

An adjourned meeting of the Board of Supervisors of Albemarle County, Virginia, the City Council of the City of Charlottesville, Virginia, and the University of Virginia was held on October 28, 2020 at 2:00 p.m. This meeting was held by electronic communication means using Zoom and a telephonic connection due to the COVID-19 state of emergency.

BOARD MEMBERS PRESENT: Mr. Ned Gallaway, Ms. Beatrice (Bea) J. S. LaPisto-Kirtley, Ms. Ann H. Mallek, Ms. Diantha H. McKeel, Ms. Liz A. Palmer, and Ms. Donna P. Price.

CITY COUNCIL MEMBERS PRESENT: Nikuyah Walker, Sena Magill, Heather Hill, Michael Payne, and Lloyd Snook.

UNIVERSITY STAFF PRESENT: James Ryan, Kevin McDonald, J.J. (Jennifer) Davis, Barbara Brown Wilson and Ben Allen.

ABSENT: None.

COUNTY OFFICERS PRESENT: County Executive, Jeffrey B. Richardson, Deputy County Executive, Doug Walker, County Attorney, Greg Kamptner, Clerk, Claudette K. Borgersen, and Senior Deputy Clerk, Travis O. Morris.

CITY OFFICERS PRESENT: Clerk, Kyna Thomas.

Agenda Item No. 1. Call to Order. The meeting was called to order at 2:09 p.m., by the Vice Chair, Ms. Price.

Ms. Price said the meeting was being held pursuant to and in compliance with Ordinance No. 20-A(14), "An Ordinance to Ensure the Continuity of Government During the COVID-19 Disaster."

Ms. Price, Vice-Chair, explained that as Chair Gallaway was traveling and had concerns about internet connectivity, she would be acting as Chair during the meeting. She noted that Mr. Gallaway may have to drop out of the meeting and rejoin by telephone.

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Agenda Item No. 2. Welcome & Introductions

Ms. Price turned the meeting over to City of Charlottesville Mayor Nikuyah Walker so she could introduce the City Council members.

Ms. Walker asked the Clerk, Ms. Kyna Thomas, to take the roll call.

Councilors Michael Payne, Lloyd Snook, Sena Magill, and Heather Hill, and Mayor Walker all stated their presence.

Ms. Price welcomed Mr. James Ryan, President of UVA, to make any brief comments and staff introductions.

Mr. James Ryan, President of UVA, thanked everyone for all they do for the community, and Ms. Walker and Mr. Gallaway for their leadership. He said he was joined by: Mr. Kevin McDonald, Vice President for Diversity, Equity, Inclusion, and Community Partnerships, as well as Ms. J.J. Davis, Chief Operating Officer. He also noted that Ms. Barbara Brown Wilson was attending, who is a faculty member of the School of Architecture and the Faculty Director of the Equity Institute, and Mr. Ben Allen, the Executive Director of the Equity Institute.

Mr. Ryan said he was pleased to be present and a part of the effort. He said he believes making communities more equitable and inclusive is both the right thing to do and the smart thing to do. He said UVA should be both great and good and for that to happen, they absolutely need to be a diverse, equitable, and inclusive community. He said they also need to be a great partner to Charlottesville and Albemarle County.

Mr. Ryan said they have started some of this work by forming the President's Council for UVA Community Partnerships to help identify some of the key issues facing the community and are now working on how they might tackle them. He said they also launched and funded the Equity Institute that brings faculty and community expertise to bear on racial and economic inequities. He said it is also why they are planning to do a review of their staff hiring, retention, promotion, and procurement policies to make sure those are equitable.

Mr. Ryan said he was saying all of this not to take credit, but to make it clear that this work truly does matter to UVA. He said he was thrilled to be attending and looked forward to continuing to work with everyone.

Ms. Price asked Ms. Walker if she wanted to make some opening remarks.

Ms. Walker said she was glad they were able to convene this meeting because if the regional partners are more in sync, they can create a better life for the citizens in the community. She said she often says, especially during the unprecedented times they are currently in, that she wonders how they can prevent historians in the future from saying that there were things that they could have done

differently. She said she thinks they can rise to the challenge of not only doing the best that they possibly can in any situation, but actually exceeding that.

Ms. Walker said a daily goal she has been working from ever since she has been on City Council, but especially since the pandemic, is the hope that people's lives are not in a worse place at the end of the pandemic than it is today. She said if they can exceed the goal to make people's lives even better, then they have stretched themselves. She said it will take everyone coming to the table and looking at things differently during these times when perhaps people have a deficit mentality. She said stabilization of the City, County, or UVA could involve eliminating positions and cutting out individuals who are already the most vulnerable in the community.

Ms. Walker said it was nice to have a discussion when Mr. Allen met about the Frontline Workers Agreement. She said it was nice to say that they were doing this work, but that she thinks it is actually different, not only when they write it down, but when they live up to it and how this is done. She said this is what she was interested in, adding that she was not saying she thought anyone there was not living up to it. She said they will have to take a very masterful approach in ensuring that they are not digging a deeper pit for people who are already dealing with poverty and the vulnerability of job security and economic loss.

Ms. Walker said she wants to ensure they are considering those individuals first and foremost and leading from that place when making decisions. She said if this is not what they mean by "equity," that they are humbly arriving to a place and making decisions as people who are not necessarily always impacted by those decisions they make, then they will truly be able to come together, sign off on an MOU, and create a mandate for themselves and staff to go out with a charge to actually transform things within the community rather than simply giving lip service to it.

Ms. Walker said she thinks this is very important as they have the discussion that day to be honest about whether they can stretch themselves. She said if they cannot, they should not simply paint a rosy picture with words to say that they can, and they should actually make a commitment to it. She said there is a point under "Serve Communities" about identifying, and that they know where the communities are and who the individuals are. She said they do not typically allocate the resources for it to matter after they identify, and so the question is what happens after the identification of the communities of individuals.

Ms. Price said she was very pleased to have the three organizations present together. She said over the past several years, Albemarle County has been on an intentional journey towards equity, inclusion, and diversity in collaboration with the community and County staff. She said for the community, they have had the Community Remembrance Project to tell a more inclusive history in Albemarle County through historic markers, and the Equal Justice Initiative that includes the marker in memory of John Henry James.

Ms. Price said the County's Equity Pop-Up Road Show visited 20 locations across the County, which allowed them to listen and learn from the residents concerning access to resources, housing, transportation, employment, education, and childcare, to name a few. She said this data is being collated and will be included in the upcoming Equity Profile.

Ms. Price said there have been community conversations about the County's Court Square property, which helped them in terms of coming to what they think was a just and equitable resolution of the items that were located there.

Ms. Price said organizationally, the County has improved their personnel policies by prohibiting discrimination, harassment, bullying, and retaliation and retooled their Harassment and Discrimination Prevention training. She said they have had over 100 employees participate in their 21-Day Equity Challenge and, just recently, they revised the County ordinances to include all gender identities.

Ms. Price said the County has partners and has strengthened their local ties with other partners who serve the community, including Health Equity Access in Rural Regions (HEARR). She said they have cultivated the Charlottesville-UVA Equity Center, the UVA Library system, the School of Architecture, the Jefferson School of African American Heritage Center, Thomas Jefferson Health District, Jefferson-Madison Regional Library, Sin Barreras, International Rescue Committee, and others.

Ms. Price said the pandemic has disproportionately impacted people of color and those in lower economic groups, and the County knows this is due to longstanding health and social inequities. She said the pandemic has shown how far they have to go as a community in addressing those inequities and, like so many things, they know those inequities do not follow political boundaries. She said it is the community's and nation's responsibility to address this together.

Ms. Price said they have much work ahead, but they have laid the foundation on which to build the road together. She said this meeting with the City of Charlottesville and UVA leadership is significant, and she wanted to take a moment to acknowledge that. She said they were meeting there that day to discuss the formal Memorandum of Understanding for Collaboration Regarding Equity and Inclusion to provide quality services to the entire community regardless of ethnicity, race, sexual orientation, gender identity, language competence, socioeconomic status, physical health, or any other demographics that some may say divide them but that they know make them stronger together.

Ms. Price said on behalf of the County of Albemarle, it was her pleasure to welcome everyone to

the joint meeting. She introduced the County's Director of the Office of Equity and Inclusion, Ms. Siri Russell.

Ms. Russell said she wanted to acknowledge that some timing alterations were made to the agenda, and so she wanted to cover this quickly with everyone. She said they would give a review of some synergistic activities, with a healthy portion of time in the middle of the meeting for the MOU discussion. She said from there, they would be sharing some of the other collaborative efforts from the partners at the UVA Equity Center, as well as partners and great friends at the Thomas Jefferson Health District. She said there would be time at the end of the meeting for questions and final thoughts.

Ms. Russell noted that the agenda was developed collaboratively, along with everything else, between herself, Ms. Kaki Dimock, Director of Charlottesville Department of Human Services, and Mr. Kevin McDonald, Vice President for Diversity, Equity, Inclusion, and Strategic Partnerships at UVA, who would be joining her. She turned the meeting over to Ms. Dimock to present the synergistic activities.

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Agenda Item No. 3. Overview of Strategic Activities.

Ms. Kaki Dimock, Charlottesville Director of Human Services, said when she, Ms. Russell, and Mr. McDonald sat down to talk about how they might start this conversation around the Equity MOU, they started with the question, "What kind of synergistic activities might these three organizations engage in, should they have an adopted and executed MOU?" She said this led them to talk about what synergistic activities they are already engaged in.

Ms. Dimock said the extent of collaboration and partnership between Albemarle, Charlottesville, and UVA is extensive, and much of the work around improving the community and making it a more equitable and just one has already started. She said she would hit the highlights of three major areas of collaboration and synergistic activities, including understanding disproportionality in the justice and child welfare systems.

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Agenda Item No. 3.a. Disproportionate Minority Contact.

Ms. Dimock said the City of Charlottesville, together with UVA expertise from Dr. Richard Reppucci, undertook an exhaustive study of disproportionality and disparity in the juvenile justice system, with the final report being issued in 2015. She said recently, in February 2020, they received a report around the extent of disproportionality and points of disparity in the adult criminal justice system, which was a collaboration and a study of data from both Albemarle and Charlottesville and was analyzed with expertise from UVA, from Dr. Melvin Wilson.

Ms. Dimock said UVA expertise from Dr. Michele Claibourn helped the City of Charlottesville's Department of Social Services to undertake two phases of study of disproportionality and points of disparity in the child welfare system. She said Albemarle County, together with Dr. Claibourn's expertise, is undertaking a similar study so they understand the impact on a regional basis.

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Agenda Item No. 3.c. Covid-19 Collaboration.

Ms. Dimock said the events of 2020 have posed challenges to all the public health systems and human service systems they have, and they have called upon partnerships, collaborations, and relationships across the community in order to respond well. She said the City of Charlottesville, Albemarle, and the Blue Ridge Health District pulled together fairly early to find creative ways to purchase and distribute PPE to communities of need, using a rubric they borrowed from the City of Charlottesville that uses an equity lens for identifying who is at the highest risk and most at need in the community and use that as a tool for distributing the limited resources. She said they continue to use that rubric.

Ms. Dimock said Albemarle, Charlottesville, UVA, Blue Ridge Health District, and Cultivate Charlottesville have collaborated to create a wrap-around services model for those who test positive at any one of the testing events to make sure they have all the practical needs including food, shelter, available cash money, if they need emergency services of any kind, and additional practical items such as diapers or cleaning supplies. She said Charlottesville, Albemarle, UVA, and the Community Foundation all pooled together to create a fairly significant pool of emergency financial relief initially at the very beginning of the pandemic in March and April, with funds largely from the private sector and, eventually, with funds coming through CARES.

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Agenda Item No. 3.b. Inclusive Community/Assessment.

Ms. Dimock said evaluating and planning around equity has been started in all the communities. She said soon, Charlottesville will have a dedicated staff focused on racial equity, diversity, inclusion, and that Albemarle and UVA already have such staff.

Ms. Dimock said all three organizations have also engaged in both internal and external assessments to understand where things are equitable and where there is room for improvement. She said this bolstered their efforts in thinking about the present meeting, as that collaboration, relationship-building, and partnership has already largely begun in terms of working around this.

Ms. Dimock said she hoped everyone would keep in mind the fact that they have already started a lot of the work as they approach some conversation about the MOU. She said Ms. Russell will help frame how to think and talk about that.

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Agenda Item No. 6. Consideration of Draft MOU for Collaboration Between the City of Charlottesville, the County of Albemarle, and the University of VA Regarding Equity and Inclusion.

Ms. Russell said they wanted to start by briefly touching base on what they hope will be the outcomes from the afternoon's discussion, with a primary one being finalizing the language of the content of the MOU that has been presented to each group, as well as making sure they are clear on what the expectations for staff and next steps are.

Ms. Russell said Ms. Dimock was correct when she talked about the fact that they did want to support this discussion with some framing questions in order to be sure they are getting what they need in order to move forward. She said she would start with some questions for both groups that were around the concept of the MOU in general in the sense of agreement and support for what it attempts to do, as well as looking specifically at the current language and content that was provided in the draft and receiving some feedback on that.

Ms. Price thanked Ms. Russell and Ms. Dimock. She said they would start with the speaking order of Supervisors. She asked Ms. LaPisto-Kirtley if she had any questions or comments to make.

Ms. LaPisto-Kirtley said she had no questions at that time, but that she may have comments later.

Ms. Palmer said she was on the Board when they worked through the other MOUs with the City, and so she was comfortable with the concept of an MOU in general. She said she had no concerns at that point about the language in the MOU, as presented.

Ms. Mallek said she appreciated and understood how important it is to document the processes and expectations going forward, and so she thinks the MOU is well-collected. She said Ms. Dimock's presentation about where they already are was inspiring in its own way. She said she did not have any questions.

Mr. Gallaway said he did not have any questions. He said he was very supportive of the language in the MOU. He said as is the case with other policies they set, the statement of measurable goals, actionable items, and how this is being achieved are important for transparency in their performance as they go along.

Ms. Price reiterated what the other Supervisors said. She said she had no questions about the concept and fully supported it. She said she did not have any concerns about the language at that time.

Ms. McKeel said she was thrilled to be there and as Ms. Palmer indicated, many of the Supervisors have been through the process with other MOUs. She said for her, this was likely the most important discussion and MOU that she thinks they have dealt with. She said it was certainly the most important discussion they have dealt with in a decade. She said she did not have any concerns about the language or the content and was eager to do the hard work.

Ms. Price said she would turn the meeting over to Ms. Walker.

Ms. Walker asked Ms. Magill if she had any comments.

Ms. Magill said she had no comments or concerns.

Mr. Snook said he appreciated the inclusion of the pledge to set measurable goals to monitor the progress. He said this is where they can all feel good about themselves but without any actual, identifiable indications of what the progress has been, they may just feel good but not actually accomplish anything. He said he liked the pledge and appreciated the draft and had no concerns about it at all.

Mr. Payne said he would echo what others said. He said the language about being explicit about goals, measuring those goals, and having data-driven decisions is important so that they are able to monitor the impact of what they are doing and not doing and get a sense of the impacts they are really making. He said other than that, he did not have any concerns about the language. He said like everyone, he was sure he would have many questions about what specific next steps would look like in terms of turning this into reality. He said at this point, he did not have any concerns or questions about the language of the MOU.

Ms. Hill thanked everyone for their work. She said she would echo the importance of having measures, and as a Council, they are looking at that through their own strategic planning level to make sure that as they get through the next planning process, they have their own metrics and that they are definable, discrete, and something they can all be committed to.

Ms. Hill said she did think there were some initiatives that perhaps each jurisdiction may have underway where they should be looking for more opportunities to work together on. She said she knew

Ms. Walker exchanged some emails with the Council prior to the meeting around the efforts of their own Human Rights Commission. She said it was not the only commission that came to mind for her, and that there were some outside of the equity realm that she believes they should be tackling more regionally in nature, especially given the interest from people outside the City boundaries.

Ms. Hill said more generally speaking, she hoped that through this process, they are able to identify initiatives that each jurisdiction has going on that they can then work to collaborate and involve the other two jurisdictions.

Ms. Walker said in the second "whereas," there is the equitable and inclusive community. She said she was just having a conversation with Mr. Blair over the weekend about using the terms that they use, such as "inclusive" versus "welcoming". She said this is not a big deal, but something for everyone to think about, although she thinks it is a big deal. She said there should not be much debate there.

Ms. Walker said one of the things she would like the City and County to do, which they have been doing somewhat, is to build off of what other areas have done. She said even with UVA's President's Commission on Slavery the President's Commission on the University in the Age of Segregation, there is something powerful about not just acknowledging bit by bit but allocating significant resources to some kind of truth and reconciliation committee. She said what this would look like is something they can talk about more, but she thinks them understanding the full depth of the participation of former leaders and the decisions they made in the community, and how this has led to the current state, is something she does not think anyone fully understands.

Ms. Walker said she had a book from Greensboro, NC with her, which contained the work they did a few years ago on their Truth and Reconciliation Commission. She said she was sure they would have a book equal to that size or larger for their own area. She said this was something to consider when moving forward to understand the history so that they do not repeat it. She said this is something she thinks is worth talking about.

Ms. Walker said in the middle section of the MOU that contains the pledge, what she sees missing there is clearly stating the allocation of resources. She said she thinks that part needs to be included in the "whereas" because to do these things, they will need resources, and they leave this out sometimes and then question where they will get the resources to implement the initiatives.

Mr. Ryan asked Mr. Kevin McDonald and Ms. J.J. Davis if they had any reactions they wanted to share.

Mr. McDonald said he was supportive in principle and that the MOU made sense. He said it shows a collaborative spirit amongst community organizations. He said a statement was made earlier about building on existing efforts to work collaboratively, and that there were a number of examples to build on that.

Mr. McDonald said one of which he was excited about was the work that initially started within UVA with the Inclusive Excellence framework, which has been adopted at the state level by the Governor, and also that they have been partnering with organizations such as the Charlottesville City School District and United Way and launched a grant to support organizations that are interested in developing a metric-driven approach that adapts to the organization that can be centered in equity, as has been done at UVA. He said they are excited about the partnerships this provides, and that they look forward to building on the MOU and utilizing this to cement many of the collaborative efforts across their organizations.

Ms. J.J. Davis said they have been working collaboratively now for the better part of two years on a broad set of issues, and they have deepened an understanding of the City, County, and UVA and how they can find ways to work together to improve, as Mr. Ryan stated earlier, to be both "great and good." She said they have made a series of tangible commitments and will continue to do so. She offered a special thanks to everyone there that day for their hard work and commitment, expressing that she looked forward to working with them.

Mr. Ryan asked Ms. Barbara Brown Wilson and Mr. Ben Allen if they had anything to add.

Ms. Barbara Brown Wilson said they look forward to being as helpful as possible. She said she would have time later to talk about how they can offer up their help towards those measurable goals being tracked, and that they would like to be a resource if useful. She said working with Ms. Russell's office on the equity analysis has been amazing, and they would love to continue that partnership.

Mr. Ben Allen agreed. He said as Ms. Brown Wilson stated, they would have some speaking time later. He said it excites him, as he and his family have long been Charlottesville and County residents and as he is a UVA graduate, to see these collaborative minds coming together to address where systemic and regional problems will need solutions. He said he was optimistic that the collective work of this group, in addition to community leaders, can push them forward.

Mr. Ryan said he wanted to make the obvious, but sometimes forgotten point, that there is a very blurry line between UVA, Charlottesville, and Albemarle County. He said in a sense, they are bound together as one community. He said everyone who works at UVA has to live somewhere, and most live in Charlottesville and Albemarle County as well as surrounding counties. He said he had no questions about the concept of the MOU. He said it is a great step forward and is a start, not a finish, with much depending on what happens.

Mr. Ryan said he had no real concerns about the language or the content of the MOU. He said it may just be in the lawyer in him, but that he wanted to flag something that he did not think need to be resolved there, but he would ask that it be run by counsel at the City, County, and UVA. He said in the third "whereas" that talks about shared responsibility and advancing equitable outcomes, he wants to make sure that they are not committing to any impermissible quotas. He said he may be overly cautious, but he would flag this to make sure our lawyers are okay with this language. He said otherwise, the language looked terrific.

Ms. Dimock said there were two questions she wanted the group to consider; the first being, "What is most needed from this partnership and collaboration to be successful?" and the second being, "In what ways do you hope this partnership will grow our capacity to promote equity and inclusion?" She said these are both important questions for getting to how they might frame and develop their desired outcomes and measurable metrics.

Ms. LaPisto-Kirtley said she would say what is most needed is communication among all three entities. She said this way, they will hear what each other expects and wants, how they can get to what they all want, and how they can compromise in order to get to their desired goal while including the community.

Ms. Palmer said on the first question, the obvious would be changes to staff, Board of Supervisors, and elected officials. She said they need regular updates to keep everyone informed, especially among the staff on all three entities and elected officials. She said for those who have to put money and staff time to this, they need to be reminded of what is going on and any improvements, as well as the metrics they discussed before.

Ms. Palmer said for the second question, this was obvious. She said if everyone is working together, clearly, they will have a better outcome, and more people will be able to participate.

Ms. McKeel said in terms of the first question about what is most needed, they already have one of the most important things identified, which is metrics and ways to hold themselves accountable. She said based on experience with their other MOUs, they also need an identified person or office in all three of the jurisdictions that takes ownership for this. She said they all know that if everyone has ownership, no one has ownership. She said it gets back to the communication piece, and they need someone within the organization to take ownership of this for them. She said this way, someone has responsibility regardless of how the boards and staff change.

Ms. McKeel said in terms of the second question, she hoped that the three entities, at the end of this work, will have come together in a much closer partnership experience, and that they have established a culture of working together that they automatically reach out to the other entities without even thinking about it. She said this has been what is needed and what they are beginning to develop.

Ms. Mallek said growing up in the area but living away for 16 years, there was still so much to learn and so much she has learned, especially in the last 10 years, which she is grateful for. She said in addition to the more structural items that everyone has mentioned, there is awareness among everyone as individual citizens that they have learning and evolving to do, and that they need to get away from complacency and learn different ways to look at things to solve some of the long-standing issues. She said this will help them, as a community, to build change and make it about what is happening in the neighborhoods and on the streets to make it more than just a planning exercise.

Ms. Mallek said to answer the second question, the strength of the combined efforts with all three jurisdictions working together will make it turn out better.

Mr. Gallaway said he would piggyback on what Ms. Mallek was talking about in terms of education, which goes to what Ms. Walker was speaking about when they are looking to the past and about truly understanding that. He said they are starting the path together and that everyone is at a different starting point in terms of their experience, understandings, thoughts, and beliefs. He said while they all hope to move forward, they have to understand that they are at different points as they take the first steps.

Mr. Gallaway said to him, what will be needed from the partnership is the willingness and openness to learn. He said they are so used to getting policy reports and staff reports, but there are many things in this venue that have been learned in different ways, and they have to be open to experiencing those. He said he thinks the County Board did this in participation, as they led over the past couple years, as they built to the removal of the Confederate statue on the County grounds. He said there has been a lot of education, learning, being open to that information, and looking to the past of how the Board has been responsible for things. He said they need more of this.

Mr. Gallaway said they have to have the courage to reflect out loud. He said sometimes, to be able to say, "I didn't know that" or to share something they may not have an understanding of, there can be some fear there, and they have to do their best to put this aside. He said working collectively with public leaders, with the support of staff, helps them have that courage to be able to do that in a public way.

Mr. Gallaway said he didn't know if it was the right word to say to put "egos" aside, or to put their feelings aside, but they have to be open to hearing where the deficiencies are and not reacting because

of who is telling them where the deficiencies are. He said they have to be open to understanding where those are so that as policymakers, they can do the things to try to correct and improve, and to do the things that are within their power to do.

Mr. Gallaway said in terms of the second question, when they know they are in it with others and they have confidence in the fact that they are all trying to move towards a similar goal, this gives them what they need to accomplish the goal that is being set out. He said he thinks the partnership will provide the courage and strength to be able to do the things that are necessary to actually have impacts.

Ms. Price said there was something she wanted to add that other Supervisors had not already commented on. She said in response to the second question, when they work together in partnership, it is basically a force multiplier where they can have the benefits of economies of scale. She said she thinks it will also help them to provide a degree of consistency to the shared residents so that they understand that what they get at UVA or the City of Charlottesville is also what they will get out of Albemarle County.

Ms. Walker asked Ms. Magill if she had any comments.

Ms. Magill said the Supervisors all brought up good points, and she would mostly echo those. She said she does think they need to make sure that there is a holistic look at how to move forward as well as identifiable action points and steps forward. She said they sometimes get to the point where they know all the problems, but it is a matter of how to solve them. She said this will be a very important part of this in terms of working together to jointly solve the problems.

Ms. Magill said as they all know, the City, the County, and UVA align and blur very often. She said many people in the community came to UVA and never left. She said many people live in the County but think they live in the City, or vice-versa. She said it is a good step forward that they are looking at this together and what they can do together.

Mr. Payne said as others said, in response to the first question, being able to establish clear lines of communication and ownership within each of the three entities to try to create a more permanent institutional mechanism for doing this work that outlasts specific Councils and staff. He said it is important to ensure that this will have a long-term impact and provide the foundation for identifying existing initiatives, making them regional and strengthening partnerships and, when they are creating new initiatives from the outset, to be able to have a regional approach and partnerships.

Mr. Payne said to the second question, a specific example he thought about was in the City, where they have hired a consultant to develop their affordable housing strategy, update the Comprehensive Plan, and do a zoning rewrite as well. He said there are so many areas that have come up in that conversation, including a land trust and housing authority that can operate in both Charlottesville and Albemarle. He said with the zoning rewrite, there are a lot of opportunities in the Urban Ring of Albemarle, right outside of Charlottesville, in terms of the impact they can make there.

Mr. Payne said in initiatives like these, he hopes they will be able to have a regional cooperation and partnership from the outset to leverage those opportunities and do so in a way where they are measuring the impact of the investments they make. He said this will be critical if they truly want to make an impact on housing, inequality, and climate change.

Mr. Payne said he hoped this can provide more ways for them to collectively invest their resources as three entities together and find areas where they can avoid duplication or, as others mentioned, where through economies of scale if they are working together and sharing financial resources for investment, they will have a bigger impact. He said he thinks this will be important as obviously, budget constraints are a huge barrier to this work. He said if they can collaborate, they can better overcome this barrier which, in the COVID era, will only become a bigger challenge. He said this collaboration will play a greater part in what they are able to do in terms of regional public policymaking.

Mr. Snook said one thought he wanted to express is that in City Government and in nonprofits he has been associated with, they have often had occasions to draw on UVA's faculty expertise and energy and passions of the students. He said he thinks they will all benefit in trying to work together and bring that kind of expertise, energy, and passion to bear fruitfully on what they do in the City, which he looked forward to.

Ms. Hill said given the level of turnover both internally and at the elected level and leadership level that communication is paramount, but also the idea of ensuring continuity, and most of all, building on the shared commitment. She said they all have to come into this committed to the work and ensure that there are structures in place to allow it to continue even past the group who are currently there expressing their strong support.

Ms. Hill said when she thinks about the second question, she goes back to the importance of not siloing each other. She said it is about elevating those initial initiatives they have and building on them, rather than initiatives being deemed as belonging to the City, County, or UVA. She said it is a matter of how to combine the resources and look at these things as joint initiatives where they all recognize they serve the same regional community. She said she agreed with and echoed the points that were made about being stronger together and being much more efficient with their limited resources.

Ms. Hill said to what Mr. Gallaway spoke about, it is important that they all not only hear each other but have the ability to listen to and have some grace with each other as they share different

perspectives. She said they need to have the ability to learn from all the different things they bring to the table.

Ms. Walker said she thinks what is most needed to make this successful is the clear charge, which is something she thinks staff is asking for. She said when they set this clear charge, there should be something that can be an immediate win. She said the first thing that comes to her mind is to set a goal, such as ensuring citizens in both jurisdictions were not any worse off during the pandemic and set the task for the Equity Commission to come back to the bodies rather frequently, as they are in the pandemic.

Ms. Walker said this is so that the story that is told after the pandemic is a more successful one than if this were not a charge that was set. She said she thinks these things would be helpful and although this did not have to be the charge, it needs to be something that is clear. She said they will not have anything to compare it to because if things are not worse, they will not have that story, but there will be other jurisdictions or locations where they could say they were headed down that path, but they changed course because of the Equity MOU. She said she thinks everyone has made decisions that could probably be in line with what is traditionally being made across other organizations.

Ms. Walker said the ways in which she hopes the partnership will grow their capacity to promote equity and inclusion is for them to do it. She said for them to say they are doing this is one thing, but when people start to share the stories is another thing. She said she says "we" as in the Board of Supervisors, leadership at UVA, and City Councilors. She explained that while they could be self-congratulatory, there may not be consistent conversation or stories told in the community about what UVA, the City, and the County have done.

Ms. Walker said she was thinking about the stories that were passed down in the Black community for centuries that were verbally told. She said if people are not grasping on to whatever the jurisdictions are implementing and are not able to talk about how they were impacted or how their lives were changed as a result of whatever they are doing, they are still in a position where they can stretch themselves further.

Ms. Walker expressed that people need to be able to say that their lives have changed by something that is happening in the City, County, or at UVA, rather than the jurisdictions simply putting up a billboard saying they have done so. She said even if they do not know how it was done or by who, they should know that something is shifting in their world as a result. She said if they start hearing this, this is how she measures success and is something she hopes the partnership can produce.

Mr. Ryan said he would speak first from UVA, as he would have to leave the call soon. He said he would then leave it to Ms. Davis and Mr. McDonald to finish up. He said he would echo much of what was said and wanted to pick up on something in particular that Ms. Walker said.

Mr. Ryan said he thinks the most useful way they can make this collaboration successful is to identify 1-2 projects to get started on so that they best learn how to collaborate around something concrete. He said it could be something discrete or something broader. He said one can imagine agreeing that they will work towards the goal of enabling all children to read at grade level by the end of third grade, for example, and bring to bear the resources of the City, County, and expertise of UVA faculty and students.

Mr. Ryan said actually getting started on something concrete would be a great way to turn this from an MOU into something that is actually making a difference on the ground. He said they will learn a lot from taking something on.

Mr. Ryan apologized that he had to take another Zoom call, but that he would hand things over to Mr. McDonald and Ms. Davis. He thanked everyone, adding that he looked forward to the work ahead.

**Note: Mr. Ryan left the meeting at 3:04 p.m.)**

Mr. McDonald said he supported all of those sentiments that were said and would add that they ultimately need to leverage their collective will to make a collective impact. He said they must commit to being transparent and sometimes vulnerable, utilizing the metric-driven approach to look at the aggregated data to see what it tells them, and then commit themselves in the direction of filling those gaps. He said he was excited about the work ahead and fully supported Mr. Ryan's notion, as Ms. Walker mentioned, of leveraging opportunities for them to get started working together in that capacity.

Ms. Brown Wilson said as a member of the President's Council for Community Partnerships, she hoped that the co-chairs of that group would be added to the present body in the future, as they are community co-chairs and would be great additions.

Ms. Russell said they would move onto the final framing questions for the discussion, which Mr. McDonald would lead.

Mr. McDonald said the last set of questions were, "What are our expectations for the way we pursue this work together" and, more specifically, "How will we know we have been successful?" He said the last question was if there were any other things that they haven't discussed or any items missing from the MOU.



Ms. LaPisto-Kirtley said as a former teacher and administrator, she liked Mr. Ryan's idea of using their collective ability and UVA students to ensure that all students can read at grade level by third grade. She said as an educator, she thinks this will be paramount to the future success of their children.

Ms. Palmer said once they set the metrics, they will know they are successful when they are reaching them on the schedule they put forward. She said she looked forward to seeing what the next steps are.

Ms. McKeel said she does think a win would be great for them, and it would be a way they can learn from each other and figure out how to do this, as this is new work for them. She said she liked the idea of the education piece, as Mr. Ryan mentioned. She said to her, education is the foundation of everything, and so she liked the idea very much.

Mr. Gallaway said in addition to setting out very specific goals and policy initiatives, there must be clear outcomes of what the actionable items are. He said he thinks this is how they will figure that out. He said at the end of the day, it cannot just be the jurisdictions creating the scorecard and then deciding they fit the score or met it. He said they have to understand that they are not the experts in saying that they have arrived or accomplished something.

Mr. Gallaway said these are things that, as he heard in previous comments that day, they are not the only stakeholders there and they are not the ones who define the successes. He said they are trying to get the policies to get there, but that those who are impacted by the decisions they make should have a say in what those actionable items and goals should be. He said then, when those impacted say they have arrived, that's how they will be able to acknowledge success.

Ms. Price concurred. She said she thinks they need to have some objective criteria, rationally related, to allow them to see they have achieved their goals. She said she was struck by what Ms. Walker said in response to the previous set of questions. She said it was not just about putting up a billboard saying they have achieved something, but when the residents see they have achieved it.

Ms. Price said at the same time, however, she knows from other areas that very often, there is a perception that is not exactly reality. She said part of what they have to do is ensure that they also provide communication to residents.

Ms. Mallek said she thinks establishing and carrying out this good process is the next step but that to her, she can only wrap her brain around their progress or success based one individual or family at a time. She said those personal successes that the residents achieve will be the way they will find out if they are getting anywhere. She said the staff throughout various departments who have contacts with people in the community will be able to provide those kinds of updates.

Ms. Walker asked Ms. Hill if she had any comments.

Ms. Hill said she didn't have much more to add that hadn't been said. She said she does think that giving staff clear direction was mentioned by Ms. McKeel in the earlier round of questions, and that ensuring there is ownership in each of the jurisdictions is part of the focal point on commitment. She added there should be a regular update. She said they had wanted to have a couple of joint meetings that year and that it was already nearly November 1 when they were first meeting. She said it is easy to get separated into their own modes again, and that they should figure out how to provide big opportunities to check in to ensure they are making progress in those areas they committed to.

Mr. Payne said a sign that they are being successful is for them to be able to collaborate on something and have it come to fruition, whether they are enacting a policy change or making investments that could not have happened otherwise without this partnership. He said once they start to do that, they can build on and learn from that success to make this something that is actually changing outcomes.

Mr. Payne said he would briefly build on something that Ms. Walker said earlier. He said he thinks there are critical opportunities that will soon exist related to the pandemic that they may not be able to address unless they are acting regionally. He said as they enter the fall and winter, the homelessness shelter season is beginning. He said there is a lot of difficulty in getting churches to be able to provide that shelter because of the pandemic, and so the homelessness services have been using hotels to house people, but the funding sources for that will go away, and they may need support to be able to keep doing that. He said if they are not able to do that, they may be up in the air in terms of being able to house people through the fall and winter.

Mr. Payne said the Free Clinic has moved because of the Health District expanding, which has created new building costs for them that is a substantial change from what they are able to do. He said as the eviction moratoriums have ended or will end at a state and federal level, he thinks that over the next six months or so, they will start to see the eviction and housing crisis accelerate regionally. He said addressing these things will require them to act regionally and figure out how they can strategically collect and invest their resources.

Mr. Payne said he was throwing these out as more specific examples but that, more broadly, he thinks there are areas related to the pandemic where if they truly want to prevent the worst outcomes, they will have to cooperate and act regionally. He said he hoped this will be an opportunity for them to show that this can work and is changing outcomes, whatever this may look like specifically.

Mr. Snook said he was intrigued to hear Mr. Ryan suggesting the notion of a goal being to have all kids reading on grade level. He said when he talks to people in the community about what they are concerned about in terms of equity, the issue people mention most often is the question of the achievement gap in schools. He said it is a question of if the kids, in terms of racial, socioeconomic, and other lines, have equal opportunities and success.

Mr. Snook said it occurred to him that this is the sort of thing that has always been frustrating to him as a City Councilor because the Council is not technically charged with this as it is the School Board's job. He said they have the ability to write a check and not much more, but they can perhaps try to work with UVA if UVA can mobilize student help through Madison House to reach out to some of the kids who may be falling by the wayside during this COVID era when they are not able to do everything they need to with computers and the like.

Mr. Snook said there may be opportunities for expertise with the UVA faculty and energy and passion of the students to address the issue, which is the thing that concerns people in the community the most. He said he would love to see something move forward in that way.

Ms. Magill said mostly, her expectation or hope is that they will develop an action plan and measurements at the same time, as the work is being identified. She said there should be a look at the larger picture, followed up by actual action steps to get there, both small and large, so that they can get quick, medium, and long-term wins in this area to alleviate the suffering that inequity poses.

**Note: Ms. Davis left the meeting at 3:18 p.m.)**

Ms. Walker said she had talked about her expectations and how to pursue the work together. She said if they are truly in this together, they need to make sure there is a commitment for them to participate in the meetings the entire time, moving forward. She said at this point, Mr. McDonald may be the only person from his team and that she was not sure if he could make the decisions if they were to decide who at UVA would be the person that would be doing whatever those next steps will be that they will spend the next 42 minutes discussing. She said if anything was missing, it may be the leadership to be able to make those decisions so that they all end up on the same page at the same time.

Ms. Price said with Mr. Ryan stepping out of the meeting, she assumed Mr. McDonald was the appropriate person from UVA to turn things over and add any remarks.

Mr. McDonald said he agreed with everything that had been said, and especially agreed with the sentiments regarding how they will know they are successful, which is when those they serve share those sentiments and when their standards have been met with regard to what success looks like. He said he thinks they need to be steadfast in their commitment and continue to lean into what the equity assessment and metric-driven approach looks like. He said sometimes, this can be uncomfortable when it points out gaps that need to be filled.

Mr. McDonald said to Ms. Walker's question, he definitely thinks he'll be one of the point people. He said depending on what they are working on, it may be an important point of involvement for Ms. Davis or for another member of the UVA community. He said he knew the Equity Center would be connected to this work, and that they will work collaboratively together. He said to their initial point, the President's Council on Community Partnerships will also play an active role. He said as far as point people go, he knew he would definitely be one of those and looked forward to actively working with everyone.

Ms. Brown Wilson added that the President's Council on Community Partnerships' co-chairs have been meeting with Mr. Ryan about every other week, and that this has been a generative part of keeping the communication line open. She said they very much have the same set of goals that have been expressed by all the elected leadership. She said she hopes that will continue to be a fruitful avenue for leadership, in alignment with Mr. McDonald's office.

Ms. Walker said she had a quick comment to make. She said she knew from her previous conversations with Mr. Ryan, the comment he made about reading at grade level has been something he has stated for some time. She said she would like everyone to think about how economists are now talking about "nowcasting" versus forecasting, and about what the most immediate need is now. She said of course, there are longer-term goals that people have tried to figure out the solutions to for a long time.

Ms. Walker said she hopes what the MOU produce is that for those immediate wins, they will be things they will need to be able to identify, whether it is something they traditionally think about as a win but know that they have had an immediate impact on the community. She said she thinks this is an important outcome for the group to pursue.

Ms. Price asked if anyone else from UVA wanted to comment. Hearing none, she turned the meeting over to Ms. Russell again.

Ms. Russell said Mr. McDonald would introduce the next guest.

Mr. McDonald thanked everyone for the robust discussion thus far. He said this was another opportunity to highlight the synergistic intersection of their collaborative efforts across the organizations. He said this will be a wonderful opportunity to hear more about the Equity Atlas, which is a tool to help visualize information about inequity and opportunity by mapping data and information. He said colleagues

from the Equity Center, Mr. Ben Allen, Ms. Barbara Brown Wilson, and Ms. Michele Claibourn, would talk more about that.

Mr. Allen said he wanted to briefly cover the design of the Equity Center, and then have Ms. Brown Wilson and Ms. Claibourn speak to the work they have done collaboratively while using the expertise of community partners, Ms. Russell, community leaders, and activists in developing the Equity Atlas. He said they will get to some of the matters that have come up on the call about how to get measurable outcomes and know how they are doing. He said they should not use this as a point to check the box and say they have achieved it, but to surpass it and intentionally plan to redress the systemic racial and socioeconomic inequities in town.

Mr. Allen said interestingly enough, the talk of education and literacy is near and dear to him. He said in February 2020, he left the Albemarle County Schools System as an elementary school administrator and former high school teacher. He said this was a profession he loved, and he was drawn by the mission of what the Equity Center is intended to be and the vision it could be. He said it should not be a surprise to anyone on the call or to anyone watching that there are intentional, systemic racial and socioeconomic problems in the community. He said it should alarm people and be something that they act together in urgency about to redress.

Mr. Allen said the Equity Center was designed to redress the systems that were intentionally put in place through laws, legislation, and policy to reverse the outcomes for the people of the community. He said what Ms. Walker talked about truly resonated because while it does show up in quantitative data, it is also about the qualitative stories and narratives so that they know the people who are affected by regional policy decisions are actually having a better life and outcome because of it. He said there is a lot of work to do, and that he is very eager to be a part of the team that moves towards this.

Mr. Allen said one thing that is truly at the core of what they are trying to do at the Equity Center is the idea of shared power and authentic partnership. He said in terms of the third-grade literacy rate, there are decades of achievement gaps where Black students are achieving at sometimes 40-50% of the year from grades 3-8 in the region, and where one out of two will fail their end-of-year SOL. He said this should be a problem that is alarming and urgent to everyone.

Mr. Allen said one thing he thinks they also need to consider is some of the community-driven action being led by the President's Council, other community leaders, and activists is that these problems they see in education that should not be separated into a silo of education alone. He said the problems they know are affordable housing, immigration problems, access to jobs and wages, health, and equity. He said what they are seeing is that the intersectionality of all the inequities they are still trying to address are playing out in the achievement outcomes of the students, and that they are repeating generational inequality. He said they do not have the necessary time to practice and come to having humility and an action-oriented goal towards achieving this.

Mr. Allen said one thing he wanted to highlight is the work that was done around COVID-19 testing. He said what the pandemic has shown them and forced them to do is to work and show the power of collaboration in terms of providing support on a regional effort, through community leaders at Cultivate Charlottesville, and through the different neighborhood associations who have come together to provide the services.

Mr. Allen said at the core of it, what he hopes the vision or long-term mission of the Equity Center is to be the service that helps to facilitate these sorts of collaborations, and to be there to listen and uphold the expertise of the community leaders and activists, as well as using the technical skills that Mr. Snook mentioned that UVA can provide to bring awareness to the issues but more importantly, have some urgency to make some action on it. He said the Equity Atlas can provide some of the data on where they are and how they are doing so they can actually have the outcomes they all say they want to have.

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#### Agenda Item No. 5. Equity Atlas Demonstration

Mr. Allen said Ms. Wilson and Ms. Claibourn would speak about what the Equity Atlas is and where it can go.

Ms. Michele Claibourn said she would talk briefly about what the Equity Atlas is or could be. She said one of the defining goals of the Equity Atlas is to bring together information and data that will help decisionmakers, as well as local advocates, to form a shared understanding of both community needs and assets and the implications of the choices and policies made by key governments and institutions like theirs.

Ms. Claibourn said the slide on the screen presented one example from the current Equity Atlas prototype that showed the location of City and County parks overlaid on the geographic distribution of children in poverty by Census tract. She said arguably, this showed the population most in need of access to publicly maintained greenspaces. She said one immediate thing that stood out was the scarcity of public parks in several neighborhoods with a very high child poverty rate.

Ms. Claibourn said for example, the southern neighborhood on the border of Charlottesville and Places29 area, as well as the area right across the district line in the County, both have nearly 40% child poverty rates, and there are very few greenspaces there. She said parts of Ridge Street and the 10th and Page neighborhood in the Charlottesville area have more than 50% child poverty rates. She said this was

to provide a flash example of what they want to be able to promote and the questions they want to help leaders answer.

Ms. Claibourn said all are welcome to further explore the tool using the link on the slide. She said the atlas is intended to make frequently sought data about the community easily available, comparable, and combinable to enable better visualization of residents and resources as decisions are made and as change is advocated.

Ms. Claibourn said what she presented was just one example, and the current platform allows anyone to select local counties or cities within the broader region, along with different spatial geographies like Census tracts or block groups, to see how the resources are distributed. She said it allows one to select indicators that capture how they are faring within the key areas identified as priorities by the UVA Community Partnership Council, which are jobs and wages, youth and education, housing, and health.

Ms. Claibourn said it is meant to enable visualization about how these measures vary over place and co-vary with one another. She said it has functionality to add additional information about the location of resources, in this case, parks, or potentially childcare centers, or to add relevant boundaries such as attendance zones, magisterial districts, or voter precincts. She said they can add the kinds of things that answer the questions that are collectively asked.

Ms. Claibourn said they have begun conversations about creating a portal for regional indicators tracked over time for key measures to help quickly convey if they are making progress on improving community well-being, and if they are doing so in an equitable way. She said this was a need that was heard from multiple community partners, including the City, County, and some nonprofit advocates. She said this is some of the work they want to support collaboratively with the City, County, and UVA to collectively identify and focus on additional indicators of central relevance, and to gather and include more information about infrastructure and resources sought by community members and by leaders.

Ms. Claibourn said while the Equity Atlas is being developed in close partnership with the County, with input from many community organizations and advocates, as a more general decision support and accountability tool, the larger democratization of data effort is a jumping-off point for even more focused community data efforts. She said the next slide showed some more examples of the other work they have been doing.

Ms. Claibourn said the slide showed the work they did over the summer to understand the barriers to and enablers of sheltering in place and developing an index to help understand where resources that ease COVID isolation are more or less abundant within the larger region.

Ms. Claibourn said the slide also showed an analysis on frontline workers in the region, with the region being defined as the Blue Ridge Health District or the Thomas Jefferson Planning District. She said this analysis was done in partnership to support the work of PVCC's Network to Work and UVA Equity Center's Fair Treatment Charter for frontline workers that Ms. Walker mentioned earlier being discussed at a prior Council meeting. She said this is an initiative to advocate for a more equitable economy in the face of the pandemic.

Ms. Claibourn said the slide showed more focused work, but that she wanted to convey the nature of the democratization of data effort to help both community activists and community leaders have a shared understanding of what the challenges and possibilities are as they work together.

Ms. Claibourn said they are very excited about the potential of an Equity MOU and about working in partnership to understand the needs and resources in the cross-jurisdictional common life, and about working in ways that keep equity at the forefront of decision making.

Ms. Barbara Brown Wilson said Ms. Claibourn is amazing to work with and has a generous mind. She said with all the products Ms. Claibourn mentioned, not only have they been co-produced by people from elected, administrative, and community activist positions, but the actual web environments themselves are also completely shared so that any other community can learn from what they have done. She said they always have their first "do no harm" commitment that is guided by community ethics instead of their own blind spot-free environments.

Ms. Wilson said one thing that has come up in the coalition discussions has been a desire for some kind of accountability dashboard. She presented a screenshot of one from Austin, Texas that was mentioned by a community leader at one meeting. She said this was an example, and that they would be happy to produce something if the group wants to identify the trends towards which they want to measure growth. She said their joy in this realm is co-producing and working with everyone to do these things, and they have been working with Ms. Russell's office for some time on the Equity Atlas prototype. She said it was meaningful for them to be a part of something larger like this and that they are happy to do it.

Ms. Wilson said to restate Mr. Ryan's point from earlier, the reason the Equity Center was founded was because university towns are some of the most inequitable towns in the nation, with Charlottesville being among them, and so they want to be a part of redressing that. She said they believe research and scholarship need to be done in service of people, not to them. She said they offer this up humbly to be a part of whatever it is that the group wants to guide.

Ms. Wilson said her boss in the Democracy Initiative, Ms. Melanie Barnes, has said many times that inequity is one of the greatest threats to a healthy democracy. She said the slide presented with the

Urban Institute graphic is a nationwide graphic that talks about the racial wealth gap and how it continues to increase. She said these issues are very local and national, and so the Equity Center feels a responsibility not only to redress in equity on the local level but figure out how to do this in a way that is worthy of being that story that residents want to tell.

Ms. Wilson said what has been nice about the leadership that Dr. Allen has built with an amazing staff at the Equity Center is the critical social infrastructure so that researchers across UVA and beyond have said they want to help and be a part of it. She said they have expressed that they have not been able to find those partnerships on their own but would be honored to be a part of them. She said in many senses, her job is to help play matchmaker between the faculty and researchers that have the capacities to be humble partners and have the desire, but do not necessarily know who wants their help.

Ms. Wilson said it does not have to stop at democratization of data level tools and that there are other things. She presented a slide that showed an actor network on a transit equity project that Dr. Camille Burnette, Dr. Andrew Mondschein, and herself were a part of. She said they can use qualitative as well as quantitative skills, and they want to be helpful members of the community towards those ends.

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#### Agenda Item No. 4. Health Department COVID-19 Report.

Dr. Denise Bonds, Director of the Thomas Jefferson Health District, said Mr. Ryan McKay, Senior Policy Analyst, would speak first.

Mr. McKay said he would provide an update on not only where things stood for Charlottesville and Albemarle, but nationally and how Virginia compares to other states across the country. He said he would end on the data as far as what they are seeing with disproportionate percentages of people of color who are impacted by COVID-19. He said Dr. Bonds would then follow up on a number of activities that the Health District has been working on with other partners in the community to mitigate spread and provide support to those who historically have lacked the needed support. He said they would end with questions.

Mr. McKay presented data from the CDC, noting that the data was pulled on October 27 and showed the last 7 days of cases per 100,000. He said over the last 7 days, the average was 21.2 cases per day, per 100,000. He presented a map on the screen, explaining that the areas shown in the Upper Midwest of the U.S. showed some significant numbers. He said he also included numbers for the states neighboring Virginia to provide an understanding of where they are in relation to not only those with the highest rates, but where they are in relation to the Mid-Atlantic Region.

Mr. McKay said Virginia's number over the last 7 days was 12.8, which falls in the lowest range, about 5-10%, across the country. He said many of the strategies being implemented in Virginia seem to be working, whereas when comparing strategy and policy across the country, the differences found created opportunity for greater spread and exposure. He said Virginia's strategies implemented include social distancing, minimizing the size of social gatherings, restricting visitation to different facilities, and adhering to those guidelines.

Mr. McKay said one particular mitigation strategy that is being implemented more strongly in Charlottesville and Albemarle, which is critical to mitigating the spread of the virus, is mask wearing. He presented a graphic from Carnegie Mellon, which surveyed individuals for a number of months and analyzed the data to indicate the percentage of people wearing masks within each state, and the percentage of those who know someone who is sick.

Mr. McKay said the data demonstrates a strong correlation between mask wearing and where they are seeing the highest rates of transmission or cases across the country. He said the previous slide showed that people in the Midwest are not wearing masks as frequently as people in other states. He said this is a critical component as they head into late fall and winter, when more people will be indoors and when mask wearing, combined with other mitigation strategies, will be critical and that the data is a strong demonstration of how important this is.

Mr. McKay presented a map posted on the Virginia Department of Health's website, which is a snapshot of where they have been since the beginning of the pandemic. He said on the website, individuals can scroll over each locality to get more specific information. He said it contains a wealth of information, with multiple tabs and information about testing, percentage positive, case rates, and outbreaks. He said these are the tools the Health Department uses to get a snapshot of what is happening in localities and in the state, to help inform decision making about mitigation strategies that may or may not be working, and to determine if there needs to be any change in course of direction related to the various trends.

Mr. McKay said one thing he believes is an important part of how they will be able to inform decision making is the K-12 Schools Reporting outbreaks page, which was introduced on October 23. He said the goal of the page is to demonstrate when an outbreak occurs, the number of cases, and associated deaths within a particular school within a system not only for public schools, but all independent and private schools in the K-12 setting as well.

Mr. McKay indicated on the slide to the total number of outbreaks that have occurred in K-12 schools since they started tracking the data. He said an asterisk denotes that there are not enough cases to report, as they want to make sure they are protecting personal health information and those who have

had COVID-19. He said if those numbers are 5 or fewer, they will not post that number. He said the report does track deaths.

Mr. McKay said this data is meant to provide some transparency into what is occurring in the schools as far as outbreaks and to get a sense of how much they are seeing in schools, which helps inform decision making in terms of whether they are putting in the right strategies at a particular facility and whether or not facilities should reopen for in-person instruction. He said the data gives an idea of what things have been like so far this school year.

Mr. McKay presented a graph, explaining that it was a snapshot of what the Health District reported out from their data portal. He said they report new daily cases, total cases, hospitalization, and fatalities. He said the cases on the graph were based on symptom onset, or when a person first recognized they had symptoms of COVID-19. He said as of late September and October, they saw some big increases in the daily cases. He said they dropped off somewhat in early October but now, they are picking up again.

Mr. McKay said he believed this was the nature of how COVID-19 will work; that they will see increases where they will work quickly to mitigate and hopefully contain spread, and at some point, they may see another increase. He said these increases have correlated to holidays, increased gatherings based on the phasing guidance from the Governor, and when students return to schools; in Charlottesville's case, in September and October, when UVA reopened and had students back on grounds.

Mr. McKay said at this point, over the last couple of weeks, they have seen a little more of an increase, and that this was not necessarily specific to UVA or students. He said they are seeing more cases that have occurred outside of the university setting. He said what they have seen is that as UVA has contained and mitigated spread through reopening, whether through isolation or quarantine, there have been different settings for transmission among the community that has increased the shift from school and university transmission to community transmission.

Mr. McKay said the next graph further broke down Thomas Jefferson Health District data by locality. He said by far, Charlottesville and Albemarle have the most cases, hospitalizations, and fatalities over the course of the pandemic, noting the ebbs and flows in data. He again mentioned the increases in September and October, noting that those were attributed to students who were infected in closed housing situations. He said now, however, more increases are being seen among community members. He said even though they saw larger numbers of cases coming from the university setting, they do not see transmission from students or faculty into the community. He said the impact was really on the data and not so much on the increased spread among community members.

Mr. McKay said over the last 3-4 months, the TJHD has been sharing pandemic numbers with localities and schools to help inform decision making. He said there is currently work being done at both VDH and the Governor's Office to make this data publicly accessible to provide more insight and transparency into what is happening at the locality level.

Mr. McKay said the slide showed some key numbers for Albemarle County over the course of the last several weeks and indicated to the information for October 26, 2020. He said over a seven-day period of October 19 through October 26, they saw 78 cases in Albemarle County. He said even though the percent positive is about 2.2%, they are looking at those broad numbers of cases, seeing an increase in a case instance rate per 100,000 on a daily basis. He said UVA has opened up PCR (polymerase chain reaction) testing and nasal swab testing, but they have also opened up and created access to saliva testing.

Mr. McKay said it is important in identifying cases as they learn of new cases and quarantine those who are exposed. He said this testing does count towards the public data, and it is important to understand that the positivity rate may be somewhat skewed by all the tests being done. He said they really need to look at what they are seeing in terms of the raw data, the numbers of cases they are seeing, and where that transmission is occurring.

Mr. McKay presented a similar data slide for the City of Charlottesville. He said for the same week, October 19-26, there had been 70 cases versus 45 cases the week before. He said the percent positive number would be somewhat influenced by all the testing done at UVA, and they are looking at that case instance rate going up.

Mr. McKay said that for this time period, for Charlottesville and Albemarle, there were 148 total cases. He said 41 of those are attributable to students at UVA, so that leaves 107 individuals in the community, which could include faculty at UVA, who tested positive. He said this represents a shift from where the area was a month ago with students making up the bulk of new cases versus now, where they see this more so in the community.

Mr. McKay presented a slide containing COVID-19 demographics. He said this data was pulled from the dashboard on TJHD's website. He said the left side of the slide showed district population numbers by race and ethnicity, and the right side showed where they are seeing disproportionate percentages of Black and Latino communities bearing the brunt of hospitalizations, fatalities, and cases.

Mr. McKay said this also shows a significant change when it comes to age, so even though the majority of the cases are among those who are 10-19 and 20-29 years old, those who are dying of

COVID-19 are in older populations, 50 and above, based on living situations, conditions, and long-term assisted living facilities, which creates a disproportionate impact on age, race, and ethnicity. He said these are things that are holding true in Virginia, but also nationally, that has created a current problem and what is going to be impacted in the future.

Mr. McKay said as they head into winter, it will create some new challenges. He said COVID-19 is not going away, but the challenges will increase, and he thinks it is important to understand how those can be addressed now, what they have done, and how they can adapt and become even more innovative to address those disparities.

Dr. Bonds asked if there were any questions about the data that she or Mr. McKay could answer before they move on.

Ms. Price asked Ms. Walker and Mr. McDonald if it would be acceptable for Dr. Bonds to proceed with her presentation, being mindful of the time, and then save the questions for one round.

Ms. Walker said this was fine.

Dr. Bonds said she would talk about resilience in the community. She said this has been a very trying few months for everyone involved, and she thinks it is worthy to spend time talking about resilience and some of the activities going on to promote resilience in the community.

Dr. Bonds said resilience is the ability to cope with a variety of situations in a healthy and productive way. She said there are many components to resilience, including strengthening and promoting access to public health, healthcare, and social services. She said as has been mentioned a couple of times, there has been significant coordination among the City, County, TJHD, and many nonprofits to provide wraparound services in the area.

Dr. Bonds said additionally, early on in the pandemic and continuing now, there were community-led testing events that were supported by both the hospitals and Health District. She said in fact, they held one of the earliest community-led testing events in the state that was spearheaded by citizens in the community trying to get access to testing for their vulnerable citizens.

Dr. Bonds said another component is promoting health and wellness alongside disaster preparedness. She said Medicaid enrollment has continued as people have lost their jobs and have become eligible for Medicaid. She said the Coalition for Mental Health and Wellness has provided a significant number of resources and has made many of those available to citizens in the community to cope with the mental health effects of the pandemic.

Dr. Bonds said there has been significant expanded communication and collaboration amongst all of the entities. She said early on, there was a joint information center that allowed them to share and provide information to the community using the resources of the City, County, UVA, and Health Department. She said there is a variety of other information sheets that are put out on a regular or semi-regular basis, including Street Sheets and Staying Alive. She said the Charlottesville-Albemarle COVID-19 Homelessness Response Team has been an example of collaboration among the various entities in the community.

Dr. Bonds said the communities have led and designed many of these systems. She said the Charlottesville Food Justice Network was one of the driving forces behind the wraparound services. She said stepping outside of the COVID area, the Esmont Advisory Committee has been instrumental in designing some of the services that are going on there. She said Southwood resident engagement has also been an example of how communities can lead in designing systems for their benefit.

Dr. Bonds said social connectedness has been built, and there are a number of Facebook mutual aid groups, faith-based and civic networks, and Charlottesville Mask-Up, which is the group that provided many cloth face coverings early on in the pandemic. She added that there are wraparound food distribution services and other food distribution efforts that have happened in the community.

Dr. Bonds said they have heard a number of times about the wraparound services and COVID care support services. She said she wanted to spend some time describing this, as it is a great example of how the joint efforts of nonprofits and government can come together in conjunction with University partners to benefit the community.

Dr. Bonds said this was initially organized by Cultivate Charlottesville, and that the bottom of the slide listed all of the nonprofits and groups that have contributed to the effort in the area. She said it started in late May and was initially targeted at individuals who tested positive at community testing sites. She said those individuals were given a phone number to call to request services, and the phone number was provided by their physician. She said now, this has been switched over to the case investigators at the Health Department, who will inquire when an individual from the community has tested positive.

Dr. Bonds said the Health Department conducts a case investigation on whether they need assistance during their quarantine or isolation period. She said to date, there have been requests from 47 households, representing 218 individuals. She said the services can provide food, help with bill paying and getting prescriptions or other medications delivered to the home within the isolation period.

Dr. Bonds said depending on what is requested by the individual, shelf-stable foods, fresh

produce, and prepared meals have been sent over, as well as PPE, sanitation supplies, medication, and financial assistance. She said these are delivered to the individuals' homes by volunteers either from the government or those who are working with the Health Department. She said it is a no-touch situation and is done through a phone call to the individual, then dropped off at their porch or front door. She said it is a great service that helps individuals to do the right thing, as anyone wants to do.

Dr. Bonds said in terms of public health successes and as part of the COVID-19 response, the Health Department has engaged directly with the Latinx community to have them assist in developing public health messaging regarding COVID-19. She said there has been some social media messaging and videos that have been put out. She said the Promotoras in the County have been instrumental in distributing masks to individuals in the Latinx community.

Dr. Bonds said they have partnered to develop the Community Resource Guide for Charlottesville and Albemarle and are currently working on this for other localities to help individuals who are either asked to quarantine or isolate, or who need other resources because they have lost their jobs.

Dr. Bonds said one thing the Health Department has done internally is shifted their contractor hiring process to focus on hiring from those communities that are impacted disproportionately by COVID-19. She said they have intentionally sought out individuals who are native Spanish speakers, for example, to assist with the case investigations and contact tracing. She said when they have been faced with outbreaks in other language communities, they have worked to find individuals who are native speakers of that language to assist the Health Department in their investigation and to provide education and support.

Dr. Bonds said they have partnered with a private donor in the community to distribute more than 60,000 masks through libraries, pantries, faith-based groups, and small businesses. She said this will continue in November, when County and City Schools begin to go back, to provide them with cloth face coverings.

Dr. Bonds said despite all the successes, there are a number of challenges and opportunities she wanted to make everyone aware of. She said the Health Department certainly needs more community health worker positions. She said they know this can be a successful way to gain the trust of the community, as having individuals from the community work in partnership with the Health Department and with community members can lead to stronger relationships and a higher level of trust, which can then allow for providing services and help to those communities. She said this is challenging under the current funding structure, but they think expanding those opportunities in the Health Department and in other government situations can be beneficial.

Dr. Bonds said she would be remiss in saying that the long-term disinvestment of public health and many other human resource agencies will not be fixed by the short-term bolus of funding they have received with COVID-19. She said public health is an agency that needs substantial funding on a regular basis to do its job correctly, and it makes it very challenging when public health or other social agencies are underfunded and asked to respond as they have been with COVID-19.

Dr. Bonds said a change in policymakers can certainly influence equity initiatives if they are not built into the ordinances, policies, or culture of the organization. She said she thinks the MOU under discussion is a way to ensure that this work continues.

Dr. Bonds said they are seeing a huge amount of COVID-19 fatigue, both internally in the Health Department and amongst the citizens in the community. She said people are tired of the stress and anxiety that COVID-19 has built up about not knowing what the next phase will bring and whether or not there will be a good vaccine available, and the impacts of that have already been seen. She said they know it has impacted small businesses in the community, and that many individuals have lost their jobs and been forced to seek unemployment. She said she thinks they are just beginning to see the start of how this will be a long-term effect.

Dr. Bonds said something critical that the Health Department is doing is putting equity as a core value rather than as an additional task. She said they have continued all their equity training despite all the work going on with the COVID-19 response because they have seen that equity is critical in making sure everyone is healthy in the community.

Ms. Price thanked Dr. Bonds and said she would again take everyone through the speaking order for questions or comments.

Ms. LaPisto-Kirtley said she had no questions and thanked Dr. Bonds.

Ms. Palmer said she had no questions. She said she hoped they would all receive the PowerPoints, as she wanted to review them and learn more from the UVA group and Dr. Bonds. She apologized that she would have to leave the meeting at that point, and that she appreciated everyone's time and efforts.

Ms. McKeel thanked Dr. Bonds and Mr. McKay. She said they summed it all up when they said the Health Department was centering on equity as a core value rather than thinking of it as an additional task.

Ms. Mallek said if some of the answers were not available immediately, she would be glad for



everyone to receive answers from Dr. Bonds and Mr. McKay the following day. She said she was glad to learn about all the services being provided, but she was concerned about how they can trust the data on the schools page when 5 or fewer cases do not count. She said this could be 50-500 new cases in a very short period of time.

Ms. Mallek said there have been questions aimed at her from constituents, especially from those whose children are in private school, because they do not get a sense that they are getting good information from their private school and/or have been told or understand that the school has been told by the Health Department that siblings do not need to stay home, for example, when there is a guaranteed case. She said this is raising anxiety across the community and is a different kind of information that is needed, perhaps, than the graphs. She said while the graphs are valuable, on a much more individual and personal level, no one is expecting identifying these families, but parents need to know if someone in their child's grade has a sibling who is sick. She said they need to have the right to keep their child home if they choose, or if they live in a multigenerational family. She said there are so many different triggers for concern that many different families have. She said she knows this is a challenging question for the Health Department because they are trying to look at it from a global sense, and she is asking about it from a more miniscule sense.

Ms. Mallek said she was alarmed that day to see that after many weeks of having Virginia in the steady column, they are now shooting upwards. She said this was very disappointing. She said Mr. McKay mentioned the up and down data and how they will need to change their mitigation strategies. She asked what the details are for how they are going to do that, as those questions are already coming to her about when and how the area is going to evaluate what to do next when, "Here we go again" is the news. She asked the Health Department to answer those questions later if they could not do so immediately.

Dr. Bonds thanked Ms. Mallek for her questions. She said she would defer on the second question about information provided to the schools so that she can talk to the case investigators to find out what exactly they have been telling private schools.

Dr. Bonds said with regard to school outbreaks, all school outbreaks are listed on the page, but they do not list the number if it is less than 5. She said if, for example, they see in an elementary school that they had an outbreak that involved 4 students, they will be listed on the page, but there will be an asterisk, as was seen on the slide. She said parents and other community members will be able to go and see that there were cases there, and they could interpret from the asterisk that it was less than 5 cases. She said this did not answer Ms. Mallek's second question, however, so she would try to get some more information.

Dr. Bonds said with regard to the rising numbers, she thinks it is concerning, and that part of this is that winter is coming. She said they will see many people moving to indoor activities, which are higher risk. She said COVID-19 is an aerosolized virus, which is shared when people breathe out. She said there is less air turnover in an inside space, which is what is being reflected in the upper Midwest. She said in the North Dakota area, they are beginning their cold season, and people are going inside.

Dr. Bonds said they know there are things that will help with this. She said first, one should stay home and don't go out unless they have to. She said wearing masks helps to prevent infection and wearing it correctly, covering both the nose and the mouth. She said the mask has to be worn the entire time one is interacting with someone.

Dr. Bonds said the biggest part that is playing into this, which the Health Department will continue to provide messaging on, and for which she anticipates receiving guidance from the state, is that people are very tired. She said she does not mean this as being physically tired, but emotionally tired. She said it has been a wearing and stressful time, and with the added stress of the election coming up the following week and the uncertainty surrounding it, it is causing people to let down their guard.

Dr. Bonds asked everyone to help the Health Department by educating their constituents and cheerleading them on. She said they need to continue to do those mitigation measures that they know work and not hold big Thanksgiving gatherings. She said she just canceled hers because the numbers are rising, and they know that getting together is the number one cause of COVID-19 outbreaks. She said she had even been planning to hold hers outside. She said it was sad, and she would love to see her sister, as she has not seen her in months, but it is not safe. She said they will be holding Thanksgiving over Zoom, virtually.

Dr. Bonds said the Health Department can continue to give this message, but she thinks it is helpful if people hear this message from other trusted figures like those in attendance.

Dr. Bonds said she will get back to Ms. Mallek about the guidance they are giving private schools, particularly about siblings. She said she would anticipate seeing more messaging in the next few weeks about mitigation strategies and would make sure these get to Ms. Mallek directly.

Ms. Mallek asked Dr. Bonds to share this information with everyone, as others may have the same concerns. She added that if a school is not on the list but is telling their families they have cases, this means they have not reported these to the Health Department.

Dr. Bonds clarified that this is about an outbreak. She said many schools have had isolated cases and, in fact, she would argue that almost all the schools have, but this does not mean it is an outbreak. She said for public health purposes, an outbreak is two cases they can link together. She said this means

there were two individuals in the same classroom who became ill at approximately the same time, or two individuals who rode on the bus at the same time who can be linked together.

Dr. Bonds said lots of schools and workplaces have had individual cases, but not outbreaks of disease. She said an individual case not moving onto an outbreak is a success story because it means the school or workplace put in place the right mitigation measures so that the individual who was infected did the right thing – they stayed at home during their infectious period, and any individuals that might have had contact stayed home. She said an individual case in a setting such as a school that does not lead to an outbreak is considered a success in the Health Department's world. She said 32 schools have had cases.

Mr. Gallaway said he had no questions.

Ms. Price said the last comment about fatigue and about COVID-19 being a marathon reminds her of the proverbial "wall" people say they hit at the 20-mile mark. She said she believed this is what Dr. Bonds was describing; that people have "hit the wall" in this fatigue, but they know that winter is coming, so she very much appreciated those comments.

Ms. Walker said City Council would have the opportunity to ask Dr. Bonds questions on Monday, November 2 at their meeting, and so they would do so at that point.

Mr. McDonald said he had no questions.

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Agenda Item No. 7. Wrap-up/Next Steps.

Ms. Russell said she wanted to take some time for final thoughts and wrap-up. She said what they heard from the bodies that day was the go-ahead on the language for the MOU, with some suggested revisions heard from Ms. Walker about the inclusive language and the addition or replacement of language around welcoming. She said she wanted to get the go-ahead to bring this back to the bodies individually in order to adopt them.

Ms. Russell said she heard that there seemed to be interest in fleshing out measurable goals and, in particular, the potential of identifying 1-2 more immediate projects to do collaboratively. She said she would turn this over to Ms. Price, Ms. Walker, and Mr. McDonald, representing each body, to work this out.

Ms. Price said she believed Ms. Russell adequately addressed what was the consensus from the Board. She said they would take a moment to allow the Supervisors to add anything. Hearing none, she turned the meeting to Ms. Walker.

Ms. Walker said in the "We pledge" section, she asked if they could clearly state the allocation of ample resources, or something of this nature, to send around to have everyone agree upon. She said she thinks they need to state clearly that resources are needed. She reminded everyone that Mr. Ryan wanted his team to look at one of the earlier sections. She asked that this be done so that the bodies can sign the MOU. She asked the Councilors if they had any comments.

Ms. Magill said it was the Section 3 "Whereas" regarding impermissible quotas that Mr. Ryan was concerned about.

Mr. McDonald said he gathered Mr. Ryan wanted to make sure that attorneys for the County and City are also supportive of that and do not see any red flags.

Ms. Walker asked if this question could be answered by all three entities so they can move forward.

Mr. Payne said he had no comments or questions about the MOU or language, but because the three bodies were convened there, he wanted to raise the alarm again on the issue of the housing crisis, evictions, and homelessness, particularly in the context of what they are seeing with their revenue projections, which are going down. He said he does not think they have even begun to see the impact that COVID-19 will have on evictions, homelessness, and the housing crisis. He said resources are already stretched thin, and he does not think they will be able to meet this need unless they are acting regionally and collectively investing their resources. He said he wanted to highlight this again as something critical he thinks they will need to work on.

Ms. Walker said in closing, from her end, it seemed that with the work that Ms. Russell, Ms. Dimock, and Mr. McDonald have been doing, it would be in everyone's best interest for next steps for them to let everyone know who should be a part of the group, whether it is the three of them, or if it extends to other staff members and elected officials. She said if they can get those recommendations from them, if there will be a body other than the three of them, and if they can get the next steps to the three entities, this will be helpful.

Ms. Price asked Mr. McDonald if he had any closing statements from UVA.

Mr. McDonald thanked Ms. Russell and Ms. Dimock for their collaborative spirit. He thanked representatives from the City and County for their support and sentiments. He said he looked forward to

the months ahead as they build this together.

Ms. Price said she would turn the meeting over to Mr. Gallaway for some closing comments before she formally adjourns.

Mr. Gallaway said that relative to the Equity Atlas, this was a tool that he was curious about training for further information for the Board. He said he had a series of questions about this, and he would like to get on the Board of Supervisors' agenda some further follow-up on that.

Mr. Gallaway told Ms. Walker he appreciated her comment regarding participation by leadership on these meetings. He said it will be a joint effort and agreed with her remarks. He said he did not think any of the Supervisors would disagree with that sentiment.

Mr. Gallaway said he appreciated everyone coming together that day on the work they will be doing together.

Ms. Price reminded anyone who was watching to vote, as the General Election was the following week.

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Agenda Item No. 8. Adjourn.

At 4:23 p.m., Ms. Price adjourned the Board meeting to November 4, 2020 at 1:00 p.m., which would be an electronic meeting held pursuant to Ordinance No. 20-A(14), "An Ordinance to Ensure the Continuity of Government During the COVID-19 Disaster." She said information on how to participate in the meeting would be posted on the Albemarle County website Board of Supervisors homepage.

Ms. Price thanked the City of Charlottesville for their cooperation, collaboration, and participation, as well as UVA and everyone who presented that day.

Ms. Walker adjourned the meeting of the City Council of Charlottesville.

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Chair

Approved by Board
Date 07/20/2022
Initials CKB