

**MEMORANDUM OF UNDERSTANDING FOR COLLABORATION
AMONG THE CITY OF CHARLOTTESVILLE, THE COUNTY ALBEMARLE, AND
THE UNIVERSITY OF VIRGINIA REGARDING EQUITY AND INCLUSION**

WHEREAS, the City of Charlottesville, the County of Albemarle, and the University of Virginia are committed to the provision of quality services to our entire community regardless of ethnicity, race, color, sex, sexual orientation, religion, language competence, socioeconomic status, physical health, mental health, disability, gender identification or expression, age, cognitive ability, physical ability, cultural affiliation, national or ethnic origin, immigration status, family structure, veteran status, political affiliation, or employment status; and

WHEREAS, the City, the County, and the University are uniquely poised to promote an equitable and welcoming community by increasing accessibility, promoting unity, and honoring diversity; and

WHEREAS, the City, the County, and the University recognize and affirm their shared responsibility in advancing equity and inclusion in our regional community and seek to work in partnership to achieve their mutual goals; and

WHEREAS, the City, the County, and the University recognize the importance of collaboration in creating a more equitable, inclusive, and welcoming community; and

WHEREAS, While the City, the County, and the University recognize that each jurisdiction's first and main priority is to serve their constituents/stakeholders, we pledge to:

- Evaluate current programs and policies and modify appropriately to address deficiencies
- Collectively invest, with allocated resources, in supporting programs and initiatives
- Set measurable goals and monitor progress of diversity, equity, and inclusion efforts
- Use available tools (such as the Equity Atlas and impact assessment tools) to support data-informed decision making
- Deepen our commitment to improved inclusivity and equity in the communities we serve
- Evaluate services and relationships through an equity lens that affect our communities
- Identify underserved communities through outreach and community partnership
- Implement programs and develop partnerships that close opportunity gaps
- Work to achieve alignment in both priorities and strategies employed to improve regional outcomes
- Designate resources including staff member(s) assigned to promote success

NOW, THEREFORE,

1. The City Council of Charlottesville, the Board of Supervisors of Albemarle County, and the University of Virginia hereby agree to this Memorandum of Understanding committing to developing and enacting plans to identify mutually beneficial ways to cooperate and communicate where possible.

2. This Memorandum of Understanding shall begin on the date of signatures by the Mayor of the City of Charlottesville, the Chair of the Board of Supervisors of Albemarle County, and University of Virginia President, as authorized by their respective bodies.

CITY OF CHARLOTTESVILLE

By: Nikuyah Walker, Mayor

Date

COUNTY OF ALBEMARLE, VIRGINIA

By: Ned L. Gallaway, Chair

Date

THE RECTOR AND VISITORS OF THE UNIVERSITY OF VIRGINIA

By: James E. Ryan, President

Date