



## CITY OF CHARLOTTESVILLE

*To be a place where everyone thrives*

Human Rights Commission  
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June 11, 2025

Mr. Riaan Anthony  
Charlottesville Parks and Recreation Department  
Via email to [anthonyr@charlottesville.gov](mailto:anthonyr@charlottesville.gov)

Dear Mr. Anthony,

Thank you for the meeting on April 24, 2025, and for your spirit of collaboration in working with the Human Rights Commission.

As chair of the Charlottesville Human Rights Commission, I requested this meeting after receiving public comment and documentation from community members Jackie Temkin and Alexandra de Guzman, who raised concerns regarding inequitable distribution of tennis court space and difficulties in procuring court time for the non-profit *Girls Rule the Court!*

While it is beyond the purview of the Human Rights Commission to deliberate on this specific case, it is our role under the Charlottesville Human Rights Ordinance, Sec. 2-433.(c), to identify and review systemic issues, policies, and practices of the City of Charlottesville and to advise its boards, commissions, and other public agencies within the City on issues related to human rights. In this situation, Ms. Temkin and Ms. Guzman presented a concern that the Charlottesville Parks and Recreation Department playing field allotment system had a disparate impact on girls' access to playing fields.

In that capacity, I reviewed the Parks and Recreation Master Plan, which was adopted by City Council on April 8, 2025, to guide the Parks and Recreation department for the next decade. In so doing, I noted that among the stated objectives of the Master Plan project, was to create "a plan that is grounded in inclusive and accessible community engagement," the creation of "a future strategy for parks, recreation and greenspaces that is equitable to the entire community regardless of socioeconomic, cultural, racial, or geographic differences;" and the utilization of "a wide variety of data sources and best analytical practices to predict trends and patterns of use, community impact, and how to address unmet needs in the City of Charlottesville." The Master Plan also acknowledges a number of historic weaknesses in park policy, including that "there are entities that monopolize field use (and use more than they really need)," and that the CPRD does

not necessarily program to a diverse community (section 4.3.2), both concerns that were listed by community-members Jackie Temkin and Alexandra de Guzman.

In our meeting on April 24, we discussed that equity of access is indeed a central goal of the Master Plan and is very much a priority of Parks and Recreation going forward. We discussed that you are aware as well of the concerns of Ms. Temkin and Ms. De Guzman, and that you will make every effort to ensure that *Girls Rule the Court!* will be able to book court time this coming fall. We discussed that you are currently drafting a new allocation policy and process for Parks and Recreation facilities, and that you will share this with the Commission, giving us an opportunity to review it and make recommendations if necessary.

We thank you again for meeting with the Commission in a spirit of cooperation, and we look forward to following up with you in six months after the new protocols proposed in the Master Plan have been established and put into practice.

Sincerely,



Heather Roberson Gaston  
Chair  
Charlottesville Human Rights Commission