

Human Right Commission Minutes Regular Meeting

DATE: January 16, 2020

Charlene Green called the meeting to order at 6:05 PM.

ROLL CALL: Matthew Tenant, Kathryn Laughon, Shantell Bingham, Sue Lewis, Elliot Brown, Rob Woodside, Melvin Grady, Idyll Aktan, Ann Smith, Jeanette Abi-Nader (arrived after voting)

**Please note, the summarized notes presented below are recorded in real time and are not concise quotes from the correlated speaker. Please review the posted audio recording for specific language. The HRC intends to get word-for-word transcript meeting notes for accessibility purposes in the future.*

ELECTIONS

1. Chair

- a. Nominees
 - i. Shantell Bingham
 - ii. No other
 - iii. No additional nominations
- b. Vote
 - i. In favor: 7
 - ii. Opposed: 0
 - iii. Abstained: 0

2. Vice-Chair

- a. Nominees
 - i. Sue Lewis
 - ii. Rob Woodside
 - iii. Catherine Spear
- b. Discussion
 - i. Questions raised about election process
 1. Suggested agenda item for the HRC retreat
- c. Vote
 - i. Sue Lewis: 5
 - ii. Catherine Spear: 3
 - iii. Rob Woodside: 1

Meeting turned over to Shantell and Sue.

ANNOUNCEMENTS

1. MLK UVA community events begin on Monday 1pm to 3pm at Carver Rec
 - a. Calendar of events is on UVA website

MATTERS BY THE PUBLIC

None.

COMMISSION RESPONSE TO MATTERS BY THE PUBLIC

None.

REVIEW OF PREVIOUS MEETING MINUTES

1. Motion to accept (Commissioner name): Melvin – approve minutes with roll call names added
2. Seconded by (Commissioner name): Sue
3. Discussion
 - a. Names need to be added on roll call
 - b. **Todd will add the names to the roll call**
4. Vote Record
 - a. # In favor: 8
 - b. # Opposed: 0
 - c. # Abstained: 0

BUSSINESS MATTERS

1. Mamoonah “Mona” Siddiqui, Assistant Attorney General, Division of Human Rights, Virginia Office
 - a. As office expands developing relationships with local human rights offices and commissions
 - b. Interested in learning about the issues local offices and commissions are seeing
 - c. Also watching general assembly closely as there are many bills that may affect human rights
 - i. Senate Bill 23 Ebbin
 - ii. House Bill 1050 Levine
 - iii. House Bill 11
 - iv. House Bill 21 Lindsay
 - v. House Bill 827
 - vi. Senate Bill 712
 - vii. House Bill 1200
 - viii. House Bill 1418
 - ix. House Bill 1512
 - x. House Bill 866
 - xi. House Bill 1514
 - xii. Senate Bill 50
 - d. Attorney General’s office reviews all bills from a statutory standpoint
2. Chair Update
 - a. Surveillance Cameras
 - i. Dr. Richardson could not make meeting due to illness
 - ii. Cameras have been taken down near Westhaven and Prospect
 1. Discussion about doing something to follow up and examine process
 2. HRC can seek policy for review
 - iii. Dr. Richardson will try to be present at next meeting
 - iv. Commissioners can also meet with Dr. Richardson in groups of two or less
 - v. Commissioners can also make public comment at Council meetings
 1. Can also
 - vi. Discussion regarding the idea that there are multiple perspectives on the cameras
 1. Safety vs. Surveillance

- 2. Public notice
 - 3. Process and policy of decision to install
 - 4. Public areas vs. Residential areas
- vii. Next CRHA Safety Committee meeting
 - 1. At Westhaven on 1/30/2020 at noon
- b. FOIA request changes
 - i. City Manager changed policy
 - 1. After first 15 minutes of work, requester gets charged for employee time
 - 2. This could prohibit some people from making FOIA requests
- c. Retreat
 - i. Commissioners asked to submit agenda ideas by next Friday, 1/24/20
 - ii. Shantell will export Google Doc into Word for those who cannot access Google Drive
 - iii. Shantell will send it to Charlene to forward to the group
- 3. OHR Staff Report – Todd Niemeier
 - a. See attached report
- 4. OHR Staff Report – Charlene Green
 - a. Participation on local equity discussions
 - i. UVA hospital billing committee
 - ii. President’s Community Advisory Committee
 - b. Exploring MOUs with different organizations
 - i. PHA
 - ii. CRHA
 - c. Governor’s budget recommendations
 - i. Notes \$350K annually for permanent installation on Slavery at Monticello
 - d. Encourages HRC to consider what it would like to do for 2020

WORK SESSION

- 1. Policy Ad Hoc Committee Report
 - a.
- 2. Community Engagement Ad Hoc Committee Report
 - a. Pheobe sent an email with updates
 - i. 2 public meetings for PSA
 - ii. Advertised widely
 - iii. Spoke with 4 individuals so far
 - iv. Charlene will talk with Susi Wilbur
 - v. Working with Communications Dept. for filming this month
 - 1. May do one pilot film ahead of the retreat for HRC to review

OTHER BUSINESS

- 1. Commissioners comment on meetings and other events attended since the last monthly meeting
 - a. Guidelines for communications
 - i. Created during previous retreat
 - ii. Could be consolidated into a one-page summary
 - iii. Suggestion to put guidelines on the back of agenda at each meeting

MATTERS BY THE PUBLIC

None.

COMMISSION RESPONSE TO MATTERS BY THE PUBLIC

None.

Meeting Adjourned: 7:42 PM.

ACTION ITEMS

- 1. Todd will add names to the roll call in the December meeting minutes.**
- 2. Shantell will export the Google Doc of retreat topics to Microsoft Word and email to Charlene for distribution to the HRC.**
- 3. Commissioners are asked to send retreat agenda suggestions to Shantell by Friday, 1/24/20.**



Human Rights Commission AGENDA
January 16, 2020
City Space 100 5th Street N.E.
6:00pm

CALL TO ORDER

ELECTIONS*

Chair

Vice Chair

ROLL CALL

ANNOUNCEMENTS

MATTERS BY THE PUBLIC Public comment permitted for those who sign up before the meeting (limit 3 minutes per speaker) and at the end of the meeting on any item

COMMISSION RESPONSE TO MATTERS BY THE PUBLIC

MINUTES*

BUSINESS MATTERS

1. Mamoona "Mona" Siddiqui, Assistant Attorney General, Division of Human Rights, Virginia Office of the Attorney General
2. Dr. Tarron Richardson, Charlottesville City Manager
3. Chair update
4. OHR staff report, Todd Niemeier and Charlene Green

WORK SESSION

1. Ad Hoc Committee update
 - a. Community Engagement

OTHER BUSINESS

1. Human Rights Commissioners comment on meetings and other events attended since the last monthly meeting

MATTERS BY THE PUBLIC

COMMISSION RESPONSE TO MATTERS BY THE PUBLIC

*ACTION NEEDED

Office of Human Rights
Todd Niemeier Monthly Staff Report
January 16, 2020

Service Provision Data:

- The chart below is based on service data entered as of 1/16/2020
 - Data entry for December runs through 12/13/19
 - Values may change in future reports following reviews for accuracy and/or categorization updates
- Key to abbreviations and terms
 - Total Contacts = Includes externally generated contacts and staff contacts going out
 - Total External Contacts = Includes only contacts coming into the office
 - I = New Inquiries
 - Service provision involving any of the protected activities
 - Complaints of discrimination that fall outside the OHR's jurisdiction
 - C = New Complaints
 - Complaints of discrimination that fall within the OHR's jurisdiction for which the Complainant chose to take action
 - P.A. = Protected Activity
 - P.C. = Protected Class
 - Counseling = Contacts involving referrals to services or direct non-investigative assistance
 - Referral = Contact resulting in a referral to another agency for assistance
 - CSRAP = Charlottesville Supplemental Rental Assistance Program
 - LAJC = Legal Aid Justice Center
 - CVLAS = Central Virginia Legal Aid Society
 - PHA = Piedmont Housing Alliance
 - EEOC = Equal Employment Opportunity Commission
 - DPOR = Department of Professional and Occupational Regulation (VA Fair Housing Office)

<i>Open office days in the month</i>	22	20	21	22	23	20	22	22	20	23	19	18	252
Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
<i>Total Contacts</i>	152	145	189	195	206	201	207	278	178	247	207	120	2325
<i>Total External Contacts</i>	132	110	121	153	171	166	178	227	161	221	185	104	1929
<i>Average External Contacts/Day</i>	6	6	6	7	7	8	8	10	8	10	10	6	8
<i>Referrals from Sin Barreras</i>	1	3	0	0	0	1	2	0	0	0	0	0	7
<i>Contacts in Spanish</i>	3	15	10	0	0	1	6	0	0	0	0	1	36
<i>Total Staff Follow-ups</i>	20	35	68	42	35	35	29	51	17	26	22	16	396
<i>Total Client Follow-ups</i>	52	27	60	68	85	68	86	118	91	120	111	53	939
<i>Total Third Party Contacts</i>	8	14	13	38	29	30	37	54	16	55	49	38	381
<i>Total General Contacts</i>	48	60	37	39	50	47	35	33	40	35	21	8	453
<i>Total New Inquiries</i>	24	8	10	7	7	20	20	22	13	10	4	5	150
<i>Total New Complaints</i>	0	1	1	1	0	1	0	0	1	1	0	0	6
<i>Total Allegations (Both I&C)</i>	4	3	5	2	4	9	1	2	1	6	2	2	41

<i>Open office days in the month</i>	22	20	21	22	23	20	22	22	20	23	19	18	252
Measures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
<i>Total I&C: Locality - Cville</i>	22	5	8	7	3	16	10	18	13	9	4	3	118
<i>Total I&C: P.A. - Employment</i>	7	1	3	0	2	3	2	5	2	4	2	2	33
<i>Total I&C: P.A. - Housing</i>	13	7	4	4	3	13	11	14	9	6	1	2	87
<i>Total I&C: P.A. - Public Accommodation</i>	1	1	3	1	2	2	0	2	1	1	0	0	14
<i>Total I&C: P.A. - Credit</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total I&C: P.A. - Private Education</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total I&C: P.A. - Other (Unprotected)</i>	3	0	1	3	0	3	7	1	2	0	1	1	22
<i>Total I&C: P.C. - Age</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total I&C: P.C. - Disability</i>	2	0	1	0	0	2	1	0	0	0	0	0	6
<i>Total I&C: P.C. - Marital Status</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total I&C: P.C. - National Origin</i>	0	1	0	0	0	2	0	0	0	0	0	0	3
<i>Total I&C: P.C. - Preg./Childbirth</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total I&C: P.C. - Race/Skin Color</i>	3	2	4	1	0	2	0	0	0	0	0	0	12
<i>Total I&C: P.C. - Religion</i>	0	0	0	0	0	2	0	0	0	0	0	0	2
<i>Total I&C: P.C. - Sex</i>	1	1	0	0	0	1	2	0	0	0	0	0	5
<i>Total I&C: P.C. - Not specified</i>	19	6	3	5	2	13	17	0	0	0	0	0	65
<i>Total Counseling Contacts</i>	61	28	45	31	43	61	53	62	37	61	35	15	532
<i>Total Employment Counseling</i>	10	5	10	3	10	11	4	6	4	9	5	2	79
<i>Total Housing Counseling</i>	42	19	28	22	25	44	44	52	32	52	30	13	403
<i>Total Pub. Accommodation Counseling</i>	1	2	5	3	7	4	1	2	1	0	0	0	26
<i>Total Credit Counseling</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total Private Education Counseling</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total Other (Unprotected) Counseling</i>	8	2	2	3	1	2	4	2	0	0	0	0	24
<i>Total Contacts resulting in Referrals</i>	16	9	5	3	8	7	15	10	9	10	7	2	101
<i>Referrals to CSRAP</i>	9	1	4	2	1	1	7	5	6	1	0	0	37
<i>Referrals to LAJC</i>	1	2	0	0	3	2	1	0	1	0	0	0	10
<i>Referrals to CVLAS</i>	1	3	0	0	3	3	1	2	0	0	2	0	15
<i>Referrals to PHA</i>	0	1	0	0	0	1	0	0	2	3	3	0	10
<i>Referrals to EEOC</i>	2	1	0	0	1	0	0	2	0	2	0	0	8
<i>Referrals to DPOR</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Referrals to Other</i>	6	5	1	1	3	0	8	2	3	5	5	2	41

Active Investigations:

- One investigation ongoing
 - Public Accommodation Discrimination on the basis of race
 - One potential pending witness interview

Outreach:

- Service Provision
 - None since last HRC meeting
 - Continuing to be at or near capacity in terms of daily external contacts and ability to follow-up
- Education & Awareness
 - None since last HRC meeting
- Facilitation & Leadership
 - Public Housing Association of Residents Community-Based Research Review Board (CRRB)
 - Next meeting of CRRB Advisory Board: Monday, 1/23/20, 9am, at PHAR
 - MOU under review by PHAR Board after presentation at PHAR Board Meeting on 1/13/20
 - Intend to present approved MOU to Equity Center and IRB by 1/31/20
 - CRRB Advisory Board to Meet with PHAR Admin. Committee on 1/24/20 to review Coordinator job description and pay structure
 - Position description and pay structure presented to PHAR Board on 2/10/20
 - Housing Hub/Housing Navigation
 - Next meeting: TBD, likely February 2020
 - Voucher mapping project on hold because of confidentiality of data
 - Exploring other options with Code for Charlottesville and LAJC
 - Considering a possible forum with landlords, housing non-profits, and tenants to seek input