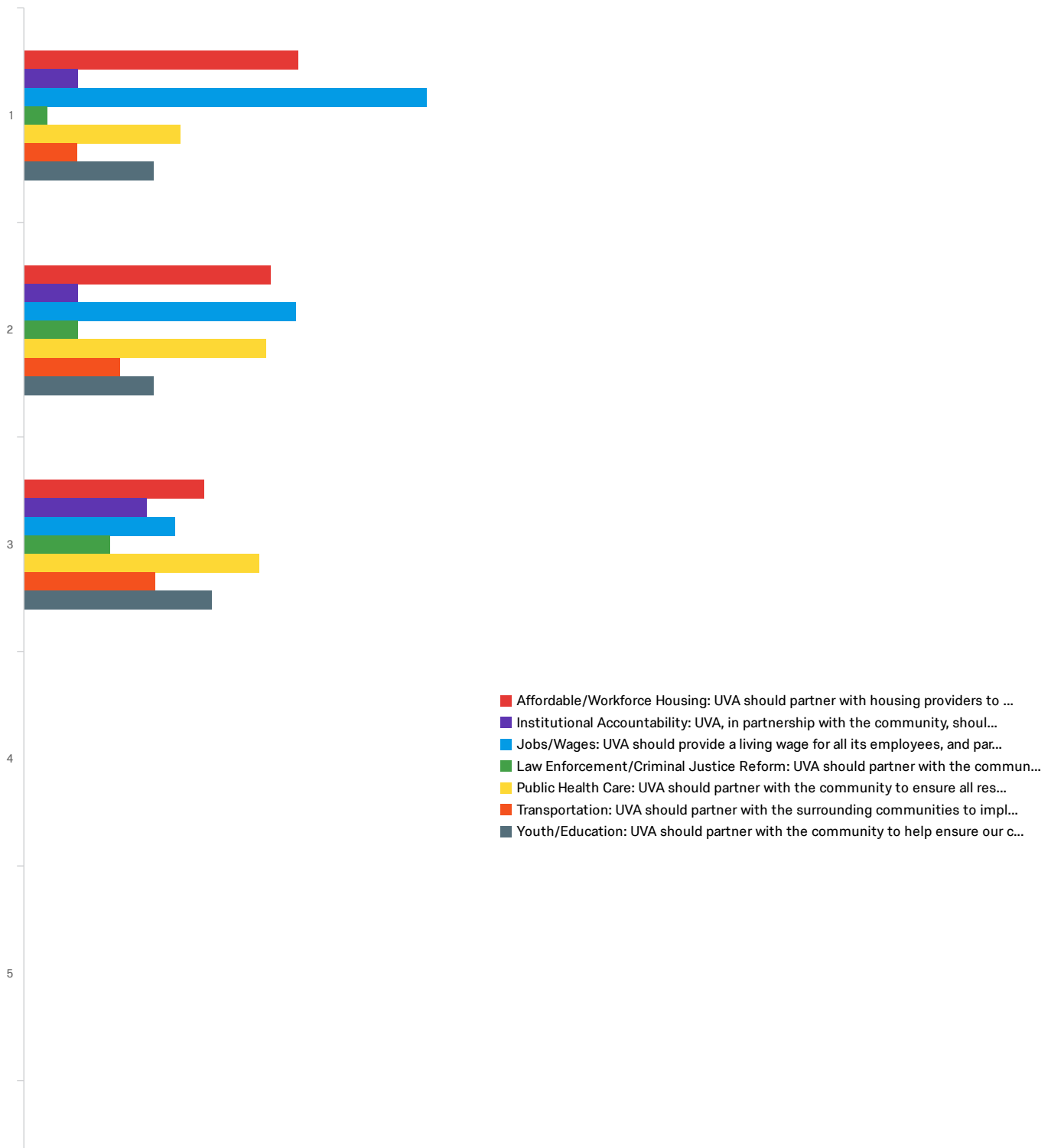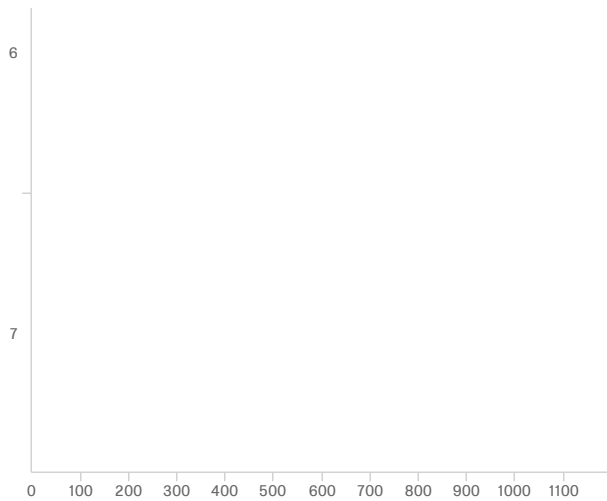# Default Report

UVA-Community Survey
February 2, 2019 5:51 PM MST

Q1 - From this list, what are the top 3 areas of focus on which the university and community can partner to improve over the next 5 years? (1= highest priority)

- Affordable/Workforce Housing: UVA should partner with housing providers to ...
- Institutional Accountability: UVA, in partnership with the community, shoul...
- Jobs/Wages: UVA should provide a living wage for all its employees, and par...
- Law Enforcement/Criminal Justice Reform: UVA should partner with the commun...
- Public Health Care: UVA should partner with the community to ensure all res...
- Transportation: UVA should partner with the surrounding communities to impl...
- Youth/Education: UVA should partner with the community to help ensure our c...

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Affordable/Workforce Housing: UVA should partner with housing providers to help ensure there is safe, quality, affordable housing for all residents in the region.	1.00	3.00	1.87	0.79	0.63	1,896
2	Institutional Accountability: UVA, in partnership with the community, should create a university-wide system to hold itself accountable for past wrongs and to ensure an ethical, community-centered approach to engaging community residents and building local partnerships.	1.00	3.00	2.30	0.82	0.68	625
3	Jobs/Wages: UVA should provide a living wage for all its employees, and partner with the community to foster work environments where marginalized populations (e.g. people of color, women, economically disadvantaged, etc) can move upward and seek promotion opportunities at UVA and across the region.	1.00	3.00	1.70	0.76	0.58	2,236
4	Law Enforcement/Criminal Justice Reform: UVA should partner with the community to address racial disparities in policing and support strategies to reduce recidivism.	1.00	3.00	2.38	0.72	0.52	443
5	Public Health Care: UVA should partner with the community to ensure all residents have equitable access to high quality, affordable health care, including medical, mental health/substance use support services, and dental care. UVA should partner with the community to support access to nutritious food and safe spaces for recreation.	1.00	3.00	2.12	0.78	0.60	1,714
6	Transportation: UVA should partner with the surrounding communities to implement a regional transportation system that meets the needs of all its residents.	1.00	3.00	2.28	0.76	0.58	758
7	Youth/Education: UVA should partner with the community to help ensure our children and youth have equitable opportunities for high quality educational experiences from birth through higher education.	1.00	3.00	2.13	0.83	0.69	1,211

#	Field	1		2		3		4		5		6		7	
1	Affordable/Workforce Housing: UVA should partner with housing providers to help ensure there is safe, quality, affordable housing for all residents in the region.	39.14%	742	35.18%	667	25.69%	487	0.00%	0	0.00%	0	0.00%	0	0.00%	0
2	Institutional Accountability: UVA, in partnership with the community, should create a university-wide system to hold itself accountable for past wrongs and to ensure an ethical, community-centered approach to engaging community residents and building local partnerships.	23.36%	146	23.52%	147	53.12%	332	0.00%	0	0.00%	0	0.00%	0	0.00%	0
3	Jobs/Wages: UVA should provide a living wage for all its employees, and partner with the community to foster work environments where marginalized populations (e.g. people of color, women, economically disadvantaged, etc) can move upward and seek promotion opportunities at UVA and across the region.	48.75%	1090	32.92%	736	18.34%	410	0.00%	0	0.00%	0	0.00%	0	0.00%	0
4	Law Enforcement/Criminal Justice Reform: UVA should partner with the community to address racial disparities in policing and support strategies to reduce recidivism.	14.45%	64	33.18%	147	52.37%	232	0.00%	0	0.00%	0	0.00%	0	0.00%	0

#	Field	1		2		3		4		5		6		7	
5	Public Health Care: UVA should partner with the community to ensure all residents have equitable access to high quality, affordable health care, including medical, mental health/substance use support services, and dental care. UVA should partner with the community to support access to nutritious food and safe spaces for recreation.	24.68%	423	38.21%	655	37.11%	636	0.00%	0	0.00%	0	0.00%	0	0.00%	0
6	Transportation: UVA should partner with the surrounding communities to implement a regional transportation system that meets the needs of all its residents.	19.00%	144	34.17%	259	46.83%	355	0.00%	0	0.00%	0	0.00%	0	0.00%	0
7	Youth/Education: UVA should partner with the community to help ensure our children and youth have equitable opportunities for high quality educational experiences from birth through higher education.	29.07%	352	28.90%	350	42.03%	509	0.00%	0	0.00%	0	0.00%	0	0.00%	0

Showing rows 1 - 7 of 7

Q16 - Do you have other comments/clarifications on the list above?

Do you have other comments/clarifications on the list above?

affordable housing - collaboration with our facilities management group and Engineering depts

The Jobs/Wages should be a no-brainer. Pay people fairly. Get Aramark to pay their employees at UVA fairly or dump their contract.

Of course all of these issues are important. The first 2 issues I've prioritized are ones I think UVA can easily implement immediately. The rest will take some time and are more complex. There's nothing complicated about paying a living wage.

Stop this horseshit. You are taking money from the working class under threat of force and giving it to the ruling class and non-productive leeches. Your policies are racist and discriminatory. Stay in your lane. You are only spreading hate.

NONE OF THE ABOVE. YOU ARE A UNIVERSITY, NOT A CHARITY.

This PC virtue-signaling is part of your Marxist brainwashing, as is your blatant racism. Use of public TAX money for discrimination is FRAUD. Cut waste, starting with your bloated administration. Eliminate all grievance-studies programs and get rid of the authoritarian czars of diversity/inclusivity. Follow the Constitution and Jefferson's traditions. You are only sowing division in our society. Your proposed programs are misguided and have helped no one. Stop taking our money and wasting it to raise your self-esteem.

Parking Tutors. Better insurance so when you're off in the Summer you still have insurance.

Transportation would be #4, dugh to high costs. Due to high market cost of parking/permits and tickets.

neighborhood income requirements.

need to pay more attention to the parking here at uva

Parking

discounted or free parking for exployers and removonig

Instututional accaountabilty uva building more acoudin't

People should have access to health car That supports their needs service withdrawl range of disorders

Public Health Care and Youth/Education runs hand in hand as top priorities.

1.UVA Building relationships with community. 2. UVA not moving out the community thats been here living for years. 3. Tuition. 4. Living as one not just UVA

greenhouse gas emissions reduction and climate protection

All are important

they are all good objectives

Healthcare was a close 4th.

Do you have other comments/clarifications on the list above?

Clean Energy

The city and county are working on how to reduce greenhouse gas emissions. UVA's expertise and participation in the implementation planning process would be valuable.

Clean Energy/Clean Transportation

overarching goals of : Eradicate poverty and provide tools for EVERY citizen to enjoy self sufficiency

Require 2nd and 3rd years to stay on campus. They are the ones driving up the housing market.

Partner with the community to hire and train more first responders for improved community policing/relationship building.

The selections are interconnected in that a living wage is required to afford housing if efforts are made to provide adequate affordable housing(3000 units now needed) in the area. Without affordable public health care there are financial consequences leading to non-affordability of other necessities and loss of employment.

All are important and interconnected.

None of the above list are important for UVa. UVa should provide an excellent education for UVa students.

The cornerstone of UVA's relationship with the community is primary care medicine and public health. This is historically an area of significant under-investment on the part of our Health System. A substantial innovation and investment in community health and primary care should be one of the first steps we take.

I volunteer at literacy for all. I work with a 55 yr old woman who is a housekeeper at UVA hospital. She works full time and as much overtime as she can get, yet she can't afford to live in this area. Affordable housing is a critical need!

Why do so many of the priorities sound like Democrat Party platform statements? I.e., I like the idea of UVA partnering on law enforcement/criminal justice reform, but you state the goal as "address racial disparities".

We need to be doing more than talking and researching, we need to be investing - investing foundation dollars in affordable housing, spending procurement dollars on minority owned business; spending construction dollars with minority owned contractors; spending benefit dollars in helping low-wage employees buy homes.

UVa is responsible for the gentrifying effects it has on the city and the hardships caused by high rents and urban push-out.

We have to do a better job with the community and each of my choices reflects that.

Accountability should include a proactive initiative to identify AND CORRECT institutional inequities based on race and gender. End the preference system afforded white males as a result of the old boy net work. Efforts must proceed on inclusion of all constituencies affected by the existence of UVA.

As the only level 1 trauma center in the region I believe healthcare should be the #1 priority for UVA

For this question it shouldn't be picking the top three, it should be a ranking question because ALL of those things are important. BUT it is important to recognize that NONE of those things can happen affectively if Institutional Accountability doesn't happen. Because UVA (and other orgs) need to RECOGNIZE, ACKNOWLEDGE, AND OWN they negative (and positive) things they have done in the community to MOVE ON. No one is perfect, so but OWNING the mistakes and THEN saying that they are being worked on is better then just working on something without owning it. THAT IS THE FIRST STEP OF BUILDING BACK TRUST IN A COMMUNITY. NOT JUST STARTING TO "RANDOMLY" SUPPLY TRANSPORTATION OR GIVING A LIVING WAGE. If I can't trust you then I am not going to believe in or use those services.

Do you have other comments/clarifications on the list above?

I think institutional accountability could be tied to each of my three chosen areas

If it does not already, UVA should hire the formerly incarcerated and encourage support in the community to not discriminate against those who are well qualified with the exception of past mistakes.

include better broadband as a priority

Work closely with area high schools to encourage students to attend UVA. What is the percentage of graduates from area high schools that flow into UVA?

I think Institutional Accountability should be understood as a virtue of this institution; it's appalling that it is not

I think all of these are very important, but I selected the ones that I think should first be addressed.

Housing, wages, and transportation are Hugely intertwined and problematic in this region. They are overdue for serious attention - as a single Mother/UVA employee, I barely earn enough to live in the city; inter city busses are non existant outside of the 7 route.

None of these are missions of the University.

There is a significant lack of affordable housing in Cville due to the student population. The pressure for housing close to the school has created unrealistically high demand and cost leading to higher property values and the disenfranchisement of lower economic residents (typically minorities).

Environment/Energy - this is a fundamental issue facing our country and UVA should be working closely with the community to address the issue and put us in a leading position of innovation toward a goal of 100% clean energy

I think the most important issue is climate and environmental justice, and efforts to decrease and offset UVA's carbon footprint.

UVA should be involved in talks and communication with the schools and parents concerning the education of local children and youth. It is disturbing that within a community which houses a highly rated university, the children of the community, especially black and other minorities, are underachieving on state and national test scores. The opportunity should be open for all children to learn and prepare themselves for higher education. In addition, more avenues should be available for local students to benefit from programs at UVA as well as tuition free or reduced tuition if they are accepted into an undergraduate program.

With the science, research and education talents at the University, I believe we can help establish community health targets to improve specific areas of health, measure success and share with other communities.

Living wage is the most important by far!

Working on living wage, healthcare and housing would be a form of accountability and the right thing to do.

No

I am a UVA/state employee. UVA should make sure their employees are taken care of as far as regular income increases, quality health care at a reasonable price for employees and retirees, and good retirement benefits. Many times we are overlooked in the equation and costs such as groceries are going up for us too. There are many committed workers but it doesn't feel UVA is committed to us as an employee or retiree.

Other than transportation and accountability, UVA should not itself with these issues. UVA is not an elected govt, it is an educational institution. When members of the community have a vote in who runs the University, then perhaps the University can involve itself in matters of govt.

As part of the transportation discussion UVA should work with the city and county to make sure all applicable laws are being followed in regards to pedistrian and bike traffic. Teach people that just because there is a crosswalk does not mean you can cross the road without looking both ways

Do you have other comments/clarifications on the list above?

no

Most important--minimum wage, education, and health care

Like many large corporations, UVA has subcontracted cleaning staff in an effort to "run more efficiently" (frugally/cheaply). Reversing this practice would provide better wages not only in dollar terms, but give this pool of workers access to far better health insurance and old age pension as well as other benefits.

An area not covered by the list above but that I would like to see instead would be UVA continuing to spin off businesses that provide good job opportunities for members of the community, including low skill jobs with advancement potential to help community members who desire to help themselves but are mired in circumstances that make getting ahead difficult.

The university must make sure the all staff AND contract employees are making a livable wage.

You need to take the lead on affordable health care. One should not have to pay $100 to get a simple strep throat test. Basic healthcare must be considered a human right.

Just a question: are any moral compromises made by outsourcing labor for what the university needs done? If so, why are they made?

They're all so important! Very hard to choose.

The Meetings of Opposites curriculum could be transformative in addressing relations between police and the policed. Contact Henry McHenry (mchyjr@gmail.com)

All are important

excellent list . All are acceptable goals.

I can understand why we have to rank these things and decide between them, but UVA ought to be working on all of them! The accountability piece is on my list out of the hope that such an initiative would be more than endless studies and recommendations but would lead to action.

Aside from this list, I believe it is important to prioritize a review and improvement process of Title IX and sexual assault policies and procedures within the University and for university students.

All efforts, including planning, implementation and evaluation, should involve UVa staff, students and faculty working together.

Paying employees anything under a living wage (approx $30 for single income household with 2 kids in Cville) is immoral.

Community efforts should focus on UVA's mission and goals as an organization, which it seems as though these three objectives may be of most importance as a start.

Surprised to see "Racism" is not in this list. UVA - Be Bold if you are really serious in taking the challenge for benefit of community.

Transportation options, particularly for low wealth communities and individuals, needs to include appealing pedestrian, bike infrastructure. If ped and bike paths are appealing it can also lure professional staff out of cars and lessen the problems vehicles create around campus. Multi-use paths separated from cars are by far the most the most appealing facilities for pedestrians and cyclists and greenways in our stream valleys where practicable are the most appealing of these because they are in nature and avoid the large hills of Charlottesville. There are greenway plans approved by all governing agency for the Charlottesville area that have existed for decades without implementation. These cooridors when created will greatly facilitate people of all types getting to UVa.

Do you have other comments/clarifications on the list above?

Youth/education improvement needs to be more structural than individual at this point. UVA does well with tutoring, etc, but the issue is the structural bias that causes minorities to be left behind or even held back. Because this is the issue, I feel that the reform needs to come more from the school system than UVA, and UVA should focus its energies where it can make the most impact. The only reason I did not prioritize Public Health Care is because the description was about providing access to health care (which is a fair cause), and the complaints I have heard from community members are about neglect and bias within the care they received, not a lack of access to this care.

Bike/Ped Access

Individuals once incarcerated have a very hard time finding a job and housing. With access to good paying jobs and affordable housing and healthcare, recidivism risk decreases.

First and foremost, UVA is a university, so Education should be Priority #1. In order to provide this, we need #2--equitable wages and opportunities to get and keep qualified staff. Transportation(and/or parking) should be a priority because right now getting to/around UVA is prohibitive for some who may need access to the hospital or other university services.

Food vendors at UVA should be urged to provide the community with the highest quality food, not the lowest costing food; and they should pay their people on a full time basis with benefits instead of as part timers with no benefits.

There are no easy or short term solutions to vastly UNaffordable housing in and near Charlottesville because land values are VERY HIGH and GOING HIGHER and affluent faculty and students are able to AFFORD the high prices of buying and renting, further driving up housing costs. Already many employees MUST live far away, including 1,2,3 counties away. I have also heard of students who are not 'commuters' because they can't afford rents locally. SO TRANSPORTATION systems are first priority, Second, public health including public mental health, because Region Ten has stated that they have NO PLANS to provide locally accessible mental health and behavioral health services in the needy neighborhoods and rural communities of the area. SO, some have asked City and County to use some of the Revenue Sharing monies - $15MILLION EACH YEAR! - to support locally accessible mental health and behavioral health service. These impact SO VERY MUCH, from how well children achieve in school, to how well adults function at work and as parents, how to keep out of justice invovlement and incarceration. Third, we include Workforce housing.

All of these goals are valuable, and they are all interconnected. Building stronger understanding of the community as it is now, and supporting the access to housing, living wages, health care and education is esssential.

Emphasis and priority should be given to Charlottesville, then to Albemarle and the surrounding counties

How can UVA strengthen a relationship that doesn't have trust? The institution needs accountability for keeping promises (especially with relaying results of studies), two-way communication, and the adoption of community-members as primary audiences in programs to strategically align project goals.

no other comments

These are all important, but transportation is the one with the most potential for improvement.

The Health System needs to improve the competitiveness of its wages-- it's nearly impossible to recruit and retain top talent when we pay significantly less than comparable medical centers.

My statewide analysis of healthcare access indicates socioeconomic status and level of education are the 2 most potent factors in health. Building a trusting engagement can elevate all aspects of our community. Theresa Sullivan once commented that simply visiting a campus was enough exposure to make a difference. Committed events like Halloween on the lawn, free movies, and maybe opening our libraries w special events can be way of genuine engagement. Thank you UVA for listening, caring and now doing!

Infused in all of the selections above should be a social justice, anti-racist foundation that addresses historical inequities and discriminatory practices (i.e. racist zoning laws) head-on.

Do you have other comments/clarifications on the list above?

While UVA should work collaboratively with the surrounding localities to address a range of topics, the last thing the greater Cville and university communities needs is yet another committee, work group, advisory board, or study, primarily attended by 'the usual suspects' (academics, citizen advocates, malcontents) not those negatively impacted, to 'discuss' or 'research' community needs instead of actually taking tangible steps (i.e. actions) to address known issues and solutions to current, long-standing, and chronic inequities in the community. In my opinion, one of the major impediments to action in the Cville area is 'analysis paralysis.'

"Hold itself accountable for past wrongs" - should include language about the present tense, about inherited structures of power as they permeate NOW

UVA should work closely with the nonprofits in the region to support their efforts with both student volunteers and faculty involvement.

how about concentrating on providing an excellent college education, to only the top students, regardless of sex, race or creed? the above goals are noble, but that's not why UVa exists.

UVA needs to work on UVA and keep out of Charlottesville business.

broadband a big need for rural areas

It is difficult to sort out the priorities because these are all community needs. I believe that we should be accountable for our past because it is integral to several on the list.Transportation and Education are also critical for our community (ies).

UVA is made up of all different races, ethnicities and cultures. We can often times find ourselves in the position of assuming ones intentions or feelings and be absolutely incorrect. For example, people familiar with a some backgrounds or upbringing likely would view situations differently than others that have no real, in life experience with certain groups. Being that as healthcare professionals often times our opinons are valued above that of others, what are we doing to assure certain groups of people are not receiving second rate healthcare (including customer service, negative social worker notes, etc) than others more relatable to the professional? MARS are legal documents yet the people charting "facts" for sure are being guided by their opinions. Nurses etc give handoff and include thier feelings towards the families and patients instead of allowing these individuals to represent themselves.

As I take this survey, I am currently holding four different shift phones, and three different shift pagers, and am scheduled to do the work of multiple shifts by myself that the department I work for is unable to keep staffed due to the University HR team's refusal to provide a position-appropriate wage for our staff. Consistent short staffing harms our hospital patients and affects the community greatly by constributing to burnout, resulting in a high rate of staffing turnover, which ultimately affects the number of patient's we can care for and the care-based outcomes of those patients. Since the university and health system employ a large amount of Charlottesville residents, and provides health services for the rest of our residents, it is overwhelmingly damaging to our community and university reputation to create the type of work environment that fails to support the people who make up the university and hospital. It should have been a sign to someone that a problem existed here, when the HR position was posted in November to help our employees find affordable food in the community, because the wages paid could not even support a human's basic needs. We do not need more HR employees, we need HR employees that understand basic budgeting and math, and understand the profound implications of delayed turnaround, incorrect market wage assessments, and lack of attention to employee needs has on the level of care we provide. Paying employees appropriately is literally the only thing on this survey that we can change immediately, without having to partner with anyone.

Not at this time

1. Please offer free parking

Better use of bike lanes and sidewalks in the community...safety.

my priorities: 1) safe routes for cyclists and walkers all over town and around 2) make public housing able to be purchased, then properties are kept up and can be resold

I think my number 1 choice (Institutional Accountability) should include open forums/discussions held in different venues to promote learning and understanding between people who are discriminated against and those who would like to change the situations.

Do you have other comments/clarifications on the list above?

Although this is not directly a community issue, UVa Administration needs to improve the way it treats its staff. Staff morale is traditionally extremely low. Teresa Sullivan commissioned an in-depth survey of facultyu and staff at UVa. The results were summarized as the the three p's: pay, parking, and promotion. These issues have not been adequately addressed. Improving UVa's relationship with its staff will improve UVa's relationship with the community.

I believe partnering in housing and wages would make the biggest difference to the community. This would then affect education, transportation and criminal justice issues. It seems that UVA is already a big partner in health care. I would also like to see more partnering around education.

I am ranking each of these a "1" and unable to submit. UVA can and should address all of these concerns in the next 5 years. It's disingenuous to imply that these items are not all very interconnected

Living wage for workers and protect right to organize for just working conditions

Departmental leadership in all health system specialties needs a comprehensive overhaul

All of the identified areas are very important so very difficult to choose 3 and say any are less important than the others.

As an alumnus of the University who witnessed the torchlight attack on his fellow students, alumni, and faculty, was wounded during non-violent resistance on August 12, 2017, and was harassed and intimidated by University and City Police on August 11, 2018, I am still deeply offended that the University has not taken active responsibility for speaking out against racist, white supremacist, and right-wing violence, including by barring individuals such as Jason Kessler and Richard Spencer indefinitely from Grounds and revoking their diplomas. The University must also take responsibility for its participation in oppression of minorities, and actively help reform the community of Charlottesville to be more equitable. I cannot stress enough how angry and disturbed I am by the failures of the University of Virginia, my alma mater, and will continue to withhold all donations until I see the University taking a more active and direct role in addressing injustice.

How were Albemarle County's priorities addressed by the "working group" which had little representation?

I believe that UVA has a limited responsibility to the community. While it has a huge impact on Charlottesville and surrounding areas, it is a university and health system, not the local government.

Number 4 for me would be wages. Although it is my understanding that UVA is one of the better employers in the area, my experience has taught me that in any large organization, there are always areas where wages and benefits could be corrected so that there is not so great a disparity between the top and bottom earners.

I submitted my survey responses earlier. I am repeating those responses now to add the following comments:Wages are connected to all issues listed on the questionnaire, most certainly to affordable housing, healthcare, and education. Paying a living wage is a moral imperative to end exploitation of our most vulnerable community members and will signal more than any other action that the University is taking responsibility for an issue that is clearly in its control. We are implicating ourselves on a daily basis in the cycle of poverty in our community. We must show that we are willing to make sacrifices in order to reverse the inequities of our labor and wage practices.

I'd like to include as 3.a. the item on Institutional Accountability

UVA, as the largest employer in the area, has a responsibility to pay employees fairly. Time off policies should be reviewed, as UVA is very generous to managers and faculty, but staff has to use PTO for things out of their control- being closed due to the weather or power failures and being sent home. There should not be such a huge gap between management and staff. I have seen 30 year employee retirement parties with a meager serving of fruit and crackers. Anytime raises are based on percentages, management, with larger salaries, gets more. Overfunding/ paying in some areas like athletics contributes to income inequality and thus the problems of this area and nation. By not paying a living wage, staff are forced to live far away or in substandard housing, some of it near UVA. As the university community gets more and more expensive apartments nearby, landlords and citizens who may have rented out a room/ part of their home cannot find tenants. On fixed incomes, they may either have to sell or let their home go without repairs. And these less desirable individuals may resort to crime and they live near many well to do UVA students!! As a provider of health care, UVA needs to work to help address health care needs and access!!

Climate change

Jobs and wages would be great. Hard to survive on $7.50 an hour with the community growing. It is hard for felons to find work too.

Do you have other comments/clarifications on the list above?

UVA needs to build another parking garage immediately: your students and employees are using our neighborhood streets as satellite parking lots.

Affordable housing is most important

dental care for undocumented children and adults. They literally have no options.

I believe the University should focus its efforts on its primary goal, education. I don't think they "should" partner with the CVille community for any of the items above. I would support them extending their various educational expertise to our local community.

It troubles me that we do not have career pathway support for team members in low paying positions.

I strongly support the other four unchecked issues.

Amazingly (and at the same time unsurprisingly), the #1 problem doesn't even appear on the list! Some 25 years ago, many vehicles driving our streets sported a bumper sticker that read: "Don't Fairfax Albemarle!" Well, thanks overwhelmingly to U.Va., Charlottesville and Albemarle have been Fairfaxed. Our streets are clogged, traffic backups occur daily, parking is increasingly scarce, and road rage is on the rise. No further expansion of U.Va. should be permitted until these problems have been resolved—and U.Va. should be picking up the lion's share of the tab. One survey item talks about U.Va. holding itself "accountable for past wrongs." First and foremost among U.Va.'s wrongs has been the damage its unquenchable hunger for expansion has inflicted on the community.

I believe that one of the main reasons our youth get arrested and become a ward of the state is because of the lack of things to do and recreational activities.

All are equally important in their own right.

Persons with a record who are in recovery should be allowed to be screened for job opportunites.

I want help, i do have a dream. The reason i chose 3 is because the only way i feel a part of UVA is if i need medical care or medication. I dont feel any help outside of that because everything has been revolved around UVA students, when i could really utilize the help that UVA has. Build my recovery and my education or housing and goals.

I think all of the items listed are very important, but I think working toward more fair wages and affordable housing are most important, as these are huge issues in Charlottesville and the surrounding counties right now. Also, I think when discussions about the "community" take place, people MUST remember that the "community" is not just the City of Charlottesville. Most people who work in Charlottesville cannot afford to live in Charlottesville. The "community" stretches to surrounding counties.

This question isn't asking what's most important. Rather, it's merely giving a choice of mostly left-leaning actions. So one must select among left-leaning choices, thus giving credibility to the unacceptable..

I live in Fifeville. The university is not beloved by longer term residents of the area for various reasons. One of them is the perception that UVA is heavy handed as a neighbor and I have to admit that I agree with this. UVA does seem heavy handed to me (I say this as a current employee and a graduate of UVA). I think UVA rarely takes into account how the actions of UVA affect folks around the university.

Areas surrounding Albemarle will never have equal opportunity until they have equal broadband access.

most definitely Parking

If I could have chosen a fourth, it would have been transportation.

PARKING FOR UVA EMPLOYEES

Substitute everyone for marginalized populations

Do you have other comments/clarifications on the list above?

Please pay a living wage so UVA employees don't have to use food stamps to feed their families.

For education, it should include opportunities for working adults to pursue degrees

UVA should pay all of its employee a living wage. If amazon is paying its workers(including the local wholefoods group), why couldn't UVA pay its workers better. UVA is one of the largest employers if not the largest in the area. UVA should identify the budget necessary and find that money to pay all of the workers a living wage. Transportation and parking at the current

I think all three have almost equal weight

Grappling with the reality of students interacting with the town in ways that aren't always positive, especially drinking, partying and gentrifying around the unviersity

Everywhere I look there are hotels and student housing being built. Last year's census counted 160 homeless people. Why can't this "woke" city provide 160 units of housing amidst all the development going on to prevent homelessness? The numbers of working poor who cannot afford to live near where they work anymore is disgraceful. I see these people as the engine that runs this city and yet, like the homeless, seem invisible to the people who the power to do the right thing.

You should really focus on affordable Housing for family. It is so hard to find Affordable housing even if you have a full-time job.

An ongoing education program for all first years and new residents of Charlottesville to inform them of the unique needs and challenges of the larger Charlottesville community.

I think it is vital that UVA work on ALL of these issues. I felt very constrained by only choosing three, because these are all responsibilities that a university such as this one should be taking up.

UVA does buy up a lot of land and hold on to it for "future development." Could we have housing at UVA where employees might want to live (maybe even mingled with some students)? Could we offer discounted rent to lower paid employees? Could our current faculty housing, which is not a place many people want to live, could be dramatically improved and space could be better utilized? Could we work with CAT to see UVA as a hub where all buses run in addition to running downtown? Could we have more frequent routes so buses could be used for direct transportation to UVA from City neighborhoods with a high number of UVA employees? While maybe a straight living wage, as defined by that activist group isn't the answer, but maybe there are additional discounts on benefits (parking reductions, health care discounts at UVA clinics, meal plans for lunch time) that could be utilized so that the lowest paid employees take home more of their direct pay.

These are all important focus areas and are difficult to rate.

My sense is that Institutional Accountability could help create the infrastructure to address most of these issues

As a community we need to support our police departments, police are people just like everyone else. In regards to jobs and wages, we need the university to provide greater cost of living increases each year, otherwise we will never be able to move up from the renting class. We need this university and this whole city to understand that holding people of color to different standards than whites will not help the development of our children, our families, or our community; we need to hold the institution accountable by demanding an end to the racist and sexist doctrines of equity and inclusion

I think U. VA should use some of its land to build affordable housing available to its workforce or make land available to others to do that.

All of these are very important issues worth addressing, and I think the University has a role to play in each. It was hard to choose between law enforcement and public health care for my third choice, but with the knowledge that health care is uniquely expensive problem in the area and, honestly, CPD and City Council have a lot of work to do re: law enforcement/criminal justice reform, I ultimately went with access to public health care.

Consideration of needs of outlying community and educationally, economically, and culturally deprived people who do not qualify for minority and other preferentially entitled treatment.

please pay better wages to hourly employees

Do you have other comments/clarifications on the list above?

please pay your hourly employees better

As long as UVA is still known as "The Plantation", my heart breaks. People who have worked for UVA people serving food, as vital a service as Custodianship of the physical plant, cannot afford housing, this is terribly self-injurious to the University and creates a mess socio-economically for these valuable, hard working people and for our community. Quality Affordable housing is very important. What can UVA do with your deep, deep pockets to address this ongoing crisis of insufficient housing for your own employees? The racial health gaps are shouting at us collectively for redress. President Ryan and your collegues, please make bold, qualitative, and quantitative INVESTMENTS to make UVA amends for a long history of exploiting local workers. Thanks for your consideration of my request. May you be guided by a new collective Wisdom and vastly improved systems of equitable participation in local economic life.

UVA needs to build more housing for its students to ensure local residents access to affordable options

We need quality and affordable child care.

1 and 2 are a tie for me.

All of these are important! But they call come from institutional accountability/responsibility

Look at overall health and well-being and integrate that into our strategic plan as a University and in partnership with the community

It's too hard to choose just 3. Institutional accountability is very important too.

The wages we earn or make it is not enough most of our salary is going for tax, insurance, etc. and we don't get enough raise every year.

I appreciate the good health insurance plan. It's the best of any employer I've worked for. More financial planning education in local schools and for workers would be very helpful.

Education: Preschool that is actually affordable for workers with early hours like 5-5:30am to allow us to get here and do our jobs effectively without worrying about the safety of our children.

UVA employees are paid so poorly that they must use local food pantries to survive. There is no excuse for this within an institution that has millions to spend on athletic coaches!!

Focus educational opportunities for poor children who live very close to UVA

All areas need visiting

uva should ensure all contract employees are paid a living wage

UVA should absolutely build workforce housing for it's lowest paid employees. The people who run the institution should be able to live in Charlottesville. Paying UVA employees a Living Wage is essential. UVA should work with Charlottesville High School to ensure that students of color are getting the assistance they need to succeed. This could mean mentoring, tutoring, help applying to college, help finding scholarships. UVA should start a program to formalize this assistance, starting in 9th grade, "Cville to UVA" and offer full tuition, room, & board to students who complete the program.

None of these resonate with me! I am interested in educational finance reform, students are saddled to much debt for education and education cost inflation is out of control.

Above all, we need to prioritize reducing green house gas emissions by at least 45% over the next 10 years.

I think my first and second choices are both of equal importance: I would have ranked both of them first if I could have.

Do you have other comments/clarifications on the list above?

Regional Transportation actually ties with Public Health Care. Having affordable health care is not going to work if you have no way to get to the health care provider

It is shocking to me that UVA doesnt' already provide a living wage for all of its employees. Still, I think criminal justice reform, breaking the cycle (through education) and addressing mental health issues through healthcare rather than incarceration should be the top priorities. Thank you for doing this!

Paying a living wage (indexed to the cost of living and pertaining to contracted as well as direct employees) would have a hugely positive impact on the community. Needless to say, it would be help low-wage staff put food on the table and meet the ever increasing cost of housing. Since UVA is the largest area employer, it would also have the wider effect of influencing the wage scale and setting a moral example for all local businesses. Finally, since low-wage staff at UVA are disproportionately non-white, paying a living wage would begin to address the structural racism that continues to beset our community and our country. I can think of no more concrete and ethical response to the events of August 2017 than for the University to pay a living wage.

Stop the attempts at social re-engineering based on political agendas. Address the basic needs - money, transportation infrastructure, improved healthcare.

We are one, so we need to act like it. Ebt

IMPACT is focusing on affordable housing this year and this is a way to indicate how important it is, as well as other issues of concern.

Food bank for students

All the above needs to be worked on.

Hospital bus system is a disaster. I have seen a fellow and visiting residents that don't have parking and they sometimes have urgent needs to see patients quickly. It would reduce the high turnover if we allowed staff to work at the hospital. One idea is to move some clinics out of the main campus and put them somewhere close but not at the medical center. This would also make it easier for patients to get here.

All of these are liberal, socialist items. You should focus on reducing government and taxes.

I'd like to see this initiative present (whether by the working group, presented to the working group, or presented to a greater community) ideas/concepts on how identified issues might be managed to ensure they are taken from identification, to research, to implementation, to either sustainment or end-of-life. I realize that each issue could require a different set of plans, but it would be helpful for all to see that there is some vision on what could happen next.

UVA should offer health insurance to the community

People need to be held accountable for their actions as well. No passes because of status.

1. Having worked at Buford Middle School for 25 years, I see so many students from struggling families find jobs at UVa (our biggest employer) for wages that just perpetuate the cycle of poverty. 2. We need more partnerships between UVa and the local schools to train students for responsible jobs (example: Johns Hopkins nursing school partners with schools to train students for the home health care industry (a growing need in today's world) Also, in a university town where top students and families want it ALL and dominate the special and advanced programs, we need SPECIAL programs and opportunities for the next or "other" echelons of kids where they don't always have to be in the shadow of the super stars 3. UVa has bought up so much property in the city for their own use that it is time to realize that it limits what is available for public housing ... and, so much of UVa property does not pay taxes ... there seems to be a disconnect there. Thank you for this opportunity to weigh in ... what a good start for President Ryan ... Marty Bass 1808 Barracks Road

In the past, the university has seemed to avoid addressing concerns about the well being of the lowest paid campus employees by saying they are contract employees through an organization paid to do food service, etc. Really? The university cannot stipulate in contracts that its employees be given time to learn to read, write or speak English for example?

Do you have other comments/clarifications on the list above?

I would tie Youth and Education and Law Enforcement. Racial disparities are a huge problem and can not go unaddressed but there is as great a need to give youth, especially youth of lower sociao economic status euitable opportunities for quality educations. Racial and socioeconomic divides need to be addressed on all levels!

The first three items listed should not be pursued at all

PRESERVING Land, Trees, clean air, wildlife, bees should be on this list... Stopping the insane growth before their is nothing left of this community but cement, bad water, bad air, no wildlife

I wish the president, faculty and students would stop destroying white history. What they did to Thomas Jefferson's monument was appalling. They put a tarp over it, taped a big black lives matter in the middle, wrote rapist and fuck white supremacist at the bottom. Thomas Jefferson is an important character in american history. He founded the University of Virginia, wrote the declaration of independence, etc. They are tearing down confederate monuments, want Christopher Columbus monuments torn down in NY, they torched Lincoln's monument black in IL, a black preacher outside of Chicago wants George Washington on a horse monument torn down and a street renamed. It is now named after President Andrew Jackson. Martin Luther King cheated on his wife, Coretta, and nobody is trying to tear his monuments down. In Charlottesville, they want Robert E. Lee's and Stonewall Jackson's monuments torn down. The southern generals and average soldiers were not fighting for slavery and the northern ones were not fighting to free them, their leaders got them into it. Lincoln offered Lee the commander-in-chief position of the union forces, he turned it down because he did want the union forces invading his home across the Potomac in Virginia. His and Stonewall Jackson's battle plans are studied in military institutes across the country and even in Europe. Lee taught at W & L University five years after the war, he established the school of law and the first school of journalism in the country. He freed his slaves when Washington died; Grant did not free his on his land in Missouri. The south had the best generals is why the war dragged on a little over four years, they were outnumbered four or five to one. 99% of the war was fought on southern turf, they were fighting for their homes. At that period secession was not new, the northeast threatened to secede because of Madison's War of 1812, plus Virginia's flurry of eight presidents. President John Quincy Adams imposed the, "Tariff of Abominations," which caused what the south bought to go up as much as 30%. They could not sell their cotton to England and other countries. Lincoln campaigned in the northern textile mills if elected, he would impose a 50% tariff on cotton. The south seceded and set up its' own government. 60,000 blacks fought for the south. You should the movie, "Gods and Generals." Some blacks liked being slaves. Only 6% of the south owned slaves and I think they were the plantation owners. Poor people could not afford them. My great grandpa Jesse Sullins fought for the confederacy and four of his brothers were killed. It is believed shortly after getting home from the war, it is believed he was killed by a republican guard. He was still a young man and I want to cry every time I think of it. To have no remembrance of the civil war breaks my heart. I am proud of my ancestors. Richard Sullins and his two brothers came to Halifax, Virginia in the 1700's. Richard's son, Nathan, married Governor Metcalf's daughter. She was his third wife. Nathan fought in the Revolutionary War and was given 50 acres of land in Rhone County, TN. .

Living wage and housing costs are intertwined in Cville.

Bring back "In the Nood!"

Jobs/Wages MUST include subcontractors; they must be contractually obligated to pay a livable wage in Charlottesville. UVA was too cute by half several years ago when it raised wages for employees only, while carving out large divisions to outsource to subcontractors. On Housing, the University needs to provide additional attractive housing options for undergraduates and graduate/married students to ease the pressure on housing costs in Cville.

Focus on the strengths that UVA has and keep the strangely focused. Health and Education in the local area, with UVA would likely have multiplier impact.

Living wage seems so valuable and would both benefit people and make a statement right away about Pres Ryan's commitment to ALL of Charlottesville.

They are all important.

all are important

I appreciate the work the committee is doing to address long-standing issues of justice and equality.

All children should have access to the SAME quality education; eliminate disparities between schools

Mental health services are very limited for those who may not have the financial capability to cover the costs.

Do you have other comments/clarifications on the list above?

I would include in "public health" and "health community" initiatives a focus on protecting the environment. The growth models in Charlottesville and Albemarle, including UVA, need to be balanced with protecting in perpetuity large areas of habitat and whole ecosystems.

Affordable housing in Charlottesville is at a premium. Many are homeless

2. Community Service/Volunteerism

Although all of the goals are desirable, I don't view all of them as part of our mission as an institution. I think living wages, education, and public health are central to our mission.

Hunger in the community. Local food pantries are strained to keep supplying the needy and working poor. Also, local teachers are spending their own money to buy healthy snacks for school children who don't get them from home. The University can help by providing some resources, working with the local governments and the state, and also encouraging student volunteering or conducting food drives at places like the Blue Ridge Area Food Bank and Loaves & Fishes

One big reason there is a housing crisis in Charlottesville is that UVA only houses 1/3 of its students. Their parents then drive the cost of apartment rentals beyond the reach of most residents.

I believe that the wages are important as well

I think there needs to be more high income housing that will put pressures off the middle class in finding homes within Charlottesville. I definitely do not think UVa needs to focus on institutional accountability. Yes, UVa has past wrongs, but unless you learn from those mistakes we are doomed to repeat them. I do not think erasing them off the books is the answer. I think there is too much emphasis on promoting people of color, women, and economically disadvantaged into the work force. The best person with the highest qualifications should get a job, not simply because they are a woman or a person of color. By saying we need to only hire a certain gender or a certain race that discriminates against the other gender or other races. I do not think there needs to be law enforcement in terms of addressing racial disparities. If anything we need to celebrate our law enforcement for the hard work they do and keeping us safe. They are greatly under appreciated.

The 3's above are linked, putting it simple "we as a community" must aid the "Youth/Education" category to help hinder or prevent the "Law Enforcement/Criminal Justice from even existing. (person indicated two number 3's-Youth/education and Law Enforcement) and indicated "Institutional Accountability" as number 4. Apprenticeship needs more options meaning more positions available. The program should also broaden up for other types of positions to help further people's careers or even dreams.

Cutting some of the expenses that we are forced to pay, example parking, will help with wages. Also having places to have safe recreation and educational buildings will be beneficial.

Charlottesville needs better public transportation and UVA needs better parking for it's employees

UVA has been slow to recognize the autism epidemic in research and resources, but this has changed recently. There is now a very promising beginning with the Curry School of Education. UVA has the potential now to make a tremendous impact in the area of special needs and autism resources by partnering with the community for educational opportunities.

I/we need more money.

Make UVA a more welcoming place to low-income and minority members of our community. You could run workshops about attending college that invite these groups to campus.

I found this survery very difficult to complete and I am grateful that the committee will be considering these areas of focus. However, I would like to state that without institutional accountability, the community will not be able to successfully address all of the other areas of focus. As a woman of color who grew up in a low-income family in the surrounding area, an alumna of the University, a current graduate student of the University, and a current employee of the University, I have experienced many different systemic issues at different points of my time at the University. I ask that the committee consider pairing up with the Mayor and City Council of Charlottesville to discuss housing as it is an issue that affects the entire community and is one of the major topics on their agenda. Also, please consider that even if the University can provide jobs and a "living wage," if people cannot afford to live in Charlottesville, we risk people living in surrounding areas or leaving altogether due to a need for transportation. Most of all, we must consider that most positions are now requiring at least a bachelors degree to do entry level work, to get a job and experience needed to live. All of this to say that I highly recommend partnering with the City and relying heavily on history and data to drive this work. Culture can change, but only when understanding and recognizing systems of power and how they effect the community; in particular, those who are a part of marginalized populations.

Provide affordable healthcare to retirees until they are eligible for Medicare. Currently 758/month for employee for basic insurance and over 1300 per month for employee plus spouse is totally unaffordable. And that is 4,000 deductible.

None

My concern with wages increase is that if living wage increases some employees who have gone to the stages in landscaping/recycling their progress will be lost to the increase. Therefore hurting some who have pursued...

No

The University should focus on its mission for education. It is not a social service/welfare organization and does not know how to be.

Recycling makes less than any department. 'Not fair need more money. We all should be at $32,000 not $29,500. ' Need better living wages.

All other concerns relate back to wages. Where you live, the healthcare you get, where you park, where your kids go to school, and what community you live in (and the police presence there) depend on income. The fact that the lowest paid workers have to work 2 or more jobs to get by are doing the work previously done by enslaved persons relates to institutional accountability.

Most are outside mission. Lower cost of higher ed

Thank you for asking us for input!!!

Stick to teaching!

UVA can address all these issues by leading by example.

Transportation should be Number 1 but since the hospital can't even provide proper parking/ transportation for it's employees I can't say they should tackle the community.

If climate justice had been on the list I would have placed highest priority on it—getting UVA and the surrounding community completely free of fossil fuel usage and retrofit housing for the poor to be carbon positive would be a great start.

Wages top number one.

THE WAGES FOR UVA EMPLOYEES IS OFTEN NOT A LIVING WAGE, AND NOT ONE THAT WOULD ALLOW EMPLOYEES TO FIND ADEQUATE HOUSING IN THE AREA

Honestly, you should focus on all of these things, not just certain ones.

2. Uva should partner with Martha Jefferson so healthcare is complimentary rather than competitive.

Do you have other comments/clarifications on the list above?

Alcohol abuse at the university. Kids walk around drunk everywhere most nights of the week. Also the slumlords treat students horribly and get away with. Applying living conditions to a captive audience and no security deposit refund ever.

Accountability from all agencies

#1 is vital. Your support staff is way underpaid for what they contribute to the UVA Health System. And reward your good employees for the work they do. You have too many that just show up and do nothing and get paid and promoted all the same.

This working group should include everyday citizens from the counties listed as well as Orange, Madison, Culpeper, etc. Along the lines of educating our youth, it is also vital to educate adults. There should be inexpensive educational options for adults as well. Thank You.

As an employee, these are my top priorities to promote workforce equity and opportunities.

While your list is commendable, I would suggest that the univ focus on high quality education for its students. Instill in then respect for the local area, especially not voting here and at their home. Uva can serve as a resource.

Valet parking for cancer patients and emergency department patients should be free. Asisstance/guides should be availble in the parking garages to ensure patients find their way to the appropriate buidling the first time.

I can't stress enough how much we can improve access and availability to affordable housing options.

UVA will never be successful in any of the above endeavors if it fails to rid itself of its elitist "we know whats best for you little townspeople" attitude. You may have data on metrics associated with thriving cities, but attempting to force those metrics on us is the tail wagging the dog. The university is attempting to lead the community but it can provide no leadership as it does not stand for truth and can provide no moral guidance to us the community. For explanation please read one of your former professors Jonathan Haidt https://heterodoxacademy.org/one-telos-truth-or-social-justice-2/. For an example please see UVA's non-response to the August 12th events (again one of your own) https://chadwellmon.com/2017/10/01/dont-look-to-universities-for-moral-clarity/#more-1237

Demand and produce no school/department that each unit of UVA will have 2 or more African American faculty members.

I would classify "institutional accountability" as including jobs, wages, and transportation. It's more important to look forward than to look back. There are many groups in this community who seek to use the University of Virginia as a convenient foil for which to stir up anger in the community. The University of Virginia should be about solutions to make the Commonwealth a better place for all its residents. The benefits of the University of Virginia to the community vastly outweigh the negative impacts. There are forces in our community who will pass misinformation, from all different kinds of backgrounds. The University of Virginia must provide leadership, but also must stand strong against accusations that it is a malignant force. In fact, many of the loudest voices for radical reform of the community are themselves high-paid University employees. The truth is difficult, and easy solutions often lead to problems that become more and more intractable.

UVA should provide clear, complete and timely information on all short- and long-term development plans.

affordable housing is number one. Perhaps some of the 120 million to form yet another school can go to housing of folks who could never afford to come to UVA, or who work there. Students in 1st and 2nd year should not have cars-the area is too crowded as is. I was a grad student many years ago, and used a bicycle.

All these areas are important: housing and living wage are of equal and crucial importance. I wanted to designate both as number 1

LGBTQ students should not be bullied and feel safe from bullying and hate crimes

We need programs that will provide tangible benefits to disadvantaged in our community, not more feel-good token efforts like renaming buildings or creating monuments.

UVA should explore creating or partnering with a community land trust to provide affordable workforce housing. Duke has done this already

UVA needs to be operating from a place of institutional accountability before it can take on the rest of these matters with integrity.

This is insane! Who is going to pay for all of this??? And what does any of this have to do with UVA ???? I can't believe that UVA wants to pay for this

UVa needs to be an active participant in both City Council and Albemarle County Commission proceedings addressing business development and its ramifications on the community. Because the University in many ways drives new industry and business development, it should have a significant say as to the terms of such development. These should include what capabilities are necessary to encourage it including affordable housing and making it possible for all residents to take advantage of job opportunities.

It would be great to have a birth to college education affordable path via UVA.

Parking

The focus seems to be on racial issues. UVA is an institution of higher learning. It's primary focus should be education.

UVA should focus primarily on the things internal to UVA that have external impacts on the community. Take my top three selections and look at: 1)How do UVA students and employees get to and from work; 2) Does UVA provide adequate/affordable housing for students; 3). Does UVA provide a living wage. I'm less interested in seeing UVA try to solve external problems.

This list is chock full of leftist ideology. You should re-evaluate your list and take political bias out of your prioritization efforts.

None of the above. This is not the University's primary role

UVA should openly address climate change and getoff ALL fossil fuels in next 10 years. Current plans are inadequate to address present threat.

no

I think UVA should focus on providing top notch higher education that does not propagandize young adults to move to the left but includes Judeo Christian values

I can barely afford to live in the city in which I work. Over a third of my paycheck goes to rent, and my rent goes up every year. It is impossible to save, and I live paycheck to paycheck. How can one get ahead like this?

Without a University living wage, our efforts to build bridges to residents of Charlottesville and surrounding counties will be seen by them as simple window-dressing. A living wage is at the heart of all our initiatives.

Don't get too lost in the noise of current events. Keep focused on big picture, while addressing things as needed. UVA should take full responsibility for how it's growth touches the community and provide active mitigation, since it's a very successful org with enough revenue to be the best appropriate partner in making the community in which it exists successful.

Living wage is at the center of these. If UVA wants to improve its relationship with the community a huge part of that is going to be about being a better employer. Folks who work at the school should be able to afford to live in this community.

"to strengthen the University's relationship with the Charlottesville community" implies the University is not part of the community, which may contribute to the problems you perceive.

UVA needs to do all these things

1. Transportation=PARKING. 2. Wages=Starting wages commiserate with Cost of Living in C'Ville. 3. Housing=housing costs commiserate with wage levels.

Do you have other comments/clarifications on the list above?

parking!

Transportation and Accountability are #4 and 5. Parking, driving, and getting around town are rough. I have known 3 people who were hit by cars as pedestrians/on bikes.

Transportation and parking for employees should be #1 concern

I believe that what I picked as top are NOT actually what I would prioritize. I picked based on what I ACTUALLY THINK UVA can get DONE sooner rather than later.

I chose institutional accountability over all else because any true such accountability would include concrete, financial commitments to real equitable practices, some of which are reflective in jobs/wages and affordable housing. It should 100% be our wealthy university's commitment to paying a living wage and better opportunities for advancement to our (largely POC) workforce. The fact that a job posting came up recently that pays tens of thousands of dollars for someone to help our workers navigate poverty services is an absolute disgrace. Our workers shouldn't have to navigate poverty services. I can't emphasize enough how the idea of institutional accountability cannot rest in committees and monuments (though I'm glad the monument to enslaved workers is coming). Accountability isn't about speeches or feel-good projects. It's about equity, reparations, actual contributions to those to whom we owe so much.

ALL are important. It is very difficult to rank them.

I would have added "living wage" as #4.

I think each student should be required to have some volunteer involvement with the community prior to graduation.

It's disgraceful the way UVA (and other state institutions) have off-loaded over the past 3 decades many functions to outside contractors who viciously exploit their workers.

Living wage would solve many of the other problems

shared power and shared decision making (not just advisory boards, but trued shared decision making) needs to be a part of whatever solution that is community focused.

Based upon a recent report released by the Aspen Institute, the focus of education should not only be in academics but also on social, emotional development

Transportation initiatives should support safe and accessible routes for pedestrians and cyclists and better connect UVA and all the community-without requiring a car!!!

Of course, we should do all these things. And I do not think it too much to ask of an institution with as many talented people and as much energy as we have in this one to proceed with equal vigor along all these tracks.

UVA has a moral obligation to pay all of its workers, including employees of contractors who work at the University, more than a living wage. UVA built much of its wealth on the exploitation of enslaved laborers. It continues to exploit its lowest paid workers, by paying them significantly less than what they need to be able to live in Charlottesville. UVA must begin repairing its relationship with the local community, by paying a decent wage to all of its workers, who do so much to keep the University running. It is long past time for UVA to pay more than a living wage--and to do so to all workers, including those employed at the University by outside contractors.

Let's not forget that Charlottesville residents saw an almost 300% increase in their health insurance costs last year, which is why I think access to affordable health care should be at the top of the list.

Initiatives confronting UVA's racist history do very little if UVA refuses to confront its racist present. Putting up unaffordable housing and pricing poor black people out of Charlottesville, automating parking garages and laying off african american employees, not paying workers a living wage, not providing health care and day care services, all of these decisions disproportionately affect UVA workers and Charlottesville residents of color.

Do you have other comments/clarifications on the list above?

As the main employer of the area, and most prestigious one, UVA's societal impact on the area is massive. As such, it behooves UVA to act as the strongest force for good, lest it become at odds with its values and teaching.

Living wage. How can uva get a $120 million dollar donation and use it for something else? It's Embarrassing and I'm disappointed

Parking for Community invited events should be free

Youth opportunities; teen centers & mentoring as appropriate

Partner for Mental Health encounters about one individual per week with the disease of addiction looking for in-patient detox but not able to access it locally. Some are eventually able to find the care they need, but unfortunately others end up facing legal charges as a result of their untreated addiction.

The University of Virginia has worked hard to address issues of diversity in our community. One way the University could strengthen it's commitment to diversity is by committing to a post-secondary program for persons with intellectual disabilities like the Mason Life program at George Mason University. UVa has all of the elements and more to have a powerful program that benefits the students in the program but enriches the university community in ways that cannot be underestimated. Please take a look at the program and contact us with any questions. Our daughter (a former UVa NICU baby) is a senior in the Mason Life program and I am a nurse at UVa. Susan Goins-Eplee

I ranked three, but all seven of these categories should be a top priority for the university. These categories are interwined (for instance, can one make improvements to education without addressing housing, and vice versa?). I'm glad to see the university is reflecting on its duty to the surrounding community.

Focus on EDUCATION which should be your wheelhouse, not social issues. I'm the parent; I'll focus on teaching my child about social issues.

Anything lower than a living wage is immoral.

I have mental health challenges and am on SSDI. For the most part I have the support I need to live independently. Financially, I can't cover basic expenses. If housing and transportation were easier and more affordable to manage I would be better able to access services, engage with the community, and become more independent.

While all are important, I feel these are the top three for this area. It was a struggle to rank the second and third as those are more personal struggles I deal with as an employee of UVA, but number 1 is a bigger issue in the community. It's not always about self. Housing is another that should be in the top three, but there is no changing that locally, only creates a bigger issue when they stick a ton of low income in the same area (peolewill maketherace and police issues a bigger problem unless they mix and create the housing all over). I can write a book of comments and clarificationsonthese topics, but I will spare you all for now.

All of these should be a top priority we shouldn't have to number them. UVA has more than enough money to see these things come to fruition. It's been long enough.

With #1, that should include a living wage for all contracted employees--negotiate with their respective providers to pay a living wage. I know that means the University will have to pay more than that to the provider, but the institution should be more than willing to do so

Student housing should be a top priority. Residents can't compete with affluent students.

Any action on these issues MUST involve full engagement of and with the communities affected.

Condemn white supremacy

UVA contractors (ie Morrison and Crothall) took an important step in Jan 2018 to raise their wages, thereby putting pressure on similar low income employers, such as local hotels, to also raise their wages. This is commendable, but $12/hour is still not a living wage in an of itself, especially when there is no affordable AND decent housing or transportation on weekends or late at night when most low income workers are out

All of the above are significant and UVa should be playing a significant role with all of them

Need more money to recycling group and 3 hires or temps make full staff dont make enough money but get the most work out some departments combine

Living wage now!!!

eductation - partner with the community to bring/ pilot HIGH QUALITY childcare for birth - 3 age group. How much difference could this make in later school acheivement?

A focus on housing the most vulnerable populations that end up using the UVa ED inappropriately as a result of their homelessness would be highly suggested for its benefit to the individual, commmunity, and UVa Health System

Seems to be a lot of focus on making accommodations for minorities, instead of trying to help students help themselves.

Wages are connected to all issues listed on the questionnaire, most certainly to affordable housing, healthcare, and education. Paying a living wage is a moral imperative to end exploitation of our most vulnerable community members and will signal more than any other action that the University is taking responsibility for an issue that is clearly in its control. As long as we are implicating ourselves on a daily basis in the cycle of poverty in our community, our offers to "partner with the community" will continue to feel hollow and hypocritical. Let's clean up our act first to show that we are willing to make sacrifices and walk the walk before we offer ourselves up as partners on the more complex issues.

Get rid of Charlottesville City Council members who were not born and raised in Charlottesville!

Cultrually competant care

Trauma Informed Care

USA should provide inpatient medical detox for addiction and outpatient Substance Abuse Treatment services.

Public Health Care should include more residential care for Additions

Improving bike and pedestrian access will require significant and sustained investments in partnership among UVA, the City, Albemarle County, VDOT, the business community, and area non-profits.

I'd encourage UVA to consider a significant focus on alternative transportation to reduce reliance on automobiles. It is essential to ensure that staff, faculty, and students can safely bike and walk to and from the City, the urban area of Albemarle County, and even surrounding suburban areas. We will all benefit from reduced congestion, lower demand for parking space, better health, and improved well-being. Thank you for soliciting our input.

Since cheapesr housing is at far reaches, transportation is most important

No.

Very concerned about the lack of inpatient medical detox services in our community.

None of these should be left out. Race relations are also critical!

Wages are connected to housing, healthcare, education etc. Paying a living wage is a moral imperative to end exploitation of our most vulnerable community members and will signal more than any other action that the University is taking responsibility for an issue that is clearly in its control. All other issues are about partnering with the community which is also important but come second to correcting UVA's involvement in systems of exploitation. If we do not clean up our home grown injustice, our offers to "partner with the community" will continue to feel hollow and hypocritical. As long as we are implicating ourselves on a daily basis in the cycle of poverty in our community, we can't be trusted as a partner. Let's clean up our act first to show that we are willing to make sacrifices and walk the walk before we offer ourselves up as partners on the more complex issues.

Do you have other comments/clarifications on the list above?

Charlottesville would greatly benefit from UVA helping us out with transportation. The traffic is horrific.

These are not the responsibility of UVA. Jobs/Wages should just be to provide a living wage for all employees. UVA is already the engine that provides all the tax income that Charlottesville City has to spend.

Transportation includes providing enough parking for all UVA and hospital employees and staff so that they do not encroach upon neighboring residential and business areas. This has become a critical issue in some neighborhoods, especially Fifeville. Being near the University is now seen as a mixed blessing.

Great list. Very hard to choose

Nothing is more inportant than curbing climate change

Family Therapy surrounding Trauma and Focus Group to work with family to set up a three change plan.

Do not perpetuate the mistakes of Theresa Sullivan. Remove the dictum on UPD that prevented them from performing police work. Allow UPD to be recognized as a legitimate criminal justice force once again and enforce consequences on the student body as deserved. Allow UPD it's dignity back! The best policy is always one of transparency but the status quo of pushing off responsibility for everything on CPD for the sake of minimizing the UVA annual UCR is just perpetuating the system of deceit and in my opinion should be federally punishable IAW The Clery Act! Attendance at UVA should be a privedge but instead, the school (most particularly under Sullivan's administration) poised itself as some monolith of liberalism where instead of every student having a unique opportunity, they were given a unique excuse. I want to see accountability of the school for the acts of both it's students and it's staff/faculty. The students should not be allowed to destroy and deface, to make drunken fools of themselves and obstruct traffic or attack people without consequence. Stop hiring individuals to work at UVA who abduct, enjoy child porn, who rape, murder and dismember! The school contracted with the ambassador program to make the students feel safe off of campus when the truth is that over the past twelve years or so, by the numbers the real danger had always been on campus! On that same note, over the coming years, the university needs to focus on closing it's borders. The times of having an open campus are past and at this point it creates too much opportunity for Charlottesville's criminal element and a logistical defense nightmare for all. Lastly, stop perpetuating the arguments of race by emphasizing and feeding into it. Education is its own equalizer. Focus on graduating better educated, more socially responsible students who have some sense of civil stewardship.

Any of these three would be a great place to start. I did not include health care in my top three as I believe our healthcare community has a strong commitment to this work. We should do what we are doing, and more. But, until other social determinants are addressed this will be an uphill battle. One we should take, but need to broader focus. The institutional accountable is ranked high so as to assure this work is hard wired into the University to traverse leadership change.

All are important, and housing/wages/health care cannot truly be separated into wholly separate issues.

There is a serious issue in our City with elementary students entering school without any vocabulary, poor grammar, and no social skills or self control.

Within the city of Charlottesville and portions of Albemare, I believe that many of these issues are better addressed. The outlying counties and communities require greater attention because there are less resources/assistance to programs, affordable housing and transportation to medical facilities/providers. Transportation is a huge issue. At times there is transportation but they may never be able to count on making it to an appointment on time.

If UVA paid its employees equitably, many of the other issues would disappear.

We don't necessarily need a regional transportation system, however, if UVA were to join forces with Charlottesville Area Transit, UVA's operations costs could be partially subsidized with federal funds. Both JMU and VT take advantage of this with their respective local municipality.

The student population of UVA drives up housing prices for actual year-round Charlottesville residents which work at rates that are not comparable to the incomes of parents of UVA students who can afford higher rents.

All residents need access to quality comprehensive health care regardless of housing status, however affordable housing is a major barrier to family and individual stability in this area. Higher wages will help some who are in the lower-middle income ranges be able to better afford housing, but with the price of housing increasing at a rate that far outpaces any increase in wages, there must be a multi-pronged approach to housing inequality that addresses both income and cost of housing factors, and does not exclude the poor and working poor.

Affordable education is not listed, it would be #1 on the list for me

Investment in mental health/substance abuse support is 1.a on this list. Hospital Administration is paralyzed by the influx of patients with primary conditions or secondary chronic conditions which can not be treated in the community due to scare resources.

No.

Less expensive tuition for those who actually deserve it

Some of the other topics, like housing and transportation, are important areas of consideration for Charlottesville, and I hope they improve. However, I don't know if it's UVA's place to get involved in those -- isn't that more for the local (or even state) government? Whereas UVA should focus on Youth/Education (it's a center of higher education), Jobs/Wages (it employs a huge number of people), and Public Health Care (because it runs a huge hospital for the area) because those are areas in which UVA has vested interest, experience, and growth potential. A school doesn't need to run housing or transportation programs, but it does make more sense to focus on education, jobs, and health.

More employee parking is needed

What is missing for #2 is outreach to the parts of the community that don't trust health care. For #3, real thought should go into how to deal with Adverse Childhood Experiences...my work with the homeless shows this to be ubiquitous among those with issues.

some are really not the responsibility nor in the mission of the University

While it may appear that I don't care about youth/education, that is quiet untrue. However, if we can address issues of wages, housing, and accountability, children and educational systems will be positively influenced.

We have to acknowledge the role of White Supremacy in the history and legacy of UVA. The vague statement of "past wrongs" is a cop-out that betrays an unwillingness to own up to the root of the problem. It doesn't bode well for the work of this working group.

Education: UVA should partner with the community to help ensure that low-wage, unskilled and skilled workers at UVA are able to build their core academic skills and advance into higher paying positions

With only the ability to list top three (3) priorities, I wanted to emphasize the thought behind my hierarchial approach. 1. Jobs/wage increase 2. Affordable/workforce housing 3. Youth/ Education 4. Transportation 5. Institutional Accountability 6. Public Health Care 7. Law Enforcement/ Criminal Justice Reform

Focus on hiring and working with people with disabilities is particularly needed, as workplaces are inaccessible and HR and hiring managers are ignorant of how to effectively work with these talented but underutilized populations.

A living wage for all employees & contractors is a prerequisite for meaningful change in any of the other 4 arenas listed.

The list is missing a BIG one: energy/climate change. UVA has a coal-fired power plant in the middle of town and is talking about building a new natural gas pipeline! Unbelievable. While they have done some work on renewables and efficiency, it's just scratching the surface. They need to do a hellUVA lot more!

All are important, but the top three are prioritized in terms of preventative efforts to address the roots of larger social issues

all of these are real opportunities, but I focused on what UVA is best positioned to influence that can bring short term and long term resutls

The three priorities noted are regional in nature. It is critical at this juncture, that the key entities in the county partner on transportation, due to economic development/growth in the urban areas of the county. If the key entities would truly partner on public transportation, unbelievable progress is attainable.

All options are worthy. I think institutional accountability comes first. Effective progress can't be made without it.

Push for more pedestrian pathways, particularly at-grade railroad crossings. These exist in other cities, even linking just recreational areas with residential. Here they would be functional and utiliarian for work and education.

It shouldn't be ignored that many of these issues are interwoven and many cannot be remediated without looking at and making parallel remediations with others. For example, affordable housing is a huge issue in the UVA and surrounding Charlottesville community, but without providing a living wage for all employees efforts to create affordable housing will be muted. Access to healthcare is also closely connected to the wages that UVA employees earn as well as the economic responsibilities of Charlottesville citizens in need of more affordable housing. Isolating these societal issues as singular problems that can be positively affected by simple isolated actions would be ignorant and inefficient.

I would have two items that would tie for third: Public Health Care and Law Enforcement?CJ reform.

I don't feel it's up to UVA to fix everything in the community, but it's good for them to partner with local groups or agencies to get more done.

These alternatives do not reflect Albemarle County's priorities. (Climate action, RIO 29, Economic Development, etc). To be a good neighbor, UVA needs to rethink the working group or somehow have an addendum.

Yes, it is well known that to get a promotion or a raise among the support staff ranks that one has to change positions and this is crazy. UVA as an institution could look at giving scholarships to area youth through some endowment to attend some of the many summer programs offered and might on a web site even have a centralized, accessible list of all summer and year-round youth opportunities. If you looked at health care services and where gaps might be filled with the community, you would also be able to have healthier more educated adult workers and healthier children, too. A focus on offering a ladder of success and wage increases to workers will enable workers to feel valued and that they have a future at UVA without job jumping and earnings to help them in housing etc. Looking at the gaps in health care, including mental health services, can provide again for better workers and better parenting of young children. I know there are many great mentoring programs for various populations at UVA, but again a centralized listing may well help frontline staff in the schools and social service agencies which tend to change every couple of years make the right connections for children and teens . As a Mom of a daughter with a disability I have done resource development for varous populations for now 30 years. Our daughter has benefited from UVA mentors for 15 years and has been employed for 14 years and well supported at UVa so i know the strengths the university can bring to an individual.

I would love to see UVA create internship opportunities for high school students from disadvantaged backgrounds.

Even as a researcher at the Curry school, I can say improving income for poorer redidents of Charlottesville is top priority. Besides, higher SES in stable communities has been shown to be one of the biggest, if not the biggest, factor in student success in school. Money can be used for extracurricular enrichment, and parents are better able to monitor and help their kids when they have more time and lower stress.

was surprised not to see broadband on this list

Broadband Access should be #1

Several are interrelated. When we discuss "safe, quality, and affordable" housing, it is inextricably part of a whole community issue that includes transportation, jobs/wages, education, and the engagement/accountability of its institutions. I would encourage this group to think about how to strategically incorporate these other themes when discussing "housing."

All such efforts should be pursued in accord with guidance from the field of implementation science

If UVa would pay a living wage, all other issues would be mitigated.

Investing in people that live in the communities we wish to help so they are able to develop their own solutions with support of large organizations like UVA instead of those organizations trying to figure out their own solutions for other people's issues. All efforts are needed, but the community living the issues hasn't been trusted enough to participate or lead the effort to find solutions. With enough investment, effort and support, they will likely think of things that "professionals" can't come up with. They need to be valued and trusted to lead and even make their own mistakes because that will ultimately result in better answers and the building of trust; plenty of highly paid professionals have made mistakes and failed, and how has the community benefited from that?

Do you have other comments/clarifications on the list above?

We have too many token, symbolic efforts that do not bring any practical benefits to the disadvantaged members of our community. Condemning statues and changing the names of streets and buildings, however justified, is not worth the time and effort and is a distraction from more practical and tangible efforts to help others and improve our community.

Paying a living wage and working to provide affordable housing will trickle up and benefit the other categories.

No

Insitutial accountability is also very important and needs to be done in different ways than it has already been done aka no more monuments for black people, do more because that doesn't really mean anything. Maybe emphasis the racist, slave owner who founded the school less

1 (Youth/Education): we need EQUAL opportunities, not equitable ones; equality of outcome ideology necessitates, at minimum, some degree of tryanny and is therefore TOTALLY UNACCEPTABLE. 2 (Law Enforcement): our law enforcement officers are underappreciated and undervalued in this community to the extreme; cops and klan DO NOT go hand in hand. 3 (Affordable Housing): UVA needs to pressure the City Council to support high income developments that will take housing pressures off of the middle class; when there is a strong middle class, EVERYONE has a better chance at affordable housing. Finally, each and every one of these options listed above are written with a "progressive" ideological slant that presupposes any given respondents viewpoint. As such, these survey items are inherently bias against any person who is the least bit conservative or even liberals like myself who may disagree with the radical "diversity and inclusion" doctrines that have poisoned the wells of truth and knowledge at this once fine institution.

I would add that UVA should do a better job of making grounds accessible for people with disabilities and physical impairments. Obviously Charlottesville has hills - but there are sidewalks and buildings that could still be renovated to provide quality higher education to the students we want to serve in the local community.

Health care that focuses on mental health and rehab. Remodel Blue Ridge facility to offer in and outpatient inter generational mental health, daycare, feed the homeless. Drug addition and alcohol outpatient rehab.

I marked a number 3 because the survey won't let me go on without having marked three choices. It I'm not at all sure the University has the responsibility for community housing any more than another large employer might.

"Institutional accountability" will address some of these other issues if delineated, ie. fair housing, affordable housing, public health.

Institutional accountability and afforable housing are tied for third

The history of housing and (de)valuing of certain communities in Charlottesville (e.g. razing of Vinegar Hill), juxtaposed with the looming presence of luxury student housing on Main St., led me to prioritize Housing. Functionally, affordable housing is critical to keeping entire populations in the city; symbolically, housing is a manifestation of our values.

I endorse any ways that UVA faculty, staff, and students can be working side-by-side with community members. Paired with that work needs to be explicit training in implicit bias, understanding power/privilege, and focusing on cultural assets; otherwise, we run the very real risk of reinforcing bias. Judy Paulick (at Curry) has been doing some of this work with local (and preservice) teachers and training them to do relationship-building, assets-framed home visits with their families.

I do not believe it is the University's JOB to do any of these things except living wage FOR ITS EMPLOYEES. The University's job is to educate the students who attend. I DO believe that if the University has the time and resources to help with the aforementioned topics, it would be a nice asset.

It's difficult to choose the top 3 areas from this list, because all of them are important.

I see nothing in the list about sustainability or being a good steward of the Earth, which is a big miss.

Honestly, all of these would be a "1" for me. Housing, living wages, transportation, criminal justice reform, access to quality healthcare.

UVA paying a living wage to ALL workers, including contract workers, would solve many community problems. Tax payers are now subsidizing UVA for social services because their employees can't live on the low wages the university pays.

Do you have other comments/clarifications on the list above?

Numbered items above should all be numbered 1

I think UVA should only focus in the areas in which it is charged. I fear that UVA's involvement in issues such as a affordable housing is really an opportunity to make sure that students have housing options, without regard for others. I don't want the university to discuss law enforcement after its awful track record this past summer!

People cannot afford to live/work and live in the surrounding areas based on what is paid in the region. People are having to get multiple jobs be able to afford the bare necessities such as food, shelter, and gas. That is unacceptable.

To help lift people out of poverty, first come living wages and jobs.

Increase On-Grounds housing for faculty, staff, & students. 1) Frees up non-U housing, 2) reduces traffic/congestion, 3) improved campus/college equates to increased alumni giving, etc. etc.

I don't see anything about the environment. Eg it can be more than affordable housing...also green housing

I would like to see the university focus on being a top educational institution. Refrain from promoting political agendas. Create opportunities for the free exchange of ideas...from all political perspectives. Stop focusing on racial issues and using the platform and resources to promote social agendas not necessarily in line with the greater Charlottesville area.

UVA should get transportation fixed for employees before surrounding communities

Should include access to pre-K regardless of zip code

Thank you for this opportunity to provide input

outreach programs for adults like drivered

I hope, by community, you are specifically referring the the City of Charlottesville.

UVa has the most control over the wages it pays, so it should focus on this item first

Uva pay does not reflect the cost of living for this area. Parking is a major problem.

Affordable housing will help draw healthcare providers such as nurses and patient care assistants to charlottesville

UVa needs to be accountable for the impact it has on the citizens it employs, and on how it affects the local standard of living for everyone. Regardless of how these are prioritized by the community, UVa should commit to addressing ALL of these priorities over time, in partnership with citizens and institutional partners committed to systemic change.

Prof'l help from actual educators in creating consistent, k-12 programs proven effective in City/Co would be awesome for this disgruntled parent of twice exceptional children.

Work to provide a rigorous, relevant education and to limit student loan debt for graduates. All of your other choices reflect politicized value judgments.

I hope that environmental stewardship (climate, water, air, land use) is prioritized in the context of every priority above.

After addressing emergency-level problems (wages, workforce housing), UVa should be future-facing.

Do you have other comments/clarifications on the list above?

I think Institutional Accountability is a requirement for any of the others to work - without it, you can't earn or regain the trust of the community. All of the other items are founded in local partnerships and authentic community engagement fostered by that item.

1. Improve parks. 2. Clean up water recreation areas. 3. Partner with SPCA to save animals

Transportation is also a big issue for our community, good public transportation in the city would help.

Looking forward to an action plan -- we have talked enough with the universitiy.

All of these issues bear equal importance to the individuals and others o the community at large. It's difficult, at best to rank or rate them based on the reality of leaving something off. More conversation is necessary.

tough choices. I would rate all three as equal in priority.

thank you for this!

All seven are important and I hope the university, which I do not trust to seek anything beyond its own self interest, will actually surprise me by taking these things above--housing, public health care, living wages, transportation, etc.--seriously.

Most of theses areas of focus seem far outside the central mission of the University of Virginia. Certainly, the University should be a good neighbor to the City of Charlottesville and the surrounding areas but these issues should mostly be addressed by local governments and elected officials.

G

Announcement of $110 million dollar donation made no mention of diversity or how it could benefit diverse populations if uva or cville

Housing !

Black Students enrollment, Retention and Graduation

Affordable housing should include all levels of affordability.

Thanks for doing this! We need more community conversations and cooperation between UVA, City and County.

Transportation was nearly a tie for #3.

All important, health care ties with youth/education

1. Too many great doctors and nurses are leaving UVA due to the high demands placed on them by the University. Furthermore, due to being stretched too thin, I had to seek medical attention from a surgeon in private practice in Richmond after my UVA surgeon's office neglected to schedule me for three months. This was even after referral from my UVA breast surgeon in April and three consecutive calls from myself in June. (The doctor in Richmond scheduled me in 2 days and removed cancerous tissue, which she expedited to UVA pathology.) There is not a solid infrastructure to meet the needs of the patients. 2. Equally, many great professors are stretched thin and are leaving. Also, the focus is more on how much can be published and the funding UVA can make from them, rather than ensuring high quality education for its students.

These are all important

While I feel affordable housing is our areas top issue, outside of health equity, others are tackling this and UVA has expertise in the three other areas that are critical.

Do you have other comments/clarifications on the list above?

Work with the Charlottesville community on a personal level and help build more affordable housing for people in need

Why the emphasis on holdng the university accountable for "past wrongs"? The past is the past, we can't change it! Why continue to dig it up when those of us alive are NOT responsible for those past wrongs? It only serves to stir the racial pot, and increase resentment and tension in our community. Also, when did "equal opportunity" become "equal outcomes"? Why should arrests be exactly proportional to the population? Better start arresting more Asian folks! As long as people are different, raised differently, grow up in different environments, have different parents (or parents who do/don't take responsibility), and make different life decisions (some better than others), outcomes are going to be different. Think of programs that will bring us together, not tear us apart.

⬜⬜♀

I am African-American and surely think accountability is very important but since I was limited to three, I could not choose that one.

I feel like a my listed priorities are encompassed by "Institutional Accountability". UVA should be a leader in progressive movements. Show what can be done when we put everyone on common ground!

Rates for apartments in the area are unaffordable. UVA hospital almost bankrupted me when I was younger and didn't have insurance. I was making $6 per hour and told I didn't qualify for financial assistance with a $12k bill. I pay $200+ for routine doctor visits plus a "new patient" fee every year.

UVA should give back to the communities that have built UVA up and dedicated their whole lives to the institution over the course of its history.

Part of the affordable housing issue is the creep of student housing, especially into vulnerable neighborhoods of color. Part of this can be solved by building more on-campus housing, but also some creative solutions that don't displace residents. Think about students living with senior citizens. What about creating a home-stay program (similar to study-abroad programs)? Break the (ever-expanding) bubble and find ways to make students a part of the community, not an insular sub-community within the larger city.

Your focus on equity and historical grievances will only continue to increase resentment in our community--it's a dead end. Find a project that can bring us together.

UVA has some great programs that reach into community K-12 schools. But many of them are sporadic or form relationships that only last a year. And there's more to be done. Would like to see more holistic, focused efforts to provide underserved community children getting the mentorship, advocacy, support, tutoring, experiences they need to flourish that follow them throughout childhood...

These are all such great initiatives, it was hard to rank the top 3. Good work!

These aren't zero sum. The university should pursue accountability no matter what.

Not sure what it means to "partner"

Having been faculty for 40 years at UVA, my priorities reflect what areas are both needed AND UVA has significant depth in order to offer expertise. I do think there are plenty of sources of information and guidance already in the community that UVA leaders could access without creating yet one more committee that has some impressive members and some that are not so gifted.

Adult education and outreach to rural and working class communities and families that may feel estranged or alienated by UVA

Because it has a hospital, in its direct sphere of influence, health care has to be number one. Taking care of those who serve it, wages must be 2, and 3, it must continue its work to acknowledge its role in creating systems of oppression and discrimination and work towards reconciliation and reparations. Beyond that, everything else on the list would be over functioning until those first three are accomplished. And that being said, 1,2 and 3 are inextricable intertwined and linked and should be viewed as a system and undertaken in that light, because, the argument could be made that all 3 should be number 1s in their own rights.

I think that investing money/time in our current employees and young people will truly give the community the most return; put our focus on the here and now and the People who need it

Do you have other comments/clarifications on the list above?

Birth to kindergarten is a critical time in a person's life. Please use the expertise of UVA to help give all people a great beginning.

Education opens up the door to opportunity for all! Focus on this and a lot of our community problems will take care of themselves.

Jobs and wages do increase opportunities for housing, however a direct focus is superior

Including contracted service providers

I hope that attention to transportation also includes pedestrians. Safe sidewalks up route 29 for pedestrians, in particular. Crosswalks, traffic lights, things that help members of our community who are on foot.

As an alum and a current employee of the university, I remain shocked by the lack of administrative initiative and backbone to pursue a living wage for all full-time employees. I've personally never donated to the university and will continue to actively dissuade my friends and peers from doing so until UVA implements some kind of meaningful living wage policy, one that includes provisions for subcontracted employees.

"Housing is health." The UVA students are now occupying all the affordable housing in the city. Use the UVA endowment to build student housing on the campus/grounds to accommodate all the UVA students. That way, the housing in the city would not be expensive luxury student housing—it would be built and designed for safe affordable housing for residents of Charlottesville.

This is like choosing your favorite child. Impossible!

Youth and Education should include access to food/healthy school lunches.

It saddens me so much that there are university emloyees using the food bank where i volunteer. We can do better for the people that make our community a great place to learn and work.

Transportation was a very close third

Living wage is definitely number one!

I do not feel it is the role of any school to take on public/affordable housing. I think we are better served focusing on things UVA can directly control (1), is in a place to be a community leader (2), and makes use of existing infrastructure the school has, ie buses (3).

In addition to wages, UVA should focus on areas where it has expertise — education and healthcare. While UVA can be a partner in other efforts, it shouldn't be seen as the responsible party for everything that needs attention in the region. Municipalities and local organizations need to step up and UVA can assist.

Institutional Accountability should include making data and documents much more easily available to the public. Web site is not intuitive and hard to navigate.

If I had a 4th option it would have been affordable housing. If the UVA can successfully work on 3 of the listed items then I think institutional accountability will be addressed indirectly.

Leverage the knowledge of students to help with solutions.

Questions are horribly phrased, and you shouldn't ask nor do you need to know my race nor income.I will not answer this survey

I love the BIS program!!! It is one of the important steps that UVA has made to include members of the community!!!!

Since I've left UVA and become a real member of the Charlottesville community realize how insulated most students and wealthy people make themselves, And how much growth as possible through connecting and serving our neighbors

Do you have other comments/clarifications on the list above?

Very difficult to select several of these items over the others as all need to be addressed.

This survey seems to be coming from a specific political perspective which is not shared by a (significant) minority of UVa and PVCC employees. Please also note that most of those in this group would not feel safe in conveying this message (even anonymously) to the working group for fear of negative consequences.

Increasing wages and affordable housing are equally important both are vital needs in our communities

Not part of the community like vt is in the entire southwest, nova and Richmond regions.

UVA seems to be working on Institutional Accountability no matter the results of the survey. They should continue to build relationships with the community in addition to these other 3 items.

With this list of priorities you might as well just get a seat on the progressive City Council.

How about a priority to ensure that freedom of speech is respected and not "marginalized"? How about partnering with the community to address traffic gridlock? Add green space? How about partnering to creat efficiencies to drive down tuition for ALL students, not just "marginalized" populations. What does that even mean? Making generalizations and lumping certain people all together isn't very academic. The list above is straight from the progressive/socialist playbook.

These are pretty far from UVA's mission and some are beyond th government's mission. Tuition cannot be stretched this far.

Some of these issues should be addressed in tandem. Additionally I do not see anything about addressing the university's environmental impact and its goals toward carbon neutrality etc.

Public health care is the most important issue facing our community. It would be great to get some more involvement from UVA on this front in the coming years.

I feel that all of these goals which are necessary to improve our town and support a thriving community. Charlottesville would not be the town it is without UVA, yet UVA does not give us the care and consideration that its long-time neighbors deserve. This applies mostly to its neighbors who have been marginalized.The expansion of its footprint into surrounding neighborhoods creates a scenario of displacing/replacing communities with its constant and unnecessary expansion. The perks that locals enjoy are far outweighed by the down-side of neglecting "the locals" in the community.

difficult not to squeeze transporttion into top 3 because gridlock is an issue in Cville as so many others. The issue of past accountability , in my opinion, can be handled at a much lower ranking than the current difficulties we face in living in the area.

Climate change!

The university should house all of its students on grounds as an effort to increase available housing in the city and nearby parts of the county for nonstudents.

People who work service jobs in the community cannot afford to live in the community

Nothing in this for working home owning citizen of the Albemarle county

Partner but not take the lead on transit or youth

No

Wages and benefits

Do you have other comments/clarifications on the list above?

Accountability should be part of all of the goals.

Health care - easier access - need shorter times to see a doctor for a new patient.

Its great that you are willing to address these issues, but when I see these groups and they consist of the same people EVERYTIME. I see why many of these things remain issues.

While institutional accountability is fine, the best way to right wrongs is to begin putting resources directly into the biggest problem— a living wage for all workers (including those contracted by outside agencies like Aramark) and affordable housing in Charlottesville

It is a difficult list from which to choose just three. I would like to see UVa students be aware of the community of which they have become a part, and not blindly exploit it or take it for granted. As a community college professor here, I'd love to see even more positive interaction with the university. Partnerships in the humanities are being explored. President Ryan is coming to visit. I love our work, and I hope we can meet along the lines of shared ideals, knowing that we at the CC are often truly working that social justice angle.

re: second statement, instead of constantly saying all the time, oh we're so sorry for stuff that "our institution/ our forefathers" etc, maybe we can just move forward and start fresh and just do good stuff without have to apologize 100 times a day (unless we've done something wrong that day)

The University should align it's community priorities with it's mission.

I think it is essential that UVA ensure living wages and affordable housing to all of its employees. Additionally, UVA must work on improving affordable housing not only for UVA employees but also for members of the community who don't work at UVA, particularly low-income community members. I suspect the housing costs of low income community members, particularly those that live close to the university, are inflated disproportionate to their income, in part because of UVA's students. A recent New York Times article (https://www.nytimes.com/interactive/projects/college-mobility/university-of-virginia) found a UVA family median income is $155,000; the 2017 gov census (https://www.census.gov/quickfacts/fact/table/charlottesvillecityvirginiacounty/PST045217) indicates Charlottesville's median family income is around $55,000. If this income disparity is correct, it may implicate UVA in the Charlottesville's affordable housing issue. Consider the three recently-built large apartment buildings on W Main St (The Flats, the Lark, the Standard) that seem to be marketed to students and, I imagine, would be unaffordable by much of UVA and the UVA health system's workforce. This is high-cost housing is concerning to me because there is limited housing availability in this area; many nurses and CNAs at UVA have to commute over an hour to be able to work at UVA. In regard to institutional accountability, African Americans who have lived in the lower-income neighborhoods surrounding UVA for a long time continue to refer to UVA as 'the plantation.' The continued use of this term may be an indication of UVA's failure to manage the relationship with these community members. As a UVA alumnus and lifelong resident of Charlottesville, it is important to me that UVA address these issues. How UVA addresses these issues will affect my decisions about future contributions to the university.

I would love to see UVA faculty get involved as student mentors at diverse schools with high rates of poverty.

They are ALL very important!

keep your theater department alive and build resource bridges from it to local theater education and performance communities

UVA must also house more of its students. As more students are pushed into surrounding neighborhoods, historically Black neighborhood become more and more unaffordable for generational residents.

UVA rarely builds new dorms/housing so students take up the town's stock of apts contributes to higher rents for locals.

Albemarle County, Making up over half the community, did not have representatives on the working group. Not surprisingly, this list does not reflect County priorities.

Partner with local governments

The people at UVA need to stop behaving like they are superior to everyone else, including their current and former empoyees: get down to earth, get real, drop "THE University" and "Beyond Measure" etc. Good luck: that's a real culture change, and nobody thinks you can do it!

There are too many NGOs and GOs working on these issues with a superficial appearance of collaboration. The collaboration is more about feeling good about working on the issue than about finding a real world workable solution. Lots of public events, gnashing of teeth, sympathy and meetings but no results. Working for an all inclusive "consensus" on these thorny issues is the complete absence of leadership.

It would have been a good idea to allow us to rank all, not just top 3.

Education is a very important focus area as it is fundamental to enabling civil discourse, employment opportunities, and upward mobility, and in disrupting negative trajectories for individuals. Health is fundamental to leading happy, fulfilled, productive lives. If UVA decides to provide a "living wage" (definition needed), UVA needs to ensure this does not lead to unintended outcomes such as shifting work to contract workers (via service providers) who already pay their employees lower wages with no/low benefits. In addition, UVA will need to examine wage compression issues that may result in management positions as wells as other professions such as licensed and unlicensed trades. In this latter case, these professions have frequently been a mechanism for providing upward mobility opportunities for some entry level employees, and as such, UVA needs to ensure these remain competitive and attractive career options.

The University should not be blamed for the City's failures. The City is primarily responsible for the residents of the City.

Racial and class disparities should be addressed.

I wish I could mark all of these areas. UVA is an institution with enormous resources from a past and present full of extractive relationships.

Thanks for this survey. i would really like the University to make its facilities more available and welcoming to the community.

UVA wages are 14% below the national average. Shame on you.

Provide more student housing to prevent competition by wealthy students for the limited affordable housing opportunities this community has.

All of these are goals to work towards

UVA needs to invest in infrastructure. No more planning for the next professor. Plan for the next 20 years. This means historical buildings need to be completely rebuilt with the same character, but all new bones. Right now development on campus is one band-aid after another.

In light of news that ONE UVA donor has $120m to start a data science school, how is it possible that UVA can't leverage resources (including donors) to pay employees and contractors a living wage ?

To clarify #1 - this is on UVa, not the community. You have continued to accept students in numbers far greater than your ability to house them. This has made housing in the community less affordable, by taking units off the market for local families and using them for students (the vast majority of whom come from higher-income families). High-turnover, badly-maintained student units drag down the neighborhoods they are in and negatively impact the surrounding homeowners. The constant tension between generally affluent students who temporarily live here and lower-income permanent residents is due to the University's unwillingness to accept responsibility for providing adequate housing for its undergraduates. UVa is the 800 pound gorilla taking huge advantage of its community.

UVA drives down wages from nurses to full professors. It's a very expensive place to live and one of the worst paying institutions on the east coast. Look at what nurses really make them look at what uva pays.

As a current employee, I'd like UVA to focus on retention, such as advancement, corporate culture and employee satisfaction. To explore if more on-Grounds student housing would ease the squeeze of city housing needs, including guaranteed on-Grounds housing for undergrads

To my mind, practicing "Institutional Accountability" would require paying a living wage, and ensuring affordable housing healthcare.

1) UVA has greatly contributed to the housing disaster in Cville; 2) In the past several years my floor's custodial staff was replaced by contractors in order to cut benefits while maintaining that all full time UVA employees receive this benefit. My favorite custodian was BLINDSIDED, distraught, and bid a tearful farewell. Even if cafeteria/custodial contractors don't provide living wages/benefits THEN UVA MUST STEP UP AND PAY THE REMAINDER. 3) The number of buildings bearing the names of and honoring racists, slaveowners, and eugenists is disgusting. The names of Barringer, Alderman, and Cabell should be removed. UVA must fully acknowledge that the prestige of the medical school and biology programs were built on the backs of black people and on the basis of racist, eugenist "science"

UVA really is closing the door on opportunities for local people, especially people with < a four year college education.

These are all important.

Equitable access to healthcare should be included in all those for UVA or others (such as housekeeping, cafe workers)

no

It is very hard to pick. All of these things are super important. I want all the "top picks" to be number 1. I think we should work on all of these things. I want to rank all of these things as number 1.

Housing and Wages are so important for the low-income community, and for those coming as refugees. Access to birth control so people can plan the right time to have children is critical. Early childhood education and preschool is critical.

As a higher education institution, we can elevate the education of our youth for the future.

My top 4are all number ones. As is education for youth. All of these items should be priority .

Seek to have people advising who were born and grew up here- not transplants –- no matter how highly respected - they have gaps

Please look into "nearby baby"- non profit postpartum doula organization as support for children from birth

Transportation and Housing goals simply cannot be met without the University's close participation--and help.

It was really difficult to rank these as all are extremely important. Personally, I believe that living wages, affordable housing, reasonable means of transportation, and adequate and affordable health care are all fall under the same umbrella of taking care of your employees. I'm actually shocked to see these items divided up because they all tie together and are so essential to being people able to survive.

Embedded racism affects the entire community. Start paying something other than substance wages UVA. You have done persistent damage to the city.

The best way for UVA to be accountable for past wrongs is to pay the people of today a decent god damn wage.

uva should offer admission without requiring test scores at all levels to all current and former graduates of Cville/Albemarle--and add degree-granting graduate programs equivalent to BIS; offer a part-time LLM to current and former residents not accepted to law school; pay reparations to all women high school graduates still alive and dating from the period when women could not be admitted to most degree programs as undergraduates

A living wage would help across the board, with health and educational issues, as well as housing. It would also help redress past wrongs.

The working group should be led by people with a long term stake in the community-while students should participate in the decision making process they shouldn't drive the priorities.

All should be put forth to be worked on together

Do you have other comments/clarifications on the list above?

Institutional accountability important too, but I didn't choose because less tangible.

I believe everyone of these should be a priority. It's not impossible, especially with the networks, influence and resources that UVA has to provide to its community and the institution, itself. UVA's physical and social foundation have all been made possible from centuries of labor and support from its community of Black Americans. It is time they reap their harvest of justice and equality.

The University has enough resources to realize all of these goals, and they should

Do all of these, please

Why does each statement start with "UVA should partner"? Why doesn't it start with "The Community, through a long term engagement process, has defined the following needs . . . UVA has specific knowledge and resources in the following areas. Would the community be interested in working with UVA to address these issues." As I understand, UVA has been doing work on many of these areas in some way or another from many years. What are the results of those efforts? Further data should be provided to show the efficacy and impact of those programs.

As part of accountability, UVA must look at repair, such as in the form of scholarships for descendants of the enslaved laborers who built this great university.

This structure of this survey is stupid. It's asking us to choose between good things and ignoring all the bad and wasteful things UVA will focus on without our input.

As a family physician at UVA, much of what drives inequitable health outcomes in our community relates to inequities in income and housing. patients with secure housing and a better SES status will have better health; providng access to good quality care and access to food and exercise will promote a positive feedback cycle.

What does the working group mean by a living wage?

All of these are so critical! It's very hard to rank them. But a living wage and housing security seem most urgent. And holding the institution accountable feels critical to ensuring the work is done completely.

The housing crisis is intractable without UVA's contributions

All these are important. Meaningful action on the first 3 would have positive impacts on the rest

Focus on housing should be to increase density in the areas nearest to the University, as that would ease the burden/cost of transportation for employees.

Please include 'contracted' employees for benefits

University studnets take up all of the afforable housing in the city for local residents who have few options/

I struggled with putting Institutional Awareness in 3rd place, since I feel UVa has long been tone deaf in its dealings with the local community. I went with Affordable Housing, because it was C-ville's abnormally high home prices that drove my family from the city.

UVA treats long term employee wages as a joke not concerned with keeping talent at all how many Nobel Laureateshas UVA has lost over the years.

University President should also look at the diversify in his own executive offices, especially the the General Coinsel which has no African Americans on his support administrative staff.

Please make sure that your work doesn't become another "all talk & no action" endeavor. Thanks for your efforts.

Do you have other comments/clarifications on the list above?

All of these are worthy goals, so despite prioritizing, I believe that all should be addressed over time.

Uva should provide more student housing and make them stay in it for another year

Yes, Be transparent. End the legacy of the Thomas Jefferson way of thinking which I firmly believe is a close knit way of thinking for Jim Crow

Let's see what you do

As the largest employer in the area, and as a university that seeks to attract top candidates from outsides areas, UVA owes it to their employees to pay them a living wage, to live within the area so they can safely commute, and to provide all with a quality education.

More of UVA's research should be available to the public and community

UVA should start with it's own house. It's one thing to decide to be a think tank to fix "those people" out there, and quite another to take a hard look at how one's own organization contributes to the problem.

I think its important that we do all of these things because they are interconnected and interdependent. We cannot think of this in siloes if we really want to make a difference, there is no sense in providing living wage when people have no transporation to get to work to secure these living wage jobs. Institutional accountability cannot be an option. it needs to be doen regardless of its ranking, otherwise all else cannot hold true. Again please consider how these issues intersect and address it from that prespective.

UVA should teach the students - that is what a university should do.

I find the social engineering/ justice suggestions well beyond the scope of the University.

I believe we have to seriously consider our relationship with Aramark as part of the jobs/wages issue.

Include seniors in partnerships- they use health care, entertainment, sports, education and provide jobs

cost of living keeps going up, health Insurance goes up the small increase in salary is not enough to live off

Those are all elements of a responsible community member - it is hard to prioritize as though being a responsible partner does not apply to all these issues.

I think all of the above are worthy goals.

Anything we can do to eliminate barriers and provide opportunities for less advantaged persons is a step forward.

All of the above are worthy opportunities for UVA to be institutionally involved. About 12 years ago, under the leadership of then Provost, Gene Block, UVA created an office of community engagement and even provided funding for faculty to create innovative community-engaged classes involving both undergraduate and graduate students. Unfortunately, this office was dissolved after about 6 years. I am heartened to see that President Ryan is again seeking to use the resources of the University to address community issues, in whatever ways that make take shape. However, such initiatives should become institutionalized, not start and stop, and start and stop, as the community becomes jaded and loses confidence in UVA's long term commitment to them. So, as this initiative moves forward, I would hope that institutional stability is built in.

I think that by focusing on the concrete goals I have selected UVA will be engaging in institutional accountability. This should underlie all efforts anyway, so I see it more as a guiding value rather than a specific goal.

Affordable childcare would enable more people to work

the wages at UVA isn't enough to pay from housing Most of UVA employees work a part time job

Do you have other comments/clarifications on the list above?

After working to find housing with youth who make minimum wage, I realized that this is a nearly impossible task with what is currently in the Charlottesville area. We are going to lose out on talented youth who can't afford to live in the area. All of the items on the list are important to focus on eventually. Tough to pick!!

Public and subsidized housing redevelopment puts all of UACC's gardens in jeopardy. If UVA can commit land for urban farms we can continue our mission to nourish our underserved citizens.

There are great opportunities for expanding the current partnership between several schools/units at UVA and support of the autism population in our region, as well as state. Curry, HS Developmental Pediatrics, Brain Institute and Darden have been involved in some of this and I'd like to see the University at large both encourage, and support these initiatives.

1. Under Public Health Care, UVA should commit to providing urban land for high production gardens that can provide food, workforce training, and income for residents.

Why are any of these things UVA's responsibility? UVA should focus on educating the students who pay to be there.

One key community health impact UVA could have is on working with Charlottesville City Schools to increase resources for healthy, fresh meals for all public school students, thus impacting long-term health disparities in our region.

'Institutional accountability' is inherent or implied in the various items but it is good also to separate it out as its own item

more mental healthcare across the continuum of services (this community does not have adequate partial hospitalization or intensive outpatient programs)

focus on early childhood for best ROI

The university should focus on matching it's key assets with the community needs in the region. Institutional accountability should start by doing an inventory of assets and needs of the university and the community. I previously worked at UR's Bonner Center for Civic Engagement for three years before moving to the Charlottesville area. I learned from that work that strong community partnerships must involve legitimate student leadership and resident leadership in order to have a transformation impact on the civic education of students, and the quality of life in our region.

We work with vulnerable children and families who have cases before the J&DR court because of their involvement with the Departments of Social Services. The trauma they have experienced is multi-generational and untreated. Too often the system compounds those injuries and re-traumatizes the people it is supposed to help. All of the systems that work with adults, children and families must incorporate trauma-informed concepts and practices into their policies, procedures and daily practices.

It was hard to choose only three and then to prioritize that subset. High quality, affordable early education and care can strengthen the protective factors ALL families need to thrive. That is one trauma-informed approach. Other research based strategies should be implemented in the public health arena. There are many examples of cross-disciplinary work being done to great effect in communities across the country.

UVA really should look at including low income housing built in as a part of their construction.

These are all extremely important. If the University doesn't use its vast resources to address all of these problems, it has failed Charlottesville.

Such tough choices, as I believe all are important. I ranked jobs/wages as #1, because that is something directly under UVA's control; Housing as #2, b/c UVA exerts pressure on the housing market; youth/ed as #3, b/c education is vital to our system of gov and it's a strength for UVA

HOUSING- major issue in Charlottesville as there is no affordable housing for under employed people.

Improved regional mass transportation, and associated sidewalk/path improvements, are extremely important for addressing a variety of challenges facing UVA and the region.

I'm not near done. The city sold UVA land to build its megga building right next to Fifeville in order to fix up Main St. Who but UVA benefitted from any of this. I've had round the clock noise from the construction. Construction workers, students and hospital employees cutting thru my neighbors yards to take every available parking spot. I see where the new jobs (professional) jobs are being advertised. How many local working class people (what Fifeville used to be and is still hanging on to be)will benefit jack ### from any of this. We will get higher property taxes, higher rents, more friends and neighbors leaving to be replaced by UVA's from somewhere else. Get out of Fifeville leave us the hell alone. Balance out UVA sports. 80 percent black basketball and football players does not look equitable to me. Looks like your using poor low income blacks to make a buck. All while low income whites can't get scholarships. Sports should never be at its core a money making scheme. Provide your employees with free parking. Tell your hospital managers not to park in the neighborhoods or to tell their employees how to park in the neighborhoods. When your department managers are using Fifeville as a free lot your endorsing it. When I see your employees in suits and ties, in scrubs parking on my street I know its UVA authorized. Get out of Fifeville.

UVA is responsible for many problems regarding 1) housing 2) jobs and wages. Is UVA prepared to take a hard look within? UVA is uniquely positioned to be a community asset regarding education, early, K-12 and post secondary.

These are the areas that we are confronted with the most as we deal with our neighbors in need.

HOw can we have affordable housing when landlords will gladly jack the prices and rent to nurses and doctors at Uva. Law enforecement. you won't police your employees when they climb over the fence, cut thru caps , cross the train tracks, climb over trains to park free in Fifeville. They take every free spot. Over the holidays locals had no spots for company. People were parked everywhere illegally. Get out of my neighborhood. We hate you. Public Health care. How can you afford to take care of the local poor when UVA continues to bring in every refugee group they can find. Who compete for housing, health care, and unskillled jobs. Makes you look progressive. Doesn't affect your rich lives. Affects the hell out of Charlottesvillle lower income folks. Transportation. The Rt. 4 is so UVA driven. Since UVA does not need it on Sat and Sun the Sat routes are cut to next to nothing. It services the downtown mall which has a parking shortage, and needs employees. We need to get to work on Sat and Sundays too. Not just all about UVA.

Go with your strengths: education and healthcare

This needs to be the top 4

institutional accountability should emphasize their working relationships with local government. the university should require that its contractors behave under local laws, not use rural areas in Albemarle County as dumps for UVA refuse. Take responsibility.

The University could help C'ville by building more student housing, it would help stop the gentrification of African American homes arears around the University. And maybe, help the Cvlle build affordable housing in those areas.

partnerships with local non-profits and service-providing agencies to support local communities

food equity

Veterans and Legal Residents should be taken care of first, illegal residents and refuges should not come first and should receive anything free especially if our own can't be taken care of!!

My 4th choice would be Affordable/Workforce Housing. It was difficult to choose between my top 4.

no

A living wage for contracted employees too! Smaller disparity between highest and lowest paid workers (including contracted employees in dining and facilities)

It's all good these things you have listed. But, some of your employees don't live in charlotteville. So what benefit would helping C'ville help them.

Housing, wages, and law enforcement reform are all public health issues.

In addition to jobs & wages, UVa could add value by investing in economic development as well

A living wage has been a topic of conversation for years so it's odd to me that it still has to be listed as a possible option on an improvement list. A living wage could possibly aid in some of these other points of concern. Additionally, the idea of institutional accountability is difficult to gauge without seeing a set plan of action; mainly because history has shown us countless times that these accountability efforts are often bare minimum, with the university expecting praise and accolades after announcing and acknowledging the wrongs to the people that knew of them already because their environment is the product of those wrong-doings. Transportation within the university is a problem in itself; the idea that you have to pay to come to work at the university is absurd. Especially those who aren't salary or making a living wage. Not to mention the parking options! They're so far away from places, and you have people who have to come in early and leave late who have to walk alone. Law enforcement is a touchy subject for the university as well. I don't believe the university should be comfortable attempting to address these issues within the overall city without first acknowledging the issues on grounds, i.e. false police reports accusing black people of armed robbery; the idea that "townies" are coming on grounds just to steal from students; the fact that uva police are more likely to shut down a black party but will allow drunk white students to wreak havoc weekly near rugby and the corner.

Youth education, Adult education, continuing education, English as a second language. Continue to bring top notch names here for free community events: Leslie Odum, UVa sustainability conference.

Affordable housing has become a very challenging issue in the city of Charlottesville, and is pricing out the middle class demography. There needs to be an urgent initiative to maintain affordable housing for citizens of all socioeconomic levels in this city.

Pick one area of healthcare and offer it to people who cannot afford care

Paying your employees a living wage will go a long way to helping other issues on the list.

No

All three - wages, housing, and transportation - are highly interdependent.

No

If you want to be part of our community, then let us be a part of yours. And when we donate, let us decide what project we are donating to, not just to the "university" and have that project thank us. Build relationshps at a lower level..

Childcare and after school care are not listed but low-income folks are in dire straits for both!

UVa has the resources to do so much better for this community. Please do better.

To do all of these things well, the university should transform its state capitol lobbying efforts, not just to seek a few extra dollars for the school out of an already settled amount of revenue, but to help transform what is a weak and regressive revenue structure into one that is much sounder, equitable, and reflective of a wealthy state such as ours.

Start a program which works with low income, local high school students who would be 1st generation college students, and prep them to apply to UVA. Their parents and grandparents work for poverty wages at UVA. Give them a path out of poverty.

These are totally biased questions in the way they are written. It actually makes me pretty sicek to read them and I think a lot less of UVA and Dr. Ryan for allowing them to even be asked.

Strengthened partnership with the Network2Work program at PVCC should also be a major priority for UVA (in addition to bringing all wages up to a responsible living wage).

so glad UVA is doing this!

The University should provide some affordable housing for some of its employees who need affordable housing

Do you have other comments/clarifications on the list above?

One piece of affordable housing would be if UVA did more to house more students on grounds so lower cost housing in the city was more available to lower income families.

The UVA Hosptial System should immediatly open in-patient medical detox beds. Only under very limited circustances does UVA provide medical detox and there are no other local options. This is a significant barrier to recovery for people in our community.

UVA has a responsibility to advocate for local policy and investments towards elimating the displacement of Black families as a result of gentrification.

If UVA could lose its institutional arrogance, it would help everyone. Encouraging them to become more involved will simply breed more arrogance.

Thesse are all important and cant be ignored. However putting University reaources toward housing and ensuring that sevice jobs support families will take substantial commitment and resources and not just dialogue. Do the real work UVA and set the standard for behavior by higher ed institutions nationwide.

The UVA should be about education of students who pay big $ to attend school there. In other words I do not see a fit for visitors conducting city business, that's what the city council should be doing.

I would check all of these and hope that UVA can be more of an active partner in moving Cville toward being a truly equitable city for all of its citizens.

This is a difficult list to work from; almost all of the areas are equally important---and maybe that is what needs to be done--start out with a few areas , then move on to others.

Hard to pick just three.

There needs to be a section of the university focused on the research practices of the university and making sure the university isn't poking and prodding Charlottesville residents solely for the benefit of UVA.

The options on the list are heavily slanted toward the far left.

None

These are my Top 3. I have differential ranking for the other choices. I hope this survey provides the data you seek, as I believe partnerships between UVA & the surrounding community might provied what is needed to take on these larger tasks to all our benefit.

UVa also needs better options for non-traditional students.

To whatever degree possible, UVA should engage in all these areas with a priority focus only in three of them.

Have you all looked at the efforts the University made in the 1980's - 90's regarding community relations?

Transportation: *...that meets the needs of all residents. Clarification: *...that is accessible to all residents in all neighborhoods

UVA School of Architecture could sponsor a contest and award prizes for the best community oriented (with central green spaces) designs for affordable housing projects. Also, professionals in the field of psychiatry/psychology could do internships in social service agencies such as Region Ten.Another idea if a viable transportation system to reduce traffic in our town. Prizes could be used as incentives..

Work together to bring these to reality.

I think everything else flowes from accountability, so I ranked that first. My late partner got a lot of charity care from uva medical center, so I ranked that lower. Not because it is not important, but because I am greatful for how much uva already does. Living wages would help make some housing affordable, so that trumps housing. All of these are important. Sounds like uva already has its priorities picked out.

Do you have other comments/clarifications on the list above?

On transportation: use UVA's Center for Transportation Studies to study and propose solutions to our own city's growth! Traffic congestion is bad. Less lights, more roundabouts, bike lane and sidewalk continuity, bypass needs no lights more over- and under-pass for flow ......

Environmental issues should be brought up in several of these categories (such as transportation, institutional accountability, public health care, and youth/education), or be a category entirely unto itself. There is an urgent need to address climate change and it is important to see the great impact that changes on even just a local level can have. UVA could be a leader in creating environmentally responsible changes in Charlottesville.

None

Don't just speak of equality within our community, University and beyond, act upon it and treat everyone with same level of respect and integrity.

why can't uva pioneer coop health care to achieve coverage/costs enjoyed by uva and state employees?

While I think providing a living wage for all employees (and provide better work environments that provide greater opportunities for all) should be a very high priority for UVA, I think that's something UVA can do on it's own and the community's time and resources should be spent on other endeavors

I really wanted to rank "1" the following: Housing (which includes student housing), Jobs/Wages, Institutional Accountability, Transportation, Public Health Care. UVa is big and brawny and sprawling and can attack multiple topics with great vigor and ingenuity.

Affordable housing is and will continue to be a HUGE issue for Cville and the rest of VA for many years to come. UVA must act NOW to begin stemming this crisis before it gets worse. You have the resources (financial and intellectual), now you just need the willpower. Commit yourselves to true equity and progress and be a true partner to the long-oppressed Cville communtiy!

I don't know what an institutional accountability system means. Do you mean to replicate the functions of the press, legislature and public comment? Do you intend to be more transparent and publicize events and information more broadly and accessibly? UVa often feels like a black box but it just needs to work better with the existing functions of accountability. On the other hand, if this means an honest accounting of reparations and injustice and far greater financial support of underrepresented students, faculty and workers, that sounds needed and great.

1-UVa investment in local affordabe housing is one step plus support for UVa staff to obtain affordable housing; 2-Living wages should also be built into provisions for outsourced work; UVa establish support teams for every school in Charlottesville-Albemarle to support academic success of every student

UVA needs to build more housing on site to ease the market demand in the City

Work to preserve the history of UVA and Charlottesville. Don't try to sanitize bit or bury it in a 'museum'. History teaches lessons, so leave it in place and study, recontextualize, learn. Stop the self-righteous "Presentists" approach of today's "progressive" academia!

It is important to look the above issues holistically. For instance, it is ineffective to simply increase the number of affordable housing units in our area if those units are built in areas disconnected from employment centers and without adequate public transit options. Also, providing access to quality, affordable health care will not fully address chronic health issues related to poor quality housing (e.g. asthma). Find ways to work cross-sectorially is vital.

I'd love to rank several of them as #1 but know that wouldn't be helpful.

Transportation and Affordable Workforce Housing go hand in hand. Would also like to see planning and action steps around the displacement of jobs being replaced by AI and other market transformations. Long term planning is needed. Also missing from this mix is improving financial literacy.

This is a preposterous waste of time. The "areas of focus" are a leftist/progressive political agenda. All that remains is to implement it, not debate it. UVA has no business being involved in this social justice crusading.

UVA should donate funds to local affordable housing initiative, as well as implement employer-sponsored housing.

I think the University is presently doing a great job but transportation is the main issue.

Do you have other comments/clarifications on the list above?

Tell Jim Ryan that Hosea Williams was a man!

Not the right questions. Indicative of the very problem of UVA. The dysfunction of our local government- lack of skills, trauma based reaction - IS the major problem regarding EVERYTHING. If UVA doesn't recognize this and get involved - UVA is going to suffer the result of a city that has no national standing.

I am frustrated that although I work at UVa, and thus spend a significant amount of time inside city limits, I have no sense of belonging to the C'ville community. And very little belonging to the UVa community. It's all just transactional.

The Health Care Option is Health Care not Public Health

All of these manufactured liberal "issues" and therefore inherently useless.

criminal Justice reform should focus on jobs and economic development for post incarceration

Medical Center workers should have an affordable, efficient way to park and get to work by 7 a.m. The JPJ parking and bus option is ridiculous. Also, the lack of accessibile quality health care services, especially mental health and dental care is unacceptable.

build housing for students, become a regional transit partner, pay your people enough to live here.

Is there racial disparities in policing in Charlottesville? Where do you get your data?

I do direct patient care. I always get "exceeds expectations" on evals. I make less than burger flippers.

The wage system - especially in UVA Health System - is very unfair. Employees are forced to take PTO on holidays and also to take PTO on a snow day. That is, hourly employees. Managers and Supervisors are not forced to use PTO. In fact, on s snow day, a manager is paid a full day as long as he/she shows up for a minimum of one hour. Employees live under fear that their jobs will be privatized as has been done for University food services and cleaning services. And, Health Sydtem Employees are not considered to be state employees and do not receive University or state benefits. It is not a good work environment in the UVA Health System. Employees are bullied and harassed by supervisors. I am surprised that a union has not emerged at UVA. Things are not well at UVA for wage employees. And, now there is a What?Wait mentality that will produce study committes and surveys and reports but little action. I am not encouraged and feel bullied and harassed st UVA. There are too many managers and supervisors who micro manage and who bully and harass. Increase pay to a living wage. Increase minimum pay to $20 per hour. This could be financed if top paid managers and coaches give back $1 million of their salaries each year. Thank you.

Volunteerism: UVA Faculty, staff and most importantly, students, Should focus their efforts on giving back to the community through volunteerism by becoming ambassadors to local nonprofits.

Pay decent wages so we can support our families

Jobs and wages would have been #2 but isn't because of the emphasis on "marginalized communities" for promotions. Promotion should be based on merit and job performance. Not because of membership in a special class such as was mentioned in the above selection.

UVA is not a government, it shouldn't act like one.

UVa need to be more receptive in resolving the Town vs Gown perception

Thank You for allowing yourself to be vulnerable and transparent.

stop being so cheap with wages; that is why i quit my job at uva. also encourage your graduates to actually leave cville so rents will go down. also provide free parking for employees; it is not fair that the wages suck and that you have to pay for parking and take a bus to get to work. check out your reviews on glassdoor and act on them

As an alumnus and longtime resident, I see UVa as having a very positive impact on our community. UVa can do more to help, though. Housing is an area where a commitment by UVa to provide for its students could improve life in surrounding neighborhoods. UVa also needs to consciously strive to be a responsible employer. And as a prominent health care provider UVa should apply new, creative thinking to find solutions unmet needs in our community.

Pay your employees a living wage, please.

UVA tends to put its own interests ahead of the community's. Hopefully it will look at the community as a partner and not as something to ignore or exploit.

I am a UVA staff member and alum and I also work with Habitat. I can see a lot of opportunities for collaboration in not just volunteers but also in help developing programs to educate partner families, business operations, architecture and engineering and construction management, materials and labor sharing with our major prime contractors, and PR and communications. Saw2w@virginia.edu

Make sure that in discussing living wage, it includes workers who are employees of UVA contractors - most of the lowest wage workers at UVA.

Affordable work /housing is linked to wages. Youth education can be tied to addressing the Universities responsibility to community.

They're all important!!!

There is no way to prioritize ridiculous choices. UVA, while apparently very impressed with itself, has no business partnering with the community on any of these issues. The University has ONE job and that is to actually EDUCATE our students instead of indoctrinating them with the staffs liberal agenda. Community service volunteer efforts are worthwhile , but the University 's focus should be an educational system focused on teaching students to think for themselves

uva's job is to educate student not solve the communities' social problems

UVa has wreaked havoc on affordable housing in neighborhoods nearby the university. The Venable and other neighborhoods are ruined. The University owes it to Charlottesville to require its students to live on campus for at least two and probably three years.

In my opinion, some of these priorities were too limiting. Example. Jobs/Wages: UVA should provide a living wage for all it's employees and partner with a focus on marginalized populations. I feel it is important for UVA to provide competitive wages for all it's employees regardless of color. It should help to drive rent costs down for the area, not just provide affordable housing for all. UVA is a partner, not the provider of all in our community and we should respect the institution in that way.

3 I had to reply by default. The survey is WAY too narrow and the questions are skewed. #3, in my opinion, is a topic I am not comfortable stating here due to a perceived bias in said opinion

Capitalism good....socialism bad....

This was a tough assignment; all areas are important

It all starts with institutional accountability. If the community can't trust in our public institutions any response to any problems listed have limited legitimacy and therefore imperfect utility

A robotics program for all school- aged children would be good example of program which UVA could offer

The University should stick to it primary purpose - educating young people and providing healthcare. This survey suggests the new Administration wants to involve itself in the community's social problems. It will take all its resources to fix its own problems. It's ok to be supportive but stick to your knitting.

It would also be essential to ensure UVA strengthens and maintains relationships with public safety and local government partners.

Do you have other comments/clarifications on the list above?

I'd like to add Youth/Education to my list

UVA should take the lead in erecting statue reflecting today's heroes.

I would like you to consider youth with special needs and specifically those diagnosed with Autism Spectrum Disorder. With 1 in 59 children being diagnosed with autism this is an area UVA and community service providers (i.e., Virginia Institute of Autism) could make a significant difference. Benefiting our community, the entire state of Virginia, and beyond.

That university should concentrate on supplying high-quality University offerings/Education .

Share your facilities more with area residents. Specifically athletic fields as we could host large sports tournaments for youths and bring extensive revenue to the city..Bob Schotta said he would run them

Regrettably, I simply cannot prioritize these issues as they are each based on false premises and assumptions. Each of listed issues should be addressed by private enterprise, local government, or private philanthropy as appropriate. These issues are well beyond the mission of UVA. Granted, that UVA is the economic engine of Central VA, it is not the solution to failures of family, failures of public lower schools, and failures due to government interference with markets. UVA would be better served to focus on educational achievement and merit.

This is great--so glad President Ryan is committed to community connection and cooperation with UVA. Many thanks to those of you on the board.

UVA should develop approaches to ensure its graduates seek Virginia based jobs

Institutional accountability should also include reimbursing the city at a fair rate for property taken off the tax roles.

If UVA would build a significant amount of upper class housing, it would help take the pressure off the local residential market which has seen prices jump and taxes jump as a result of expanding privately owned student housing in the former neighborhoods. Many people of color can no longer afford to live and work in the neighborhoods where they grew up because they have been taken over by student rentals.

UVa should focus first on leveraging institutional strengths in education and health in partnership with the community.

I have ranked my top three but all are important.

UVA needs to be a true partner with the community and not the bully in the room. UVA also needs to ensure that its policies and practices benefit more than just highly paid faculty and administrative staff. How do we impact people who need affordable housing? How do contract workers afford homes, health care, and education? How does UVA avoid dominating public policy in Cville/Albemarle without really listening to the needs and wants of non-UVA residents?

UVa's parking / commuting problem will grow until UVa partners with the community to ensure there is safe, quality, affordable housing for UVa's employees and students near UVa.

Along with Transportation, UVA should partner with the community for regional utility systems (drinking water, wastewater, storm water).

To some degree, wages/housing/transport/healthcare are fungible: some of the same folks will benefit. The total amount of investment matters, perhaps more than the target area.

UVA generates a huge percentage of traffic in the community and should help fund improvements rather than leaving the burden entirely on others.

ensuring an ethical community centered appraoch to future issues is my entire top 10. The other issues will come and go but a stronger foundation of UVA-community communications has got to happen before anything else.

Do you have other comments/clarifications on the list above?

By paying such low wages, UVA is draining the nonprofit system-- your employees come to nonprofits to help meet basic needs because you don't pay them enough. Yet, UVA does very little to support nonprofits. Once race, which nets a nonprofit $50, does not make up for the hundreds of thousands of services we deliver to your employees who don't make a living wage.

All of the listed areas need attention, but as the community's largest employer it can raise the community's standard of living by ensuring that its lowest paid employees are earning a "living wage." Without a solid education, our children have no hope for a successful future; and our employers will struggle finding qualified workers. Universal healthcare is the morally "right" thing to provide for our citizens, as well as reducing overall healthcare costs and increasing productivity in our schools and our workplaces.

Has the charter of the school, has it changed to socialism? UVA is not responsible for all that ails Charlottesville. While it's a major employer the focus still needs to be education and prepareing people for the next aspect of their lives.

What a biased list of things to work on! No wonder why people think academics live in ivory towers

All members of the university community and the local area should be represented.

Possibly add the need for people in this community to understand the need for foster care. Children in foster care from this area have to go outside their community because there are very few foster homes in Charlottesville.

UVA needs to hold its contractors accountable through its contracts to pay workers a living wage. Do not work with contractors who don't.

None of these are important at ALL - this is the most Liberal left leaning list I have ever seen!

UVA should partner with the community to insure that all individuals with disabilities have access and support to equitable education, work opportunities and health care.

FREE PARKING! Why do we have such a hard time attracting the community to UVA events? Parking! Folks don't know where to park, when, or how much it will cost. When units host events of broad community appeal, we need to facilitate free parking for attendees. In the Library, we often host such events and parking is the single biggest voiced complaint / concern -- and could be such an easy problem to solve!

The gentrification of lower income neighborhoods is pushing lower incomes out of Cville and I see this as a huge problem

I think these are the three areas where UVA's expertise and economic clout can have the greatest impact.

Add to this list, which was very difficult to prioritize because all are important topics, the topic of Climate Change and what UVa and Charlottesville-Albemarle can do to address this issue on a local level. Transportation, renewable energy, energy efficiency, are specific measures that will create jobs, improve our economy, set an example, and help address the local and global crisis that is Climate Change. If we do not address Climate Change as a community, we are jeopardizing the future of our children and any gains we make on the topics listed above will be rendered irrelevant.

Far and away, affordable housing is the most critical. All other issues are symptoms of that

Having lived in several areas of the country, the gap between the wealthy and the working poor is one of the worst I have seen with a very narrow margin of middle class in between. We have to do more to pay a living wage AND entice companies to this area which will provide a variety of middle income jobs.

it's not just residential rents that are too high, it's also commercial rents. Many low income individual that would like to start businesses are unable to do so because of the lack of affordable commercial spaces. We've seen many long term residents move to Waynesboro or Richmond because they have a better chance of starting a business there than they do here.

The economy in Charlottesville is very centered around the Hospital and lacks a string middle class, This creates either high profile jobs that people don't qualify for or low end jobs that do not pay to keep up with the drastic increased cost of living in Charlottesville. More well paid middle class jobs need to be established to keep up with the cost of living and/or the cost of living needs to come down.

Do you have other comments/clarifications on the list above?

Cost of living (food, electric, rent, childcare) at the intersection of affordable housing and jobs/wages.

Build enough dorms and dining facilities to house your students on campus and provide more oversight and safety.

#1 should be to partner w/the local shool systems to ensure that students, as a requirment, are taught, in an unbiased manner, civics, government and the importance of economic freedom and personal responsibility.

UVa has such a wealth of talented resources. sharing builds the community- certainly it sustains the Free Clinic! I think a greater sense of belonging to the community, or sharing resources with the community, is needed. Always a problem in college towns - the town is not "the grounds"..

Training opportunities for staff to ensure they have equal chance of promotions and job expectations

Really, UVA should do all of those things. They have the resources to address them all, its just a matter of whether or not they really are a priority for the university-- a priority over rankings, numbers, profits, etc.

It is critical that Albemarle County, home to the University of Virginina, is included in the discussions, partnerships and working groups.

President Ryan, Based on conversations with dozens of life long Charlottesville area residents I think a top priority is not on this list. How UVA interacts with community members at large (not just the vocal ones) could be improved to great effect. Example: hosting the local youth swim team championships. What a great opportunity for UVA to be welcoming to hundreds of different local citizens every year. Should be a great win/win for swimmers/parents/local organizations and UVA. Instead often parents and participants feel slighted, second class, and unappreciated. I am sure this is not UVA's intent, but paying attention to details: parking, access, signage... could pay huge local image dividends for the university. There is not reason why UVA is not held in the highest regard by all locals. David Merriman dmerriman@bankersinsurance.net

Focus on providing quality education and health care at an affordable cost.

mental health services, autism services for uva students

many other areas that the univ can easily make a difference can be focused upon other than the ones listed above

Its hard to priortize all of these as they all sound important and critical. In the area of Affordable Housing, it is important to think about the needs of all levels of housing, from subsidized housing up to housing for faculty and staff.

Affordable housing is also an area where UVA could have a big impact by providing housing for more students so they do not continue to dramatically imbalance the local housing market.

Great start!

I believe that several of these issues must be worked on simultaneously and in conjunction with one another.

I think we have to be committed to fixing our own house in conjunction with serving the community, otherwise we continue the cycle of thinking that UVa is perfect in every way. In addition, I think it is helpful to work from strengths and areas of greatest impact. Cost of living and lack of access to resources is a huge barrier in Charlottesville, and we can help to fix the transportation network to lower the barrier. In addition, public health care is something in which we ahve a lot of experience and expertise, and Charlottesville was the most expensive health insurance market in the country at what point. All of this is not to say that the other priorities are unimportant, but the focus should be on the infrastructure and programs to have a lasting impact for all of the other issues.

I think that all of these are important, and appreciate that UVA is looking to partner with the community.

Housing affordability might be improved if UVA housed more students on grounds

Do you have other comments/clarifications on the list above?

As an alumnus who has supported UVA programs for more than 40 years, and as the recipient of innumerable fund raising requests from UVA programs, I find the existence of this task force, and its focus on local political issues that are unrelated to the University's educational mission, disturbing. I am not interested in funding the pet projects of liberal and progressive community groups and politicians, which many of these appear to be. In fact, the survey appears to be biased to produce purported support for pursuit of thes questionable goals. The University should understand that many alumni donors are tired of seeing the Offices of the University used as a political soapbox and that, notwithstanding our love for UVA, our willingness to continue our financial support is eroded by efforts like this one. The task force should be terminated and the University should return its efforts to the educational purposes for which it was founded.

Thank you for initiating such a movement, President Ryan! And thank you to the committee members for your work.

A living wage and affordable housing will decrease other types of barriers. In other words, if we start with wages and housing, things like food security, healthcare, youth education, etc. will follow!

I think UVA should concentrate on areas in which it can have the most impact, such as those at least 50% or more in its control (hospital cost reduction, transportation and wage that benefits employees)

Our UVA hospital and the academics have resources to spearhead education and health care efforts.

Yes, accessibility to UVA offerings by the community, including cultural events. Right now, there is virtually none. Also outreach to the community in this area could have a transformative impact.

As the social worker in one of UVA's largest primary care clinics, the top three identified are the most frequently reported by our patients.

outreach does not need to be all about 'righting past wrongs'. what about creating an inclusive and respectful community within UVA? fixing our issues internally would radiate out into the community. There are not walls around grounds, but there are barriers. These stem, in part, from our own infighting

Requiring three choices is inappropriate. Some of these are not within the purview of the University. Don't overreach.

Wages & transportation are paramount to helping with so many of the other issues listed. UVA cannot right past wrongs without vastly increasing wages especially for all levels of staff at the university. This is obvious if you consider the work historically done by slaves and servants remains grossly underpaid at the university and with inappropriate labor practices while many competing universities have acknowledge the worth of all human work and have these positions, such as custodial workers, paid at 50k a year, even in less expensive areas. The underpayment of staff at the university continues through higher levels of university staff as well and can create difficulty for the university in attracting and keeping high quality staff members, make working conditions for those staff difficult and destabilizes the local economy as staff members are unable to afford to own homes or support their families or local businesses. It continues to promote an inappropriate hierarchy through restrictions of a person's freedom to live soundly and securely. This spreads further in to healthcare (especially as many other universities include no cost healthcare for employees alongside higher wages). Transportation is so obviously behind modern times and other college towns it cannot be ignored. Most new employees are appalled that they are forced to pay for parking to come to work and that that parking is not accessible or near their place of work. This further steals time from their day as they add an hour or more to their commute because of their employer's failure to provide adequate access to their workplace. The UVA and CTA bus systems are inadequate and a mess with poor to no schedules. It would be easy to see how others have accomplished similar but better run systems. Further our roads are in need of repair, separate bike trails are needed, and roads need to be widened and other roads and highways added. Charlottesville is a sad state for transportation and it can be not only frustrating but dangerous. It seems poorly designed, out of date, and mismanaged. The culture in Charlottesville and UVA would be an additional priority for I fear no substantial change can come without it. There is a pervasive response to any and all suggestions that 'this is how it is everywhere'. This is simply not the case. It points to a hush mentality, a inner circle stuck up pride, unwillingness to consider alternative or reality and or an inbred system where there is no regard for the world outside it or even within it. Things are not like this anywhere. Countless examples abound of where similar situations have been muchmuch better because of the decisions made, the investments made and a willingness to consider possibility. We should not only do the same but look so much further and set our sights on being singled out as a critical example of a university that confronted its ways and made massive change with substantial impact and practices that are inherently good for individuals and the community, especially those who hierarchically at the university and in the community have been forced to the bottom. We should strive to be the innovative, ideal, standards breaking example that others hold up. Also, include a revolutionary no cost no max dental plan. My # 3 is important but I didn't want to include it because I wanted far more weight on the other two as well but it forced it. So yes also healthcare, but also do not force anyone to use UVA health systems to get it or expect them to give you anything (especially data or giving up privacy) for it.

All of these issues are important, but unless and until future generations are educated to the highest level possible, their future is in jeopardy.

Do you have other comments/clarifications on the list above?

1 Environment. UVA should partner with the City and surrounding counties to provide leadership and direction in all things regarding protecting the environment while also creating a biophilic community. Climate Change is regarded as the number one issue facing the county, country and world. We could develop a model by which others emulate. I'm quite surprised that environment wasn't considered in this list. Albemarle and C'ville have very few parks that are accessible, very little green space in urban areas, recycling is failing around the region and it's been proven that our drinking water is contaminated by microplastics and other chemicals. I realize that it is probably too late to add this item but it environmental concerns rank as the top concern in most national polls.

In re, the youth/education area of focus is something I think UVA can help with. This may not be a well-known fact, but if students owe lunch money to the cafeteria, they will not be allowed to eat until their bill is paid. I think this is an extreme practice when you deny the growing bodies of our future generation food. There is a $2000+ deficit for lunches at the high school in Charlottesville and it would be wonderful if UVA could use some of their generous alumni endowments to help cover the cost of a mediocre lunch for so many youngsters forced to go without food.

All the focus areas are interlinked so ALL need to be done in conjunction with one another.

providing ways for people to help themselves is more important than giving them anything

All seven areas are tethered to future solutions for development. Without the youth growing up in an area which partners to address racial disparities, why would they want to work at UVA? All of these areas of focus are gobal in nature, as well as local. Work on what people need to function as a member of a community today. Continue to expand into all these areas.

Institutional accountability is a critical issue to invest in and individuals shouldn't have to prioritize this with the rest of the issues. This should be addressed no matter what.
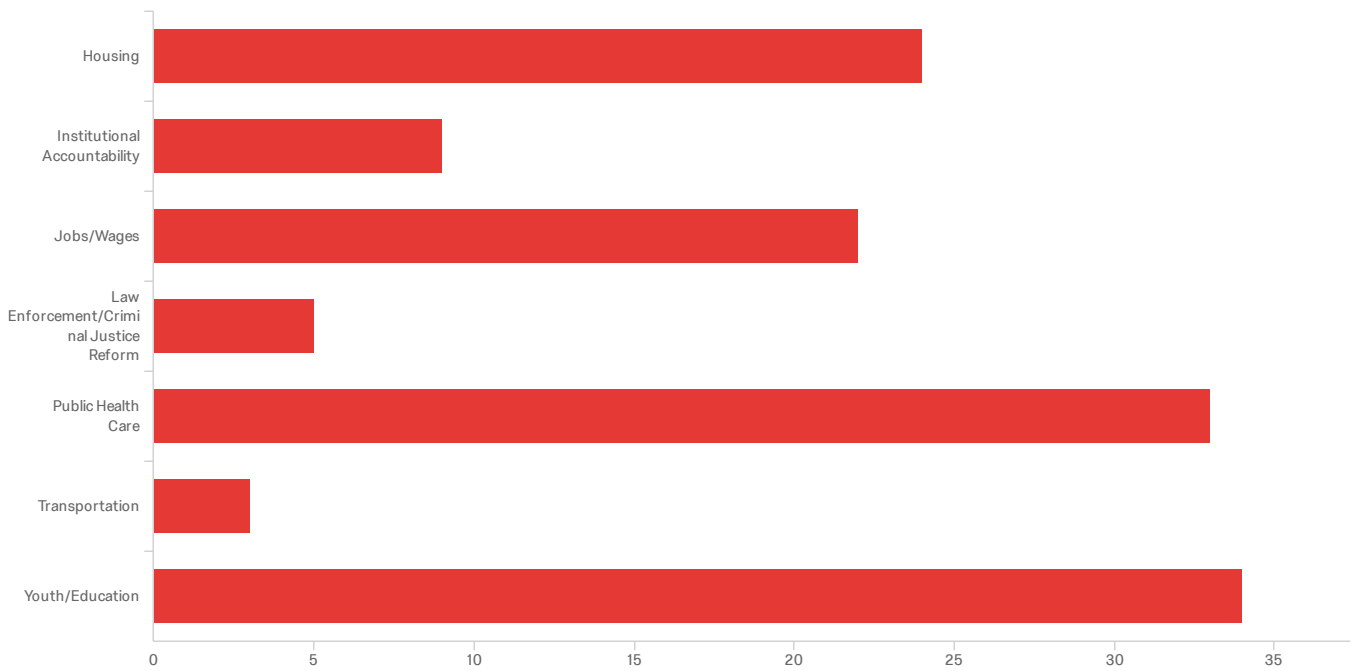
Q17 - Are you filling out this survey on behalf of:
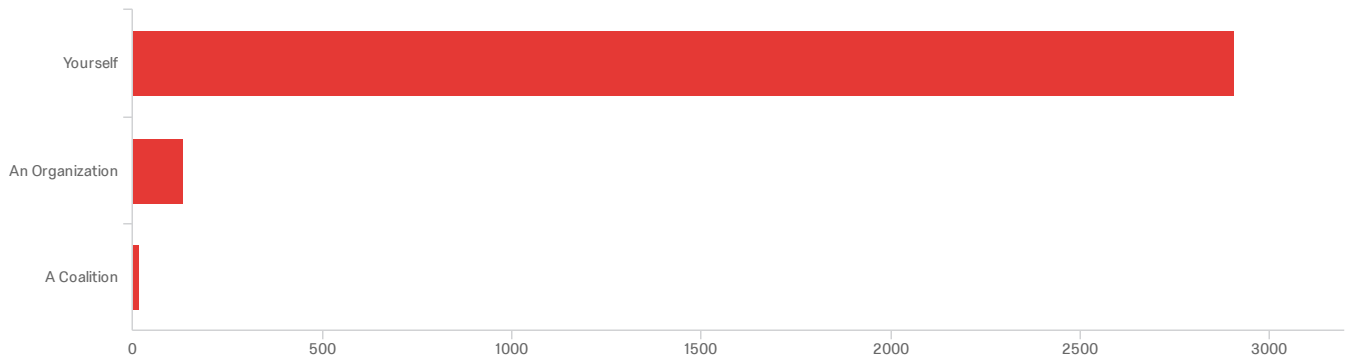
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Are you filling out this survey on behalf of:	1.00	3.00	1.05	0.25	0.06	3,057

#	Field		Choice Count
1	Yourself	95.13%	2908
2	An Organization	4.32%	132
3	A Coalition	0.56%	17
			3057

Showing rows 1 - 4 of 4

Q8 - On which area does your organization/coalition focus primarily?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	On which area does your organization/coalition focus primarily?	1.00	7.00	4.22	2.18	4.76	130

#	Field	Choice Count	
1	Housing	18.46%	24
2	Institutional Accountability	6.92%	9
3	Jobs/Wages	16.92%	22
4	Law Enforcement/Criminal Justice Reform	3.85%	5
5	Public Health Care	25.38%	33
6	Transportation	2.31%	3
7	Youth/Education	26.15%	34
			130

Showing rows 1 - 8 of 8

Please share links to any pertinent websites or documents that provide addi...

resilience-education.org

www.heatherheyerfoundation.com

the list here is too limited

Louisacommunityemergencyfund.org

thehaven.org

www.readykidscville.org/healthy-families

McIntire Botanical Garden- https://mcintirebotanicalgarden.org/

http://www.thefirstteevirginiablueridge.org and http://nationathope.org

Recyling

Www.tjach.org

Letter sent to interested Community Members!

http://rivannatrails.org/

Charlottesville Social Services

Albemarle County

https://www.pvcc.edu/community-self-sufficiency-programs/network2work

Www.fellows.trinitycville.org

Cville Pride offers programs to LGBTQ youth, safe space trainings to teachers and healthcare providers, as well as to local businesses, as well as events, etc. cvillepride.org

http://www.charlottesville.org/departments-and-services/departments-h-z/neighborhood-development-services/housing-grants/housing-advisory-committee

https://m.facebook.com/groups/667234473640467?ref=share

Www.cvillefoodjustice.org

Public housing in charlottesville

Vadm.org

Charlottesville Community Mental Health Coalition

www.jabacares.org

https://www.staunton.k12.va.us/default.aspx?PageID=1

The County of Albemarle focuses on all of these.

I help older teens in foster care develop independent living skills and reach their goals.

https://urbanagcville.org/ https://uaccville.wordpress.com/ https://www.facebook.com/pages/category/Community-Organization/Urban-Agriculture-Collective-of-Charlottesville-UACC-180384558719592/

A recent event highlighting the Curry/VIA relationship: https://www.facebook.com/UVASPED/videos/vb.1969361863114092/1035092156694963/?type=2&theater

www.nelsonalliance.org

www.helphappenshere.org//category/blog/

www.regionten.org

http://pcasa.org/, https://www.cvilleticn.org/, https://www.nctsn.org/

https://criresilient.org/about-us/whycri/, https://www.cvilleticn.org/, https://vakids.org/trauma-informed-va

Really, none of the above, primarily. We touch on some of the above but our mission is to help our neighbors in need become more self sufficient and less dependent on churches and social services for their daily needs. Web: www.loveinccville.org. I can provide our quarterly newsletters that focuses on the successes of the programs we sponsor as well as other documents that focus on what we do and who we assist.

www.cvilleloaves.org

casa-alma.org

Stepping stones 2019 link unavailable at the moment. Worth a google.

tjpdc.org & tjclt.org

I chose public health care but it doesn't really apply to our organization. We work with people with disabilities.

www.cvillepolicefoundation.org

https://drive.google.com/file/d/1NAkMkqEP4BLlLgqmARaHx_Z0cXWsysFR/view?usp=sharing

website: www.ahipva.org

www.piedmonthousingalliance.org

www.tjclt.org

www.jachip.org

Redressinequit.staging.wpengine.com

Public health and property safety

Albemarle.org

www.arcpva.org (The Arc of the Piedmont)

https://www.scottsville.org/wp-content/uploads/2012/11/Scottsville-Comprehensive-Plan.pdf

www.literacyforall.org

We don't fit any of these so i'll stick with accountability as the focus

This past fall you posted an HR job, "Community Resources Specialist," who is someone who helps UVA employees access public and nonprofit services. If you paid your employees better, they would not have to be dependent on nonprofits and government services to help make ends meet.

https://www.viaschool.org/

Q12 - How many people are in your household?
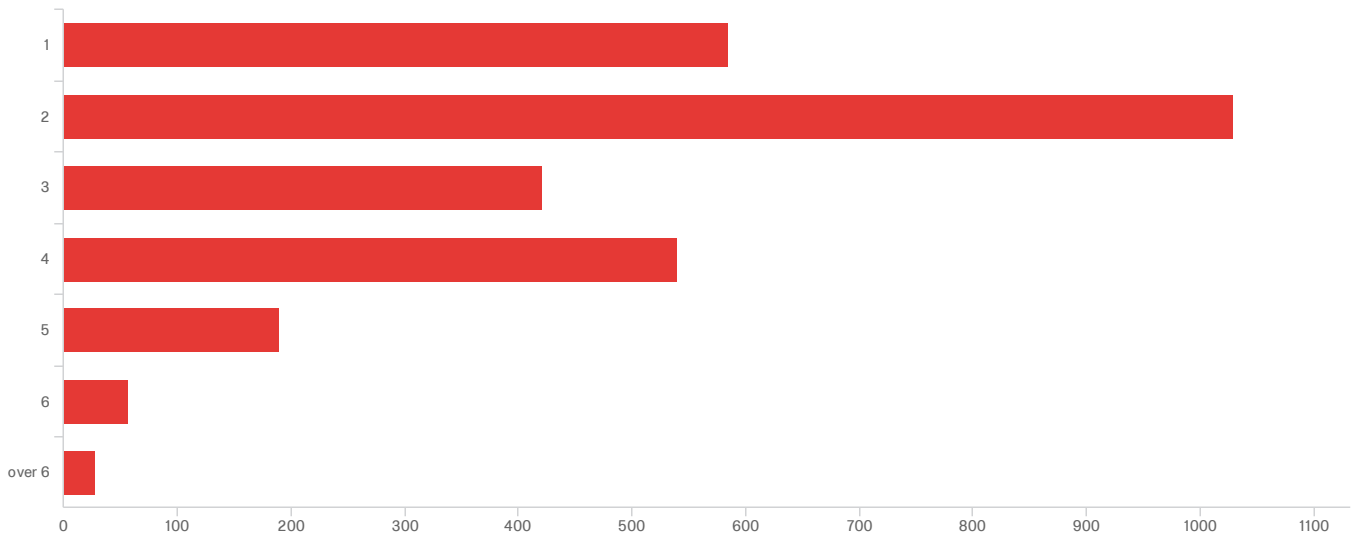
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How many people are in your household?	1.00	7.00	2.65	1.36	1.85	2,851

#	Field		Choice Count
1	1	20.52%	585
2	2	36.13%	1030
3	3	14.77%	421
4	4	18.94%	540
5	5	6.66%	190
6	6	2.00%	57
7	over 6	0.98%	28
			2851

Showing rows 1 - 8 of 8

Q11 - Annual Household Income Level:
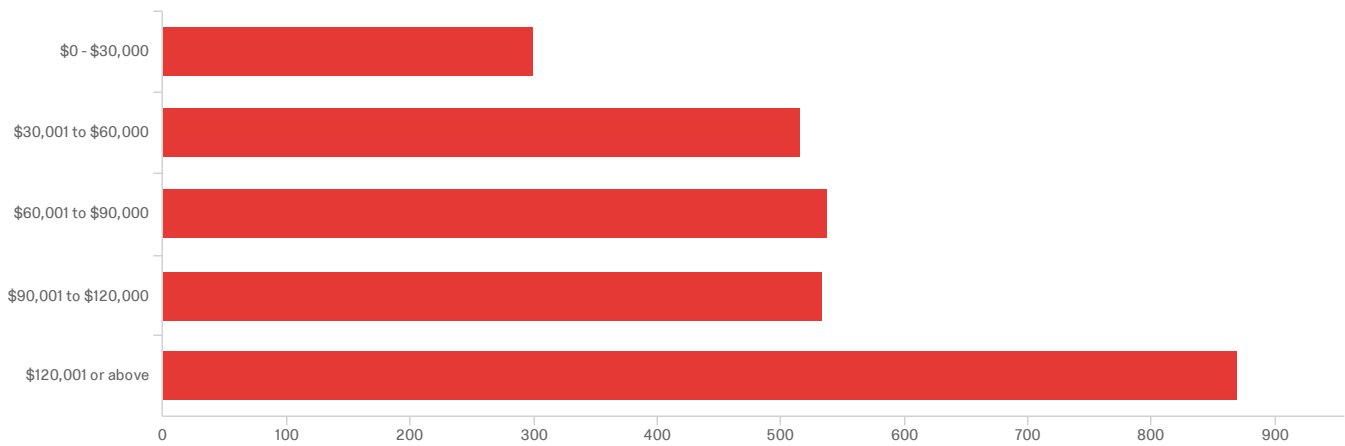
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Annual Household Income Level:	1.00	5.00	3.42	1.38	1.90	2,758

#	Field		Choice Count	
1	$0 - $30,000		10.88%	300
2	$30,001 to $60,000		18.71%	516
3	$60,001 to $90,000		19.51%	538
4	$90,001 to $120,000		19.36%	534
5	$120,001 or above		31.54%	870
				2758

Showing rows 1 - 6 of 6

Q13 - Race with which you most identify:
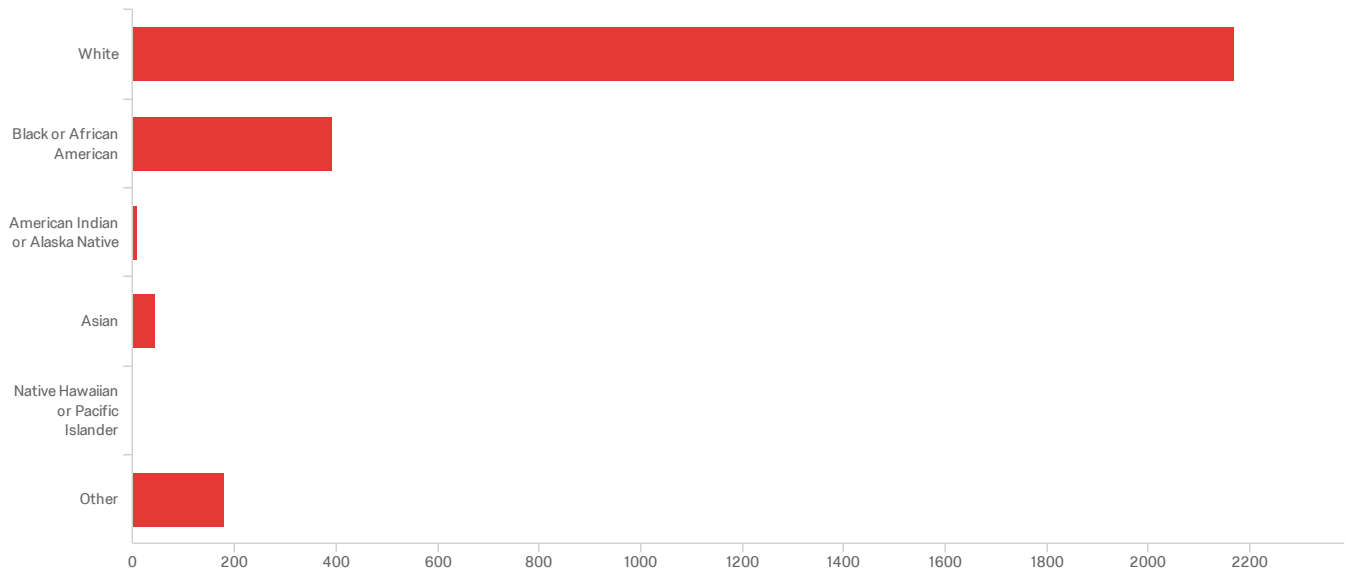
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Race with which you most identify:	1.00	6.00	1.52	1.28	1.64	2,797

#	Field		Choice Count
1	White	77.62%	2171
2	Black or African American	14.05%	393
3	American Indian or Alaska Native	0.32%	9
4	Asian	1.57%	44
5	Native Hawaiian or Pacific Islander	0.00%	0
6	Other	6.44%	180
			2797

Showing rows 1 - 7 of 7

Q9 - Topics
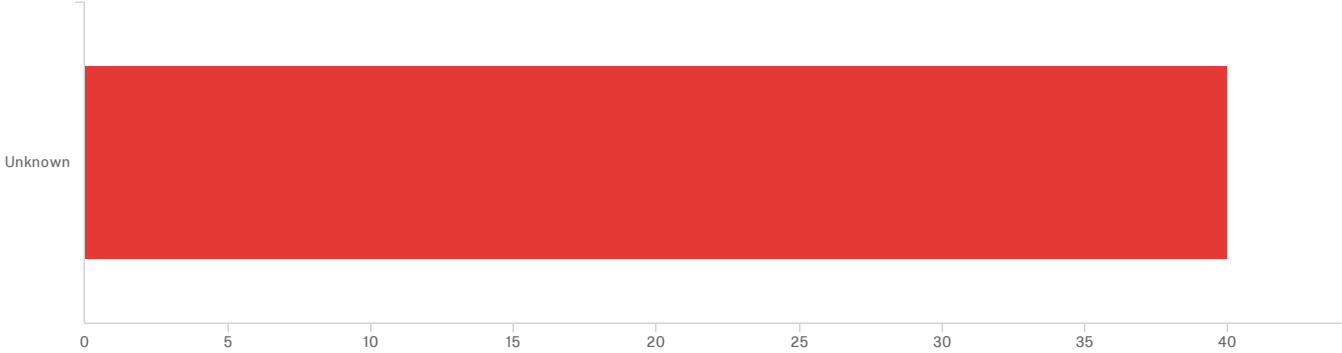
#	Field		Choice Count
1	Unknown	100.00%	40

Showing rows 1 - 1 of 1

End of Report