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**From:**  
**Sent:** Monday, January 22, 2024 1:18 PM  
**To:**  
**Subject:**

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## Welcome back!

It's been a bit since you received one of our emails... keep reading to see what we have been up to and find upcoming events to add to your calendar.

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## What does the Office of Human Rights do?



The City of Charlottesville Office of Human Rights, created by the Charlottesville Human Rights Ordinance, serves several functions.

- The OHR receives complaints of unlawful discrimination in the City of Charlottesville.
  - Discrimination, as defined by the Human Rights Ordinance, is the unlawful denial of a person's opportunity to engage in an activity of daily life on the basis of a protected aspect of one's identity.
    - Protected activities include housing, employment, public accommodation, credit, and private education.
    - Protected classes include age, elderliness, race, color, national origin, religion, sex, sexual orientation, gender identity, pregnancy, childbirth or related medical conditions, disability, marital status, status as a veteran, familial status (in housing only), and source of funds (in housing only).
- The OHR conducts community outreach to provide education and awareness on human and civil rights to Charlottesville residents.
- The OHR also supports the function and work of the Human Rights Commission.

Click for more info

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## Human Rights Commission

**The next hybrid Human Rights Commission meeting will be held on Thursday, January 18th at 6:30pm in CitySpace (100 5th St NE) and on Zoom.**

HRC meetings are open to the public, and each regular meeting has two opportunities for members of the community to provide public comment. Below are examples of matters you may wish to discuss during public comment:

- You suspect that a certain policy or practice related to a protected activity is leading to the systemic discrimination of a protected group
- You would like to provide input on a topic discussed by the HRC

The HRC does not receive individual complaints of discrimination during public meetings. To file a complaint of individual discrimination, contact the Office of Human Rights.

Attend a meeting virtually

# Upcoming Events

## ADA Transition Plan Update

*January 18th at 6:30pm, CitySpace and Zoom*

The Human Rights Commission will be hosting the City's ADA Coordinator for a town hall to discuss the ADA Transition Plan. The objective of the creation and implementation of the ADA Transition Plan is to create an actionable, trackable method for addressing barriers that impede the participation of individuals with disabilities in the City's programs, services, and activities. This will include changes to all facilities that are used or accessed by members of the public, all public-facing programs and services, the City website, policies and standard operating procedures, and public right-of-way and city-maintained roads. The Transition Plan details any structural and programmatic changes that should be undertaken in these areas to promote accessibility; it also specifies a time frame for the completion of these changes. It functions as an overarching plan and shows good faith that the City has identified issues that compromise its accessibility and is committed to solving these issues to be a more equitable and inclusive environment for all community members.

## National Day of Racial Healing City Council Proclamation

*January 22nd at 6:30pm, Council Chambers and Zoom*

At this rescheduled City Council meeting, a Councilor will read a proclamation in acknowledgement of the National Day of Racial Healing. The National Day of Racial Healing has been celebrated across the country on the Tuesday following Martin Luther King Jr. Day since 2017. The National Day of Racial Healing is intended to create space for individuals and communities to heal from the effects of racism in the United States through a shared commitment to humanity, justice, and equity in the world.

### Are we missing something?

If you know of upcoming events related to human and civil rights, you may send more information to [humanrights@charlottesville.gov](mailto:humanrights@charlottesville.gov).

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## 2023 Overview

### Office of Human Rights

This information reflects our current data as of 01/10/24. If our data changes, it is because we corrected an error in our records. You can find more detailed information in our annual reports, which are available on our website. Please contact us if you have any questions.

- 2023 Operations Overview
  - 5 complaints filed
  - 6 cases currently open
    - Protected activities identified in currently open cases: housing and employment
    - Protected classes identified in currently open cases: race, color, sex, sexual orientation, national origin, and disability

- Total individuals: roughly 288
- Total incoming contacts: 2060

### **Human Rights Commission**

You can find more detailed information in our annual reports, which are available on our website. Please contact us if you have any questions.

- 2023 Actions Overview
  - The HRC elected to focus its actions around the protected activity of housing from March 2023-February 2024
  - Authored 4 letters to City Council
    - 1 letter in support of the proposed expansion of the Salvation Army
    - 1 letter outlining the HRC's priorities for City Council's recommendations during the 2023 General Assembly legislative session
    - 2 letters in support of the Draft Zoning Code
  - Co-signed a letter from the Charlottesville Low Income Housing Coalition regarding the Draft Zoning Code
  - Attended 2 community outreach events on behalf of the HRC
  - Attended meetings of local housing advocacy groups to stay informed about local issues

Human Rights Documents

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## **Contact Us:**

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City of Charlottesville  
Office of Human Rights

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