



Human Rights Commission Meeting Agenda Packet
October 15, 2026, 6:00 pm
Parks & Recreation Conference Room 130
501 E. Main Street
Charlottesville, VA 22902

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Attachment I



Human Rights Commission Meeting Agenda
October 15, 2026, 6:00 pm
Parks & Recreation Conference Room 130
501 E. Main Street
Charlottesville, VA 22902

Regular Meeting

I. WELCOME

- Call to order/Roll call
- Mission (recited by all): *Act as a strong advocate for justice and equal opportunity by providing citywide leadership and guidance in the area of civil rights.*

II. MATTERS BY THE PUBLIC

- Public Comment
 - i. To provide written public comment, please email humanrights@charlottesville.gov.

III. MINUTES

- 08/20/2026 HRC Regular Meeting Minutes*
- 08/27/2026 HRC Special Meeting – Case 2025-2 Administrative Appeal Hearing Minutes*
- 09/17/2026 HRC Regular Meeting Minutes*

IV. BUSINESS MATTERS

- Chair update
- OHR staff report

V. WORK SESSION

- Community Stakeholder Engagement
- Work Plan check-in
- New business
- Decision regarding next Work Session on 11/05/2026

VI. MATTERS BY THE PUBLIC

- Public comment
 - i. To provide written public comment, please email humanrights@charlottesville.gov.
- Commission response to Matters by the Public

VII. COMMISSIONER UPDATES

VIII. NEXT STEPS & ADJOURN

* ACTION NEEDED

Please take Notice that this 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 meeting will be a limited public forum to discuss the agenda items presented 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.

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.

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 II

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 III



**Human Rights Commission
Meeting Minutes
Regular Meeting
August 20, 2026
Virtual/Electronic Meeting conducted on Zoom
6:00 pm**

1. WELCOME

- a. CALL TO ORDER
 - i. Chair, Heather Roberson Gaston, called the Zoom meeting to order at 6:05 pm.
- b. ROLL CALL
 - i. Present
 - 1. Heather Roberson Gaston
 - 2. Elizabeth Stark
 - 3. Callum McCain von Schill
 - 4. Dawn Lawson (arrived 6:13 pm after review of minutes from 07/16/26)
 - 5. Emily Currier
 - 6. Jessica Cocciolone
 - 7. Suzanne Lynn
 - ii. Absent
 - 1. Mariane Asad Doyle
- c. MISSION (recited by all): Act as a strong advocate for 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. MINUTES

- a. Review of minutes from July 16, 2026.
 - i. Motion: Jessica Cocciolone moved to approve the July 16, 2026, regular meeting minutes.
 - 1. Second: Heather Roberson Gaston seconded the motion.
 - 2. Vote:
 - a. In favor: 6
 - b. Can live with: 0
 - c. Opposed: 0
 - d. Abstained: 0
 - 3. Motion to approve minutes passed unanimously.

4. BUSINESS MATTERS

- a. CHAIR UPDATE
 - i. Legislative Recommendation Timeline
 - 1. The chair reported that the Chair and staff sought to preserve or extend the usual August 30 deadline for state legislative recommendations.
 - 2. The Commission heard that the City requested recommendations by Saturday, August 22, 2026, so they could be considered during the City's legislative process.
 - 3. The chair suggested submitting a shorter, less granular slate of recommendations than in some prior years due to the compressed timeline and evolving stakeholder input.

4. The chair noted that state legislative recommendations were the immediate focus and that City policy recommendations could be addressed later.

b. **OHR STAFF REPORT**

i. Chief Prosperity Officer

1. Staff reported that Joshua Barr began as the City's new Chief Prosperity Officer.
2. Staff described the new reporting structure: the Office of Human Rights reports to the Chief Prosperity Officer, then to the Assistant to the City Manager, then to the City Manager.
3. Staff noted that the Chief Prosperity Officer has prior human rights office leadership experience and is familiar with official human rights agency work.

ii. Hiring and Staffing

1. Staff reported that the policy and impact analyst hiring process was near completion and that reference checks were underway.
2. Staff anticipated that the selected candidate may attend a future meeting, likely in October if the process proceeds as expected.

iii. IAOHRA Conference and Local Human Rights Work

1. Staff reported from the International Association of Official Human Rights Agencies conference and noted that agencies are discussing limits and uncertainties related to federal work-share enforcement and federal civil rights protections.
2. Staff emphasized the importance of local and state human rights agencies in handling complaints, identifying systemic issues, and maintaining access to protections.
3. Staff distinguished outreach from engagement: outreach focuses on education and sharing information, while engagement involves stakeholder conversations that inform Commission recommendations and policy work.
4. Staff reported participating in Soul of Cville and speaking with approximately 25 community members.
5. Staff noted that the conference reinforced the need for staff capacity, including the policy and impact analyst and potentially future community outreach capacity.

iv. Office Work Plan and Three-Year Goals

1. Staff reported that an Office of Human Rights work plan and three-year goals had been submitted to City management.
2. Staff stated that the office work plan is separate from the Commission work plan and will be shared with the Commission after additional feedback is received.

5. WORK SESSION

a. Annual legislative agenda recommendations

i. Recommendation Timeline and Process

1. The Commission focused on state legislative recommendations because those recommendations were due to the City by August 22, 2026.
2. The Commission discussed using highlighted priorities and stakeholder input to identify a proposed slate rather than drafting full final language during the meeting.
3. Commissioners discussed that the compressed timeline limited the ability to refine language as extensively as in prior years but agreed that a timely submission was important.

ii. Implementation and Sustainable Funding

1. Commissioners discussed a broad theme that recently enacted human-rights-related and housing laws must be implemented effectively, without

weakening, watering down, or creating loopholes before delayed effective dates.

2. Discussion included the need for implementation structures, guidance, sustainable funding, staffing, and capacity so new laws do not become unfunded or unsupported mandates.
3. Commissioners discussed distinguishing between state-level legislative asks, City-level implementation questions, and issues requiring further investigation before a recommendation can be made.
4. Staff encouraged the Commission to frame recommendations with a concrete “by” statement, such as by increasing funding, enacting legislation, or creating enabling legislation, so City Council can understand the requested action.
5. Commissioners discussed moving some implementation questions, such as local use of property tax exemptions, right-of-first-refusal tools, LIHTC or property registry issues, and rental property registries, into City-level recommendations or an items-to-investigate category.

iii. Tenant Protections and Habitability

1. Commissioners discussed supporting implementation of recently enacted housing and tenant-protection laws, including tenant assertion reforms, anti-retaliation protections, ability to pay rent with legal tender, and habitability defenses.
2. The Commission heard that implementation of the 14-day pay-or-quit requirement appears to be proceeding smoothly based on available tenant-facing experience.
3. Commissioners discussed that habitability protections should cover safe and healthy housing conditions and not only immediately life-threatening conditions or fire hazards.
4. Discussion included examples such as severe pest infestation, mold, and other unsafe conditions that may not fall within a narrow survival-based standard.
5. Commissioners discussed that a recommendation could support implementation of enacted protections while also seeking to strengthen or clarify the habitability defense.

iv. Housing Affordability, Deeply Affordable Housing, and Housing Stability

1. The Commission discussed state support for deeply affordable housing, including housing affordable to people at or below approximately 30 percent of area median income and to workers earning minimum wage or low hourly wages.
2. Commissioners discussed the distinctions among permanent supportive housing, public housing, site-based subsidy, LIHTC-supported housing, and other forms of affordable housing.
3. Discussion included the need to protect recent housing funding increases and extend funding beyond single-year appropriations so localities and providers can plan for capacity, development, and service delivery over multiple years.
4. Commissioners discussed continued funding for eviction-prevention and housing-stability programs, including the Virginia Eviction Reduction Program, noting that recent funding increases should be sustained beyond the current cycle.

v. Junk Fees and Housing Cost Burdens

1. Commissioners discussed junk fees as a state legislative priority because mandatory fees can function as rent increases and worsen affordability.
2. Examples discussed included trash collection or delivery fees, water delivery fees, alarm system fees, mandatory internet packages, and other charges that residents may not be able to avoid.

3. Commissioners noted that recent disclosure requirements are helpful but do not eliminate the underlying burden of mandatory or predatory fees.
 4. Discussion emphasized that voucher holders and lower-income tenants may be especially affected when subsidies do not cover fees labeled as utilities, services, or add-ons.
- vi. Wage Theft and Access to Recourse
1. Commissioners discussed wage theft and enforcement barriers raised by immigrant-community stakeholders.
 2. Proposed language focused on strengthening enforcement mechanisms and ensuring workers have access to recourse regardless of language barriers or immigration status.
 3. Commissioners noted that existing federal protections may apply in some circumstances but that practical access to legal help and enforcement remains a significant concern.
 4. The Commission discussed that this issue may require additional research to identify the best state-level legislative mechanism.
- vii. Access to Counsel and Legal Aid Capacity
1. Commissioners discussed access to counsel as a recurring theme across eviction, habitability, wage theft, and other civil legal issues.
 2. Discussion included stakeholder input that right-to-counsel enabling authority may already exist but that funding restrictions may limit when legal aid attorneys can appear in eviction cases.
 3. Commissioners discussed the need for attorney access at early eviction stages, including first-return hearings, where tenants may need help understanding whether to admit the debt, contest the case, or request a trial.
 4. Staff agreed to follow up with a stakeholder at a statewide human rights gathering regarding legal-aid funding restrictions and representation at first-return hearings.
- viii. Anti-Rent-Gouging and Good-Cause Eviction Protections
1. Commissioners discussed whether to include anti-rent-gouging legislation even though prior bill language may require revision.
 2. Commissioners noted that rent increases and nonrenewal of leases remain significant tenant-stability issues.
 3. Discussion included support for including good-cause eviction or nonrenewal protections among the issues reflected in the recommendation slate, even if a current bill sponsor is uncertain.
- ix. Proposed Slate and Final Draft Process
1. Commissioners agreed that the final recommendation document should synthesize highlighted items, remove or park items better suited to City-level recommendations, and present a focused state legislative slate.
 2. Commissioners agreed that the Chair and Vice Chair would prepare final language after the meeting and circulate a draft for commissioner review.
 3. Commissioners discussed sharing a draft around 5:00 pm the next day, accepting comments or suggestions, and finalizing the submission by Saturday, August 22, 2026.
- x. Motion: Jessica Cocciolone moved to adopt the proposed slate of legislative recommendations and authorize the Chair and Vice Chair to create a final draft for submission to City Council.
1. Second: Heather Roberson Gaston seconded the motion.
 2. Vote:
 - a. In favor: 7
 - b. Can live with: 0
 - c. Opposed: 0
 - d. Abstained: 0
 3. Motion passed unanimously.

xi. Key Decisions

1. The Commission adopted the proposed slate of legislative recommendations and authorized the Chair and Vice Chair to create a final draft for submission to City Council.
 2. The Chair and Vice Chair will synthesize the highlighted recommendation items into a final draft, with commissioner review by email before submission.
 3. City-level policy questions and items requiring additional research will be set aside for later local policy work or follow-up investigation.
- b. Work Plan check-in
- i. Tabled.
- c. New Business
- i. No new business was recorded.
- d. Decision regarding next Work Session on 09/03/2026
- i. Key Decision
 1. The Commission decided not to hold the September 3, 2026, work session.

6. MATTERS BY THE PUBLIC

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

7. COMMISSIONER UPDATES

- a. Free Bridge Encampment and Emergency Shelter Update
- i. A commissioner reported that the Free Bridge encampment was scheduled to be cleared as of September 1, 2026, and that community providers and advocates were closely monitoring the process.
 - ii. Emergency Shelter Capacity and Related Housing Resources
 1. The Commission heard that the emergency shelter is expected to have 120 beds, compared with 54 existing Salvation Army beds in the community.
 2. The commissioner reported that another shelter option may add capacity later in the fall and that Vista 29 is expected to provide repurposed hotel housing for people experiencing chronic homelessness beginning in January.
 3. The Commission heard that 42 of the 80 Vista 29 units are expected to have vouchers set aside for people experiencing chronic homelessness.
 - iii. Encampment Assessments and Outreach
 1. The commissioner reported that, as of June 8, 2026, approximately 118 people were at the encampment, though fewer people remained by the meeting date.
 2. The Commission heard that intakes had been completed with 42 people and that assessments were expected to continue.
 3. The commissioner stated that four outreach workers were being hired to support the transition.
 - iv. Shelter Access and Harm Reduction Concerns
 1. The Commission heard concerns about accessibility and shelter rules, including top-bunk limitations, pets, couples, gender-separated sleeping arrangements, respite beds, and access to bathrooms and showers during renovations.
 2. The commissioner reported that one pet is expected to be allowed per person and that sleeping areas would be gender-separated, while day space would allow mixed-gender use.
 3. Concerns were raised about harm reduction, including whether the shelter would have an amnesty box or secure process for drugs,

paraphernalia, needles, weapons, and tools that residents may not be allowed to bring into the shelter.

4. The commissioner stated that pets, couples, and substance-use-related concerns appear to be among the primary issues raised by community members.

v. Community Care, Data Collection, and Follow-Up

1. The commissioner stated that, based on current information, the City does not appear to be planning arrests, although community concerns about police presence and encampment closure remain.
2. The Commission discussed the need to balance intake data collection with trust-building, because intakes are required to connect people to housing subsidies and services but can create fear among people who have reasons to distrust systems.
3. The commissioner planned to attend a Continuum of Care meeting the following day and share any substantive updates with commissioners.

8. NEXT STEPS

a. Key Decisions

- i. The July 16, 2026, regular meeting minutes were approved by a vote of 6 in favor, 0 can live with, 0 opposed, and 0 abstained.
- ii. The Commission adopted the proposed slate of legislative recommendations and authorized the Chair and Vice Chair to create a final draft for submission to City Council.
- iii. The Chair and Vice Chair will circulate draft recommendation language for commissioner review before final submission.
- iv. City-level policy issues and issues requiring more investigation will be carried forward for later City policy work or follow-up.
- v. The Commission will not hold the September 3, 2026, work session.

b. Action items

i. Heather Roberson Gaston and Elizabeth Stark

1. Draft and finalize the annual state legislative recommendation letter or slate for submission to City Council based on the highlighted priorities discussed by the Commission.
 - a. Deadline/timing: Draft to be circulated around 5:00 pm on Friday, August 21, 2026, if feasible; final submission by Saturday, August 22, 2026.
2. Incorporate commissioner comments and stakeholder-informed language, where feasible, before final submission.
 - a. Deadline/timing: Before final submission on Saturday, August 22, 2026.
3. Separate state-level recommendations from City-level policy issues and items requiring further research.
 - a. Deadline/timing: During drafting and before final submission.

ii. Elizabeth Stark

1. Share any substantive updates from the Continuum of Care meeting or other Free Bridge encampment follow-up.
 - a. Deadline/timing: After the meeting as updates become available.
2. Add or provide VPLC/legal-aid notes regarding right-to-counsel funding, first-return eviction hearings, and related access-to-counsel issues.
 - a. Deadline/timing: As available; before future recommendation discussion if needed.

iii. Todd / staff

1. Support final submission of the legislative recommendations to the City process, as needed.
 - a. Deadline/timing: By Saturday, August 22, 2026, or as soon as the final draft is ready.

2. Follow up with Christy Morrow or other appropriate stakeholders regarding legal-aid funding restrictions, right-to-counsel authority, and representation at first-return eviction hearings.
 - a. Deadline/timing: At or after the statewide human rights commissions gathering.
3. Share the Office of Human Rights work plan and three-year goals with the Commission after receiving City management feedback.
 - a. Deadline/timing: In a future agenda packet.
4. Continue the policy and impact analyst hiring process and update the Commission when the process advances.
 - a. Deadline/timing: Ongoing; anticipated update before or at the October meeting if feasible.
- iv. All commissioners
 1. Review the draft legislative recommendations when circulated and provide comments or suggested edits promptly.
 - a. Deadline/timing: After the draft is circulated, with feedback before final submission on Saturday, August 22, 2026.
 2. Continue identifying City-level policy issues and questions that should be moved into the later City policy recommendation process.
 - a. Deadline/timing: Ongoing before the City policy recommendations discussion.
 3. Share any concerns or information related to the Free Bridge encampment transition, emergency shelter access, or community care issues with Commission leadership or staff.
 - a. Deadline/timing: As information becomes available.
- c. Items to verify
 - i. Verify statutory details, effective dates, and implementation status for recently enacted tenant-protection and housing laws before finalizing detailed recommendation language.
 - ii. Verify the appropriate state or local mechanism for junk fee regulation, wage-theft enforcement, legal-aid/right-to-counsel funding, and good-cause eviction or nonrenewal protections.
 - iii. Verify whether local implementation questions related to property tax exemptions, right-of-first-refusal tools, rental property registries, and LIHTC or property registry information should be addressed through City policy recommendations or stakeholder follow-up.
 - iv. Verify updated information regarding the Free Bridge encampment transition, shelter rules, accessibility, harm-reduction practices, and emergency shelter capacity as additional information becomes available.

9. ADJOURN

- a. Meeting adjourned at 8:06 pm.

Attachment IV



**Human Rights Commission
Meeting Minutes
Special Meeting: Case 2025-2 Public Administrative Appeal Hearing
Thursday, August 27, 2026
City Space, 100 5th Street NE, Charlottesville, VA 22902
6:00 pm**

1. WELCOME

- a. CALL TO ORDER
 - i. Presiding member, Vice Chair, Elizabeth Stark, called the meeting to order at 6:03 pm.
- b. ROLL CALL
 - i. Present
 - 1. Elizabeth Stark, Vice Chair, presiding member
 - 2. Callum McCain von Schill
 - 3. Dawn Lawson
 - ii. Absent
 - 1. The above commissioners comprised the entirety of the hearing panel, as appointed by the full Commission during a public regular meeting on February 19, 2026.

2. HEARING PANEL DISCUSSION

- a. Procedural Review and Scope of Hearing
 - i. The presiding member reviewed the hearing procedures for the public administrative appeal in Case 2025-2, including that the complainant requested Commission review of the Director's finding of no reasonable cause.
 - ii. Staff clarified that the case was filed under the version of the Human Rights Ordinance in effect before the August 3, 2026, amendments.
 - iii. Staff explained that the hearing panel could uphold the Director's finding, overturn the finding, or identify additional information needed before a final determination.
 - iv. Staff described possible next steps if the finding were overturned, including recommending that the parties revisit alternative dispute resolution through mediation, recommending further action by the City Attorney and City Council where authorized, or making recommendations to the respondent.
 - v. Staff noted that mediation would remain voluntary for both parties and that the Commission does not have authority to award damages, issue injunctive orders, or compel a respondent to provide a remedy.
- b. Review of Case Record and Investigation
 - i. The hearing panel acknowledged the detail, professionalism, and thoroughness of the investigative record and staff work.
 - ii. The panel used the investigative report and determination as the framework for discussion, focusing primarily on the two issues and elements identified in the case record.
 - iii. The panel discussed that the absence of corroborating evidence created evidentiary limits, but that the record also raised questions about whether additional information could clarify the workplace context and the respondent's handling of the complainant's concerns.
- c. Issue One: Alleged Race-Based Hostile Work Environment
 - i. The panel discussed the allegation that the complainant was subjected to a hostile work environment based on race, including alleged intentional mispronunciation of the complainant's name, comments about racial background

- or family, culturally or racially insensitive remarks, differential treatment, and ostracism.
- ii. Discussion included the medication-cart shift-change incident, internal workplace conflict reports, the role of witnesses, and the extent to which the record did or did not corroborate specific alleged race-based comments.
 - iii. Panel members discussed concerns that workplace conflicts may have gone undocumented or unresolved and that the complainant may not have felt safe reporting all concerns through ordinary workplace channels.
 - iv. The panel discussed whether the record suggested broader workplace culture concerns, clique dynamics, colorism or multiracial identity concerns, and whether those dynamics could have affected how the complainant experienced the workplace.
 - v. The panel also discussed workload, patient-safety concerns, medication administration, charting, patient care duties, breaks, and whether the complainant's reports about other employees' conduct or work performance were investigated or addressed by the respondent.
 - vi. Panel members discussed whether the complainant was labeled as someone who "runs to HR" and whether management or HR took steps to prevent that label from contributing to isolation or retaliation.
- d. Issue Two: Termination, Discipline, and Possible Retaliation or Pretext
- i. The panel discussed whether the respondent had nondiscriminatory reasons for termination, including medication administration and documentation concerns, controlled-substance record issues, attendance or call-out issues, and other workplace conduct.
 - ii. Discussion included whether progressive discipline, performance improvement plans, rebuttal opportunities, call-out policies, medication-error policies, and similar workplace rules were applied consistently to the complainant and to similarly situated employees.
 - iii. The panel discussed evidence concerning text messages to a coworker's spouse and other interpersonal conduct, noting that some conduct raised legitimate workplace concerns while also considering the broader workplace context in which it occurred.
 - iv. The panel discussed whether the complainant may have engaged in conduct that gave the respondent legitimate concerns, while still leaving unanswered questions about differential treatment, possible retaliation, or whether the respondent applied its policies consistently.
- e. Additional Questions Identified for Follow-Up
- i. The panel identified several areas where additional information could assist the hearing panel before a final determination is made.
 - 1. What action, if any, HR or management took in response to the complainant's reports about other employees' work performance, patient safety, medication handling, wound care, and staff conduct.
 - 2. Whether those concerns were verified, resolved, or continued after they were reported.
 - 3. Whether HR or management knew that the complainant was being characterized as someone who "runs to HR," and how that issue was addressed.
 - 4. The timing of alleged race-based comments, harassment, or workplace isolation relative to the complainant's reports to HR or management.
 - 5. Whether call-out, progressive-discipline, performance-improvement-plan, medication-error, and rebuttal policies were applied consistently across similarly situated employees.
 - 6. Whether additional employees named or referenced in the record should be interviewed to determine what they observed or knew.

7. Whether the respondent had received prior complaints of race-based harassment, discrimination, or similar workplace concerns, and how any such complaints were handled.
8. Whether the complainant had supervisory, lead-worker, or shift-lead authority over other staff and how that affected expectations, responsibilities, or discipline.
9. Whether additional context regarding the complainant's communications with a coworker's spouse would clarify the record.

f. Panel Deliberation

- i. The panel discussed whether to render a final determination during the hearing or seek additional information first.
- ii. One panel member stated an inclination to uphold the Director's determination based on the existing record, while the majority expressed that the unanswered questions should be pursued before a final determination is made.
- iii. The majority concluded that additional investigation and a follow-up hearing were appropriate before the panel decides whether to uphold or overturn the Director's finding.

3. HEARING PANEL DECISION

- a. Motion: Callum McCain von Schill moved to reopen the investigation into Case 2025-2 and hold a follow-up public hearing after the questions raised in the discussion are answered.
 - i. Second: Dawn Lawson seconded the motion.
 - ii. Vote:
 1. In favor: 2
 2. Opposed: 1
 3. Abstained: 0
 - iii. Motion passed.
- b. Key Decision
 - i. The hearing panel voted to reopen the investigation into Case 2025-2 and hold a follow-up public hearing after additional questions are answered.

4. NEXT STEPS

- a. Key Decisions
 - i. The hearing panel did not render a final determination on the Director's finding of no reasonable cause during this hearing.
 - ii. The investigation will be reopened for follow-up on the questions identified by the hearing panel.
 - iii. A follow-up public hearing will be held after the additional information is available for review.
- b. Action items
 - i. Office of Human Rights staff
 1. Reopen the investigation and coordinate follow-up on the questions identified during the hearing panel discussion.
 - a. Deadline/timing: After the hearing and before the follow-up public hearing.
 2. Determine whether additional witnesses named or referenced in the record should be interviewed.
 - a. Deadline/timing: During the reopened investigation.
 3. Seek additional information regarding HR or management responses to the complainant's workplace concerns, policy application, prior complaints, and other questions identified by the hearing panel.
 - a. Deadline/timing: During the reopened investigation.
 4. Coordinate scheduling, notice, and materials for a follow-up public hearing after additional information is gathered.
 - a. Deadline/timing: After additional information is available.
 - ii. Hearing panel members

1. Review additional information provided after the investigation is reopened.
 - a. Deadline/timing: Before the follow-up public hearing.
2. Participate in the follow-up public hearing and make a final determination based on the record and additional information received.
 - a. Deadline/timing: At the follow-up public hearing.

5. ADJOURN

- a. Meeting adjourned at 8:11 pm.

Pending HRC Approval

Attachment V



**Human Rights Commission
Meeting Minutes
Regular Meeting
September 17, 2026
City Space, 100 5th Street NE, Charlottesville, VA 22902
6:00 pm**

1. WELCOME

- a. CALL TO ORDER
 - i. Chair, Heather Roberson Gaston, called the meeting to order at 6:03 pm.
- b. ROLL CALL
 - i. Present
 - 1. Heather Roberson Gaston
 - 2. Elizabeth Stark
 - 3. Callum McCain von Schill
 - 4. Mariane Asad Doyle
 - ii. Absent
 - 1. Dawn Lawson
 - 2. Emily Currier (out of town)
 - 3. Jessica Cocciolone (providing family care)
 - 4. Suzanne Lynn (out of town)
 - iii. Staff noted that quorum was not present at the beginning of the meeting, and the minutes review was moved later in the agenda.
- 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. No public comment was received at the beginning of the meeting.
- b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC
 - i. No Commission response was required.

3. MINUTES

- a. Review of minutes from 08/20/2026 HRC Regular Meeting
 - i. Vote tabled due to lack of quorum.
- b. Review of minutes from 08/27/2026 HRC Special Meeting – Case 2025-2 Public Hearing
 - i. Vote tabled due to absence of one of three panel members.

4. BUSINESS MATTERS

- a. CHAIR UPDATE
 - i. State Legislative Recommendations
 - 1. The Chair reported that much of the prior several months had focused on preparing the Commission's annual state legislative recommendations.
 - 2. The Chair noted that staff and Commissioners completed significant behind-the-scenes work to identify pending legislation and reliable legislative information sources.
 - 3. The Chair stated that the recommendation package submitted to

City Council included more supporting information than in past years and reflected extensive stakeholder input.

4. Discussion noted that several issues the Commission had recommended in prior years have now become law, including expansion of the pay-or-quit period from five days to fourteen days.

ii. Commission Membership and Recruitment

1. The Chair noted that the Commission has one current vacancy and that some Commissioners' terms may end in the coming months.
2. The Chair encouraged the Commission to think about recruitment and future membership, particularly as more experienced Commissioners may rotate off the Commission.

b. OHR STAFF REPORT

i. Board and Commission Appointment Cycle

1. Staff reported that additional applications for the Commission had been received and that City Council is expected to consider appointments during an upcoming appointment cycle.
2. Staff noted that one Commissioner may have been re-presented for consideration because they were completing an unfinished term.

ii. Recently Enacted Housing Legislation

1. Staff reported on a presentation by the City Attorney's Office regarding recently enacted state legislation affecting City services, including matters likely to affect Neighborhood Development Services.
2. Staff noted interest in new state-law language allowing localities to set policies and take measures to support the creation of affordable housing.
3. Discussion included that the breadth of that language may raise future questions about what local affordable-housing measures are permissible, including possible measures that could be tested by localities and courts.

iii. Hiring Update

1. Staff reported that Haadiya Ahmed had been selected for the Policy and Impact Analyst position and was expected to begin on September 28, 2026.
2. Staff noted that the new staff member will support the Commission after onboarding and may eventually take on some Commission-related tasks currently performed by the Director.

iv. Legislative Recommendation Timeline

1. Staff reported that the City's legislative recommendation timeline has shifted over time and that the deadline may move earlier next year, possibly to June.
2. Commissioners and staff discussed concern that a June deadline would be difficult because the General Assembly session, budget process, stakeholder availability, and legislator priorities may not be settled by then.
3. A Commissioner stated that a substantially earlier deadline would make it difficult for recommendations to be grounded in stakeholder input, especially because many advocacy partners

- and legislative leads are unavailable during early summer.
- 4. The Commission discussed that more conversation will be needed with City staff and City Council about a workable timeline for future legislative recommendations.
- v. Meeting Location and Scheduling
 - 1. Staff reported that the October 15, 2026, regular meeting will be held at the Parks and Recreation location because City Space was unavailable.
 - 2. Staff and Commissioners discussed coordinating building access and reminding Commissioners and guests of the location change in advance of the meeting.
- vi. Chief Prosperity Officer Introduction
 - 1. Staff introduced Joshua Barr as the City's Chief Prosperity Officer and described the role as the position previously held by Ashley Reynolds Marshall.
 - 2. The Commission welcomed the Chief Prosperity Officer and noted that his background is directly related to human rights and community prosperity work.
- vii. Outreach and Statewide Human Rights Collaboration
 - 1. Staff reported plans to table at Cville Sabroso with a representative from Albemarle County and to co-table at Pride the following weekend.
 - 2. Staff reported that representatives from human rights commissions around Virginia are scheduled to gather in Richmond on October 3, 2026, for a statewide convening.
 - 3. The statewide gathering is expected to include representatives from multiple commissions, speakers, and discussion of rebuilding informal statewide human rights commission collaboration.

5. WORK SESSION

- a. OHR Intern Presentation – Kattalin Bennett
 - i. Student Housing, Affordability, and Neighborhood Equity
 - 1. Office of Human Rights Intern Kattalin Bennett presented research on student-oriented luxury housing, student needs, affordability, and neighborhood equity, prompted in part by community concerns about The Mark and development impacts in Fifeville.
 - 2. The presentation framed the issue as a fragmented housing system rather than a simple conflict between students and long-term residents.
 - 3. The presenter described how UVA enrollment and on-grounds housing capacity, City zoning and affordability policy, private developer incentives, and student housing choices interact without one coordinated process to determine what housing is needed, at what price, and in which locations.
 - 4. The research questions addressed how students are affected by Charlottesville's housing market, whether luxury student housing meaningfully addresses student need, how The Mark could affect Fifeville, and what actions may be available to the Commission.
 - 5. Research methods included a student survey with approximately 48 usable responses, review of City documents and housing policies, comparison of nearby student-housing developments, and review of community testimony and available housing data.

6. The presenter noted that the survey sample was a convenience sample weighted toward third- and fourth-year undergraduate students and should not be treated as representative of all UVA students.
- ii. Student Survey and Tenant-Resource Findings
 1. The survey indicated that price and location were the highest-ranked student housing priorities, while amenities ranked lower.
 2. The presenter reported that approximately 87 percent of respondents said price mattered when choosing housing.
 3. The presenter also reported that approximately 84 percent of respondents were unfamiliar with UVA Student Legal Services or other tenant resources available to students or renters.
 4. Discussion noted that students often sign leases early in their first year and may be first-time renters who review leases primarily with family members rather than tenant-resource professionals.
 5. The presentation described a perceived market choice between expensive newer housing and older housing that may cost less but may also involve maintenance or quality concerns.
 - iii. Student-Housing Design, Pricing, and Household Fit
 1. The presentation used nearby student-housing floor plans and pricing to illustrate why counting units or beds alone does not show whom the housing serves.
 2. Examples discussed included individual leasing models, four-bedroom/four-bathroom units designed for unrelated student roommates, and one-bedroom rents that appeared substantially above a 2026 one-bedroom voucher payment benchmark used in the research.
 3. The presenter emphasized that student-oriented floor plans and individual leasing models may not translate into usable housing for families, lower-income students, long-term residents, or other workers in the broader Charlottesville community.
 - iv. Neighborhood Impacts, Pipeline, and The Mark
 1. The presentation discussed how student-oriented housing can affect land values, redevelopment expectations, transportation patterns, parking, and the availability of older or comparatively lower-cost housing for non-student residents.
 2. The presenter emphasized that these cumulative concerns are particularly significant in Fifeville because of its history as a historically Black neighborhood and existing economic and demographic pressures.
 3. The presentation discussed the broader student-housing pipeline, including large developments near UVA, existing luxury buildings with available leases or discounts, and UVA's plans to increase on-grounds housing for second-year students.
 4. The presenter stated that The Mark would add 181 units, contribute approximately \$4.5 million to the affordable housing fund, and retain and rehabilitate two protected historic houses, but would provide no affordable units on site under its student-housing designation.
 5. The presenter raised concerns about the contested half-mile boundary used for the student-housing designation, the lack of

final rent and bedroom-count information, and the absence of a complete public picture of student demand, occupancy, rents, and beds entering the market.

v. Student-Housing Recommendations Presented

1. The presenter recommended that the City and UVA collect and publish data on enrollment, on-grounds capacity, private housing capacity, occupancy, rents, fees, and demand at different price levels.
2. The presenter recommended connecting development incentives to public outcomes and evaluating whether student-housing affordability exemptions produce sufficient public benefits.
3. The presenter recommended clarifying City and UVA responsibility for housing impacts, evaluating cumulative development effects, and including affected students and surrounding neighborhoods earlier in development conversations.

vi. Discussion Following Student-Housing Presentation

1. Commissioners thanked the presenter and noted that the research offered a helpful student perspective on housing affordability, student demand, and neighborhood impact.
2. Discussion included whether assumptions that all new capacity improves affordability may overlook specialized housing that is expensive, student-oriented, and not usable by families or many other households.
3. Commissioners discussed the need to share the research with decision makers, student groups, community organizations, and other stakeholders who are engaged in housing and development conversations.
4. Discussion included that some students rely on family support, loans, or other assistance to pay rent and that UVA tuition support does not necessarily resolve food, housing, or other cost-of-living barriers.
5. Commissioners discussed the possibility of a rental property registry or similar tool to track units, bedroom counts, rents, rent increases, property conditions, and related housing information.
6. Commissioners also discussed revisiting student-housing zoning provisions, the interpretation of the relevant boundary, and whether current rules allow student-oriented developments to affect neighborhoods in ways that do not match the housing needs of students or residents.

b. OHR Intern Presentation – Shounak Reza

i. Mental Health Care Access and Co-Occurring Needs

1. Office of Human Rights Intern Shounak Reza presented research on access to mental health care in Charlottesville, informed by case-history review, stakeholder conversations, and personal experience with different forms of insurance and payment.
2. The presentation emphasized co-occurrence, meaning that mental health needs often intersect with substance use, discrimination, loss of income, housing insecurity, food insecurity, physical health, and other challenges.
3. The presenter noted that although the Office of Human Rights focuses on discrimination, complainants may also need support

addressing related needs that affect their ability to navigate discrimination, housing, employment, and health challenges.

ii. Community Mental Health Resources Discussed

1. The presenter described Partner for Mental Health as an organization that recognizes co-occurring needs and provides holistic supports, including reentry-related support, employment and housing connections, medication support, and related services.
2. The presentation discussed the mental health therapeutic docket as a restorative model for people charged with misdemeanors or lower-level felonies whose conduct may be informed by mental health or substance-use issues.
3. The presentation also discussed HART and ANCHOR as programs that involve EMTs and mental health providers in responding to mental health needs without necessarily relying on law enforcement.
4. The presenter discussed Region 10 services, including case management, needs assessment, referral support, short-term therapy, the Blue Ridge Center, and the Wellness Recovery Center.
5. The presenter noted that the Blue Ridge Center offers low-barrier, free support such as support groups and walk-in therapy, while some other services may accept Medicaid or operate on a sliding scale.
6. The presentation also discussed On Our Own as a nonprofit resource offering free or low-barrier peer support, creative-writing opportunities, and related services.

iii. Mental Health Access Barriers and Recommendations Presented

1. The presenter identified barriers including Medicaid eligibility and coverage disruptions, limited acceptance of private insurance for some services, inability to pay out of pocket, funding restrictions, administrative burdens, licensing requirements, and provider retention challenges.
2. The presenter recommended that Council and policymakers recognize co-occurring needs and consider administrative, logistical, and funding gaps when developing policies or recommendations.
3. The presenter also recommended increasing public awareness of community mental health resources and alternatives to emergency services or 911 when people need support.

iv. Discussion Following Mental Health Presentation

1. Commissioners thanked the presenter and connected the presentation to prior stakeholder conversations with Region 10, including issues related to behavioral health workforce gaps, licensing requirements, Medicaid coverage, and funding.
2. Discussion included that Medicaid navigation may be important because some people lose coverage or believe they remain covered when they no longer do.
3. A Commissioner suggested adding the Women's Initiative to the resource discussion because it offers free services focused on women, transgender clients, and people of color, and because

domestic violence and eviction risk can intersect with mental health needs.

4. Discussion also included the community street sheet as a resource guide that may be useful beyond people experiencing homelessness if more widely distributed and better understood.
 5. The Chief Prosperity Officer reported checking the statewide 2-1-1 call system during the discussion and finding that local Charlottesville resources referenced in the presentation did not appear, raising a possible resource-mapping or data-entry gap.
 6. The Chief Prosperity Officer offered to follow up with colleagues to understand why Charlottesville resources may not be appearing through 2-1-1 and how the issue might be corrected.
 7. Commissioners discussed inviting Sue Hess from Partner for Mental Health, who is also connected with ANCHOR and HART, to participate in future stakeholder engagement.
- c. City Policy community stakeholder engagement planning
- i. Local Recommendation Timeline and Stakeholder Meeting Planning
 1. The Commission discussed preparing for local policy recommendations and noted that prior stakeholder meetings and Commissioner notes have already generated potential local recommendation topics.
 2. Commissioners discussed using the October 15, 2026, regular meeting as a stakeholder-focused meeting to gather additional input before developing or finalizing City policy recommendations.
 3. The Commission discussed that City policy recommendations may allow more flexible timing than state legislative recommendations, particularly where recommendations are not tied to the General Assembly calendar.
 4. Commissioners discussed that some City-level recommendations may need to be raised earlier if they are tied to the City budget or urgent local decisions, while other issues may require additional research before submission.
 - ii. Potential Stakeholders and Presenters
 1. Potential stakeholder invitees discussed included PHAR, the UVA Office for Equal Opportunity and Civil Rights, Partner for Mental Health, ANCHOR, HART, Neighborhood Development Services, Charlottesville Low Income Housing Coalition, and additional housing or economic-development stakeholders.
 2. Commissioners discussed inviting a representative connected to the Commonwealth Housing Coalition or YIMBY Action to learn more about affordable-housing legislation and statewide housing-policy proposals.
 3. Commissioners discussed inviting City staff or related stakeholders who could address student housing, UVA housing coordination, economic development, short-term rentals, vacant properties, rental registries, and the relationship between job growth and housing affordability.
 4. Discussion included possible UVA contacts related to student housing, the UVA Foundation, or real-estate planning, with the goal of understanding how UVA and private-development decisions affect the City housing market.

- iii. Right to Counsel and Civil Legal Access
 - 1. A Commissioner summarized a conversation with the Virginia Poverty Law Center regarding right to counsel and effective right-to-counsel efforts related to eviction defense.
 - 2. Discussion included that prior local efforts increased eviction engagement but were limited because implementation did not fully align with the legal partners who would provide counsel and because sufficient funding remained a challenge.
 - 3. The Commission discussed whether local authority or the City charter may allow a locality to enact or fund a stronger right-to-counsel program and whether the Richmond model should be reviewed.
 - 4. A Commissioner committed to researching the Richmond right-to-counsel or effective right-to-counsel program and sharing findings with the Commission.
- iv. Rental Registry, Vacant Properties, Short-Term Rentals, and Zoning
 - 1. Commissioners discussed a rental property registry as a potential City-level recommendation to help track housing units, bedroom counts, rents, rent increases, property conditions, and related data.
 - 2. Discussion included that rental registries in other localities may be connected to inspection systems and may be piloted in areas with reported conditions concerns or violations.
 - 3. The Commission discussed vacant or underused houses, short-term rental or Airbnb enforcement, and the need to understand existing City ordinances and enforcement practices before making recommendations.
 - 4. Commissioners discussed zoning-code issues, student-housing exemptions, impacts on historically Black neighborhoods, and the need to create a public record of the concerns the Commission has heard from residents and community stakeholders.
- v. Economic Development, UVA Coordination, and Housing Need
 - 1. The Commission discussed whether City economic development strategies are being coordinated with housing affordability, especially if new jobs are attracted to the area without sufficient affordable housing for workers.
 - 2. Discussion included whether Economic Development, Neighborhood Development Services, and UVA representatives could help the Commission understand how business recruitment, student housing, medical-center employment, and private development interact.
 - 3. Commissioners discussed whether student-oriented housing can serve other groups, such as medical-center workers, graduate students, or families, and raised concerns that some floor plans are too specialized to meet broader housing needs.
- vi. Potential Drafting Approach
 - 1. The Chair offered to draft and circulate a synthesis of community testimony and potential local recommendations related to zoning, development impacts, Fifeville, 10th and Page, and other historically Black neighborhoods.
 - 2. The Chair stated that the draft could include more detail than may

ultimately be used so the Commission can narrow and refine recommendations during later discussion.

3. Commissioners discussed the possibility of using the November 19, 2026, regular meeting for additional City staff or stakeholder input and, if feasible, recommendation discussion or adoption.

d. Work Plan check-in

- i. The Commission discussed the work plan in connection with the City policy stakeholder engagement planning described above.
- ii. Discussion focused on using the October and November regular meetings for stakeholder input, drafting, and possible action on local policy recommendations.

e. New business

- i. No additional new business was recorded.

f. Decision regarding next Work Session on 10/01/2026

- i. Commissioners present discussed not holding the October 1, 2026, work session and proceeding to the October 15, 2026, regular meeting instead.

6. MATTERS BY THE PUBLIC

a. PUBLIC COMMENT

- i. No public comment was received at the end of the meeting.

b. COMMISSION RESPONSE TO MATTERS BY THE PUBLIC

- i. No Commission response was required.

7. COMMISSIONER UPDATES

a. Holiday Drive Shelter, Family Shelter, and Related Housing Updates

- i. A Commissioner reported that the Holiday Drive shelter had reached approximately 64 residents and had needed to expand beyond its initially anticipated capacity.
- ii. The Commissioner stated that the shelter appears to be meeting a significant community need, but that intakes had slowed and the shelter could not accept everyone seeking placement.
- iii. Discussion noted that additional seasonal shelter capacity is expected to come online later in the fall and that it is likely to fill as well.
- iv. The Commissioner reported that the Salvation Army family shelter had opened, but that available family units are far below the need, with one family reported as being number 37 on the waitlist.
- v. Discussion included the long-term Salvation Army redevelopment, the Cherry Avenue site as a possible family shelter location, and the need for additional family shelter capacity.
- vi. Commissioners also discussed that Vista 29 is expected to come online in January and that some units will be subsidized and prioritized for people experiencing chronic homelessness.

8. NEXT STEPS

a. Key Decisions and Procedural Outcomes

- i. Review and approval of the August 20, 2026, regular meeting minutes were tabled due to lack of quorum.
- ii. Review and approval of the August 27, 2026, special meeting minutes were tabled due to the absence of one of the three hearing panel members.
- iii. The Commissioners present discussed not holding the October 1, 2026, work session and focusing on the October 15, 2026, regular meeting; confirm the formal status as needed because quorum was not present.

b. Action items

- i. Heather Roberson Gaston
 - 1. Reach out to potential local-policy stakeholders for the October 15, 2026, meeting, including FAR, the UVA Office for Equal Opportunity and Civil Rights, Partner for Mental Health, and other community stakeholders discussed during the meeting.
 - a. Deadline/timing: Before the October 15, 2026, regular meeting.
 - 2. Draft and circulate a synthesis of community testimony and potential local recommendations related to zoning, student housing, development impacts, Fifeville, 10th and Page, and other historically Black neighborhoods.
 - a. Deadline/timing: Before the October 15, 2026, regular meeting, if feasible.
- ii. Elizabeth Stark
 - 1. Research the Richmond right-to-counsel or effective right-to-counsel program, including the City charter question, funding model, legal-partner structure, and implementation lessons.
 - a. Deadline/timing: Before future local recommendation discussion, if feasible.
 - 2. Reach out to the Charlottesville Low Income Housing Coalition representative discussed during the meeting, if the Commission proceeds with that stakeholder invitation.
 - a. Deadline/timing: Before the October 15, 2026, regular meeting, if feasible.
 - 3. Continue tracking Holiday Drive shelter, family shelter, and Vista 29 updates relevant to local policy recommendations.
 - a. Deadline/timing: Ongoing as updates become available.
- iii. Todd / staff
 - 1. Send Commissioners the October 15, 2026, meeting-location reminder and related access information for the Parks and Recreation location.
 - a. Deadline/timing: Before the October 15, 2026, regular meeting.
 - 2. Coordinate building access for the October 15, 2026, meeting, including any door-access arrangements needed for Commissioners, stakeholders, and members of the public.
 - a. Deadline/timing: Before the October 15, 2026, regular meeting.
 - 3. Support stakeholder outreach and help identify appropriate City or UVA contacts for Neighborhood Development Services, Economic Development, UVA student housing, UVA Foundation or real-estate planning, short-term rental enforcement, and related housing topics.
 - a. Deadline/timing: Before or in preparation for the October and November regular meetings.
 - 4. Share the City Attorney's Office legislative presentation or relevant information about recently enacted affordable-housing authority if useful for local recommendation development.
 - a. Deadline/timing: As local policy recommendation work continues.
 - 5. Continue onboarding the Policy & Impact Analyst and update the

Commission as the new staff member begins supporting Commission work.

- a. Deadline/timing: After the September 28, 2026, start date and as onboarding proceeds.

iv. Joshua Barr

- 1. Follow up on why Charlottesville mental health and related community resources discussed during the Intern presentation did not appear in 211 search results and whether the resource data can be improved.
 - a. Deadline/timing: As time permits; before or during local policy recommendation development if feasible.

v. All Commissioners

- 1. Review local policy recommendation topics and send additional stakeholder names, policy ideas, or priority areas to Commission leadership and staff.
 - a. Deadline/timing: Before the October 15, 2026, regular meeting, if feasible.
- 2. Continue identifying City-level policy issues that may warrant recommendations, including rental registries, zoning and development impacts, short-term rental or vacancy enforcement, family shelter capacity, mental health resource access, and civil legal access.
 - a. Deadline/timing: Ongoing before City policy recommendations are finalized..

9. ADJOURN

- a. Meeting adjourned at 8:06 pm.

Office of Human Rights

Rethinking Charlottesville's Student Housing System

*Affordability, Student Needs, and
Neighborhood Equity*

Introduction

The conflict lies in a poorly designed system, not between students and long-term residents



Research Process

Questions

How are students affected by Charlottesville's housing market?

Does luxury student housing meaningfully address student need?

How could The Mark affect Fifeville?

What actions are available to the Human Rights Commission?

Methods

Student survey

Review of city documents and housing policies

Comparison of nearby student-housing developments

Analysis of community testimony and available housing data



Information in Need of Uncovering

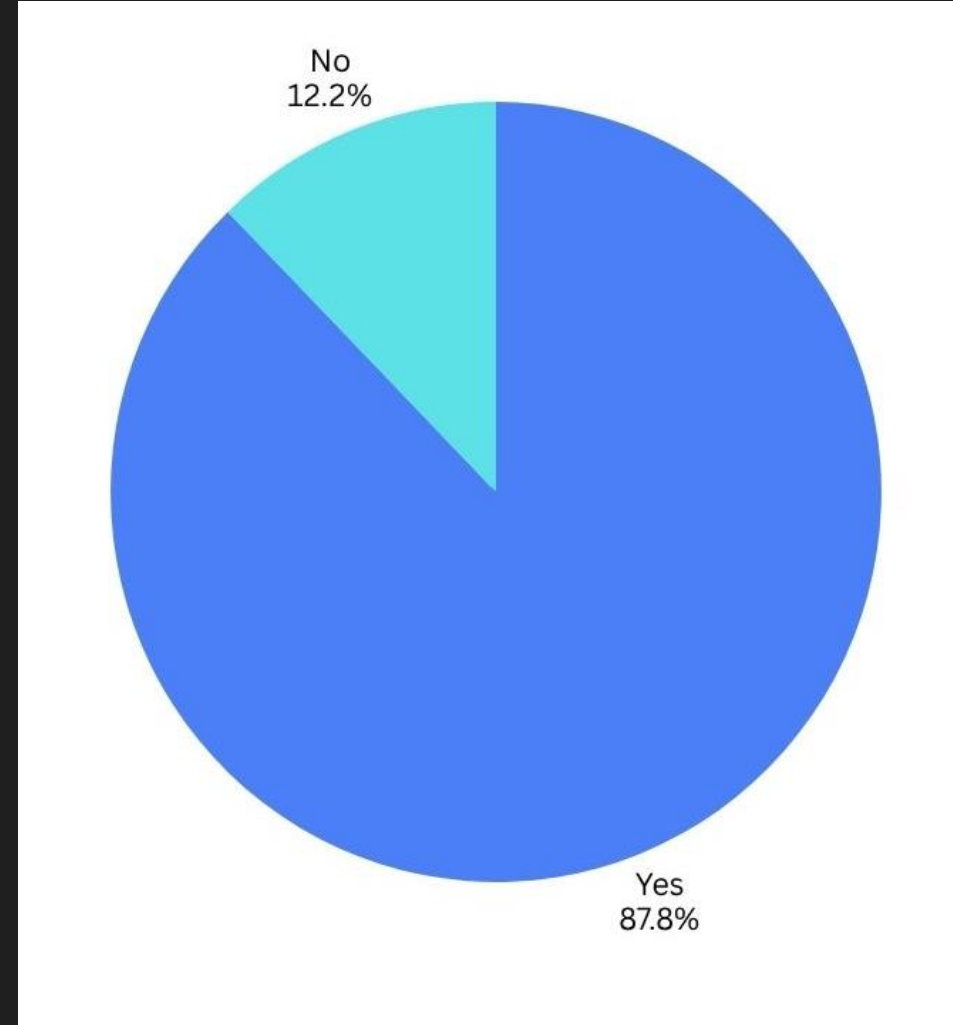
- ~ Total private and university bed capacity
- ~ Net-new beds rather than gross development totals
- ~ Occupancy and pre-leasing rates
- ~ Expected enrollment growth
- ~ Rents and mandatory fees
- ~ Demand at different price levels
- ~ Which students cannot access existing housing
- ~ Effects on surrounding neighborhoods

Student Voiced Data



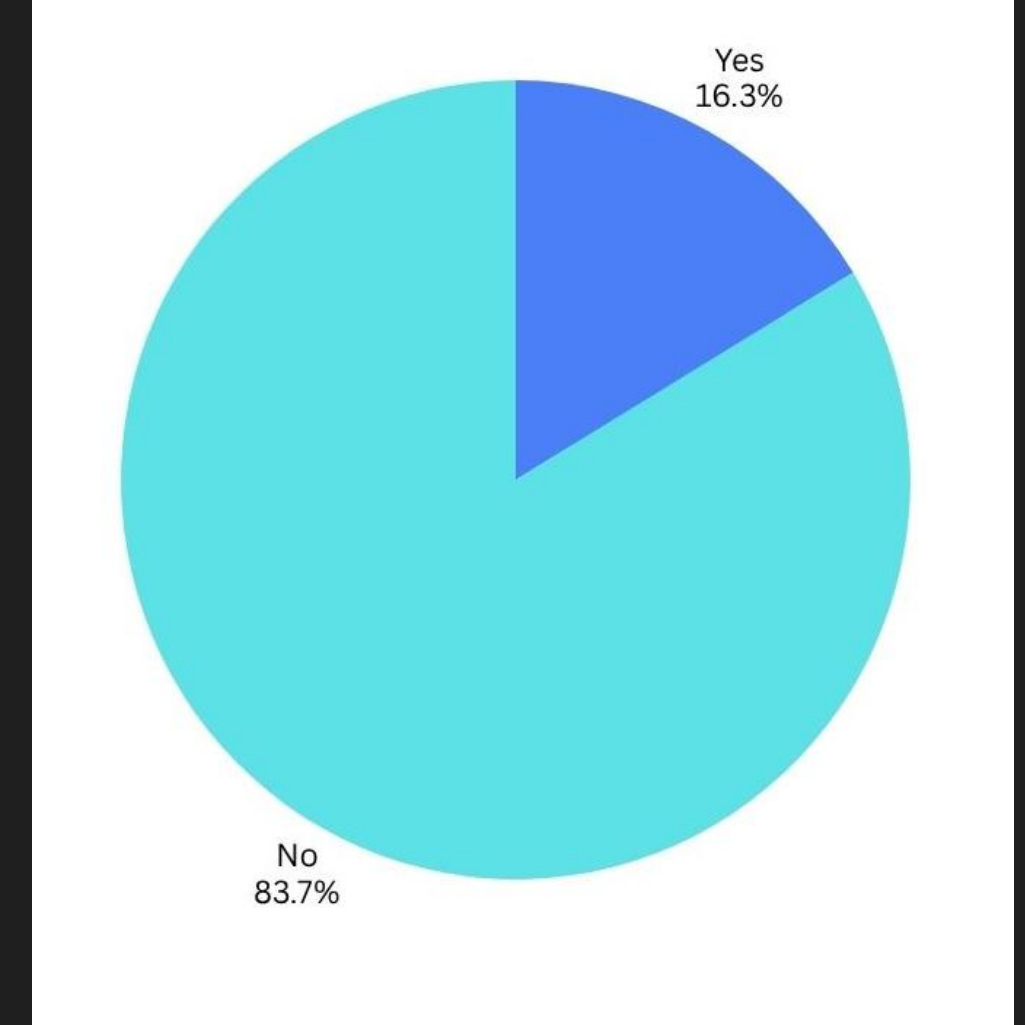
Primary Considerations

Students were asked to rank Price, Location, Floorplan, Amenities, and Safety. Price and Location were among the highest first picks.



Does Price Matter?

Students were asked if the cost of rent was something they considered when choosing housing



Awareness of Tenant Resources

Students were asked if they were familiar with UVA's Student Legal Services or other local Charlottesville tenant resources

Student Voiced Concerns

"CBS Rentals has raised prices about 10% every year."

"The flats suck they're a scam but my room is big."

"Just everything is sooo expensive even for bad housing."

"Way too expensive for decent quality housing that has in unit laundry and relatively new appliances"

"The quality of the buildings for the price is very low."

"Off Grounds housing monopoly is insane. \$1100/month not including anything, central A/C, mold issues, and more."



Specialized Housing

Yugo Crestline
Apartment:
Dover Layout
4bed/4bath
Individual Rent:
\$1,299/month

Yugo Crestline
Apartment:
Avondale Layout
1bed/1bath
Rent:
\$2,365/month



Neighborhood Impacts

Land Values

Redevelopment
Expectations

Accessibility to Housing
for Non-Student
Residents

Transportation

Larger Housing Pipeline

Development	Approximate Capacity	Anticipated Opening
VERVE	1,332 Beds	Summer 2027
Blume on Ivy	640 Beds	Fall 2027
UVA Ivy Corridor	750–800 Beds	2027
The Mark	730–770 Beds (181 Units confirmed)	TBD

Considering the newest development plans, and UVA's 2030 Plan, the purpose of the Mark as an addition of beds becomes less necessary.



The Mark as an Illustration

PROGRESS
DRAFT

Recommendations

1) Define the Need

Collect data on enrollment, capacity, occupancy, rents, and demand by price.

2) Connect Incentives to Outcomes

Reevaluate whether affordability exemptions produce the public benefits they are intended to produce.

3) Clarify Responsibility

Establish regular coordination between UVA and the City.

4) Evaluate Cumulative Effects

Consider the complete development pipeline and neighborhood conditions as opposed to individual projects.

5) Include Affected Communities

Engage students and residents before policies and projects are effectively finalized.



Accessing Mental Health in Charlottesville

Shounak Reza

Co-Occurrence

Partner for Mental Health

Staff in:

- Prisons
- **The Mental Health Therapeutic Docket: Restorative justice**
- HART
- ANCHOR

**Difficulty in accessing care:
Having an advocate in the
community helps.**

Services Offered by Region 10

- Case management
- Short-term therapy
- **The Blue Ridge Center:** Low-barrier support; free support
- **Wellness Recovery Center:** Short-term residential service— accepts Medicaid, but **very limited** options when it comes to private insurance. Sliding scale applies.

On Our Own: Peer support services

Challenges Experienced by Organizations

- Funding (Medicaid)
- Flexibility in funding
- Administrative hurdles
- Providers leaving Charlottesville
- License requirements

- How can the issues be addressed?
- How can people be made more aware?

Attachment VI



City of Charlottesville Office of Human Rights Monthly Report: October 2026

HRC Work Summary

The table below provides an overview of the work done by the Human Rights Commission in the current calendar year.

Date	Roles (Sec. 433)	Primary Action	Summary & Analysis
2/9/2026	Sec. 2-433. (b) Community Outreach & Engagement	Public Poll	The HRC released a public poll to solicit feedback on human and civil rights issues that are important to the community. The poll ran from 02/09/26 to 02/23/26 and received 103 responses. Commissioners will use this information to inform their annual planning for CY2026.
2/19/2026	Sec. 2-433. (a) Individual Assistance	Public Discussion	The HRC voted to hold the Appeal Hearing for case 2025-2 by a panel of 3 Commissioners.
4/16/2026	Sec. 2-433. (f) Commission Policies	Policy Review	The HRC reviewed proposed amendments to the Charlottesville Human Rights Ordinance and voted unanimously to adopt the amendments for recommendation to City Council. The amendments included minor wording changes for clarity, changes to membership criteria, updates to the complaint process procedures, clarification on contracted services for housing cases, and the addition of a conflict-of-interest clause to the Commission enforcement section. These changes will be presented to City Council on June 15, 2026.
4/16/2026	Sec. 2-433. (f) Commission Policies	Policy Review	The HRC reviewed proposed amendments to the HRC Rules & Procedures and voted unanimously to adopt the changes. The amendments included a clarification about public notice for emergency meetings and detailed protocols for the HRC public administrative hearing process.

Date	Roles (Sec. 433)	Primary Action	Summary & Analysis
4/16/2026	Sec. 2-433. (b) Community Outreach & Engagement	Public Discussion	The HRC invited Abi Matthew Wade, Economic Mobility Officer, to present a summary of her work and share data pertaining to key issues of interest to the HRC including the benefits cliff, challenges faced by asset-limited income-constrained employed (ALICE) residents, childcare accessibility, and barriers to economic stability for people with disabilities.
5/21/2026	Sec. 2-433. (f) Commission Policies	Policy Review	The HRC adopted changes to the Rule & Procedures to remove sections that duplicated language from the Charlottesville Human Rights Ordinance and a section about membership terms that was not part of City code.
6/18/2026	Sec. 2-433. (b) Community Outreach & Engagement	Public Discussion	Residents of the Fifeville neighborhood spoke to the HRC regarding concerns about the proposed development at the corner of 7th Street SW and Delevan Street.
6/18/2026	Sec. 2-433. (e) Legislative Program	Public Discussion	The HRC hosted a question-and-answer session with Delegate Katrina Callsen and Senator Creigh Deeds regarding legislative actions impacting economic stability.
7/14/2026	Sec. 2-433. (b) Community Outreach & Engagement	Stakeholder Meeting	The HRC Chair and HRC Director met with the Executive Director and Sr. Director of Clinical Operations of the Region Ten Community Services Board to discuss legislative priorities related to supporting individuals with disabilities including substance use and mental health.
7/16/2026	Sec. 2-433. (b) Community Outreach & Engagement	Public Discussion	The HRC hosted a panel that included representatives from the 10th and Page Neighborhood Association, Blue Ridge Area Coalition for the Homeless (BRACH), Legal Aid Justice Center (LAJC), and Sin Barreras. Commissioners will use the information from this panel to inform their legislative and City policy recommendations to City Council.
7/19/2026	Sec. 2-433. (b) Community Outreach & Engagement	Stakeholder Meeting	The HRC Vice Chair and the HRC Director met with representatives from the Virginia Poverty Law Center to discuss legislative priorities related to housing.

Date	Roles (Sec. 433)	Primary Action	Summary & Analysis
8/11/2026	Sec. 2-433. (b) Community Outreach & Engagement	Stakeholder Meeting	The HRC Chair, one Commissioner, and the HRC Director met with the Executive Director of Piedmont Housing Alliance and a representative from Virginia Housing Alliance to discuss legislative priorities related to Housing.
8/19/2026	Sec. 2-433. (b) Community Outreach & Engagement	Stakeholder Meeting	An HRC Commissioner and the HRC Director met with the President of the Charlottesville Pride Network to learn about the organization, share information about the HRC, and discuss legislative and City policy priorities related to the LGBTQIA+ community.
8/20/2026	Sec. 2-433. (e) Legislative Program	Public Discussion	Commissioners reviewed consolidated notes from multiple stakeholder meetings and voted to adopt a slate of legislative recommendations for submission to City Council.
8/24/2026	Sec. 2-433. (e) Legislative Program	Council Recommendation	The HRC Chair and Vice Chair finalized the legislative recommendation document and submitted it to City Council on 8/24/2026.
8/27/2026	Sec. 2-433. (a) Individual Assistance	Public Hearing	A panel of three Commissioners held a public administrative appeal hearing on the Director's finding of no reasonable cause in Case 2025-2. The panel voted 2:1 to reopen the investigation to answer several questions raised during the hearing discussion.
9/17/2026	Sec. 2-433. (c) City Policies and Practices	Research	OHR Intern Kattalin Bennett presented her research on the impacts on the development of off-grounds, luxury student housing on the neighborhoods adjacent to the University of Virginia.
9/17/2026	Sec. 2-433. (c) City Policies and Practices	Research	OHR Intern Shounak Reza presented his research on the landscape of mental health services in Charlottesville and the challenges of availability and access.

Federal Workshares

Fair Housing Assistance Program (FHAP) workshare agreement

- September 5, 2025: Certification was denied because of local, state-authorized protections against housing discrimination on the bases of gender identity, sexual orientation, and source of funds, as well as HUD's shift to only approving FHAP workshares for state agencies.
- With the continued decline in federal protection for fair housing rights, state and local human and civil rights agencies must assume the full responsibility for protecting Virginians from housing discrimination.

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.
- Additionally, the federal government has directed both HUD and the EEOC to exclude gender identity and sexual orientation as protected classes, and neither agency supports disparate impact as a legitimate theory of discrimination. Engagement in either workshare at this time would leave people who live and work in Charlottesville with less robust protections against discrimination than they currently have under state law and the Charlottesville Human Rights Ordinance.

Outreach

The table below provides an overview of community outreach activities during the current calendar year. The volume and consistency of community outreach have been significantly impacted due to the vacant and unfunded status of the Community Outreach Specialist position since August 2025. Nonetheless, staff attended a few strategically selected events to maximize community contact.

Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Open office days in the month	20	19	21	22	20	21	22	21	21	22	18	21	241
Total service provision events	2	0	0	1	0	0	0	1	3	0	0	0	7
Total education & awareness events	1	0	0	1	0	0	0	0	0	0	0	0	2
Total collaboration & leadership events	8	7	6	7	9	5	9	9	5	2	0	0	67
Total outreach activities	11	7	6	9	9	5	9	10	8	2	0	0	76
Total attendees at service provision events	42	0	0	5	0	0	0	24	177	0	0	0	248
Total attendees at education & awareness events	20	0	0	20	0	0	0	0	0	0	0	0	40
Total attendees at events	62	0	0	25	0	0	0	24	177	0	0	0	288

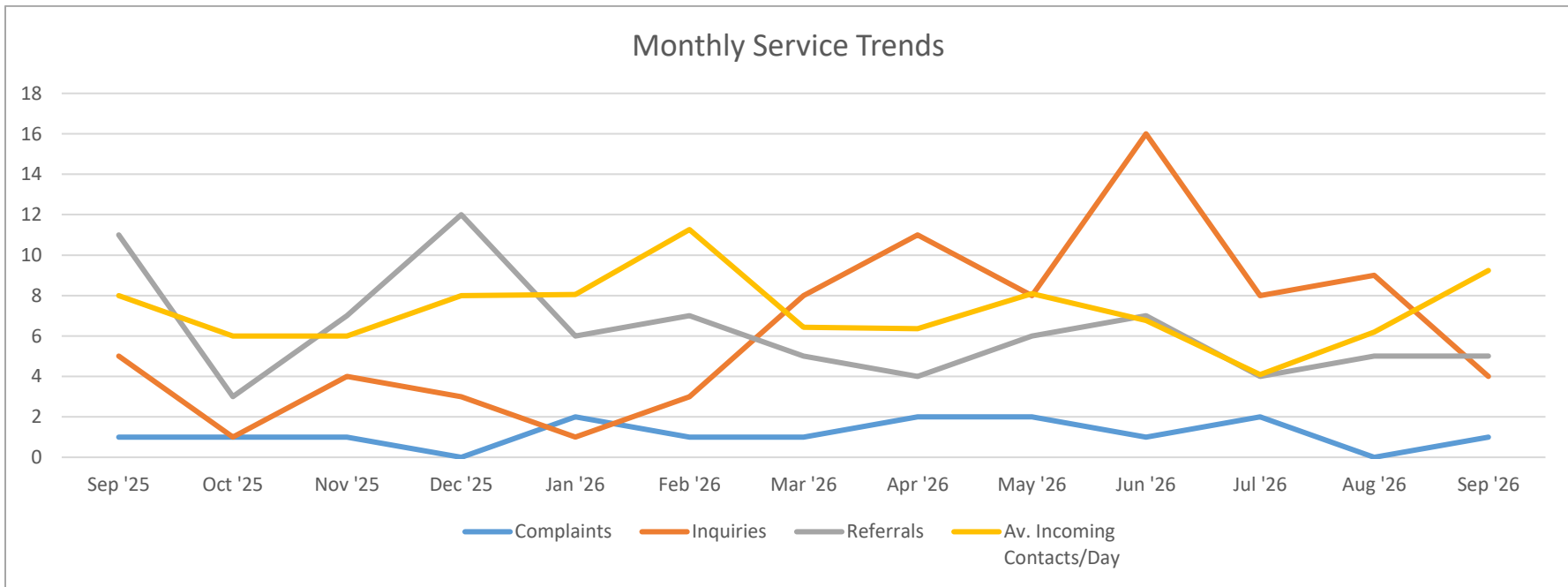
Service Provision

Intake Trends

The table below presents a snapshot of intake data trends over the last 12 months.

Service Type	Sep '25	Oct '25	Nov '25	Dec '25	Jan '26	Feb '26	Mar '26	Apr '26	May '26	Jun '26	Jul '26	Aug '26	Sep '26
Complaints	1	1	1	0	2	1	1	2	2	1	2	0	1
Inquiries	5	1	4	3	1	3	8	11	8	16	8	9	4
Referrals	11	3	7	12	6	7	5	4	6	7	4	5	5
Av. Incoming Contacts/Day	8	6	6	8	8	11	6	6	8	7	4	6	9

The chart below shows the same data in the table above but in a graphic format.



Active Complaints

The table below provides a summary of the complaints currently open with the Office of Human Rights. While cases continue to move forward, the Office is currently struggling to keep up with new investigations due to the volume of cases, limited staffing, and the cost of contracted investigative services. With the recent departure of our Investigator, the Office will be temporarily pausing the opening of new complaints while the Intake Specialist and Director focus on advancing current cases toward closure and the hiring process begins to refill the Investigator position.

Case #	Protected Activity	Protected Class(es)	Status
2021-5	Employment	Sexual Orientation, Race	Investigation in progress.
2024-3	Public Accommodation	National Origin, Sexual Orientation	Investigation in progress.
2024-3R	Public Accommodation	Retaliation	Investigation in progress.
2024-8	Employment	Race, National Origin	Determination in progress.
2024-11	Employment	Sex, Marital Status	Determination in progress.
2025-2	Employment	Race	Appeal in progress.
2025-4	Housing	Source of Funds	Alternative dispute resolution in progress.
2025-6	Employment	Disability, Sex	Determination in progress.
2025-7	Public Accommodation	Disability, Race	Determination in progress.
2025-9	Public Accommodation	Race	Determination in progress.
2025-10	Employment	Sexual Orientation, Gender Identity	Determination in progress.
2025-11	Employment	Disability	Investigation in progress.
2025-13	Housing	Disability	Determination in progress.
2025-14	Housing	Race	Determination in progress.
2025-16	Housing	Race	Determination in progress.
2026-2	Housing	Disability, Elderliness	Investigation in progress.
2026-3	Housing	Disability	Investigation in progress.
2026-4	Employment	Race, Retaliation	Investigation in progress.
2026-5	Employment	Disability, Sex, Marital Status	Alternative dispute resolution in progress.
2026-6	Housing	Disability, Retaliation	Investigation in progress.
2026-7	Employment	Disability	Investigation in progress.
2026-8	Housing	Race, National Origin	Alternative dispute resolution in progress.
2026-9	Public Accommodation	Disability	Alternative dispute resolution in progress.
2026-10	Housing	Disability	Alternative dispute resolution in progress.
2026-11	Housing	Disability	Alternative dispute resolution in progress.
2026-12	Housing	Disability	Alternative dispute resolution in progress.

Multi-year Complaint Case Overview

The table below provides a summary of case status over the past 8 years.

Measure	CY2019	CY2020	CY2021	CY2022	CY2023	CY2024	CY2025	CY2026	Totals
Currently open cases	0	0	1	0	0	4	10	11	26
Open cases awaiting response	0	0	0	0	0	0	0	0	0
Open cases in ADR	0	0	0	0	0	0	1	6	7
Open cases under investigation	0	0	1	0	0	2	1	5	9
Open cases pending determination	0	0	0	0	0	2	7	0	9
Open cases in HRC public hearing	0	0	0	0	0	0	1	0	1
Total Opened	5	2	12	9	7	13	16	11	75
Total Closed	4	1	8	5	11	7	9	4	49

Reporting

The table below provides a summary of reports submitted to City Council during the current calendar year.

Report	Status
CY2025 Fourth Quarter Report to Council	Submitted February 25, 2026.
CY2025 HRC & OHR Annual Report	Published May 20, 2026 (Presented to City Council on June 1, 2026).
CY2026 First Quarter Report to Council	Submitted April 14, 2026.
CY2026 Second Quarter Report to Council	Submitted August 11, 2026.
CY2026 Third Quarter Report to Council	To be submitted in October 2026.
CY2026 HRC & OHR Annual Report	Projected completion February 2027.

Attachment VII

Human Rights Commission
Annual Work Plan: Focus and Goals
March 2026 – February 2027
Date of last revision: 10/13/2026

This document serves as a tool for use during the annual planning meeting and throughout the year to assist with the identification of focus areas and goals and the development of a monthly calendar.

Human Rights Ordinance Reference

The Charlottesville Human Rights Ordinance (City Code Chapter 2, Article XV) is the roadmap for the work of both the Human Rights Commission and Office of Human Rights. Sec. 2-433. (a) – (f) of the Ordinance includes details of the roles of the Commission and Office. The subsections are given shortened titles here for easier reference.

Human Rights Commission Roles	General Actions and Timeframes
Sec. 2-433. (a) Individual assistance	• Timing is dependent upon individual complaints and findings • Could include training on: ○ Public administrative hearings ○ Human and civil rights protections
Sec. 2-433. (b) Outreach and engagement	• Timing is throughout the year in response to community issues • Could include community events, presentations, or public polls • Could include community dialogue or other informational programs • Could be expanded with additional staffing and Commission support
Sec. 2-433. (c) Systemic issues, policies, and practices	• Plan to submit recommendations to Council in October or November • Could include single events like panels, forums, and town halls • Could also include long-term multi-year research or reviews of policy • Additional staffing and Commission support could expand the work
Sec. 2-433. (d) Federal workshares	• Timing is dependent upon workshare requirements • May include review and adoption of Ordinance amendments • May include community engagement activities
Sec. 2-433. (e) Legislative program	• Plan to submit legislative recommendations to Council by August 31st • Could include public polls, panels, forums, and town halls • Could include research related to Sec. 2-433. (c)
Sec. 2-433. (f) Commission policies	• Plan to submit recommendations to Council in October or November ○ May include requests for funding for programs or staffing • Changes to the Commission's Rules & Procedures are not timebound • Changes to the Human Rights Ordinance can take multiple months

Annual Focus Areas

Each year the Commission identifies focus areas for its work from March – February. These are informed by current events, public input, data from the Office of Human Rights, and Commissioner knowledge.

Primary Focus Area(s)
1. Economic stability across protected classes.

Annual Goals and Alignment

Specific, measurable, achievable, relevant, and time-bound goals that align with focus areas and HRC roles under the Human Rights Ordinance.

Goals	Ordinance Alignment	Added to Work Plan
<i>Commission holds a stakeholder discussion at the July 16, 2026, regular meeting and one-on-one stakeholder meetings prior to August 14, 2026.</i>	• Sec. 2-433. (b) Outreach and engagement	☒
<i>Commission reviews information learned regarding legislative priorities and begins drafting recommendations for City Council by August 1, 2026.</i>	• Sec. 2-433. (c) Systemic issues, policies, and practices • Sec. 2-433. (e) Legislative program	☒
<i>Commission finalizes and adopts legislative priorities recommendations for City Council by August 20, 2026.</i>	• Sec. 2-433. (c) Systemic issues, policies, and practices • Sec. 2-433. (e) Legislative program	☒
<i>Commission submits legislative recommendations to City Council by August 22, 2026.</i>	• Sec. 2-433. (b) Outreach and engagement • Sec. 2-433. (e) Legislative program	☒
<i>Commission holds an additional stakeholder meeting to inform City policy recommendations on September 17 and November 19, 2026.</i>	• Sec. 2-433. (b) Outreach and engagement • Sec. 2-433. (c) Systemic issues, policies, and practices	☒
<i>Commission reviews information learned regarding City policies and begins drafting recommendations for City Council by DATE</i>	• Sec. 2-433. (b) Outreach and engagement • Sec. 2-433. (c) Systemic issues, policies, and practices	☐
<i>Commission finalizes and adopts City policy recommendations for City Council on DATE</i>	• Sec. 2-433. (b) Outreach and engagement • Sec. 2-433. (c) Systemic issues, policies, and practices	☐
<i>Commission submits City policy recommendations to City Council by DATE</i>	• Sec. 2-433. (b) Outreach and engagement • Sec. 2-433. (c) Systemic issues, policies, and practices	☐

**Human Rights Commission
Annual Work Plan: Calendar
March 2026 – February 2027**

Month	Actions
March	☒ Annual Meeting (3/5: Parks & Recreation Conference Room) ☒ Actions Between Meetings ☒ Contact state legislators for May panel ☒ Contact Economic Mobility Officer for 4/16 Regular Meeting ☒ Contact Assistant to the City Manager for 4/16 Regular Meeting
April	☒ Work Session (4/2: City Space) - Not scheduled ☒ HRC Leadership Meeting (4/8 at 5:00pm) ☒ Regular Meeting (4/16: City Space) ☒ Closed session consultation with City Attorney's Office ☒ Review and potentially adopt amendments to the Human Rights Ordinance ☒ Expert panel and community engagement planning ☒ Actions Between Meetings ☒ Upload CY2025 annual report to 6/15 City Council agenda (on or before 5/18) ☒ Upload Ordinance amendments to 6/15 City Council agenda (on or before 5/18) ☒ Expert panel collaborative planning document to identify possible panelists ☒ Reach out to content experts for June or July panel ☒ Review HRC Rules & Procedures for any language changes per 2-432 ☒ Plan next steps and timeline with hearing panel
May	☒ Work Session (5/7: City Space) – Not scheduled ☒ HRC Leadership Meeting (5/13 at 4:00pm) ☒ Regular Meeting (5/21: City Space) ☒ Review list of possible panelists for June or July ☒ Actions Between Meetings ☒ Contact potential panelists by June 1st ☒ Questions for Legislators ☒ Present CY2025 annual report to City Council (6/1) ☒ Present Ordinance amendments to City Council (6/15)
June	☒ Work Session (6/4: City Space) – Not scheduled ☒ HRC Leadership Meeting (6/10 at 4:00pm) ☒ Regular Meeting (6/18: City Space) ☒ Legislator Dialogue ☒ Actions Between Meetings ☒ 2:1 Stakeholder meetings
July	☒ Work Session (7/2: City Space) – Not scheduled ☒ HRC Leadership Meeting (7/8 at 4:00pm) – Not convened ☒ Regular Meeting (7/16: City Space) ☒ Stakeholder Panel ☒ Actions Between Meetings ☒ 2:1 Stakeholder meetings (to be completed by 8/14) ☒ Begin Draft of Legislative Recommendations

Month	Actions
August	☒ Work Session (8/6: City Space) – not scheduled ☒ HRC Leadership Meeting (8/12 at 4:00pm) ☒ Regular Meeting (8/20: City Space) ☒ Review, revise, and adopt state legislative recommendations ☒ Actions Between Meetings ☒ Case 2025-2 Public Administrative Appeal Hearing (8/27 at 6:00pm: City Space) ☒ Draft and submit state legislative recommendations to City Council by 8/30 ☒ Review HRC application for any language changes per 2-432
September	☒ Work Session (9/3: City Space) - not scheduled ☒ HRC Leadership Meeting (9/9 at 4:00pm) ☒ Regular Meeting (9/17: City Space) ☒ Discuss City policy recommendations ☒ Discuss potential second stakeholder meeting ☒ Intern presentations ☒ Actions Between Meetings ☒ City policy stakeholder outreach
October	☒ Work Session (10/1: City Space) – not scheduled ☒ HRC Leadership Meeting (10/7 at 4:00pm) ☐ Regular Meeting (10/15: City Space) ☐ Form Officer Nomination Committee (minimum of three Commissioners) ☐ City Policy stakeholder meeting – Community Partners ☐ Actions Between Meetings ☐ Nominating Committee begins nomination process ☐ Chair begins draft of City policy recommendations to Council
November	☐ Work Session (11/5: City Space) ☐ HRC Leadership Meeting (11/11 at 4:00pm) ☐ Regular Meeting (11/19: City Space) ☐ Meet with City staff (NDS, EMO, DHS, DSS) ☐ Actions Between Meetings
December	☐ Work Session (12/3: City Space) ☐ HRC Leadership Meeting (12/9 at 4:00pm) ☐ Regular Meeting (12/17: City Space) ☐ Officer Nominating Committee presents slate of nominees (or in January?) ☐ Adopt City policy recommendations ☐ Actions Between Meetings
January	☐ Work Session (1/7: City Space) ☐ HRC Leadership Meeting (1/6 at 4:00pm) ☐ Regular Meeting (1/21: City Space) ☐ Officer elections ☐ Plan date for Annual Meeting in March ☐ Actions Between Meetings

Month	Actions
February	☐ Work Session (2/4: City Space) ☐ HRC Leadership Meeting (DATE) ☐ Regular Meeting (2/18: City Space) ☐ Planning for Annual Meeting ☐ Actions Between Meetings ☐ HRC leadership begins draft of annual focus and goals