

**Resolution to Establish a Citywide Language Access Plan**  
**CHARLOTTESVILLE HUMAN RIGHTS COMMISSION**  
**RESOLUTION #: HR21-1**

**WHEREAS**, 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; and

**WHEREAS**, the Charlottesville Human Rights Ordinance identifies race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, sexual orientation, gender identity, status as a veteran, and disability as protected classes; and

**WHEREAS**, the Charlottesville City Council’s “Welcoming City Proclamation” states that advancing equity and inclusion is critical to the success of our community and our nation, that we must strongly reaffirm our commitment to diversity and to fostering an atmosphere of inclusion, and that we believe the public sector has a critical role in ensuring the public good and pledge to continue our working in making our services and programs accessible to all (“Welcoming City” Proclamation on October 5, 2015); and

**WHEREAS**, the “Welcoming City Update Resolution” on April 17, 2017, tasked the Office of Human Rights to work with appropriate partners in our government and our community to ensure vulnerable populations have access to information about their rights and underlying resources (Welcoming City Update Resolution on April 17, 2017); and

**WHEREAS**, an estimated 15.7% of Charlottesville’s population speaks a language other than English at home (Characteristics of People by Language Spoken at Home, ACS 5-year estimates<sup>3</sup>); and

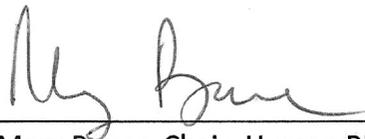
**WHEREAS**, a City Language Access Plan will enable Limited English Proficient (LEP) individuals within Charlottesville to more efficiently engage with local government services, show the City’s commitment to effectively communicate with all members of the public, serve as a citywide policy on how staff will meet the commitment to providing “meaningful access” to individuals who speak a primary language other than English, and further support Title VI of the Civil Rights Act of 1964 legal requirements for any program or activity receiving federal financial assistance; and

**WHEREAS**, the City of Charlottesville is committed to providing electronic communication that is accessible to the widest possible audience, regardless of technology or ability (Website Accessibility Statement<sup>5</sup>); and

**WHEREAS**, while some City departments<sup>6</sup> have Language Access Plans, there is no citywide policy guiding the City to ensure access to City resources and services for LEP residents;

**BE IT RESOLVED** that the Commission hereby recommends that the City of Charlottesville develop and implement a city-wide Language Access Plan as well as an action-oriented implementation plan, above and beyond minimum requirements, to guide the City to establish policies and procedures to ensure access to City resources and services for LEP residents and to support the right of all residents to communicate with the City in the language of preference.

Dated this 16<sup>th</sup> of December, 2021.

A handwritten signature in cursive script, appearing to read "Mary Bauer", written in black ink.

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Mary Bauer, Chair, Human Rights Commission