

**RESOLUTION TO ESTABLISH PROCEDURES FOR ADVOCACY AND ACTION**  
**CHARLOTTESVILLE HUMAN RIGHTS COMMISSION**  
**RESOLUTION #: A21-1**

**WHEREAS**, the Charlottesville Human Rights Ordinance, hereinafter “the Ordinance,” states that the role of the Charlottesville Human Rights Commission, hereinafter “the Commission,” is to act as a strong advocate for justice and equal opportunity by providing citywide leadership and guidance in the area of civil rights (City code Article XV. Sec. 2-433.); and

**WHEREAS**, the Ordinance states that the Commission will collaborate with the public and private sectors for the purpose of providing awareness, education, and guidance on methods to prevent and eliminate discrimination citywide (City code Article XV. Sec. 2-433.b); and

**WHEREAS**, the Ordinance states that the Commission will identify and review policies and practices of the City of Charlottesville and its boards and commissions and other public agencies within the City and advise those bodies on issues related to human rights issues City code Article XV. Sec. 2-433.c); and

**WHEREAS**, the Ordinance states that the Commission will prepare recommendations to City Council as to policies and procedures the Commission believes are necessary for the performance of the roles, duties and responsibilities assigned to the Commission within this article, and for modifications of operating procedures approved by City Council (City code Article XV. Sec. 2-433.f); and

**WHEREAS**, the Ordinance states that the Commission will be responsible for identifying and reviewing policies, practices and systems of an institutional nature that may not constitute unlawful discriminatory practices but nevertheless which produce disparities that adversely impact or affect individuals on the basis of a status such as their race, color, religion, sex, pregnancy, childbirth or related medical conditions, national origin, age, marital status, criminal record, income or disability (City code Article XV. Sec. 2-435.a.2); therefore

**BE IT RESOLVED** that the Commission hereby declares its intent to take specific action as a strong advocate for human and civil rights; and

**BE IT FURTHER RESOLVED** that the Commission may undertake specific advocacy action following a majority vote of approval during a publicly-noticed regular meeting of the Commission, except in limited situations between regular meetings of the Commission, when a human or civil rights issue requires prompt action that must occur before the Commission can convene in a publicly noticed meeting, in which case the Commission authorizes the Commission Chair to take advocacy action, on behalf of the whole Commission, without a prior majority vote of approval during a publicly-noticed regular meeting; and

**BE IT FURTHER RESOLVED** that the Commission Chair, when taking advocacy action on behalf of the Commission between public meetings, shall, whenever possible prior taking action, provide a draft of the proposed statement or a summary of action to be taken and allow 24 hours for feedback from

the Commission, except when a particular situation requires an urgent response, in which case the Commission Chair shall send an email notification to the Commission, with a copy of any public statements.

**BE IT FURTHER RESOLVED** that specific advocacy action, proclaiming the Commission's position on an issue related to human and/or civil rights, may include one or more of the following:

1. Writing and delivering letters to
  - a. City Council
  - b. The City Manager
  - c. Non-profit organizations or other community groups
  - d. State government officials
  - e. Federal government officials
  - f. Local media outlets
2. Adding the Human Rights Commission to online petitions
3. Adding the Human Rights Commission to sign-on letters
4. Creating and publishing Public Service Announcements
5. Attendance and participation in public events including but not limited to
  - a. Protests
  - b. Counterprotests
  - c. Rallies
  - d. Marches
  - e. City Council meetings
6. Managing Human Rights Commission social media accounts

Dated this 29th of November, 2021.

*Mary Bauer*

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Mary Bauer, Chair, Human Rights Commission