

- Besides back-to-school activities, September also holds two of our biggest annual events: Cville Sabroso and Pride! This year we will be tabling at both. Victoria is also on the team planning PHAR's Youth Carnival and will be tabling her final event in October with Region Ten's CRANU festival.
- Victoria is also working with the ADA team in holding their transition plan's Town Hall on Wednesday September 20. She'd love to see you all there!
- The OHR team will be headed down to Virginia Beach on September 23 for the first Virginia Association of Human Rights Conference since 2019.
- The OHR will also be performing outreach in presenting to the IRC about our office and its functions on September 21.

These are our next planned outreach events. Please let me know if you would like to participate in any of these events:

Date	Time	Event	Location	Organizer
8/11/2023	TBA	Soul of Cville	IX AP	TBA
8/12/2023	TBA	Soul of Cville	IX AP	TBA
8/13/2023	TBA	Soul of Cville	IX AP	TBA
8/19/2023	TBA	Fall Youth Carnival	TBA	PHAR
8/29/2023	10AM - 7PM	Chihamba	Booker T Washington Park (1001 Preston Ave.)	Chihamba
9/16/2023	2 - 9PM	Sabroso	Booker T Washington Park (1001 Preston Ave.)	Sin Barreras
9/17/2023	10AM - 7PM	Pride	IX Art Park	Cville Pride
9/19/2023	TBA	Back to School Bash	Ting Pavilion	TBA
9/30/2023	TBA	Fall Festival	TBA	CHPC2

Below is a summary of the outreach activities conducted in 2023. Some more recent events are pending entry:

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HRC Work Summary:

Date	Roles (Sec. 433)	Duties & Responsibilities	HRC Annual Focus	Primary Action	Summary & Analysis
4/20/2023	Sec. 2-433. (b) Awareness and Guidance	Sec. 2-435 Systemic issues	Policies that preserve diversity, equity, and affordability in housing	Research	Commissioners vote 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	N/A	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.
6/15/2023	Sec. 2-433. (b) Awareness and Guidance	Sec. 2-435 Systemic issues	Policies that preserve diversity, equity, and affordability in housing	HRC Resolution	The HRC adopted Resolution A23-1 about its priorities going forward concerning housing and the Commission's stance regarding rezoning with an equity focus. It uses this resolution to help shape its work plan going forward.
7/6/2023	Sec. 2-433. (c) City Policies	Sec. 2-435 Systemic issues	Zoning that emphasizes more affordable housing	Letter of Support	Following Commissioner outreach to Livable Cville, the HRC voted to approve adding the HRC's name to a sign-on letter to City Council, the Planning Commission, and NDS Director James Freas. The letter included support for adoption of a zoning code that addresses affordable housing and historical inequities through medium intensity zoning, revised inclusionary zoning regulations, flexibility to support new affordable housing construction, and incentivized construction that incorporates energy-saving and energy-producing technology.

Date	Roles (Sec. 433)	Duties & Responsibilities	HRC Annual Focus	Primary Action	Summary & Analysis
7/20/2023	Sec. 2-433. (b) Awareness and Guidance	Sec. 2-434 Community dialogue and engagement.	Decent and affordable housing	Public Discussion	At the HRC regular meeting, Commissioners hosted Capt. Mark Van Meter from the Salvation Army to discuss its expansion of its emergency shelter. They asked him about the logistics of the new facility, as well as about the Salvation Army's commitment to equity. Commissioners used this discussion as a basis for its letter of support for the Salvation Army's special use permit from the City of Charlottesville.
8/3/2023	Sec. 2-433. (c) City Policies	Sec. 2-434 Community dialogue and engagement.	Decent and affordable housing	Letter of Support	The Commission drafted and voted to send a letter to Council regarding the Salvation Army emergency shelter expansion. The Commission expressed its support to expand the emergency shelter and urged City Council to grant the Salvation Army a special use permit, as well as communicated its desire that Council ensure the new facility is equitable and non-discriminatory in its service provision.
8/5/2023	Sec. 2-433. (b) Awareness and Guidance	Sec. 2-434 Community dialogue and engagement.	N/A	Community Event	The Commission tabled at the Westhaven Day community event, interacting with the public and providing resources to inform the public of the OHR and HRC's role in the community.

Date	Roles (Sec. 433)	Duties & Responsibilities	HRC Annual Focus	Primary Action	Summary & Analysis
8/17/2023	Sec. 2-433. (e) Legislative Program	Sec. 2-434 Community dialogue and engagement.	Decent and affordable housing	Public Discussion	At the HRC regular meeting, Commissioners hosted several speakers from various service providers in the community to share their organizations' legislative priorities for the year, especially pertaining to affordable housing. The Commission used these speakers' presentations to compile its own list of legislative recommendations for presentation to Council.

Attachment 4

CITY OF CHARLOTTESVILLE

"To be one community filled with opportunity"

Human Rights Commission
P.O. Box 911 · Charlottesville, Virginia 22902
Telephone 434-970-3023
humanrights@charlottesville.gov
www.charlottesville.gov/665/Human-Rights



DATE

Dear Mayor Snook and City Councilors,

Pursuant to Sec. 2-433.(e) of the Charlottesville Human Rights Ordinance, it is the role of the Human Rights Commission to “make recommendations regarding the City’s annual legislative programs and policies that will address discrimination.” During their annual planning meeting on March 16, 2023, Commissioners identified housing as the primary focus of their work in 2023. Commissioners sought feedback from community members and subject matter experts regarding specific, state-level legislation that may have both local and regional impacts on housing. At its regular meeting on September 21, 2023, the Commission voted to recommend the following housing-related legislative priorities for your consideration as Council prepares its legislative recommendations for the Thomas Jefferson Area Planning District for referral to the General Assembly. The Commission recommends that Council support enabling legislation related to the following key areas.

1. Affordable Housing Accessibility:

- a. Allow individuals to use Medicaid and Medicare funds towards rent payments.
- b. Implement a progressive income tax and taxes for consumer services. The resultant increase in the tax base should produce a subsequent increase in funding available for affordable housing.
- c. Allow tenants to raise unsafe or unsanitary conditions as an affirmative defense to non-payment of rent.
- d. Allow indigent tenants to waive their appeal bond. This would grant indigent tenants the same rights that exist for indigent people in other types of civil cases.
- e. Require landlords to disclose to rental applicants a complete list of additional fees involved in renting as a separate document prior to the signing of a lease.
- f. Include provisions in the VA Residential Landlord and Tenant Act and the Manufactured Home Lot Rental Act to prohibit mid-lease rent increases except in cases where the renter has agreed in writing that the proposed mid-lease rent increase is permissible.
- g. Authorize localities to pass rent stabilization ordinances for residential rent in mobile home lots and multi-family dwellings.
- h. Grant localities rent control power, thereby removing the inhibiting effects of the Dillon Rule on the ability of localities to enact rent controls.
- i. Begin a state-sponsored voucher program to increase the accessibility of rental subsidies.

- j. Grant residents of mobile homes the right of first refusal, thereby giving residents the option to buy their communities when an owner wants to sell.
2. Equity for People Experiencing Homelessness:
 - a. Recognize homelessness as a protected class in the Virginia Human Rights Act and Virginia Fair Housing Law to prohibit discrimination based upon an individual's housing status.
 - b. Require that each county and city in Virginia maintain a public shelter for individuals or fund a private equivalent, equal to VA Code 3.2-6546 requiring the existence of a public animal shelter in every locality.
 - c. Amend the Virginia Residential Landlord and Tenant Act to increase the required period for a pay or quit notice to 14 days.
 3. Mental Health Care Accessibility:
 - a. Increase public mental health care funding to compensate for the loss of mental health services resulting from the COVID-19 pandemic.

The Commission welcomes questions, feedback, and dialogue with City Council about these recommendations. The Commission also requests that Council communicate regarding the recommendations included in its proposal to the Thomas Jefferson Area Planning District. Commissioners look forward to planning with Council in advance of submitting legislative recommendations in 2024. Please do not hesitate to reach out to me or the Office of Human Rights should you have any questions prior to making your recommendations or if you wish to schedule a time to meet.

Sincerely,

Jessica Harris
Chair
Human Rights Commission

Human Rights Commissioners:

- Jessica Harris (Chair)
- Ernest Chambers (Vice-Chair)
- Jeanette Abi-Nader
- Mary Bauer
- Wolfgang Keppley
- Kathryn Laughon
- Suzanne Lynn
- Andrew Orban
- Lyndele von Schill