

CITY OF CHARLOTTESVILLE

"To be one community filled with opportunity"

Human Rights Commission
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www.charlottesville.gov/665/Human-Rights



August 26, 2022

Dear Mayor Snook and City Councilors,

The mission of the Human Rights Commission is to provide “citywide leadership and guidance in the area of civil rights.” As Commissioners, we are tasked, per Sec. 2-433. (c) and Sec. 2-435. (a)(2) of the Charlottesville Human Rights Ordinance, to identify policies and practices that negatively affect residents because of their protected identities, make recommendations to correct those policies, and push the city to dismantle systemic discrimination as it exists here in Charlottesville.

Almost 16% of the Charlottesville community speaks a language other than English. The Charlottesville City Council’s “Welcoming City Proclamation” and “Welcoming City Update Resolution” states that equity and inclusion are important to our community and that the City must make it easy to access its services and programs, and the Office of Human Rights and the City will work with partners in the community to make sure that everyone knows about their rights and resources.

For that reason, the Charlottesville Human Rights Commission has voted and approved HR21-1: Resolution to Establish a Citywide Language Access Plan. This **resolution recommends** that the City of Charlottesville develop and implement a city-wide Language Access Plan, as well as an action-oriented implementation plan, to guide the City to establish policies and procedures to ensure access to City resources and services for Limited English-Proficient residents and to support the right of all residents to communicate with the City in their preferred language. This plan will make it easier for City residents to access City services and programs, using the language that is most comfortable for them.

As you evaluate this policy recommendation, we welcome any additional questions or comments. Thank you for the work you are doing.

Sincerely,

A handwritten signature in blue ink that reads "Jessica A. Harris".

Jessica Harris
Chair
Human Rights Commission

Human Rights Commissioners:

- Jessica Harris (Chair)
- Ernest Chambers (Vice-Chair)
- Jeanette Abi-Nader
- Mary Bauer
- Wolfgang Keppley
- Kathryn Laughon
- Erika Robinson
- Andrew Orban
- Lyndele Von Schill