

CITY OF CHARLOTTESVILLE, VIRGINIA CITY COUNCIL AGENDA



Agenda Date:	August 15, 2016
Action Required:	Update
Presenter:	Charlene Green, Manager, Office of Human Rights Ann Smith, Chair, Human Rights Commission
Staff Contacts:	Charlene Green, Manager, Office of Human Rights
Title:	2015 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;

- I. 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.
- II. 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.
- III. 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.
- IV. 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.

This report fulfills the requirement of providing City Council with an update on the activities of

2015 and the submission of the work plan for the Human Rights Commission for 2016.

Discussion:

The Human Rights Commission

Mission Statement:

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

In an effort to provide better direction to the 2015 work plan of the HRC, standing committees were adopted. The committees also allowed different issues to be addressed by dedicated groups. Some of the committees followed the protected classes identified in the Human Rights Ordinance. There were two other committees that focused on engagement and administrative concerns of the commission. If an issue or concern was brought before the HRC by community members or if City departmental concerns required the HRC to review and research different issues, the standing committee best related to those items would make the initial inquiry to determine next steps. Those standing committees were:

1. **Administrative Matters Committee (AMC):** The AMC shall be responsible for developing and recommending all Commission operating rules and procedures and any amendments, meeting structure, officer election procedures, officer nominations, additional committee formation, and any training and education initiatives for the Commission.
2. **Disability, Age and Religious Discrimination Committee (DARDC):** The DARDC shall be responsible for advancing the goals of the Charlottesville Human Rights Commission and shall expressly be responsible for identifying and reviewing policies and practices of an institutional nature regarding discrimination within the City against the protected classes of disability, age, and religion. The committee shall also be responsible for development of legislative recommendations for City Council.
3. **Community Engagement Committee (CEC):** The CEC shall be responsible for developing and facilitating community dialogue and engagement pursuant to City Code Sec. 2-434. The CEC shall plan and provide assistance for ongoing community engagement, dialogue, and educational and informational programs on human rights and issues of equity and opportunity, including those raised by the City's Dialogue on Race Initiative.
4. **Race Discrimination Committee (RDC):** The RDC shall be responsible for advancing the goals of the Charlottesville Human Rights Commission and shall expressly be responsible for identifying and reviewing policies and practices of an institutional nature regarding discrimination within the City against the protected classes of race, color, and national origin. The committee shall also be responsible for development of legislative recommendations for City Council.

5. **Sex Discrimination Committee (SDC)**: The SDC shall be responsible for advancing the goals of the Charlottesville Human Rights Commission and shall expressly be responsible for identifying and reviewing policies and practices of an institutional nature regarding discrimination within the City against the protected classes of sex (including gender identity, transgender status, and sexual orientation), marital status, pregnancy, and childbirth and other related medical conditions. The committee shall also be responsible for development of legislative recommendations for City Council.

2015 HRC Work Plan Accomplishments

The Human Rights Commission 2015 Work Plan (Attachment A) was based on community input, including systemic concerns received during the first year of the commission's appointment, as well as Commissioner discussion about topics of local and national importance. The HRC voted to address some of the following issues:

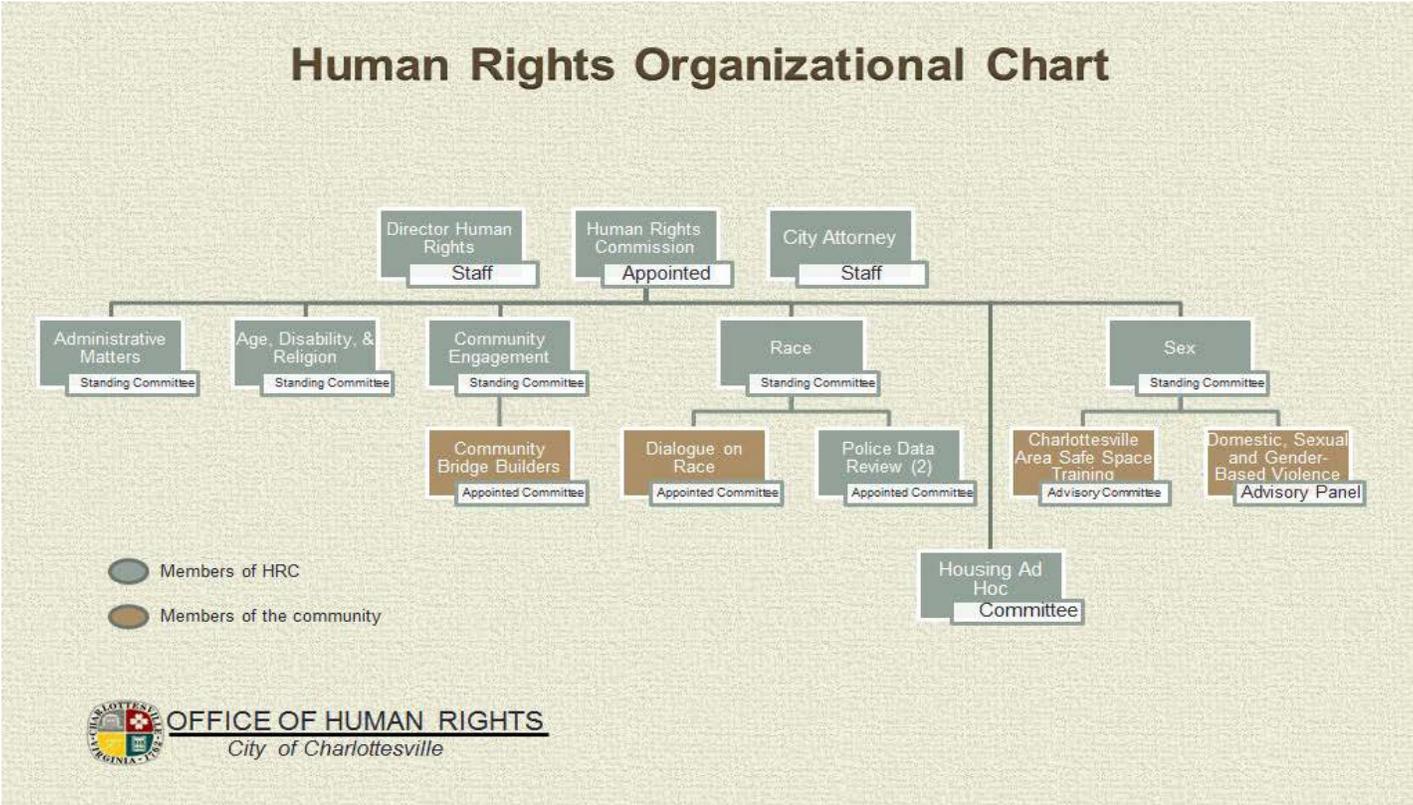
- Foster care and the Department of Social Services
- Expansion of the Disproportionate Minority Contact Task Force to address adult issues
- Sexual Violence
- Research and review age, disability and religious discrimination issues in Charlottesville
- Develop a relationship with the Charlottesville City Schools leadership
- Review the rules and guidelines document for amendments
- Host community meetings in targeted in communities
- Increase the HRC visibility

The Commission was very successful on most of the work plan priorities. For example, many discussions and meetings went into addressing the priorities that were the responsibility of the Race Discrimination Committee. Several of the committee members met with key figures such as Neal Goodloe who was responsible for writing a MacArthur Foundation Grant involving the adult DMC expansion. They also met with Diane Kuknyo, Director for the Charlottesville Department of Social Services and some of her staff to discuss foster care issues.

The Sex Discrimination Committee was able to create an advisory panel of professionals and community members from some of the most active organizations and offices in the area in order to identify where services were lacking for victims and advocates of sex and gender-based violence. Claire Kaplan of the University of Virginia Women's Center, Becky Weybright, Director of the Sexual Assault Resource Center, and Pat Smith, Executive Director of Offender Aid and Restoration were just a few of the people who are members of the advisory panel. The Community Engagement Committee assisted the Office of Human Rights Manager with outreach activities and with playing a big role in reestablishing the Drewary J. Brown Memorial Community Bridge Builder Award. Members of the Community Bridge Builder Selection Committee were approved by City Council. The few that were

not completed, such as the recommendations to City Council for the legislative packet to the Virginia General Assembly have been reevaluated to determine how best to create success with those priorities.

Using the 2015 Work Plan as a template for moving forward, the Human Rights Commissioners made some adjustments for their 2016 Work Plan (Attachment C). The new plan allowed for priorities that needed more follow-up to continue as a part of this year’s work. There was also the creation of an ad hoc housing committee to address housing discrimination concerns. And lastly, the HRC added more opportunities for community involvement through the creation of a Dialogue on Race committee.



2016 Organizational Chart

The 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. The goals identified for the Office of Human Rights for 2015 were the following:

- Maintain a customer friendly intake process
- Assist customers whose complaints do not fall within jurisdiction of Ordinance
- Create a trustworthy environment for customers
- Offer universal access to services and materials
- Win-win resolution of discrimination complaints
- Promote the visibility of the Office of Human Rights and the Human Rights Commission
- Increase the community understanding of what services the Office of Human Rights provides
- Support the Human Rights Commission with fulfilling the 2015 Work Plan

The OHR continued the collaborative relationships it developed in 2014. For example the Office worked with City department groups such as the Historic Resources Committee and the ADA Advisory Committee which allowed for expanded community outreach for the OHR and the HRC. The Police Department became a major partner in community activities during 2015. The focus on improving police and community relations created many opportunities for dialogue. The introduction of the “Rights and Responsibilities” booklet has been very successful locally and generated lots of interest from local governments in other cities in the United States. Outreach to the University of Virginia increased with requests for the Racial and Ethnic History of Charlottesville. The OHR also was visible at many of the local festivals and celebrations by providing information about the OHR services and the HRC with the brochures developed to educate the community.

Inquiries and Complaints

2015 gave the OHR the opportunity to fine tune the collection of data regarding contacts made by people seeking assistance with their concerns and/or questions. Those contacts occurred two different ways: by inquiry or complaint. When a person had a question about services, programs or procedures, the contact was logged as an inquiry. It was also logged as an inquiry if the individual wanted to file a complaint and their discrimination allegation occurred outside of the city limits. If a person felt she/he

experienced discrimination, wanted to take action and their situation fell within the limits of the Charlottesville Human Rights Ordinance, the contact was logged as a complaint. In the 2014 report to City Council, all contacts were logged as complaints and the total for that year was 107. The following is the breakdown of contacts with the OHR in 2015:

CONTACTS FOR 2015	NUMBER
INQUIRIES (includes calls, emails, walk-ins)	Over 700 (avg. 3/day)
COMPLAINTS (Charlottesville only)	32

Further breakdown of complaints by protected class and protected activity is in Attachment E.

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, inclusion, 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 not making a budget request at this time.

Attachment:

- A. 2015 HRC Work Plan Review
- B. 2016 HRC Work Plan
- C. 2015 OHR Work Goals Review
- D. 2016 OHR Work Goals
- E. 2015 Inquiries and Complaints
- F. Community Engagement events and Partners

ATTACHMENT A

2015 HUMAN RIGHTS COMMISSION WORK PLAN REVIEW		
COMMITTEE	PRIORITY	OUTCOME
<p>Race Discrimination</p> <hr/> <p>Alignment with City of Charlottesville Goals & Objectives</p> <p>Goal 2 Be a safe, equitable, thriving and beautiful community</p> <p>Goal 5 Foster strong connections</p>	<p>We will:</p> <ul style="list-style-type: none"> • Look into the concerns voiced by people in different community meetings regarding treatment by the Dept. of Social Services (DSS) of lower wealth individuals who happen to be of color and in the foster care system • Support the community’s expressed desire to expand the DMC Task Force work to include the City’s adult population. The scope of the HRC involvement must be defined first 	<p>FOSTER CARE</p> <ul style="list-style-type: none"> • Met with, Director of City DSS; The Commissioners were briefed on a variety of federal and state assistance programs provided to low-income residents, as well as data regarding each program. The Commissioners were also provided data regarding the number of children residing in foster care or undergoing CPS investigations. (Data provided racial breakdown of children living in Charlottesville who are under DSS care via investigations, foster care, or adoption.) • Met with DSS Director and Family Services staff to discuss the CPS investigative and removal process. We continued to collect additional data regarding family preservation services, investigations, and removal. • Committee will continue to examine national level research and best practices to determine areas in which we may make meaningful recommendations. • The DSS Director expressed an interest in working with the HRC to improve community awareness of services and procedures • The Race Discrimination Committee (RDC) will continue to hear from community members regarding personal experiences in the foster care system <p>ADULT DMC</p> <ul style="list-style-type: none"> • Met with Neal Goodloe to discuss ways in which the HRC could work with various city and county entities to create a “DMC Task Force” to study and improve the Adult Justice System. • HRC provided a letter of support to Neal Goodloe for grant submitted to the McArthur Foundation. • Grant was not awarded to the City. The HRC and/or RDC will not move forward on this issue at this time due to the technical assistance needed to coordinate a project of this magnitude. We will continue to monitor and support the work of the local organizations seeking grant assistance to

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		<p>begin this project in earnest.</p> <ul style="list-style-type: none"> • Participated in the two Police-Community Forums held to begin an open dialogue and improvements towards local police-community relations. • An HRC member will serve on a five-member panel to examine Charlottesville City Police Stop and Frisk data and narratives.
<p>Sex Discrimination</p> <hr/> <p>Alignment with City of Charlottesville Goals & Objectives</p> <p>Goal 1 Enhance the self-sufficiency of our residents</p> <p>Goal 2 Be a safe, equitable, thriving and beautiful community</p> <p>Goal 5 Foster strong connections</p>	<p>We will:</p> <ul style="list-style-type: none"> • Undertake the formation of a community-based Sexual Violence Task Force for the purposes of examining the issue of sexual violence in Charlottesville • Identify resource gaps for victims and their advocates • Review current official policies and practices and compare them to identified best practices • Report findings to City Council with recommendations for change 	<ul style="list-style-type: none"> • Researched information on sexual violence concerns and services available for victims and advocates. • Created the Domestic, Sexual, and Gender-based Violence Advisory Panel with professional and community members connected with different groups and organizations across the City of Charlottesville. Advisory Panel met twice. Did not identify resource gaps. • No recommendations yet for City Council. • Drafted a resolution to be given to City Council that seeks to increase awareness of needs.
<p>Disability, Age, Religious Discrimination</p> <hr/> <p>Alignment with City of Charlottesville Goals & Objectives</p> <p>Goal 1 Enhance the self-sufficiency of our residents</p> <p>Goal 2 Be a safe, equitable, thriving and beautiful community</p> <p>Goal 5 Foster strong connections</p>	<p>We will:</p> <ul style="list-style-type: none"> • Research and review issues related to Charlottesville residents affected by these protected classes 	<ul style="list-style-type: none"> • Committee was briefed by the ADA Compliance Administrator for the City on issues that primarily affected people with disabilities but there were also issues pertinent to senior citizens. • Attended the quarterly ADA Advisory Committee meetings. • Attended several meetings focused on senior citizen concerns regarding Universal Design language in rental and home-buying descriptions. • No issues regarding religious discrimination were brought before this committee.
<p>Administrative Matters</p> <hr/> <p>Alignment with City of Charlottesville Goals & Objectives</p>	<p>We will:</p> <ul style="list-style-type: none"> • Review the “Rules and Guidelines” for the HRC for accuracy and consistency • Address administrative issues in a timely manner as they occur 	<ul style="list-style-type: none"> • Made an amendment addressing telephonic participation in meetings • Amended Commissioners’ Meeting Responsibilities • Updated elections procedures

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<p>Goal 4 Be a well-managed and successful organization</p>		
<p>Community Engagement</p> <hr/> <p>Alignment with City of Charlottesville Goals & Objectives</p> <p>Goal 1 Enhance the self-sufficiency of our residents</p> <p>Goal 2 Be a safe, equitable, thriving and beautiful community</p> <p>Goal 5 Foster strong connections</p>	<p>We will:</p> <ul style="list-style-type: none"> • Develop and nurture with leadership of Charlottesville City Schools • Hold regularly scheduled meetings in targeted communities • Support the OHR in the on-going Dialogue on Race related community forums and discussions • Support the formation of action teams that may develop from the forums and/or discussions 	<ul style="list-style-type: none"> • Created a FACEBOOOK page • Created a brochure describing the HRC and their role and responsibilities • Attended numerous community meetings • Re-established the Community Bridge Builders program • Assisted with the Community and Police forums • Assisted with informational tables at different community events
<p>HR Commissioner Priorities</p> <hr/> <p>Alignment with City of Charlottesville Goals & Objectives</p> <p>Goal 1 Enhance the self-sufficiency of our residents</p> <p>Goal 2 Be a safe, equitable, thriving and beautiful community</p> <p>Goal 4 Be a well-managed and successful organization</p> <p>Goal 5 Foster strong connections</p>	<p>We will:</p> <ul style="list-style-type: none"> • Make recommendations to City Council regarding programming and policies that address discrimination • Develop and deliver recommendations regarding the City's Annual legislative packet to the Virginia General Assembly • Clarify HRC role and responsibilities • Strengthen the subcommittees • Increase the HRC visibility • Increase the HRC awareness of the full spectrum of human rights issues • Have a better understanding of the intake/complaint process 	<ul style="list-style-type: none"> • Had many process discussions with the assistance of the HRC Director and the City Attorney regarding HRC roles and responsibilities • Commission members made it a priority to attend different community meetings and wore their HRC name tags for increased visibility • The Director responded to requests from the Commissioners to improve clarification of what the monthly complaint report represented • Some Commissioners were able to attend sessions designed for training on different human rights issues • Held one complaint decision review as a full commission

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2016 HUMAN RIGHTS COMMISSION WORK PLAN	
COMMITTEE	PRIORITY
<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 City policies for inequities based on race, skin color or national origin • Foster care follow-up • Police data review
<p><u>Sex 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 City policies for inequities based on sex, gender identity or transgender status • Work with the Domestic, Sexual, and Gender-based Violence Advisory Panel • Collaborate with the Charlottesville Albemarle Safe Space Training Coalition
<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 City policies for inequities based on age, disability, or religious/non-religious beliefs • Continue to participate in the Charlottesville ADA Advisory Board • Reach out to the faith-based community • Reach out to the senior citizen population of Charlottesville
<p><u>Administrative Matters</u> Alignment with City of Charlottesville Goals & Objectives Goal 4</p>	<p>We will:</p> <ul style="list-style-type: none"> • Review the “Rules and Guidelines” for the HRC for accuracy and consistency • Make necessary amendments to ensure a smooth and efficient commission
<p><u>Community Engagement</u> Alignment with City of Charlottesville Goals & Objectives Goals 1, 2, and 5</p>	<p>We will:</p> <ul style="list-style-type: none"> • Assist in refining the Community Bridge Builders mission, selection criteria, and promotion to expand community involvement • Implement outreach plan of community engagement in collaboration with other city and community groups
<p><u>HR Commissioner Priorities</u> Alignment with City of Charlottesville Goals & Objectives Goals 1-5</p>	<p>We will:</p> <ul style="list-style-type: none"> • Increase visibility • Strengthen subcommittees • Review HRC work in a timely manner in order to submit recommendations to City Council for policy or program considerations
<p><u>Housing Ad Hoc</u> Alignment with City of Charlottesville Goals & Objectives Goals 1-5</p>	<p>We will:</p> <ul style="list-style-type: none"> • Research and determine need of a social impact tool • Review housing survey to assist with understanding the community needs and concerns • Review Housing Advisory Committee by City Council

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2015 OFFICE OF HUMAN RIGHTS GOALS/OUTCOME REVIEW		
	GOALS	OUTCOME
1.	Maintain a customer friendly intake process	Human Rights Manager was available the majority of the time there were walk-ins or phone calls to the office. There were no more than 8 calls/walk-ins received in the City Manager's office due to lack of staff presence in the Human Rights office. Anyone who needed materials (brochures, complaint form, or flyers) could access them from the OHR or in the City Manager's Office.
2.	Assist customers whose complaints do not fall within jurisdiction of Ordinance	For those customers whose complaint or inquiry did not fall within the jurisdiction of the Charlottesville Human Rights Ordinance, they were referred to the agency closest to their area that was most able to assist them.
3.	Create a trustworthy environment for customers	All customers with a possible complaint were told their interaction with the Office of Human Rights was confidential. Anyone who contacted (email phone call, walk-in) the Office of Human Rights was provided a response to their questions for assistance.
4.	Offer universal access to services and materials	Physical and language barriers were addressed by making access to OHR materials and meetings as accessible as possible. Material has been translated into Spanish; childcare was available at meetings and community forums when requested; materials have been distributed to agencies and organizations who requested them; and meetings and forums were held in places that were accessible.
5.	Win-win resolution of discrimination complaints	No one requested to use the mediation services that were available as part of a conciliation option for a complaint. Customers were made aware of mediation as an option during intake.
6.	Promote the visibility of the Office of Human Rights and the Human Rights Commission	The Office of Human Rights and the Human Rights Commission reached out to targeted communities for its events and services (see Attachment F). The outreach was either through marketing or with programming and collaborative events.
7.	Increase the understanding of what services the Office of Human Rights provides	Created web information for different events and meetings; reached out to targeted groups for specialized discussions; met with service providers who do similar work as the OHR;
8.	Support the Human Rights Commission with fulfilling the 2015 Work Plan.	The Director of the Human Rights Commission organized each monthly meeting; assisted with each standing committee meeting and the work developed in those meetings; worked with the Chair to plan the retreat and monthly meeting agendas; helped in the development of the 2015 Work Plan; and helped carry out the activities of the work plan.

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2016 HUMAN RIGHTS COMMISSION WORK GOALS			
	<i>GOAL</i>	<i>OBJECTIVES</i>	<i>OUTCOME MEASURES</i>
1.	Review and maintain a customer friendly intake process	1.1 Be accessible with regular office hours 1.2 Provide follow-up within 24-48 period with ALL contacts	<ul style="list-style-type: none"> • Track times office is not staffed • Log all contacts
2.	Assist customers whose complaints do not fall within the jurisdiction of the ordinance	2.1 Serve as a referral source for individuals whose complaints or inquiries don't match available services through the OHR	<ul style="list-style-type: none"> • Log all contacts • Maintain a reference library of human rights resources in the surrounding area
3.	Create a method of reporting complaints and inquiries that allows easier access for community members	3.1 Use intake form as template for data to collect	<ul style="list-style-type: none"> • Create spread sheet
4.	Create and schedule professional development opportunities for staff and HRC members	4.1 Locate or develop classes or workshops that	<ul style="list-style-type: none"> • 3-4 skill or knowledge options for the HRC members • 2-3 professional development workshops for staff
5.	Promote visibility of the Office of Human Rights and Human Rights Commission	5.1 Expand on 2015 marketing plan	<ul style="list-style-type: none"> • Survey community members with evaluations; make informal inquiries
6.	Engage people in activities that promote a "community of mutual respect " and continues the work of the Dialogue on Race	6.1 Develop opportunities for discussion and action related to human rights issues using the format of the Dialogue on Race that promotes on-going and sustainable work	<ul style="list-style-type: none"> • Keep track of number of people who attend different events/activities
7.	Provide support for the Human Rights Commission and their responsibilities in fulfilling the ordinance and yearly work plan	7.1 Meet with members through subcommittee work	<ul style="list-style-type: none"> • Survey HRC members on quality of support from the OHR staff

ATTACHMENT E

2015 Inquiries and Complaints Data

PROTECTED ACTIVITY	NUMBER
Employment	26
Housing	6
Public Accommodation	15
Credit	0
Private Education	0
Did not list/would not say	5
TOTAL # OF COMPLAINTS	52

PROTECTED CLASS	NUMBER
Race/skin color	22
Sex	6
Age	3
Disability	5
Religion	1
National Origin	5
Marital Status	0
Pregnancy/Childbirth	0
Did not indicated	14
Other (Criminal history)	1
TOTAL # OF COMPLAINTS	57

LOCATION	NUMBER
Charlottesville	32
Albemarle	12
Other	8
TOTAL # OF COMPLAINTS	52

CONTACTS FOR 2015	NUMBER
INQUIRIES (includes calls, emails, walk-ins)	Over 700 (avg. 3/day)
COMPLAINTS (Charlottesville only)	32

ATTACHMENT F

Community Engagement, Dialogue, and Collaboration opportunities

Group	Relationship
City of Charlottesville departments	
Neighborhood Development Services	Collaborate with Historic Resources Committee on different projects; participate in quarterly Americans with Disabilities Act Advisory Committee
Police Department	Collaborate on police/community forums; provide informational sessions to community groups about Police Interaction booklet; participate on Police Citizens Advisory Panel
Department of Social Services	Professional development
Community Attention	Professional development
All employees	Racial and Ethnic History presentation
Community	
Mary Williams Center – JABA	Various presentations related to OHR work
Various faith-based groups	Presentations related to OHR work
Piedmont Housing Alliance	Collaborate on housing rights presentations and Fair Housing month activities; refer housing discrimination complaints
Legal Aid Justice Center	Collaborate on housing rights presentations
Central Virginia Legal Aid Society	Collaborate on housing rights presentations
Equal Employment Opportunity Commission	Refer employment discrimination complaints
Albemarle/Charlottesville Reentry Council	Collaborated on “Homecoming Guide” update; participate on council
Women’s Initiative	Professional development
Charlottesville Redevelopment and Housing Auth.	Participate on CRHA Residents Advisory Committee
Women’s Bar Association	Presentation
Leadership Charlottesville	Presentation
GRACE Task Force	Participate on task force
DMC Task Force	Participate on task force
Jefferson Madison Regional Library	Collaborate on social justice film series
Center for Peace and Justice	Presentation
Preservers of the Daughters of Zion Cemetery	Facilitated its founding; participate in regular meetings
Virginia Association for Human Rights	Member of state association; participate in planning of annual meeting; engage in state-wide activities regarding human and civil rights
Everyday Democracy	Participate in grant-affiliated assessment of cities in race-related social justice work
Student groups	
City of Promise	Office of Human Rights presentation
Mountaintop Montessori	Student dialogue on human and civil rights
Wilson Memorial High School	Student dialogue on human and civil rights
Richmond Organization for Sexual Minority Youth	Student dialogue on human and civil rights
Buford Middle School	Student dialogue on human and civil rights

ATTACHMENT F

St. Anne's Belfield	Student dialogue on interacting with police
City of Charlottesville Adult Education classes	Dialogue on human and civil rights
City of Charlottesville Youth Council	Attend youth council meetings; collaborate on human rights activities for peers
UVA School of Nursing Community Nursing class	Racial and Ethnic History presentation
UVA School of Nursing faculty	Racial and Ethnic History presentation
UVA Batten School of Leadership and Public Policy	Racial and Ethnic History presentation
UVA course: HUIS Race and Repair	Co-instructor for 2015 spring semester
UVA Interdisciplinary Studies program	Racial and Ethnic History presentation
Piedmont Virginia Community College	Guest lecturer, Sport and Society
One-time Special Events	
Gregory Swanson Legacy	Committee participant
Black History Month: A Tribute to Edward Jackson	Participated on the community planning committee
Veteran's Day: Blacks in the Military	Collaborated with community planning committee
"I'm Not Racist...Am I?" film follow up	Engaged community in follow up dialogue to film
Festivals/Celebrations	
MLK/UVA-Community Celebration	Participate on planning committee
Festival of Cultures	Information table
Day Soiree	Information table
African American Cultural Arts Festival	Planning committee; information table
West Haven Community Day	Information table
Cville Sabrosa	Information table
Cville Pride	Information table
Juneteenth	Information table; presentation
Back to School Bash	Information table
Las Posadas	Information table
Best of Both Worlds Dance/Step Competition	Information table; engage youth in between acts with questions on human and civil rights