



**Human Rights Commission
Work Session
April 4, 2024
Hybrid Meeting
Carver Recreation Center, 233 Fourth St NW Charlottesville, VA 22902
6:30pm**

Agenda Packet Attachments

1. Agenda
2. Martha's Rules (for reference)
3. HRC Annual Planning Meeting brainstorm document
4. DRAFT HRC Annual Work Plan

Attachment 1



**Human Rights Commission
AGENDA
Work Session
Thursday, April 4, 2024
Hybrid Meeting
Carver Recreation Center, 233 Fourth St NW 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. WORK SESSION

- a. HRC ANNUAL WORK PLAN
- b. NEW BUSINESS

4. 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

5. COMMISSIONER UPDATES

6. 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) 987-1267 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

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 3

Housing (Affordable, Accessible, Equitable):

- Quality of environment (trees)
- Generational wealth and feasibility of reparations to those displaced by Vinegar Hill project
- Rental applications fees – excessive, repeated, transparency
 - o State-level advocacy required?
- Transparent rental property registry and inspection (to improve quality and ensure livable space) in Charlottesville
 - o State-level advocacy to allow Charlottesville to consider adopting a rental property registry and inspect properties
- Source of funds as a protected class in Virginia
 - o Potential evidence of discrimination: rental properties that exceed the cost of HUD-set voucher payment standards
 - o Second potential evidence of discrimination: rental properties in states of disrepair that can't pass HUD voucher inspections
 - Could file a director-initiated complaint (Tested in state courts? Need to research.)
- Increase inventory of multi-family housing
 - o Working with developers who are pro-affordable housing (Cherry Ave. project, New Hill Development Corporation, PHA, others?)
 - o Property management companies, after projects are built
 - Length of time that property management companies manage affordable properties (how long do properties built, with the intention to be affordable housing, remain affordable?)
- Influence Planning Commission bidding process for new developments, to increase equity
- Eviction rates
 - o Need for legal representation for those facing eviction (HRC looked into this in 2021 – present)
 - o Eviction reduction program implemented by PHA
- Increased need for housing for older adults and adults with disabilities
 - o Midway Manor (Standard Communities), Crescent Halls (CRHA), Wood's Edge (PHA), Kindlewood (PHA)

Homelessness and Re-entry:

- Wrap-around services for those experiencing homelessness:
 - o SUD Treatment services
 - o Housing-first model
 - o Increased mental health services (Region 10)
 - o Working with community partners (Haven, PACEM)
- Hostility surrounding homelessness, changing narrative (humanize people)
- Services to support re-entry
 - o Opportunity to learn more: April 18th Tom Tom event (Lily circulated information)
- Investigate barriers to renting for individuals with a criminal record

Other:

- Support implementation of the ADA Transition Plan
- Follow-up from the Dialogue on Race
 - Revitalizing the concept of Dialogue on Race, but less structured
 - National observances-related events, designed in coordination with Cville Office of Social Equity
 - “All We Can Save” events
- LGBTQ+/Ally Training
 - Develop curriculum, offer as a training, identify trainers and program
- Voting disenfranchisement of black Charlottesville voters
 - Historical actions, contemporary impact (decreased representation)
 - Could include in legislative recommendations in FY25
- Food deserts in Charlottesville
 - How can the City support increased food accessibility and prevent food deserts in Charlottesville?
 - Many community partners to connect with to amplify and inform legislative priorities

Attachment 4

**Human Rights Commission
Annual Focus Areas, Goals, & Work Plan
March 2024 – February 2025**

Primary Focus Area(s):

1. Housing
 - a. Homelessness
 - i. City policies
 1. Shelter
 2. Wraparound services
 - ii. Expert panel and fact gathering to determine current trends
 - b. Systemic Barriers
 - i. Restrictive housing access policies based on criminal records
 - ii. Excessive rental costs
 - iii. Excessive application fees
 - iv. Source of funds
 1. Rents for market rate units above HUD voucher payment standards
 2. Rental properties in states of disrepair that can't pass HUD voucher inspections

Secondary Focus Area(s):

1. Legislative recommendation
 - a. Removing voter exclusion from state constitution
 - b. Rental application fees
 - c. Rental registry
 - d. Proactive rental inspections
 - e. Legal representation for people facing eviction
 - f. Anything housing related the emerges from primary focus areas
 - g. Amplifying local food justice initiatives
2. Ally/Safe Space training program development
3. Reparations
 - a. Public discussion to determine public interest and priorities of impacted communities

Annual Goals and Ordinance Alignment

Consider developing goals that align with the primary and secondary focus areas, where applicable.

Goals	Human Rights Ordinance Alignment
Adopt an amended draft of the Charlottesville Human Rights Ordinance for presentation to City Council by June 2024.	• Sec. 2-433. (a) Individual Assistance • Sec. 2-433. (d) Federal Workshares • Sec. 2-433. (f) Commission Policies • Sec. 2-439.1. Enforcement Authority

Complete public hearing training following the adoption of the revised Charlottesville Human Rights Ordinance.	• Sec. 2-433. (a) Individual Assistance • Sec. 2-433. (d) Federal Workshares • Sec. 2-433. (f) Commission Policies • Sec. 2-439.1. Enforcement Authority
Plan and hold a public panel with experts in housing to focus on homelessness (shelter and wraparound services) and barriers to entering stable housing during the June 6, 2024 HRC Work Session.	• Sec. 2-433. (b) Awareness and Guidance • Sec. 2-433. (d) Federal Workshares • Sec. 2-434. Community dialogue and engagement
Suggested: Submit policy recommendations to City Council pertaining to (focus area) by (date). <i>Note: budget-related recommendations should be made by October 2024 for fiscal year 2026.</i>	• Sec. 2-433. (c) City Policies • Sec. 2-435. Systemic Issues
Submit a letter with legislative recommendations focused on (focus area) to City Council by (date).	• Sec. 2-433. (e) Legislative Program
	•

March 2023 – February 2024 HRC Work Plan

Actions should support the goals identified above.

Month	Actions
March	• Annual Meeting (3/9)
April	• Work Session (4/4: Carver Rec) ○ Finalize 2024 Annual Goals and Work Plan • Regular Meeting (4/18: City Space) • Actions Between Meetings ○ June Expert panel outreach
May	• Work Session (5/2: City Space) ○ Training: FOIA/COIA/VPRA ○ Review proposed ordinance amendments • Regular Meeting (5/16: City Space) • Actions Between Meetings
June	• Work Session (6/6: Potentially move to Carver Rec. if CHS graduation takes place downtown) ○ Expert Panel: Focus Area Legislative Priorities • Regular Meeting (6/20: City Space) ○ Proposed: Adopt ordinance amendments • Actions Between Meetings ○ Tentative: Present CY2023 Annual Report to Council (Chair and Director) ○ Tentative: VAHR Conference

Month	Actions
July	• Work Session (Note: the first Thursday in July is July 4th) ○ Expert Panel: Focus Area Legislative Priorities • Regular Meeting (7/18: City Space) ○ Tentative: HRC Research Presentation (Ginny Helmandollar) • Actions Between Meetings ○ Proposed: Present Ordinance Revisions to Council
August	• Work Session (8/1: City Space) ○ Draft legislative recommendations • Regular Meeting (8/15: City Space) ○ Proposed: Adopt legislative recommendations • Actions Between Meetings ○ Proposed: Present Legislative Recommendations to Council
September	• Work Session (9/5: City Space) ○ Training: Public Hearings • Regular Meeting (9/19: City Space) • Actions Between Meetings
October	• Work Session (10/3: City Space) • Regular Meeting (10/17: May need to relocate to Carver Rec for City Council budget session) • Actions Between Meetings ○ Submit additional recommendations to Council
November	• Work Session (11/7: City Space) • Regular Meeting (11/21: City Space) ○ Form Officer Nomination Committee • Actions Between Meetings
December	• Work Session (12/5: City Space) • Regular Meeting (12/19: City Space) ○ Officer Nominations • Actions Between Meetings
January	• Work Session (1/2: City Space) • Regular Meeting (1/16: City Space) • Actions Between Meetings
February	• Work Session (2/6: May need to relocate to Carver Rec for City Council budget session) • Regular Meeting (2/20: City Space) • Actions Between Meetings