



**Human Rights Commission
Regular Meeting
September 19, 2024
Hybrid Meeting
City Space, 100 5th Street NE, Charlottesville, VA 22902
6:30pm**

Agenda Packet Attachments

1. Agenda
2. Martha's Rules (for reference)
3. 08-15-24 DRAFT Regular Meeting Minutes
4. 09-09-2024 DRAFT Special Meeting Minutes
5. OHR Monthly Staff Report
6. Summary of 2024 Focus Area Public Poll Responses
7. 2024 Legislative Priority Public Poll Response Summary
8. 2024 HRC Work Plan

Attachment 1



**Human Rights Commission
AGENDA
Regular Meeting
September 19, 2024
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.

Members of the public who attend are welcome to provide public comment during the "matters by the public" sections of the agenda. 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 – IN PERSON ATTENDEES ONLY

- a. Public Comment

3. MINUTES

- a. 08-15-24 Regular Meeting Minutes*
- b. 09-09-2024 Special Meeting Minutes*

4. BUSINESS MATTERS

- a. Chair update
- b. OHR staff report

5. WORK SESSION

- a. Work Plan for September-February
- b. Confirmation of next Work Session on 10/3
- c. New business

6. MATTERS BY THE PUBLIC – IN PERSON AND VIRTUAL ATTENDEES

- 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) 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



**Human Rights Commission
Meeting Minutes
Regular Meeting
August 15, 2024
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, Ernest Chambers, called the meeting to order at 6:31 pm
 - ii. Chair holds moment of silence in honor of those harmed on August 11th and 12th, 2017
- b. ROLL CALL
 - i. Ernest Chambers
 - ii. Wolfgang Keppley
 - iii. Kathryn Laughon
 - iv. Suzanne Lynn
 - v. Heather Roberson-Gaston (arrived at approximately 6:55pm)
- 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

3. MINUTES

- a. Review of minutes from Work Session on August 1st
 - i. Vote
 - 1. In favor: 5
 - 2. Opposed: 0
 - 3. Abstained: 0
 - ii. Motion to approve minutes passes

4. BUSINESS MATTERS

- a. CHAIR UPDATE
 - i. Commissioners discuss recent news coverage of the Downtown Mall and homelessness
- b. OHR STAFF REPORT
 - i. Outreach Specialist provides update on language accessibility
 - 1. Complaint brochure is translated into Spanish, Arabic, Dari, Pashto, Nepali, and Swahili
 - a. Commissioners are welcome to contact Lily to discuss ideas for reaching speakers of these languages and distributing materials

2. Intake form is also available on the website in these 6 languages
3. Whole website can be translated into any language that Google allows through a tool on the website
- ii. Outreach Specialist is working on outreach materials and events to increase awareness of the Pregnant Workers Fairness Act and other federal laws protecting new parents
 1. Commissioners that would like to collaborate on this can follow up with Lily
- iii. Director provides update on hiring for Intake Specialist
 1. Offer of hire will hopefully be finalized soon
- iv. Director provides updates on cases
 1. Case 2021-4 settled in mediation and is now closed
 2. Case 2024-5 mediation reached impasse, and complainant withdrew complaint
 3. Case 2020-2 investigation is completed, and determination is in progress
- v. Director provides updates on Charlottesville Human Rights Ordinance
 1. City Council passed proposed amendments at their meeting on 8/5/24
 2. Director sent updated version to the Fair Housing Assistance Program staff and expects to hear verdict in October

5. WORK SESSION

- a. Legislative Priorities Recommendation letter
 - i. Outreach Specialist informs commission that additional legislative recommendations have been submitted by Legal Aid Justice Center (LAJC)
 1. Anti-rent gouging legislation
 2. Legislation that strengthens the rights of residents of Mobile Home Communities
 - ii. Vote
 1. In favor: 5
 2. Opposed: 0
 3. Abstained: 0
 - iii. Motion to adopt spirit of letter passes
 - iv. **Commissioners will finalize wording of letter by 8/25 for submission to City Council by 9/1**
 - v. Letter will include the following recommendations:
 1. Access to Housing:
 - a. Limit application fees for rental applications and/or allow groups of tenants to submit a single application.
 - b. Require more transparency during the tenant screening process. Require landlords to list minimum criteria before an application and provide reasons for a tenant's application denial. Require any fee increases to coincide with the terms of a lease.
 - c. 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.

- d. Begin a state-sponsored voucher program to increase the accessibility of rental subsidies.
 - e. Support voucher portability, permitting voucher holders to apply a voucher outside of where that voucher was administered.
 - f. Increase state funding for rent relief programs.
2. Tenant Rights:
- a. Reinstate 14-day pay or quit notices. Tenants are currently given 5 days to pay, or an eviction proceeding can commence. This legislative recommendation would expand the time tenants are able to pay.
 - b. Amend the Virginia Residential Landlord and Tenant Act to allow tenants to raise unsafe or unsanitary conditions as an affirmative defense to non-payment of rent.
 - c. Increase protections against landlord retaliation. Include harassment, non-lease renewal, etc., as forms of landlord retaliation.
 - d. Require that critical lease information be made available in languages other than English.
 - e. Create an option for rental payment plans.
 - f. 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.
 - g. Prevent eviction or threats of eviction as being used as methods of coercion for rent payments.
 - h. 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.
3. A Focus on Mobile Home Tenant Rights:
- a. Take rent control out of the Dillon Rule process and make it more possible for localities to add rent stabilization to their local control.
 - b. Improve manufactured homes (mobile homes) to give them the ability to buy their communities when an owner wants to sell. This would give tenants first right of refusal and keep a property as a mobile home park.
4. A Focus on Homelessness:
- a. Support comprehensive probation reform bill that would offer more support to those experiencing re-entry.
 - b. Allocate Medicare and Medicaid funds for addressing homelessness and affordable housing.
 - c. 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.
 - d. Require that each county and city in Virginia maintain a

public shelter for individuals or fund a private equivalent.

5. Wrap-around Services:

- a. Support the development of increased services for those with mental illnesses and substance abuse.
- b. Increase public mental health care funding.

6. Other:

- a. 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.

b. Commissioners discuss need for training to be prepared to hold public hearing if necessary

- i. Commissioner asks if cases filed under 2013 Charlottesville Human Rights Ordinance can utilize appeal process outlined in 2024 Ordinance if both parties agree

1. Director will look into this

- ii. Staff will determine feasibility and necessity of training options and arrange opportunities

6. MATTERS BY THE PUBLIC

a. PUBLIC COMMENT

- i. None

b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC

- i. None

7. COMMISSIONER UPDATES

- a. None

8. NEXT STEPS

a. All commissioners

- i. Finalize wording of legislative recommendations letter by 8/25

b. Todd

- i. Format legislative recommendations letter and submit to Council by 9/1
- ii. Ask City Attorney's Office staff if cases filed under 2013 Ordinance can use hearing process of 2024 Ordinance

c. The HRC will not hold a Work Session on 9/5

9. ADJOURN

- a. Meeting adjourned at 8:08pm

Attachment 4



**Human Rights Commission
Meeting Minutes
Special Meeting
September 9, 2024
In-person Meeting
5:00 pm**

Click [HERE](#) to access rebroadcasts of past Human Rights Commission meetings on YouTube.

Click [HERE](#) to access an archive of past Human Rights Commission work on the City website.

1. WELCOME

- a. CALL TO ORDER
 - i. Vice Chair, Wolfgang Keppley, called the meeting to order at 5:12 pm
- b. ROLL CALL
 - i. Wolfgang Keppley
 - ii. Dawn Lawson
 - iii. Elizabeth Stark
 - iv. Jason Melendez
- 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. New Commissioner orientation
 - i. IT Security Training
 - 1. Staff person from IT department presents training and sets up email accounts for newly appointed commissioners
 - ii. Freedom of Information Act Training
 - 1. On motion by Wolfgang, seconded by Elizabeth, the Commission voted 4-0 to convene in closed meeting pursuant to section 2.2-3712 of the Virginia Code, specifically as authorized by Virginia Code section 2.2-3711(A)(8) for consultation with the Commission's legal counsel regarding specific legal matters requiring the provision of legal advice, specifically, advice regarding compliance with the Virginia Freedom of Information Act (Ayes: 4; Noes: 0).
 - 2. On motion by Wolfgang, seconded by Dawn, the Commission certified by a recorded vote of 4-0 that to the best of each Commission member's knowledge, only public business matters lawfully exempted from the open meeting requirements of the Virginia Freedom of Information Act and identified in the motion

convening the closed session were heard, discussed, or considered in the closed session (Ayes: 4; Noes: 0).

- iii. Director presents New Commissioner Orientation slideshow (available in meeting Agenda Packet)

4. MATTERS BY THE PUBLIC

a. PUBLIC COMMENT

- i. None

b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC

- i. None

5. COMMISSIONER UPDATES

- a. None

6. NEXT STEPS

- a. None

7. ADJOURN

- a. Meeting adjourned at 6:53 pm

Pending HRC Approval

Attachment 5



City of Charlottesville Office of Human Rights Monthly Report: August 2024

Administrative Updates:

- Fair Housing Assistance Program (FHAP) workshare agreement
 - June 14: Staff met with representatives from HUD and the City Attorney's Office to review the proposed amendments.
 - June 27: Ordinance adopted by HRC.
 - July 15: First reading of ordinance by Council.
 - August 5: Second reading of ordinance and adoption by Council.
 - August 8: Amended ordinance submitted to HUD.
 - Currently: waiting to hear the verdict from HUD's review of the amended ordinance.
- 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
 - The OHR has welcomed a new Intake Specialist, Lauren Harris, to the team!
 - OHR staff will be working with Grace Makin, a UVA student working on an Applied Policy Project for her Master's Degree in Public Policy, to explore systemic housing discrimination issues with a focus on policy proposals.

Outreach Updates:

- Translated brochures have arrived! If anyone has thoughts or ideas for multilingual outreach, Lily would be grateful for your input as we begin to expand our audiences.
- Lily is beginning to work on developing outreach materials related to workplace rights during pregnancy and childbirth. Please email Lily if you would like to collaborate on this.

Planned Outreach Events: It's annual festival season! These events are long days; if you can attend for any portion of them, please let Lily know.

Day	Date	Time	Event	Location	Organizer
Saturday	9/21	2—9pm	Sabroso	Ting Pavilion	Sin Barreras
Saturday	10/26	TBA	Save the date for possible Latino Health Fair or similar event	TBA	Latino Health Initiative

Service Provision Data:

- Current status
 - Complete data entered through August 2024.
 - Partial data entered for September 2024
- Updates
 - Values may change in subsequent reports if an error is caught and corrected.

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Open office days in the month	22	20	20	22	22	19	22	22	20	23	18	20	250
Total Incoming & Outgoing Contacts	171	178	100	419	386	234	149	202	67	0	0	0	1906
Total Incoming Contacts	122	154	56	354	275	124	88	102	34	0	0	0	1309
Average Incoming & Outgoing Contacts/Day	8	9	5	19	18	12	7	9	3	0	0	0	7
Average Incoming Contacts/Day	6	8	3	16	13	7	4	5	2	0	0	0	5
Total Unique Individuals Served (rough count due to some anonymous contacts)													182
Contacts in Spanish	6	1	0	6	0	1	1	5	3	0	0	0	23
Total Staff Follow-ups (Outgoing)	36	16	28	54	72	60	35	41	27	0	0	0	369
Total Third-Party Contacts (Outgoing)	13	8	16	11	39	50	26	59	6	0	0	0	228
Total Individual Follow-ups (Incoming)	81	128	16	310	222	76	28	56	18	0	0	0	935
Total Third-Party Contacts (Incoming)	18	10	23	31	35	35	34	34	5	0	0	0	225
Total Inquiries (Incoming)	20	15	17	12	16	13	24	12	10	0	0	0	139
Total Complaints (Incoming)	3	1	0	1	2	0	2	0	1	0	0	0	10
Total Duration of all Incoming and Outgoing Contacts	27.21	21.12	10.79	39.75	35.85	26.45	26.36	29.60	13.50	0.00	0.00	0.00	230.63
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	0.00	0.00	1.38	0.00	0.00	0.33	0.75	0.16	0.08	0.00	0.00	0.00	2.70
Total Duration of Information Contacts	3.44	1.12	0.64	3.77	1.45	3.79	3.96	6.39	1.55	0.00	0.00	0.00	26.11
Total Duration of Intake Activity Contacts	16.85	12.83	3.92	30.20	12.86	5.99	11.61	4.83	4.44	0.00	0.00	0.00	103.53
Total Duration of Investigation Activity Contacts	0.33	0.40	0.08	0.00	0.16	2.55	5.23	0.48	0.33	0.00	0.00	0.00	9.56
Total Duration of Mediation Activity Contacts	0.08	0.00	1.45	0.48	0.96	2.09	0.40	0.08	0.00	0.00	0.00	0.00	5.54
Total Duration of Case Administration Contacts	0.40	1.22	1.46	3.58	19.51	8.56	0.56	9.29	3.46	0.00	0.00	0.00	48.04
Total Duration of Navigation & Advocacy Contacts (All Staff)	6.11	5.55	1.86	1.72	0.91	3.14	3.85	8.37	3.64	0.00	0.00	0.00	35.15
Total Duration of Navigation & Advocacy Contacts (TN)	4.22	1.07	0.56	1.48	0.50	2.81	3.04	8.21	3.40	0.00	0.00	0.00	25.29
Total Duration of Navigation & Advocacy Contacts (CC)	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 Navigation & Advocacy Contacts (TN & CC)	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 Navigation & Advocacy Contacts (LG)	0.08	0.00	0.00	0.08	0.00	0.00	0.81	0.16	0.24	0.00	0.00	0.00	1.37
Total Duration of Navigation & Advocacy Contacts (SK)	1.56	4.48	1.22	0.16	0.41	0.33	0.00	0.00	0.00	0.00	0.00	0.00	8.16
Total Duration of Navigation & Advocacy Contacts (GH)	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 Navigation & Advocacy Contacts (TN & SK)	0.25	0.00	0.08	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 (LH)	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 Navigation & Advocacy Contacts (TN & LH)	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 Navigation & Advocacy Contacts (CC & LH)	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
Duration N&A Contacts (All Staff) out of Duration of All Contacts (%)	22%	26%	17%	4%	3%	12%	15%	28%	27%	0%	0%	0%	15%
Total Duration of N&A Application Assistance 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 AG OCR Liaison Contacts	0.00	0.00	0.00	0.00	0.00	0.08	0.00	0.00	0.00	0.00	0.00	0.00	0.08
Total Duration of N&A City Agency Liaison Contacts	2.49	0.33	0.00	0.25	0.00	0.75	0.57	0.08	0.00	0.00	0.00	0.00	4.47
Total Duration of N&A Clerical Support 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

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Total Duration of N&A CRHA Liaison Contacts	0.48	0.08	0.24	0.00	0.00	0.32	0.99	4.67	0.74	0.00	0.00	0.00	7.52
Total Duration of N&A Crisis Response Contacts	0.00	0.00	0.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	0.00	0.00	0.33
Total Duration of N&A DPOR 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 EEOC Liaison Contacts	0.00	0.00	0.00	0.00	0.00	0.08	0.08	0.00	0.00	0.00	0.00	0.00	0.16
Total Duration of N&A Housing Navigation Contacts	0.33	0.16	0.24	0.89	0.66	1.25	1.71	4.12	2.16	0.00	0.00	0.00	11.52
Total Duration of N&A Legal Aid Liaison Contacts	0.00	0.75	0.65	0.00	0.25	0.00	0.08	0.00	0.00	0.00	0.00	0.00	1.73
Total Duration of N&A Mental Health Navigation Contacts	0.00	0.00	0.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.24
Total Duration of N&A Other Agency Liaison Contacts	0.41	0.16	0.16	0.41	0.00	0.58	0.74	0.24	0.49	0.00	0.00	0.00	3.19
Total Duration of N&A Other Contacts	2.07	0.57	0.33	0.33	0.00	0.16	0.16	0.83	0.50	0.00	0.00	0.00	4.95
Total Duration of N&A Translation Services Contacts	0.50	0.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.75
Total Duration of N&A Safe Space Contacts	0.75	0.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
Total Incoming & Outgoing Navigation & Advocacy Contacts	31	18	19	13	5	12	27	50	13	0	0	0	188
Total Incoming & Outgoing Navigation & Advocacy Contacts (CC)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Incoming & Outgoing Navigation & Advocacy Contacts (TN)	19	6	7	10	2	10	19	48	10	0	0	0	131
Total Incoming & Outgoing Navigation & Advocacy Contacts (LG)	1	0	0	1	0	0	8	2	3	0	0	0	15
Total Incoming & Outgoing Navigation & Advocacy Contacts (GH)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Incoming & Outgoing Navigation & Advocacy Contacts (SK)	10	12	11	2	3	2	0	0	0	0	0	0	40
Total Incoming & Outgoing Navigation & Advocacy Contacts (LH)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Incoming & Outgoing Navigation & Advocacy Contacts (TN & LH)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Incoming & Outgoing Navigation & Advocacy Contacts (CC & LH)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Incoming & Outgoing Navigation & Advocacy Contacts (TN & SK)	1	0	1	0	0	0	0	0	0	0	0	0	2
Total Incoming & Outgoing Navigation & Advocacy Contacts (TN & CC)	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage: Navigation & Advocacy out of Total Contacts	18%	10%	19%	3%	1%	5%	18%	25%	19%	0%	0%	0%	10%
Total N&A Application Assistance Contacts	0	0	0	0	0	0	0	0	0	0	0	0	0
Total N&A AG OCR Liaison Contacts	2	4	2	0	0	1	1	0	0	0	0	0	10
Total N&A City Agency Liaison Contacts	10	2	0	1	0	1	5	1	0	0	0	0	20
Total N&A Clerical Support Contacts	0	0	0	0	0	0	0	0	0	0	0	0	0
Total N&A CRHA Liaison Contacts	6	1	3	0	0	4	4	31	4	0	0	0	53
Total N&A Crisis Response Contacts	0	0	0	0	0	0	2	0	0	0	0	0	2
Total N&A DPOR Liaison Contacts	0	0	0	0	0	0	0	0	0	0	0	0	0
Total N&A EEOC Liaison Contacts	0	0	0	0	0	1	1	0	0	0	0	0	2
Total N&A Housing Navigation Contacts	2	2	3	9	4	2	15	18	5	0	0	0	60
Total N&A Legal Aid Liaison Contacts	0	2	6	0	1	0	1	0	0	0	0	0	10
Total N&A Mental Health Navigation Contacts	0	0	3	0	0	0	0	0	0	0	0	0	3
Total N&A Other Agency Liaison Contacts	0	0	3	2	0	0	3	0	1	0	0	0	9
Total N&A Other Contacts	8	5	2	2	0	2	2	2	1	0	0	0	24
Total N&A Translation Services Contacts	1	1	0	0	0	0	0	0	0	0	0	0	2
Total N&A Safe Space Contacts	1	1	0	0	0	0	0	0	0	0	0	0	2
Total Inquiries: P.A. - Employment	4	4	4	1	4	4	10	1	3	0	0	0	35
Total Inquiries: P.A. - Housing	7	0	1	1	7	6	10	2	2	0	0	0	36
Total Inquiries: P.A. - Public Accommodation	5	1	3	1	2	0	1	1	0	0	0	0	14
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)	4	10	9	9	3	3	3	8	5	0	0	0	54

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Total Complaints: P.A. - Employment	0	0	0	0	1	0	1	0	1	0	0	0	3
Total Complaints: P.A. - Housing	2	0	0	1	0	0	1	0	0	0	0	0	4
Total Complaints: P.A. - Public Accommodation	1	1	0	0	1	0	0	0	0	0	0	0	3
Total Complaints: P.A. - Credit	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Complaints: P.A. - Private Education	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Complaints: P.A. - Other (Unprotected)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Employment Inquiries & Complaints	4	4	4	1	5	4	11	1	4	0	0	0	38
Employment inquiries & complaints in Charlottesville	2	1	2	1	2	2	4	0	4	0	0	0	18
Employment inquiries in Albemarle Co.	2	1	1	0	3	0	5	1	0	0	0	0	13
Employment inquiries in other and unspecified localities	0	2	1	0	0	2	2	0	0	0	0	0	7
Total Housing Inquiries & Complaints	9	0	1	2	7	6	11	2	2	0	0	0	40
Housing inquiries & complaints in Charlottesville	5	0	1	2	4	3	3	2	1	0	0	0	21
Housing inquiries in Albemarle Co.	4	0	0	0	1	2	2	0	0	0	0	0	9
Housing inquiries in other and unspecified localities	0	0	0	0	2	1	2	0	1	0	0	0	6
Total Public Accommodation Inquiries & Complaints	6	2	3	1	3	0	1	1	0	0	0	0	17
Public accommodation inquiries & complaints in Charlottesville	5	2	1	1	1	0	0	1	0	0	0	0	11
Public accommodation inquiries in Albemarle Co.	1	0	0	0	1	0	0	0	0	0	0	0	2
Public accommodation inquiries in other and unspecified localities	0	0	2	0	0	0	1	0	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	5	2	1	1	1	0	0	1	0	0	0	0	11
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	5	2	1	1	1	0	0	1	0	0	0	0	11
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	4	10	9	9	3	3	3	8	5	0	0	0	54
Other (Unprotected) inquiries & complaints in Charlottesville	0	2	4	2	0	0	1	3	0	0	0	0	12
Other (Unprotected) inquiries in Albemarle Co.	0	0	0	0	0	1	0	0	1	0	0	0	2
Other (Unprotected) inquiries in other and unspecified localities	4	8	5	7	3	2	2	5	4	0	0	0	40
Total I&C: P.C. - Age	2	0	0	0	0	1	0	0	0	0	0	0	3
Total I&C: P.C. - Elderliness (Housing)	1	0	0	0	0	1	1	0	0	0	0	0	3
Total I&C: P.C. - Disability	6	1	3	2	7	1	4	1	1	0	0	0	26
Total I&C: P.C. - National Origin	4	2	0	0	0	1	5	1	1	0	0	0	14
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	0	0	0	0	0	0	0	0	0	0	0	0
Total I&C: P.C. - Race	1	1	0	1	1	1	2	0	0	0	0	0	7
Total I&C: P.C. - Color	1	0	1	1	1	0	4	0	0	0	0	0	8
Total I&C: P.C. - Religion	0	0	0	0	0	2	2	0	0	0	0	0	4
Total I&C: P.C. - Sex	0	0	0	0	0	0	3	0	1	0	0	0	4
Total I&C: P.C. - Gender Identity	1	0	0	1	0	0	0	0	0	0	0	0	2
Total I&C: P.C. - Sexual Orientation	0	2	0	0	1	0	0	0	0	0	0	0	3
Total I&C: P.C. - Source of Funds (Housing)	0	0	0	0	0	0	1	0	0	0	0	0	1

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Total I&C: P.C. - Military Status	1	0	0	0	0	0	0	0	0	0	0	0	1
Total I&C: P.C. - Not specified	9	10	13	8	9	4	7	7	6	0	0	0	73
Total I&C: P.C. - Marital Status	0	0	0	0	0	0	0	0	1	0	0	0	1
Total I&C: P.C. - Other (Unprotected)	2	1	0	0	0	2	4	3	2	0	0	0	14
Total Contacts resulting in Referrals	4	1	4	1	5	2	9	2	0	0	0	0	28
Referrals to AG OCR	3	0	4	0	4	1	4	0	0	0	0	0	16
Referrals to AIM	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to APS	0	1	0	0	0	0	0	0	0	0	0	0	1
Referrals to CPD	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to CPS	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to CRHA	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to CRL	0	0	0	0	0	0	1	1	0	0	0	0	2
Referrals to CVLAS	1	0	0	1	1	1	1	0	0	0	0	0	5
Referrals to DARS	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to DBHDS	0	0	0	0	0	0	1	0	0	0	0	0	1
Referrals to DHS	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to DJC	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to DLC	0	0	0	0	0	0	1	0	0	0	0	0	1
Referrals to DOJ	0	0	0	0	0	0	1	0	0	0	0	0	1
Referrals to DPOR	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to EEOC	0	0	0	0	0	1	2	0	0	0	0	0	3
Referrals to EHC	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to FIC	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to H2H	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to HIL	0	0	0	0	0	0	1	0	0	0	0	0	1
Referrals to IP	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to LAJC	1	0	0	0	0	0	2	1	0	0	0	0	4
Referrals to N2Work	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to PCOB	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to PHA	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to PHA FOC	0	0	0	0	0	0	1	0	0	0	0	0	1
Referrals to PHA Mediation	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to PHP	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to PMH	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to R10	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to Ready Kids	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to SARA	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to SB	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to SHE	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to Haven	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to UVA WC	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to VLRS	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals to Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Contacts related to Community/Systemic Issue	0	0	0	0	0	0	0	0	0	0	0	0	0

[illegible]

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Total Pub. Accom. Comp.: P.C. - Color	1	0	0	0	0	0	0	0	0	0	0	0	1
Total Pub. Accom. Comp.: P.C. - Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Sex	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Pub. Accom. Comp.: P.C. - Gender Identity	1	0	0	0	0	0	0	0	0	0	0	0	1
Total Pub. Accom. Comp.: P.C. - Sexual Orientation	0	1	0	0	0	0	0	0	0	0	0	0	1
Total Pub. Accom. Comp.: P.C. - Military 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	0	0	1	2	0	2	2	7	0	0	0	14
Total Closed Inquiries	20	15	17	11	14	13	22	10	3	0	0	0	125
Total Open Complaints	2	1	0	1	1	0	2	0	1	0	0	0	8
Total Closed Complaints	1	0	0	0	1	0	0	0	0	0	0	0	2
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	1	0	0	0	0	0	0	0	0	0	0	0	1
Reason for Complaint Closure: Non-jurisdictional	0	0	0	0	0	0	0	0	0	0	0	0	0
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 Complaint Closure: Administrative Closure	0	0	0	0	1	0	0	0	0	0	0	0	1
Reason for Inquiry Closure: Informal Resolution	0	0	0	0	0	1	2	0	0	0	0	0	3
Reason for Inquiry Closure: Navigation Only	15	8	12	2	9	10	17	6	3	0	0	0	82
Reason for Inquiry Closure: No Response	4	6	5	7	5	1	0	3	0	0	0	0	31
Reason for Inquiry Closure: Referral	0	0	0	0	0	1	2	1	0	0	0	0	4
Reason for Inquiry Closure: Complaint Filed	1	1	0	2	0	0	1	0	0	0	0	0	5
Primary Service: Case Administration	5	10	13	30	227	87	7	49	17	0	0	0	445
Primary Service: Conciliation Activity	0	0	0	0	0	0	0	0	0	0	0	0	0
Primary Service: Informal Dialogue	0	0	13	0	0	2	3	2	1	0	0	0	21
Primary Service: Information	43	14	8	45	16	39	38	62	11	0	0	0	276
Primary Service: Intake Activity	89	131	30	325	124	56	54	32	23	0	0	0	864
Primary Service: Investigation Activity	2	5	1	0	2	14	15	6	2	0	0	0	47
Primary Service: Mediation Activity	1	0	16	6	12	24	5	1	0	0	0	0	65
Primary Service: Navigation & Advocacy	31	18	19	13	5	12	27	50	13	0	0	0	188

Reporting:

Report	Status
CY2023 HRC & OHR Annual Report	Posted on Human Rights webpage. Presented to Council on June 3, 2024.
CY2024 First Quarter Report to Council	Completed and submitted to Council on April 17, 2024.
CY2024 Second Quarter Report to Council	Completed and submitted to Council in July 29, 2024.
CY2024 Third Quarter Report to Council	To be submitted to Council in October 2024.

Active Complaints:

Case #	Protected Activity	Protected Class(es)	Status
2020-2	Housing	Race	Determination completed. Under legal review.
2021-5	Employment	Sexual Orientation, Race	Investigation in progress.
2023-2	Employment	Religion, National Origin	Alternative dispute resolution in progress.
2023-7	Public Accommodation	Sex	Determination in progress.
2024-2	Housing	Age, Disability	Alternative dispute resolution in progress.
2024-3	Public Accommodation	National Origin, Sexual Orientation	Investigation in progress.
2024-3R	Public Accommodation	Retaliation	Investigation in progress.
2024-4	Housing	Disability	Alternative dispute resolution in progress.
2024-7	Housing	Race, Religion, National Origin	Alternative dispute resolution in progress.
2024-8	Employment	Race, National Origin	Alternative dispute resolution in progress.
2024-9	Employment	Disability	Alternative dispute resolution in progress.

Outreach Data Summary: Some more recent events may be pending entry

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
<i>Open office days in the month</i>	22	20	20	22	22	19	22	22	20	23	18	20	250
<i>Total service provision events</i>	3	6	2	5	6	5	4	4	2	0	0	0	37
<i>Total education & awareness events</i>	2	1	0	4	0	0	1	0	1	0	0	0	9
<i>Total collaboration & leadership events</i>	12	12	16	22	19	14	17	19	7	0	0	0	138
<i>Total outreach activities</i>	17	19	18	31	25	19	22	23	10	0	0	0	184
<i>Total unique primary collaborators (estimate)</i>	No monthly count only total count												61
<i>Total collaborative activities</i>	16	17	17	29	24	18	20	20	9	0	0	0	170
<i>Total attendees at service provision events</i>	79	146	5	48	77	142	53	87	83	0	0	0	720
<i>Total attendees at education & awareness events</i>	104	0	0	152	0	0	20	0	0	0	0	0	276
<i>Total newsletter opens</i>	357	380	369	335	346	342	349	373	343	0	0	0	3194

HRC Work Summary:

Date	Roles (Sec. 433)	Duties & Responsibilities	Primary Action	Summary & Analysis
1/5/2024	Sec. 2-433. (e) Legislative Program	Sec. 2-435 Systemic issues	Public Discussion	The Commission invited Delegate Callsen, City Councilor Snook, and the City Attorney to share updates regarding Council's legislative priorities and the process for bill sponsorship for the recommendations presented by the Commission.
1/18/2024	Sec. 2-433. (b) Awareness and Guidance	Sec. 2-434 Community dialogue and engagement.	Public Discussion	The Commission partnered with the City ADA Coordinator and Precision Infrastructure Management for a public presentation about updates to the City's ADA Transition Plan.
2/29/2024	Sec. 2-433. (b) Awareness and Guidance	Sec. 2-434 Community dialogue and engagement.	Other Action	The Chair promoted the public poll on NBC29 Community Conversations.
5/6/2024	Sec. 2-433. (b) Awareness and Guidance	Sec. 2-434 Community dialogue and engagement.	Other Action	A commissioner met with community partners and OHR staff to coordinate efforts to organize local LGBTQ+ Ally trainings.

Date	Roles (Sec. 433)	Duties & Responsibilities	Primary Action	Summary & Analysis
5/10/2024	Sec. 2-433. (b) Awareness and Guidance	Sec. 2-434 Community dialogue and engagement.	Community Event	A commissioner conducted service provision outreach in conjunction with OHR staff.
6/6/2024	Sec. 2-433. (e) Legislative Program	Sec. 2-435 Systemic issues	Public Discussion	The Commission invited representatives from the Blue Ridge Area Coalition for the Homeless, Charlottesville Democratic Socialists of America, Charlottesville NAACP, Downtown Job Center, Home to Hope, and Region 10 to speak regarding city policy and state legislative priorities impacting housing and wraparound services for the people they support.
6/27/2024	Sec. 2-433. (d) Federal Workshares	Sec. 2-435 Systemic issues	Council Recommendation	The Commission reviewed proposed amendments to the Charlottesville Human Rights Ordinance during public meetings on 5/16/24 and 6/20/24, and voted to adopt a final draft for recommendation to City Council on 6/27/24. The proposed amendments included changes recommended by HUD for substantial equivalence to federal fair housing law for entering an interim FHAP workshare agreement.
6/29/2024	Sec. 2-433. (b) Awareness and Guidance	Sec. 2-434 Community dialogue and engagement.	Community Event	The Chair and Vice Chair conducted service provision outreach and HRC recruitment at Healthy Streets Healthy People in conjunction with OHR staff.
7/11/2024	Sec. 2-433. (b) Awareness and Guidance	Sec. 2-434 Community dialogue and engagement.	Other Action	The Chair promoted the legislative recommendation expert panel on NBC29 Community Conversations.
7/18/2024	Sec. 2-433. (e) Legislative Program	Sec. 2-435 Systemic issues	Public Discussion	The Commission hosted Sen. Creigh Deeds, Del. Katrina Callsen, Laura Dobbs (Director of Policy for Housing Opportunities Made Equal), as well as representatives from the Alexandria, Fairfax, and Virginia Beach Human Rights Commissions for a discussion about state legislative priorities impacting housing and wraparound services for the people they support.

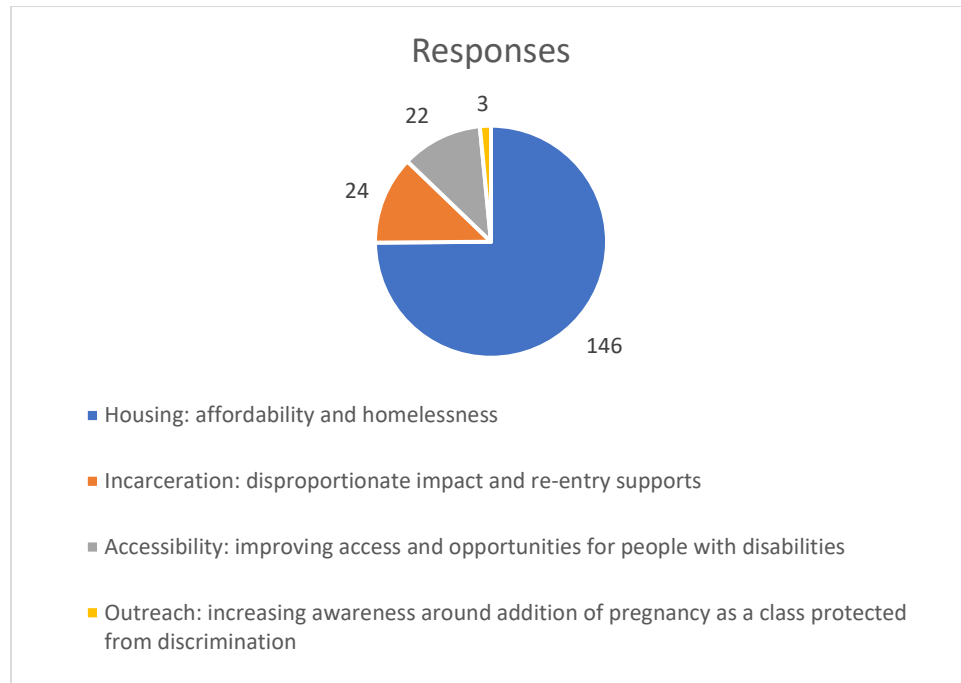
Date	Roles (Sec. 433)	Duties & Responsibilities	Primary Action	Summary & Analysis
7/23/2024	Sec. 2-433. (e) Legislative Program	Sec. 2-434 Community dialogue and engagement.	Public Poll	The Commission Chair and Vice Chair worked with the Community Outreach & Administrative Specialist to develop a public poll to solicit feedback regarding priority legislative and City policy issues. The Commission used this feedback to inform their state legislative and City policy recommendations to Council. The public poll ran from 7/23/24 through 7/30/24 and received 48 responses.
9/6/2024	Sec. 2-433. (e) Legislative Program	Sec. 2-433. (e) Legislative Program	Sec. 2-435 Systemic issues	The Commission submitted recommendations for City Council's 2025 Legislative Agenda.
9/7/2024	Sec. 2-433. (b) Awareness and Guidance	Sec. 2-433. (b) Awareness and Guidance	Sec. 2-434 Community dialogue and engagement.	A commissioner conducted service provision outreach in conjunction with OHR staff.

Attachment 6

Human Rights Commission Focus Area Public Poll Responses

Open 02/12/2024 - 03/04/2024

This idea is most important:



Other ideas and things for the HRC to think about:

Housing/homelessness

- Please consider the fact many of the homeless also have addictions.
- Opioid addiction and its connection to homelessness
- More options locally for SUD treatment, crisis stabilization, and TRULY supportive housing (programs and appropriate staffing in residence offices)
- review impact of new Zoning on low-moderate income persons v. developers
- affordable housing and homelessness would be my second priority
- While resources for homelessness in general are lacking, they are pitifully absent for working class families who may make just a bit too much to qualify for subsidized housing but not enough to afford market rate rents. Those whose income barely allow them to receive subsidized housing must constantly watch the glass ceiling when increase in income disqualifies them and they must leave. But to where? So, the choice becomes to stifle potential financial growth or face the inability to afford housing elsewhere. This is very discouraging for many, and especially since the income caps for subsidized housing are not that high. Please concentrate on affordable options for growing families!

- I would like to add to housing that while family size and type is illegal to discriminate against there is a huge problem with it. Additionally why can landlords use your credit score against you if you have a housing choice voucher? Also the 3 times the rent income. Affordable housing can not come from the private sector.
- addressing aggressive homeless and OUR right as taxpayers to walk streets without harassment/threats
- Second choice = homelessness (without prioritizing affordability because there are several good projects already in gear on this issue.
- Get the homeless off the downtown mall. I don't go there anymore because of the negative image, smells and panhandling.
- look at how city is taxing elderly property owner out of their home.
- yes, my wife has terminal illness and at rate city is taxing our 70 yr old house will be forced to sell and move into apartment. which would make it worse for her/dementia
- A homeless shelter is urgently needed
- Renter protection
- In addition to affordability and homelessness in Charlottesville, I recommend including tenant rights and landlord/tenant policies and practices.
- Stop this insane desire to house the poor and homeless. Find them jobs. Make them appreciate every day they are alive. let them do something each day besides selling drugs and trying to not get caught. Make you economy grow!!
- Without a doubt housing for all!
- How Climate Change affects lower-income Persons - (Like less, or no, Tree Canopy)
- Will never have affordable housing due to Land Use policies and UVA's presence.
- Housing and incarceration are interwoven. Poverty and lack of resources causes both and each heighten the other. Universal basic income and affordable housing would be a start.
- I chose housing bc I think it encompasses many of those other issues: it's hard for people coming back from incarceration to find housing, it's hard for those with disabilities to have accessible housing, etc. I'd love for y'all to also think about who no longer lives in Charlottesville and why, and how human rights are related to those who feel pushed out. Thank you all!
- affordability of Cville for all residents
- Affordable housing is important for people re-entering society and for people with disabilities who often have low incomes.
- My second choice is homelessness.
- Improved advocacy and support for families living in properties managed by CRHA. CRHA has not responded to multiple requests when it comes to insects and rats in their housing units. What are residents supposed to do?
- I work with IRC Charlottesville to house refugee families arriving in the city. Our families face months in hotels because we have no housing for them. There is just simply not enough affordable housing, and even fewer willing to work with families who have no credit or rental history. It is disheartening to look into the abyss that is Charlottesville's Zillow page every day and report to families that there are no apartments they can afford or that will accept their applications.

- A balanced approach to housing & homelessness. We must find solutions that address the needs of ALL Charlottesville citizens.

Re-entry

- Regarding CJ, we need better access to effective representatives for poorer folks.
- Give people with criminal records a chance to rent homes . This is a problem that causes homelessness..
- Re-entry supports that assist individuals that may be struggling with/or facing homelessness.
- I recommend continuing the focus on housing but hope that it can include re-entry support for those released from incarceration. Tough to choose between these two challenging issues.
- The Bridge offers support for previously incarcerated men. Use/expand that established org.
- Incarceration and re-entry is on par with housing affordability and homelessness
- Formerly incarcerated people, immigrants and refugees need services to provide rights to healthcare, education and other human rights that provide quality of life.
- Make employment opportunities better for people with criminal records.
- There is going to be a reentry summit (of all groups and individuals) helping in any way in Cville reentry gathering on April 18 in the morning as part of the Tom Tom Festival. Invitations will go out soon, but this will be a time to really begin to collectively coordinate on reentry as a city.
- Incarceration discrimination

Miscellaneous

- We need a vast increase of green spaces in this community, spaces which can encourage mingling of all generations, able/disabled bodies, races, classes
- equal opportunity for all
- education support for pre-k kids
- Early childhood literacy -- learning to read is a civil right! Illiteracy is the root cause of the four areas listed above. So why not focus on EVERY child has the RIGHT to read? It's a positive. Get rid of one of the four downers listed above and bring some positivity and fun to serious issues.
- Encouraging communication and connection between multicultural communities by investing in activities focusing on shared values.
- Raising awareness about building a diverse and inclusive community culture.
- Pollution and waste.
- better hospice choices
- All of those above, but focusing on the elderly. Their needs are URGENT and invisible
- Probably not in the scope of your survey, but I wish for people experiencing medical issues, especially those who are on their own, had some kind of ADVOCATE to help them through the insurance, appointments, even mental health support. Even a remote (phone, internet) means of support. People in their worst hours have such a hard time navigating...
- Access to preventive medical care
- Dignity of all citizens
- Empowering those who don't have a voice
- All of these things are important.

- Responsibilities are a vital counterpart to Human Rights. More rehabilitation and less infantilizing. People have a right to hold others accountable, and even be held accountable in a mature community.
- people need to be held accountable. being held responsible does not make you a victim.
- Funding funding funding. It is great to find the problems but what about the solutions with actual funding ideas.
- Not making everything about those who drain society but rather those who add
- Childcare and Children's Services is Lacking in Charlottesville
- Mind your own business
- Thank you!
- Providing opportunities for personal growth in populations of homelessness, prior incarceration, people with disabilities, pregnancy and other areas to become self sufficient over time. 4 generations of families should not still be dependent on public amenities. With assistance should come planning with the individual to work out of the system's assistance and become self-supporting.
- All people are created equal.
- I retired from nursing. Holidays were assigned differently for "PAL time" instead of vacation, sick leave and holidays. That way, different religions and cultures were allowed to schedule their holidays off and their choices were honored. The institution could not close, but employees could plan for holidays of their choice and not have to take holidays that they did not believe in. If many employees wanted the same holiday, like Christmas, it was on a rotating basis of one had the opportunity to take that holiday every other year - or work that day. Human rights were given to observe holidays that were important to the person's culture and beliefs, showing respect. That way, the shifts could be covered without down days for holidays. Respect for all cultures and beliefs.

LGBTQ+

- Protections for the gender expansive community in housing, healthcare, and justice systems.
- My name is Jasmine and I have lived here since being birthed at the UVA. I'm a member of the transgender demographic. My concerns are for the safety of transgender people. Living outside of this transition, I had never experienced discrimination. There has been names, and violence I've had to endure. As a result, being in public is very difficult for me. When you meet people, most people smile, my point is that I don't meet new people. My dog and I are outcasts here, even though my only home is and has been the Central Virginia area. Please help me build confidence in my community so that I can somewhat feel human again. Until then I am an animal that has been abused.

Employment/Economy

- Useful meaningful jobs that pay fairly are a basic human need and human right. Our wealthiest neighbors can help by investing and philanthropy.
- workers rights
- Better job training and good pay
- Supporting area workforce unionization

- let's THINK ABOUT THE PEOPLE THAT WILL HELP CHARLOTTESVILLE GROW, CONTRIBUTE TO THE ECONOMY, AND MAKE CHARLOTTESVILLE A PLACE TO VISIT AND LIVE IN.
- How to help the folk who panhandle. Many are not homeless but choose this difficult way to make a living.

City Staffing/HRC

- INability to hire qualified staff to run city (regarding Lyons vacating DCM-O role)
- Diversity training in public education but also require it of all public officials and anyone in a position of power in our government.
- The city should develop procedures to deal with city employees who discriminate against the public or other employees. This should include a complaint procedure and consequences for discrimination.
- In the business of serving others we must remain non-judgmental and seek to find ways to make the leadership personal responsible and non-biased with someone checking everyone.
- This commission is a joke and a waste of resources
- Human rights commission has changed its purpose - where discrimination occurs, address it.
- services for tackling bullying and supporting teachers
- The community needs to know more often some of the accomplishments and work of the HRC. I suggest a quarterly newsletter
- More of your efforts should be directed toward prevention, not remediation. Remediation is costly and not all that effective.
- The efficacy of all boards and commissions in supporting human rights and social justice in Cville. how are appointments made. Becoming a FEAP and FHAP so our HRC can conduct its own employment and housing investigations on behalf of EEOC and HUD.
- That all the focus understandably needed on your topics completely ignores dysfunction of our govt. FOR taxpayers and current building inspector violating rights of ALL while city manager and city don't offer chance for input from citizens when totally screwing up 250/Rugby bypass and so many other things. Our city is a veiled autocracy
- Think about disbanding yourself. The Commonwealth and federal government are adequately resourced to handle discrimination complaints. You are a waste of space and money.
- Think about what a bunch of clowns you are
- Anything that helps get the word out and have all folks in the community know you are there to help.
- It seems like this commission is a group with a solution trying to find a problem. Go back to the organization's founding purpose.
- Without staff that are qualified EVERY aspect of what is needed for human rights and functioning community does not happen
- I think question #1 should allow for ranking of choices. A "choose-one" system deprives respondents of meaningful choices (there may be a big difference between a person's #2 choice and #4), deprives decisionmakers of information about what topics have broad (if not intense) support, and leaves people feeling like their voices are not heard if their first choice is not picked. If I could rank, I would rank incarceration as a close #2.
- Improve police training! Increase the length of time it takes to become a full fledge officer. All officers should know the law better than the average citizen

- Treat the low-income people with respect in all aspects of the government.

Violence/crime

- Stopping gun violence
- Street crime and lawlessness in general
- Reduce crime through increased policing and harsher sentencing
- Under-incarceration and under-institutionalization: Too many people who are dangerous to themselves and others are in the community, without the expectations, structured support and general accountability that is needed to be successful. Please do not turn Charlottesville into another San Francisco or Portland. Our current approach/focus has made every problem worse. It isn't working. Do we have the courage to be truly critical of our current, failing paradigm? Or will we continue to enable and pander?
- the right to be safe in the community. allow the police to arrest people who disrupt and disturb others.
- The most important human right is the right of self-preservation. Criminal violence abrogated that right. Consider ways to remove criminals from our midst, including increasing incarceration and expelling violent criminals from public housing.
- education directed to parents regarding firearm safety
- I think Charlottesville's focus on not prosecuting drug crimes and theft is causing a lot of blow-back and disrespect of the City. I understand the feelings on both sides, but it has led to this area becoming a drug battle zone - my business partner's home was destroyed by fire, even though the police had been called many dozens of times. However, the cops say they won't come because the local prosecutor considers the criminals to be 'the victims.' You gotta change this mindset - it affects a lot.
- The fact that the local police don't do anything other than pass out traffic and parking tickets? People (of all races) have given up even reporting property crime since the police don't do anything, and of course they have also been completely ineffective on the murder rate. Safety seems like a legitimate human rights concern
- Balance criminal justice reform with need for personal and property security
- The vulnerability of the elderly and disable as victims of crime. L.E. is NOT holding up it's end of the stick in prosecuting these crimes.

Mental Health

- Diverse access to mental health support before it is a crises
- PTSD/mental health and legal aid services for refugees
- Mental health services
- So many of our housing-insecure, food-insecure, and homeless folks have been traumatized by these three issues that I'd like to see the HRC look at how trauma affects all three issues.
- More options locally for SUD treatment, crisis stabilization, and TRULY supportive housing (programs and appropriate staffing in residence offices)
- The lack of mental health services and hospital beds for individuals experiencing a mental health crisis in Charlottesville.

Disability Accessibility

- Accessibility -- fix sidewalks so they are safe for wheelchairs. Try going from City Space to the parking garage in a direct way.
- Make sure that everything is accommodating for people with disabilities
- True accessibility (or "universal design") improves public space for all citizens
- Disabilities are physical and mental.
- I would like to know what other programs there is in the city of Charlottesville for people with disabilities
- Affordable housing is key but there also needs to more opportunities for people with disabilities and other barriers

Language Access

- Accessibility for those who do not speak English

Race

- Reparations to the Black community in Charlottesville that has been disenfranchised from wealth and opportunity in the past. Give tutors and mentors to struggling youth. Support BUCK Squad or similar programs where the Black community is trying to police themselves and raise themselves up.
- Racism
- The absolutely massive differences in infant and maternal mortality rates depending on race in this city should be a priority since it is something we could actually impact (starting with UVA Med)
- It's time for the HRC to take a deep dive on race and employment discrimination in Cville. This would require an extensive study with experts and survey of minority and low income employees in all types of employment in cville. The study should examine hiring discrimination, wage discrimination, promotion discrimination, dismissal discrimination. The disparities in income are related to micro processes within employers. A survey of low income minority employees should be conducted as well as focus groups and town halls. Experts should be engaged to analyze the current problem of income disparities in Cville. Regular data collection from employers should be addressed. Complaint process should be evaluated for effectiveness. It's time to address income inequality in Cville especially along racialLines.
- Gentrification as a force for disruptive displacement and economic hardship for legacy communities.
- How to give voice to long-time Black residents. It is one thing for well-intentioned white people to advocate. It is another to listen to what those Black residents say.
- Policies and practices of the Charlottesville Police Department that disproportionately affect people of color.

Transportation

- High quality public transit and non-personal-motor-vehicle mobility
- Expanded low cost public transportation to reach out to the greater Charlottesville/Albemarle area. Transportation access is often limited to car owners, low income people have difficulty getting to housing, employment, medical care and shopping.

Food Insecurity

- Food security and access as a Human Right.
- Food insecurity - rates are rising and the charitable food assistance network can't meet the need alone; children, seniors, working people are not getting enough food to live a healthy, active life
- How can the City better facilitate access to food? I see many pleas for help with food. Lots of people respond with suggestions, but it may be hard for people to get to the places suggested. There may be closer locations that they aren't aware of.

Attachment 7

Human Rights Commission Legislative Priorities Public Poll Responses

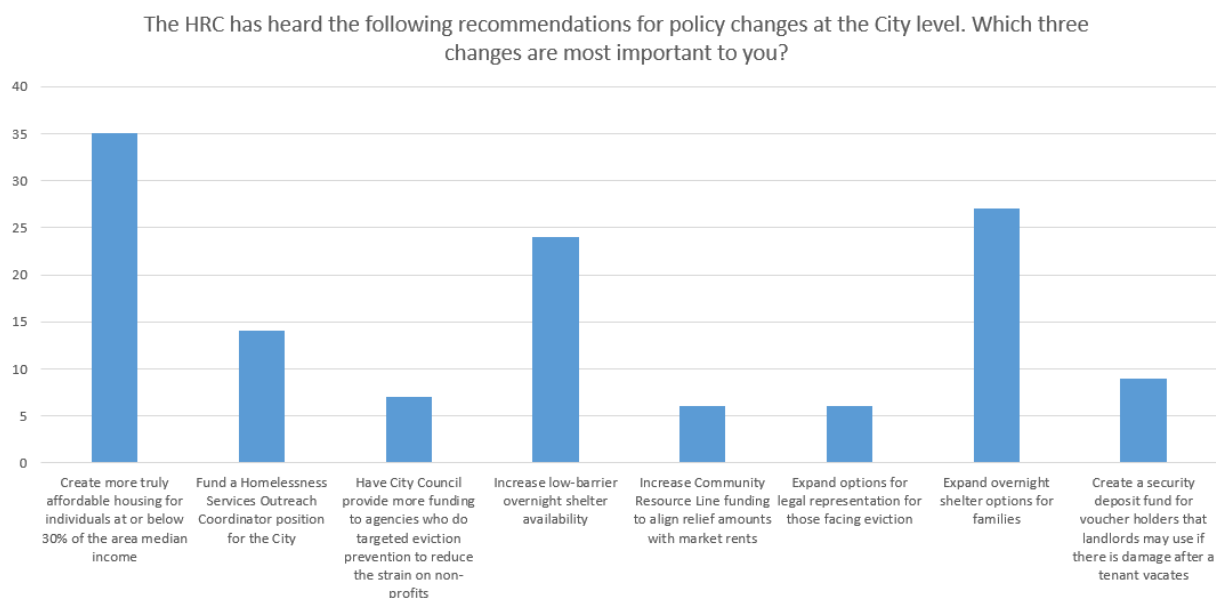
Open 07/23/2024 - 07/30/2024

Question #1:

The HRC has heard the following recommendations for policy changes at the City level. Which three changes are most important to you?

Response summary:

1. Create more truly affordable housing for individuals at or below 30% of the area median income
2. Expand overnight shelter options for families
3. Increase low-barrier overnight shelter availability

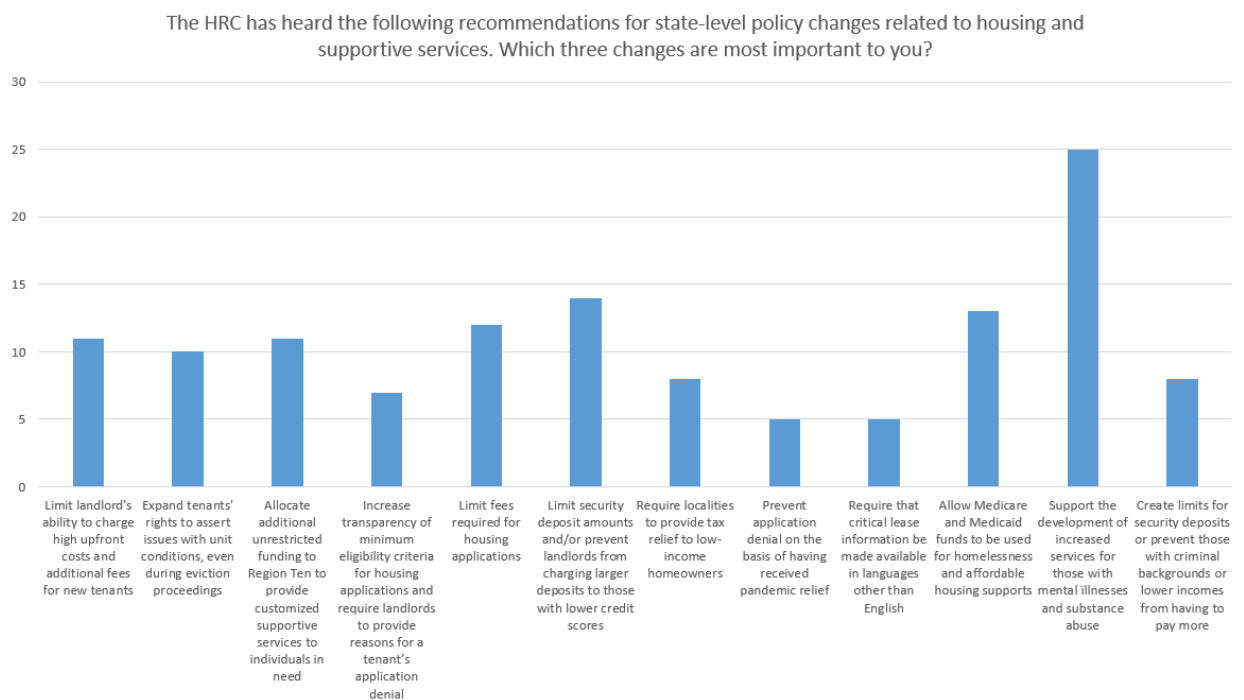


Question #2:

The HRC has heard the following recommendations for state-level policy changes related to housing and supportive services. Which three changes are most important to you?

Response summary:

1. Support the development of increased services for those with mental illnesses and substance abuse
2. Limit security deposit amounts and/or prevent landlords from charging larger deposits to those with lower credit scores
3. Allow Medicare and Medicaid funds to be used for homelessness and affordable housing supports



Question #3:

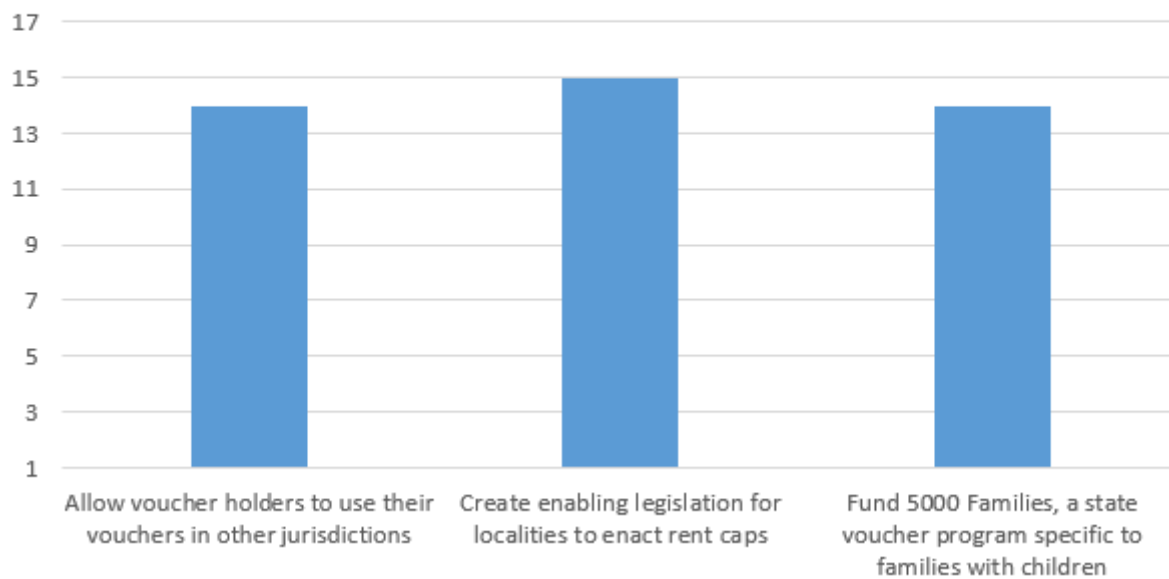
The HRC has heard the following recommendations for state-level policy changes related to vouchers. Which of the following suggested changes is most important to you?

Response summary:

1. Create enabling legislation for localities to enact rent caps

Note: this was most picked by a margin of 1; codifying voucher portability and funding 5000 families were tied for second

The HRC has heard the following recommendations for state-level policy changes related to vouchers. Which of the following suggested changes is most important to you?



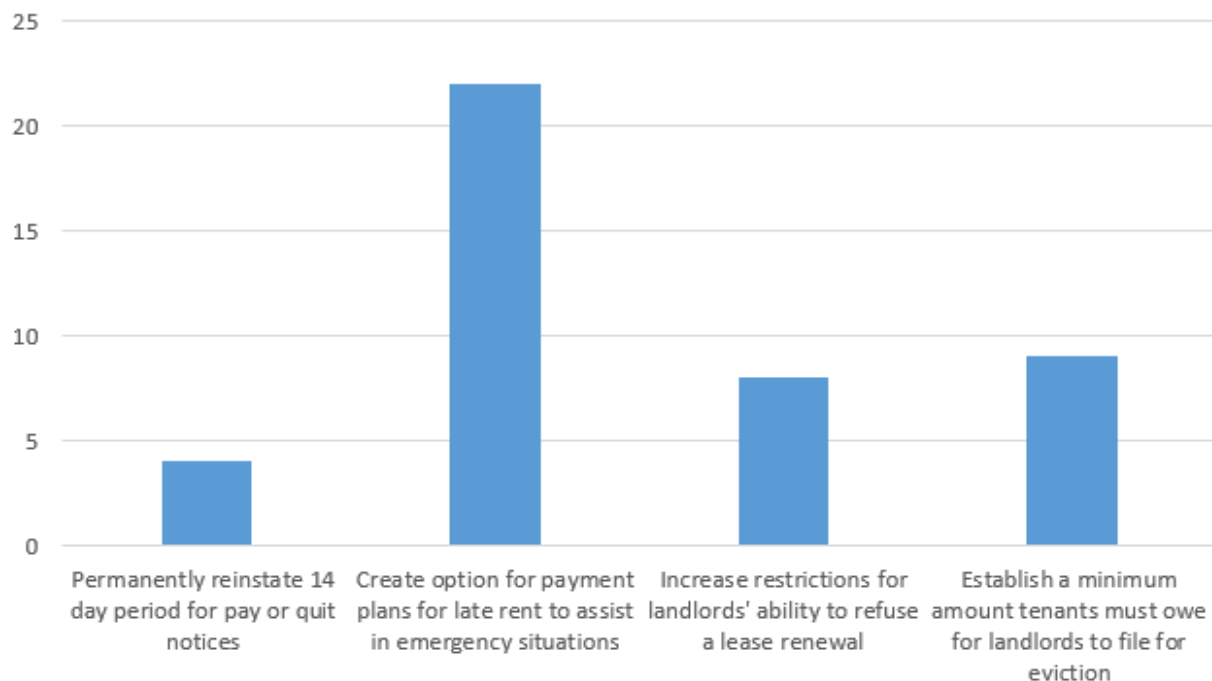
Question #4:

The HRC has heard the following recommendations for state-level policy changes related to eviction prevention. Which of the following suggested changes is most important to you?

Response summary:

1. Create option for payment plans for late rent to assist in emergency situations
2. Establish a minimum amount tenants must owe for landlords to file for eviction
3. Increase restrictions for landlords' ability to refuse a lease renewal

The HRC has heard the following recommendations for state-level policy changes related to eviction prevention. Which of the following suggested changes is most important to you?



Question #5:

I've noticed a different policy or practice that is contributing to housing inequity in Charlottesville:

- Focus on getting rid of short-term rentals (airbnbs) to increase available housing.
- Employment opportunities and employment discrimination in hiring, raises, firing significantly impact the ability of low income and POC residents from accessing housing in Charlottesville. As rents increase, employment opportunities become a key factor in displacement of low income residents. Address the key foundational issues affecting equitable housing. Have a year long study of Charlottesville employers that includes economists, labor experts and employment law experts who understand racial discrimination to make policy recommendations to the City Council.
- Prevent the sale to a developer of the Carlton Avenue trailer park. Spend funds to spruce up units that need it. The facility offers much needed low cost housing.
- The public - including even many engaged community members - default to calling in the police to deal with our low-income and unhoused population. I want to see more support services so that the police are repurposed to focus on real crime prevention and not the problems causing these systemic issues in our community. We need more education to the public about how to engage with these underserved communities, how to pitch in to help, and how to reach out for additional services when a problem is observed.
- Letting developers develop unsuitable land (steep hillsides, in flood prone areas, in a swamp)
- The city of Charlottesville is constantly pushing people out of their neighborhoods to make room for big developers.
- There seems to be a drastic increase in out of town, out of state and out of country investors taking over the development of our city, with only short-term gains seemingly the primary motivation. Very little effort goes to assessing the long-term strain on infrastructure and historic community cohesiveness. The drastic increase of high-end real estate development has marginalized the city and is contributing to homelessness.
- Democrat meddling in free markets. Buying votes with government giveaways.
- The CAHF seems to be a flawed program - allowing developers too much negotiation and flexibility does not adequately supplement the affordable housing initiatives in the city.
- There are areas that are being purchased up and gentrification is rampant. Keep Charlottesville local and affordable and it will pay back the loyalty.
- Lack of affordable housing for working folks who are not classified as poor but still struggle to make ends meet
- Minimum lot sizes, frontage requirements, and the inability of individuals to sub-divide their property.
- Severe lack available rental housing

- For all of the propositions, who is going to pay the money to fund that? Us? Landlords? Tell that to my fil who had squatters for a year, did drugs (evidence was left behind), couldn't pay their water or electric bill and chose to literally poop in the bathtub for months, it took police coming out two times in one day to finally evict them and one claimed stomach problems so the police had to knock on the bedroom door, I mean pounded until she finally came out. Meanwhile the boyfriend was cleaning his truck instead of packing up and getting out. Long story short, he lost control of a car, hit the cop car and she had the nerve to ask us if we would take her dog after she tried to leave it behind. Thousands in lost rent and damages. In addition the "unrestricted " funding to Region Ten, really no matter what entity, is disturbing.
- Housing Developers in the area keep using the land to make luxury apartments no one can afford. It would be nice if some of this land could be used for simple, affordable housing instead.
- A lack of restrictions on a landlord's ability to refuse renewal.
- Rent increases outpacing wage increases.
- Those who make minimum wage have no access to affordable housing and are put on a "waiting list" even after paying a 32 dollar application fee and then not getting any phone calls back or information on availability of rental. Case in point: Hearthwood Apartments
- Require people to have a job or perform some community service (can be as simple as pick up trash on the streets) in order to qualify for housing assistance or overnight shelter use. People must have skin in the game even at a tiny level, it also creates dignity and respect and the sense of having "earned" the service.
- This server is a joke. Does nothing for seniors that are being taxed out of their homes

Question #6:

Is there anything else would you like the Human Rights Commission to think about?

- I would like to see the HRC to a deep dive on employment discrimination in Charlottesville. This would include a survey and interviews with low income and POC as to their experiences with hiring, raises, firing, etc. The research should include an analysis of employment practices of all major employers in the City and County. How is employment discrimination based on race and gender impacting the low-income housing crisis. Look at employment by race at each level upper management, middle management and line workers to determine the extent of employment discrimination in cville. Create jobs programs for CHS students with major employers so HS graduates have some hope of decent employment after graduation. The lack of hope is what is leading to school disengagement and disruptions at school. Many POC students understand that a white HS graduate without a HS diploma is more likely to get a job in cville than a POC student with a HS diploma. This kills hope. The original intent of the HRC was for POC residents to get effective relief in cases of racial discrimination. Is the HRC doing this with employment discrimination? Do you have a FEPA agreement with the EEOC? Are you assertively investigating complaints of employment discrimination?
- These are very bad proposals by the Human Rights Commission!
- Please plan for housing for our homeless neighbors and include medical, psychological, nutritional aid and drug rehabilitation.
- What is causing the increase in homelessness in the downtown area over the past 10-15 years? It seems that more and more people who clearly need mental health services are living on the downtown mall.
- The HRC is on the right path and this survey is proof of that. We need wholistic solutions for our community that provide lasting benefits to everyone who chooses to call this area home.
- getting back to original mission of commission about discriminations
- Fair housing practices for all
- There should be a restriction or limitation placed on the amount of property any individual, institution or corporation can own or develop.
- You are a waste of public resources. Time to close up shop.
- Create more options for folks in middle income brackets to avoid high rent
- Develop a financing mechanism which low-income homeowners can utilize to build pre-approved ADU's.
- Involve Community base organizations that advocate for equity, inclusion and fair housing processes for all citizens.
- Anything which can help tenants keep their homes would be best.
- Single heads of household should have a different rent structure from college students.
- Yes. We desperately need a men's shelter and more mens services. We have a SHE shelter and we need a He Shelter to provide only men (since the SHE shelter serves only

women) with needed services, education, domestic abuse information, counseling, substance addiction treatment. As a whole community, we need more involvement from the affluent members of Charlottesville agencies to be proponents and advocates for a healthier community within Charlottesville city. UVA resides within a community of almost 20 percent of the population being homeless. 23.6% of the population for whom poverty status is determined in Charlottesville, VA (10.3k out of 43.5k people) live below the poverty line, a number that is higher than the national average of 12.5% (datausa.io) Why are we building Hiltons when our community members are sleeping in the streets? This city needs to address this situation immediately. It is sickening to see the number of Teslas in a city that can't even open the Red Carpet Inn supposed shelter this year for those making minimum wage and cannot afford a 1000 rental per month.

- I would like a government commission that actively engages in ongoing communication with tenants about their rental housing situation and relationship with their landlord. Too many landlords avoid or are slow to act on house maintenance which they are responsible for but are quick to evict or raise rent. The relationship is utterly imbalanced in the favor of landlords in the current housing market.

Attachment 8

**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
Submit policy recommendations to City Council pertaining to housing issues by October. <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 homelessness and systemic barriers to housing to City Council by August 20, 2024.	• 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) ◦ Training: FOIA/COIA/VPRA ◦ Expert panel planning discussion • Actions Between Meetings ◦ June expert panel outreach (OHR staff to work with Chair and Vice Chair to identify panelists) -- DONE ◦ Prepare draft ordinance for review – DONE
May	• Work Session (5/2: City Space) ◦ Review proposed ordinance amendments • Regular Meeting (5/16: City Space) ◦ (Open) • Actions Between Meetings ◦ Finalize June expert panelist list - DONE ◦ Outreach for July Legislative agenda expert panel – Staff working on this ◦ Commissioners talk to individuals in the community regarding work done on reparations – Chair will work on this ◦ OHR staff will collaborate with partners to develop Ally/Safe Space training – in progress ◦ Chair and OHR staff prepare to present CY2023 annual report to Council - DONE

Month	Actions
June	• Work Session (6/6: Carver Rec.) ◦ Expert Panel: Housing, homelessness, and wraparound services. - DONE • Regular Meeting (6/20: City Space) ◦ Proposed: Adopt ordinance amendments – DONE ◦ HRC Research Presentation (Ginny Helmandollar) - DONE • Actions Between Meetings ◦ June 3: Present CY2023 Annual Report to Council (Chair and Director) - DONE ◦ Tentative: VAHR Conference
July	• Work Session (CANCELED) ◦ (Note: the first Thursday in July is July 4th) • Regular Meeting (7/18: City Space) ◦ Expert Panel: Focus Area Legislative Priorities - DONE • Actions Between Meetings ◦ Proposed: Present Ordinance Revisions to Council - DONE ◦ OHR staff finalize training opportunities for HRC public hearings – pending ordinance changes
August	• Work Session (8/1: City Space) ◦ Draft legislative recommendations • Regular Meeting (8/15: City Space) ◦ Proposed: Adopt legislative recommendations - DONE ◦ Revisit HRC annual calendar • Actions Between Meetings ◦ Proposed: Present Legislative Recommendations to Council - SENT
September	• Work Session (9/5: City Space) ◦ Tentative: Public Hearing training • Regular Meeting (9/19: City Space) ◦ Discuss focus area City policy recommendations based on earlier panels and research • Actions Between Meetings ◦ Amend HRC Rules & Procedures regarding elections and language around annual meetings
October	• Work Session (10/3: City Space) • Regular Meeting (10/17: May need to relocate to Carver Rec for City Council budget session) ◦ Form Officer Nomination Committee ◦ Finalize policy recommendations for submission to City Council • Actions Between Meetings ◦ Submit additional recommendations to Council ◦ Nominating Committee begins nomination process
November	• Work Session (11/7: City Space) • Regular Meeting (11/21: City Space) ◦ Amend Rules & Procedures to reflect new election timeframe • 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