

**CITY OF CHARLOTTESVILLE, VIRGINIA
CITY COUNCIL AGENDA**



Agenda Date:	June 16, 2025
Action Required:	The Human Rights Commission ("HRC") and Office of Human Rights ("OHR") will present a summary of the Calendar Year 2024 Annual Report.
Presenter:	Todd Niemeier, Director of Human Rights
Staff Contacts:	Todd Niemeier, Director of Human Rights
Title:	Human Rights Calendar Year 2024 Annual Report

Background

Per the Charlottesville Human Rights Ordinance ("Ordinance"), City Sec. 2-432.(i), HRC shall make quarterly reports to the City Council concerning HRC operations and the status of HRC's performance of the duties, responsibilities, and roles set forth within the Ordinance. One (1) of the required quarterly reports shall be an Annual Report.

Per City Code Sec. 2-441, HRC shall make an annual comprehensive report to City Council that outlines its efforts during the preceding year in the areas of identifying and addressing systemic or institutional discrimination; processing individual complaints of unlawful discrimination; and facilitating a community dialogue regarding issues of human rights. Said Annual Report shall also outline the HRC's Work Plan for the ensuing year, which shall be subject to approval or modification by City Council.

Discussion

The Calendar Year 2024 HRC and OHR Annual Report presents a summary and analysis of the work completed by both bodies during Calendar Year 2024. The accompanying Presentation to City Council will include significant takeaways from the Annual Report, along with a summary of HRC's Work Plan for the March 2025 – February 2026 work period.

Alignment with City Council's Vision and Strategic Plan

HRC and OHR 's work aligns with City Council's vision for Charlottesville to be a place where everyone thrives by supporting the City's commitment to implementing equitable practices and policies across all of its activities through enforcement of the Ordinance.

Community Engagement

An early version of the Annual Report presentation was delivered during HRC' s Annual Planning Meeting on March 22, 2025. The final written Annual Report will be shared with the HRC in the Agenda Packet for the Regular Meeting on May 15, 2025. The written Annual Report will also be posted on HRC's web page on the City website.

Budgetary Impact

This is an Annual Report of past work, and includes no new proposed financial impacts for FY26.

Recommendation

The Human Rights Commission and Office of Human Rights recommend that City Council receive the report and consider the information presented when evaluating its requests from either body in the coming year.

Alternatives

No alternative recommendations are suggested.

Attachments

1. CY2024 HRC and OHR Annual Report (PDF)
2. CY2024 Annual Report Presentation - Council (PDF)