

CITY OF CHARLOTTESVILLE, VIRGINIA
CITY COUNCIL AGENDA



Agenda Date:	April 16, 2018
Action Required:	Update
Presenters:	Charlene Green, Manager, Office of Human Rights Carlos Marrone, Chair, Human Rights Commission
Staff Contacts:	Charlene Green, Manager Todd Niemeier, Communication & Investigation Specialist
Title:	2017 Annual Report – Office of Human Rights

Background:

On May 20, 2013, City Council approved the Charlottesville Human Rights Ordinance which included responsibilities for an Office of Human Rights (OHR) and a Human Rights Commission (HRC). The overall focus of both the OHR and the HRC included;

1. Systemic and Institutional Change that focused on addressing discrimination barriers in public institutions. The scope of this work could include but would not be limited to, soliciting community feedback by conducting focus groups on various topics, reviewing City policies for equity and possible changes and providing legislative recommendations for City Council.
2. Service Coordination and Awareness that would be responsible for increasing the awareness and ease of accessing existing resources that address illegal discrimination. These resources would include preparing individuals for their appointments with the Equal Employment Opportunity Commission (EEOC), and making referrals to the Piedmont Housing Alliance and the Virginia Fair Housing office.
3. Community Dialogue and Engagement that built on the success of the Dialogue on Race. The OHR and the HRC would engage Charlottesville residents in honest dialogue, community awareness and brainstorming on issues of equity and opportunity and potentially provide the systemic and institutional change group with recommendations for further study.
4. Investigation and Enforcement that addressed individual allegations of discrimination but also recognized the need to establish strong ties with support organizations in housing and employment due to the limitations of the enforcement in those two areas.

The Manager for the OHR was hired in September of 2013. The first eleven HRC members were appointed in November of 2013. The Community Outreach Specialist was hired in January, 2014.

Discussion:

Human Rights Commission

Mission Statement:

“Promoting an inclusive, empowered, and diverse community through education, engagement, and enforcement of Charlottesville’s Human Rights Ordinance”

The Human Rights Commission meets monthly for its regular business meetings and additional meetings are scheduled to address concerns that are handled through their subcommittee work. 2017 work plan included:

2017 HUMAN RIGHTS COMMISSION WORK PLAN		
<i>COMMITTEE</i>	<i>PRIORITY</i>	<i>OUTCOMES</i>
<p><u>Race Discrimination</u> Alignment with City of Charlottesville Goals & Objectives Goals 2 and 5</p>	<p>We will:</p> <ul style="list-style-type: none"> • Hear community concerns regarding race –related issues and respond accordingly • Collaborate with Police Citizen Advisory Panel (PCAP) on police/community issues • Address immigrant/refugee concerns 	<p>-HRC response to community concerns ranged from making recommendation to City Council to posting responses on social media. -Collaboration with PCAP was stalled due to delays regarding their next steps. HRC organized a panel discussion on student interactions with police. -Refugee simulation was created to increase awareness with refugee issues. -Weekly contact with the Hispanic community occurred through Sin Barreras. -Special events in collaboration with the Police and Fire departments extended outreach efforts</p>
<p><u>LGBTQ+ Concerns</u> Alignment with City of Charlottesville Goals & Objectives Goals 1,2, and 5</p>	<p>We will:</p> <ul style="list-style-type: none"> • Examine City policies for inequities based on sexual orientation, transgender status and gender identity • Continue to collaborate and support the Charlottesville Albemarle Safe Space Training Coalition (CASSTC) 	<p>-Policy review revealed inequities in benefits for employees who may identify as transgender. Next step will be to work with Human Resources on what changes can be made. -Worked with CASSTC on providing 3 safe space trainings for interested service providers and local residents -Participated in the Human Rights Campaign Municipal Equality Index assessment. Achieved third place in Virginia in providing resources to LGBTQ+ community.</p>
<p><u>Disability, Age, Religious Discrimination</u> Alignment with City of Charlottesville Goals & Objectives Goals 1, 2, and 5</p>	<p>We will:</p> <ul style="list-style-type: none"> • Hear community concerns regarding age, disability and religious –related issues and respond accordingly • Continue to participate in the Charlottesville ADA Advisory Board 	<p>-HRC response to community concerns ranged from making recommendation to City Council to posting responses on social media. -HRC members attended quarterly ADA meetings -Reviewed City communications policy on access for people with disabilities. Collaborating with local community group to determine recommendations to City Council</p>

2017 HUMAN RIGHTS COMMISSION WORK PLAN		
		-Participated in outreach activities with local faith groups
Housing Concerns Alignment with City of Charlottesville Goals & Objectives Goals 1-5	We will: <ul style="list-style-type: none"> • Examine City policies for inequities in housing and housing related matters • Complete Charlottesville Community Impact Assessment Tool 	-Attended housing related meetings throughout the city -Invited City staff to update HRC members on current housing strategies -Charlottesville Community Impact Assessment Tool still a work in progress

Response to the summer of hate

The heinous events that scared the Charlottesville community beginning in May of 2017 through August involved the Human Rights Commission and the Office of Human Rights several different ways. The HRC/OHR was proactive in planning an event that involved educating local youth about the July 8 Ku Klux Klan demonstration. An informational session about hate groups, first amendments rights, and safe ways to be expressive was organized for youth and their parents. A collaborative event with the Jefferson School African American Heritage Center was also made available as an alternative for individuals who wanted to be engaged in a positive community experience on July 8th. The HRC heard community concerns following the KKK rally. Those concerns were shared with City staff. The Charlottesville City Police department was then asked to inform the commission about safeguards for the August 12th Unite the Right rally in response to community concerns. Many of the HRC members have been involved in the various recovery efforts that have been organized by local groups such as Unity Cville, the Heather Heyer Foundation, the Charlottesville Community Leadership Council and outside groups hoping to help the city heal such as the Listen First Project.

Dialogue on Race

The Dialogue on Race (DOR) began as a city initiative in 2009 and led to the creation of the City of Promise, the Chamber Business Diversity Council, the Human Rights Commission and the Office of Human Rights, as well as other programs. A second round of the DOR study circles began in September and ended in November 2017. Following a similar format from 2010 using small group discussions, the focus again was on race and social justice in Charlottesville. The dialogue concluded with a list of issues that were voted on by the community. These items have become the priorities on which area residents want action. Some examples of those action items:

Government Work Group: Police/community relations; Reentry for ex-offenders

Education Work Group: Teach an inclusive local history; Address racial disproportionality of student discipline

Economic Work Group: Community Cooperative for locals; housing

Social/Cultural Work Group: Support more local history; local media accountability

Recovery/Preparation Work Group: Better communication plan; addressing anniversaries of summer events

Over 150 people participated in the 2017 DOR. There is a need to do more targeted outreach to neighborhoods and community groups who are still not as engaged to ensure we are hearing from as many community members as possible. Another round of dialogues will be scheduled for the fall of 2018.

Office of Human Rights

“Acting as a strong advocate for justice and equal opportunity by providing citywide leadership and guidance in the area of civil rights.”

The primary responsibilities of the Office of Human Rights are to: 1. Assist individuals who believe they have been victims of an unlawful act of discrimination as outlined in the Charlottesville Human Rights Ordinance; 2. Educate and engage community members in meetings, forums, and other activities that involve collaboration with different City departments and community organizations; and 3. Provide staff support for the Human Rights Commission. Some of the 2017 goals for the OHR were:

- Promote the visibility of the Office of Human Rights
- Maintain a customer friendly intake process
- Support the Human Rights Commission with their Work Plan priorities

Inquiries and Complaints

Contacts with the OHR were categorized as an inquiry or a complaint. Inquiries were defined as a question about services, programs or procedures. If a person wanted to file a complaint and his/her discrimination allegation occurred outside of the city limits then their contact was logged as an inquiry. If a person who felt he/she experienced discrimination and it fell within the jurisdiction of the Human Rights Ordinance and that individual wanted to take action, the contact was logged as a complaint. The following is the breakdown of contacts with the Office of Human Rights:

CONTACTS FOR 2017	NUMBER	
Inquiries (includes calls, emails, walk-ins)	1,250 (4-5 per day)	
Complaints (Charlottesville only)	PROTECTED ACTIVITY	PROTECTED CLASS
	Employment: 21 Housing: 12 Public Accommodation: 6 Credit: 0 Education: 0	Race: National Origin: Sex: Disability: Age: Marital Status: Pregnancy/Childbirth: Religion:
	Total for Charlottesville: 39	
Investigations	2	

Alignment with City Council's Vision and Priority Areas:

Community of Mutual Respect

In all endeavors, the City of Charlottesville is committed to racial and cultural diversity, including racial reconciliation, economic justice, and equity. As a result, every citizen is respected. Interactions among city leaders, city employees and the public are respectful, unbiased, and without prejudice.

Budgetary Impact:

The Office of Human Rights is requesting that the part-time staff position be made a full-time due to the office workload.

Recommendation:

The Office of Human Rights encourages City Council to accept this report reflective of the 2017 activities.

Attachments:

- A. 2018 Human Rights Commission Work Plan
- B. 2017 Inquiries and Complaint Data
- C. Community Engagement

ATTACHMENT A

2018 Human Rights Commission Work Plan	
<i>COMMITTEE</i>	<i>PRIORITY</i>
<p><u>Race Discrimination</u> Alignment with City of Charlottesville Goals & Objectives Goals 2 and 5</p>	<p>We will:</p> <ul style="list-style-type: none"> • Examine and monitor City policies for inequities based on race, skin color or national origin • Support the work of the Dialogue on Race Action Teams • Examine Police Data • Collaborate and promote youth engagement
<p><u>LGBTQ+ Concerns</u> Alignment with City of Charlottesville Goals & Objectives Goals 1,2, and 5</p>	<p>We will:</p> <ul style="list-style-type: none"> • Examine and monitor City policies for inequities based on sexual orientation, transgender status and gender identity • Collaborate and support the Charlottesville Albemarle Safe Space Training Coalition • Address the deficiencies on the Municipal Equity Index Scorecard
<p><u>Disability, Age, Religious Discrimination</u> Alignment with City of Charlottesville Goals & Objectives Goals 1, 2, and 5</p>	<p>We will:</p> <ul style="list-style-type: none"> • Examine and monitor City policies for inequities based on age, disability or religious/non-religious beliefs • Participate in the Charlottesville ADA Advisory Board meetings • Identify and create an action plan regarding accessibility to ALL City sponsored events •
<p><u>Housing Concerns</u> Alignment with City of Charlottesville Goals & Objectives Goals 1-5</p>	<p>We will:</p> <ul style="list-style-type: none"> • Examine and monitor City policies for inequities in housing and housing related matters • Complete and adopt Charlottesville Community Impact Assessment Tool as a way to monitor development and review of new City policies and procedures • Recommend to City Council the adoption and implementation of the Charlottesville Community Impact Assessment Tool

ATTACHMENT B

2017 Office of Human Rights Inquiries and Complaints Data

CONTACTS FOR 2017	NUMBER	
Inquiries (includes calls, emails, walk-ins)	1,250 (4-5 per day)	
	PROTECTED ACTIVITY	PROTECTED CLASS
Complaints (Charlottesville only)	Employment: 21	Race:24
	Housing: 12	National Origin:6
	Public Accommodation: 6	Sex:4
	Credit: 0	Disability:10
	Education: 0	Age:3
		Marital Status:0
		Pregnancy/Childbirth:0
		Religion:0
		Did not indicate:2
	Total for Charlottesville: 39	
Investigations	2 (public accommodation)	

LOCATION	Employment	Housing	Public Accommodation	Credit	Education	Totals
Charlottesville	21	12	6	0	0	39
Outside Jurisdiction	12	3	12	0	0	27
Total	33	15	18			66

ATTACHMENT C

Community Engagement Partners

Neighborhood Development Services
Police Department
Department of Social Services
Community Attention
Mary Williams Center
Timberlake Place
Piedmont Housing Alliance
Various faith-based groups
Equal Employment Opportunity Commission
Albemarle/Charlottesville Reentry Council
Charlottesville Redevelopment and Housing Authority
Leadership Charlottesville
Gang Reduction through Active Community Engagement
Disproportionate Minority Task Force for Juveniles
Disproportionate Minority Committee for Adults
Jefferson Madison Regional Library
Preservers of the Daughters of Zion
Virginia Association for Human Rights
Sin Barreras
Everyday Democracy
Beloved Community Cville
Charlottesville High School
Buford Middle School
Mountaintop Montessori
Charlottesville Day School
City of Charlottesville Youth Council
Piedmont Virginia Community College
UVA Nursing School
Curry School of Education
MLK UVA/Community Celebration
Festival of Cultures
Day Soiree
Jefferson School African American Heritage Center
West Haven Community Day
Cville Pride
Cville Sabrosa
Best of Both Worlds Dance and Step Show Competition
City of Charlottesville Adult Education classes