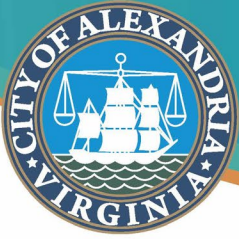


ALEXANDRIA CITY COUNCIL
2022 PRIORITIES



Alexandria City Council Priorities
2023 Q1 Update
March 28, 2023



ALEXANDRIA CITY COUNCIL 2022 PRIORITIES



Recover from the COVID-19 Pandemic

Identify the policies, practices and resources needed to ensure a resilient and equitable recovery for all residents and businesses.



Provide Diverse Housing Opportunities

Reconsider our zoning model and explore other tools to better facilitate an Alexandria housing economy that provides the necessary range of price points, styles of housing and associated services to meet the needs of a thriving city.



Define Our Community Engagement Approach

Use both new and traditional outreach methods to ensure that engagement is efficient, effective and accessible to all stakeholders, creating a clear connection between community input and its effects on policy decision, infrastructure needs and financial considerations.



Support Youth and Families

Explore ways to expand academic, social and emotional services and physical support to all youth during out-of-school hours.



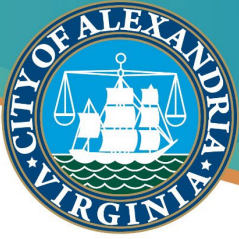
Foster Economic Development

Seek out and consider budgetary, land use, regulatory and other economic development tools to foster sustainable and equitable development, diversify revenue and allow greater investment in our infrastructure.



Develop a Compensation Philosophy

Establish a new compensation philosophy to ensure we are the preferred workplace of choice and that employees feel valued.



ALEXANDRIA CITY COUNCIL 2022 PRIORITIES

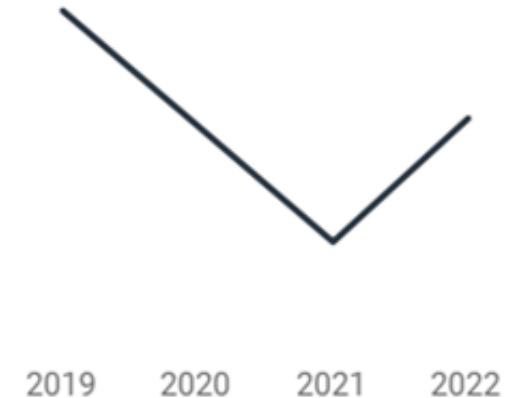


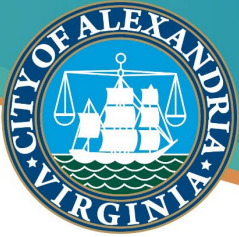
Noteworthy Q1 Indicator

Transient Lodging Gross Sales

This is an indication of the economic activity of the lodging industry in the City, particularly as it relates to tourism and business travel. The City's target is to strive to see positive annual growth citywide. Data are in 2018 dollars. This indicator is from the Department of Finance.

\$120.1M





ALEXANDRIA CITY COUNCIL 2022 PRIORITIES



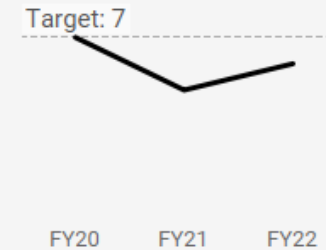
New Indicators – Economic Development



Days to Issue Permit

This indicator measures the average number of days for a permit to be issued. The City's target is to stay below an average of 7 days after an application is submitted to issue a permit. This indicator is from the Department of Code Administration.

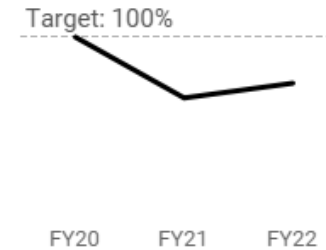
6



Flood Action Alexandria Projects

This indicator measures the percentage of annually planned Spot Improvement Capital Projects completed under Flood Action Alexandria. The City's target is to complete all planned projects each year. This indicator is from the Department of Transportation and Environmental Services.

75%



Development Applications Submitted

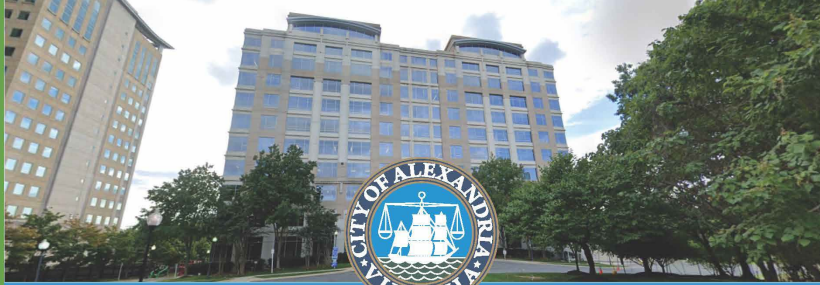
This indicator measures the number of new applications received for development site plans and development special use permits. The City's target is to have 31 new applications submitted each year. This indicator is from the Department of Planning & Zoning.

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WHATS INSIDE:

- ▷ **COMMUNITY ENGAGEMENT**
Oral History Center
- ▷ **ECONOMIC DEVELOPMENT**
Commitment to Climate Action
- ▷ **PROVIDE DIVERSE HOUSING OPPORTUNITIES**
The Healthy Homes Initiative
- ▷ **SUPPORTING YOUTH AND FAMILIES**
Alexandria Mentorship Program



CITY COUNCIL PRIORITIES

MARCH 2023 UPDATE

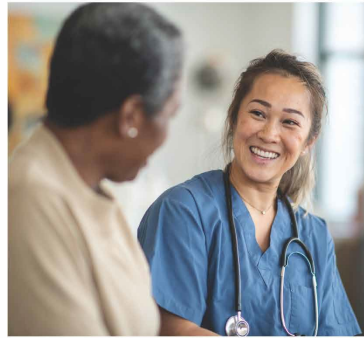
COVID-19 RECOVERY

Move to Redella S. “Del” Pepper Community Resource Center

Beginning in February 2023, the Department of Community and Human Services (DCHS), Alexandria Health Department (AHD), Neighborhood Health Clinic, Permit Center, and some limited Finance Department and Clerk of Court services moved to a new, centralized location: the Redella S. “Del” Pepper Community Resource Center at 4850 Mark Center Drive. More than 600 City employees moved from their existing offices in phases based on current location and department.

of it's third goal to make sure that everyone's basic needs are met and recovery lifts all. Previously, health and community services were provided across many sites in the City. This new centralized location benefits residents and clients by creating a “one-stop shop” for health and community clients with seamless transition between related services. This includes a “no wrong door” approach, so that clients experience a continuum of services available at all points of entry. The new location is also just a five-minute walk away from the Mark Center Transit Center, which provides convenient access to several different bus routes and other forms of public transportation. This unified setting also aims to ensure increased access, equity, collaboration, privacy, and safety for all residents who use city

services within the facility. It will serve as a community hub offering opportunities to access resources, convene meetings and events, and to promote the health and wellbeing of Alexandrians.



The move to the Redella S. “Del” Pepper Community Resource Center was planned with all Alexandrians in mind and is part of City Council's Priority for Covid-19 Recovery, as part

COMPENSATION PHILOSOPHY

Work 'n' Well Program
(Back Page)

“ Del Pepper was my favorite. She was my favorite councilperson. She was there for us, and she attended everything the Elks was involved with. We could always count on her being there. ”

- Donald J. Taylor
Resident interviewed through Oral History program

Recover from the COVID-19 Pandemic: Mark Center Drive Co-location

- In February and March 2022, DCHS, AHD, the Permit Center, and some Finance operations moved to 4850 Mark Center Drive.
- The New Redella S. “Del” Pepper Community Resource Center will be a “one-stop shop” for residents to access many City services.



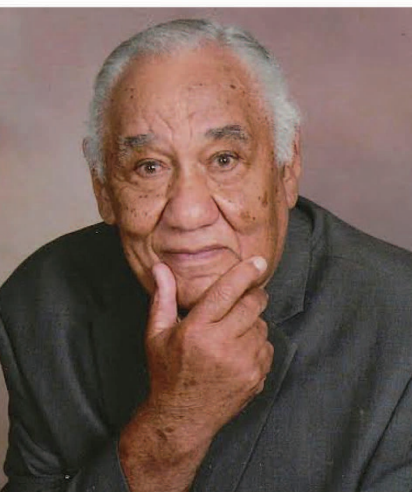


In addition to the online archive, appointments can be made to visit the Oral History Center by calling 703.746.4821.

COMMUNITY ENGAGEMENT Oral History Center

The Oral History Center, in the Office of Historic Alexandria (OHA), captured seven oral histories in January and February of 2023. The stories from current and past residents of the City represent the diversity, cultural richness, and historic significance of our communities.

The Oral History Center, launched by OHA in September 2022, is a community-driven collaboration to document and preserve the memories and stories of Alexandria. The Center provides residents with oral history trainings and resources to conduct oral history interviews and community history projects. The Center welcomes all residents to book an appointment with the Center's manager and record their own oral histories.



DONALD TAYLOR

Excerpts from Donald Taylor's Oral History

Donald Taylor, a native Alexandrian and active community member, was born on July 31, 1931. In September 2022, the Oral History Center interviewed Taylor about his about life in the City of Alexandria, childhood, and experience in the U.S. Air Force. Taylor also reflected on his work with the Elks Lodge. The following excerpts were edited from transcripts of his interview for clarity.

"Everybody Came to the Rescue": Childhood in Cross Canal

Taylor grew up in Old Town North area known as Cross Canal—a historic neighborhood of Black residents who settled across from the canal shortly after the Civil War. The canal extended

from the Potomac River to Washington Street, then north to Rosslyn. According to the historic marker, Cross Canal was a rural neighborhood, it was "all country roads with nothing but trees and dirt roads." Families lived in small frame houses with gardens and raised farm animals in their back yards. Many residents worked at nearby industrial plants.

"[We lived on a] dirt road. It was just a country place and at night in the summer, our parents and grandparents would get together. And they would sing every night. They would sing spirituals every night. I wish that they had been recorded," said Taylor. "We were all poor and we didn't know we were poor. And when someone got sick, any family in Cross Canal, everybody came to the rescue."

"These are memories that I feel formed my life. Those are the

Define Our Community Engagement Approach: Oral Histories

- The Oral History Center, launched by OHA in September 2022, is a community-driven collaboration to document and preserve the memories and stories of Alexandria. The Center provides residents with oral history trainings and resources to conduct oral history interviews and community history projects.
- The Center welcomes all residents to book an appointment with the Center's manager and record their own oral histories.



Support Youth and Families: Alexandria Mentoring Partnership

SUPPORTING YOUTH AND FAMILIES Alexandria Mentorship Program

The work of the Alexandria Mentorship Program (AMP) supports over 700 mentoring relationships each year by working with a variety of programs. Mentoring is proven to decrease the risk factors associated with crime, substance abuse, teen pregnancy, poor school performance, and gang affiliation.

In 2006, in an effort to support the work of the several mentoring programs already in existence, a number of community members, City employees, school staff, and members of the non-profit community initiated a collaborative partnership of citywide mentoring programs, The Alexandria Mentoring Partnership.

As the AMP grew and recognized the large number of youth needing mentors, it became increasingly evident that a full-time staff person was essential to adequately develop the AMP programs in order to effectively reach all youth in need of a mentor. In the fall of 2021, a full-time position was created by City Council: The Alexandria Mentoring Partnership Coordinator. The coordinator, David Ulloa, developed a number of initiatives including a new AMP website, an increased public awareness/communications campaign, a database for managing referrals, and a method for ensuring that all AMP programs are implementing quality programs based on national best-practice models. With the addition of this full-time position, the AMP is able to manage the volume of referrals of mentors received from the City of Alexandria.

AMP's Mission

The AMP's mission is to bring together and expand the City's mentoring programs by assisting with program development, capacity building, community partnerships, and program support through diverse high quality mentor recruitment, and best practices training.

MENTORING TAKES MANY FORMS:

- one-to-one mentoring or group mentoring.
- on-site or community-based mentoring.
- academic or activity-based mentoring.
- elementary, middle school or high school mentoring.

At the heart of all the AMP programs lies a common belief that mentoring positively impacts youth development, and that every child in the City of Alexandria who needs a mentor should have one.

Mentor Open House

In late January 2023, a Mentor Open House was held for adults interested in becoming mentors in one of these programs. This event provided an opportunity for attendees to engage with over a dozen mentoring programs, hear personal reflections from mentors and mentees, and learn about how mentoring amplifies change, one relationship at a time.



"[Space Of Her Own] is a great program... They're here to support you."



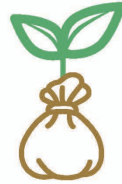
"[My mentor] helped me become the successful person I am today."

ECONOMIC DEVELOPMENT

Commitment to Climate Action

A twenty-first century economy relies on the actions we take today to address climate change, sea level rise, and recurrent flooding.

The City of Alexandria is situated along a low coast and is particularly prone to flooding—which damages both residential and commercial real property and can have a distressing effect on economic growth and sustainability. Per World Scientific, even minor flooding events can have a major negative impact—particularly on small businesses. A study on the impact of climate change in Virginia commissioned by Joint Legislative Audit and Review Commission (JLARC) indicates racial and ethnic minorities, individuals with lower income, the elderly, renters, non-native English speakers, and people with mobility challenges will be disproportionately affected by the potentially severe effects of climate change that are expected before 2100.



This past quarter, the City of Alexandria has made strides in addressing the climate crisis: the creation and implementation of the Office of Climate Action, increasing and expanding the Stormwater Utility Fee Credit, and attracting future-forward, climate-minded businesses to our community.

“ We are at a crucial moment where City ambitions must turn into clear actions. ”

Office of Climate Action

The City has undertaken several initiatives to address climate change and mitigate flooding. Most recently, Ryan Freed was brought on as the City's very first Climate Action Officer and began with the City on January 23.

Freed served as the Director of the Kansas Corporation Commission Energy Division. He holds a Master of Public Administration from the University of Kansas and earned his bachelor's degree from Washburn University.

Freed says about taking on the position: “The climate crisis is a global issue, and the City of Alexandria has shown its commitment to tackling it in the creation of the Office of Climate Action as a part of the City's Environmental Action Plan. I am honored to have been chosen to be the first Climate Action Officer for the City of Alexandria. We are at a crucial moment where City ambitions must turn into clear actions, and I look forward to implementing and growing upon the ambitious climate action goals of the City.”



RYAN FREED

Freed comes to Alexandria from the Institute for Market Transformation (IMT), where he held the position of Senior Director for Policy and Regulatory Strategy for seven years. There, he developed the Institute's government-focused work related to the Institute's climate solutions, economic opportunity, and resiliency endeavors. Previously,

Stormwater Utility Fee Credit

In February, The City closed a round of applications for the newly expanded Stormwater Utility Fee Credit. The Credit puts money back in the pockets of residents and businesses who act on their property to mitigate flooding, prevent excess runoff, and maintain green spaces, among other things.

Families and business owners can not only contribute to the future of our City remaining bright but can be compensated in tax credits for keeping the climate in mind.

Attracting Future-Forward, Climate-Minded Businesses

Alexandria is also attracting businesses on the forefront of the climate crisis. Metroscope, a small business that provides tools to understand root causes of energy loss, recently opened its U.S. Headquarters in Alexandria. The Paris-based company chose the City because of the close-knit, walkable community and proximity to Washington, D.C. and other Northern Virginia localities. They have also been able to experiment with flexible and affordable office space thanks to the unique opportunities Alexandria offers.

Metroscope's mission is to use technology to combat climate change on a large scale. This vital mission has kept nearly 1 million tons of carbon dioxide out of the air—the same as 5,700 New York to Paris flights—on behalf of their clients. Metroscope's technologies give real-time, reliable diagnostic data on energy use, and mitigates energy loss by identifying potential weaknesses and future breakages.

Foster Economic Development: Climate Action

A twenty-first century economy relies on the actions we take today to address climate change, sea level rise, and recurrent flooding.

Alexandria is Preparing:

- By creating of Office of Climate Action and hiring Climate Action Officer Ryan Freed, the City is dedicating resources to preventing and mitigating the affects of climate change.
- Alexandria has expanded the Stormwater Utility Fee Tax Credit, encouraging residents to take action and putting money back in their pockets.
- The City is attracting climate-minded businesses such as Metroscope, a company that provides tools to identify and prevent energy loss.



Human Resources' Work'n Well Program Recognized by American Heart Association

The City of Alexandria's Human Resources Department is being recognized by the American Heart Association for its Work'n Well Program for its third year in a row. The City is receiving the 2023 Gold Level Workplace Health Achievement award, after accepting the honor in 2021 and 2022. The commendation will be highlighted in Spring 2023's "Forbes Brandvoice", "Forbes" online publication, as well as an ad in the "Forbes" print magazine.

The City's Work'n Well Employee Program, established in 2014, offers support and resources for all dimensions of well-being. The program includes Work'n Well Rewards, which provides awards and incentives based on quarterly progress. The program also offers an insurance premium credit for a higher-level achievement milestone. The Work'n Well program actively works to lower healthcare costs, reduce sick leave, increase productivity, boost employee morale, and increase overall employee health awareness.

The City pays the full cost of employee participation in the program. When employees sign up, they are able to track activity,

sleep, nutrition, biometrics and other healthy habits. The more activities and challenges employees do, the more points they earn. If employees reach Level 3—12,000 points during a quarter—they receive a \$50 incentive per month for the following quarter. Then the cycle starts over and employees have another chance to reach the rewards level for the next quarter.



Work'n Well is a hallmark of the commitment of our workforce and embodies our organizational core values – respect, integrity, teamwork, and continuous improvement. Plus, employees are able to bring out their fun and competitive side in a way that benefits all staff through the promotion of healthy life skills.

Develop a Compensation Philosophy: Work n' Well Program

- Work n' Well encourages employees to promote and manage their wellbeing: physically, emotionally and mentally, financially, and socially.
- The program includes Work'n Well Rewards, which provides awards and incentives based on quarterly progress and offers an insurance premium credit for a higher-level achievement milestone. The Work'n Well program actively works to lower healthcare costs, reduce sick leave, increase productivity, boost employee morale and increase overall employee health awareness.
- Employees are able to bring out their fun and competitive side in a way that benefits all staff through the promotion of healthy life skills.
- In April 2023, the Program will be recognized in Forbes Magazine for the fourth year in a row by the American Heart Association.



Learn more about City Council Priorities:

alexandriava.gov/Council



PROVIDE DIVERSE HOUSING OPPORTUNITIES

The Healthy Homes Initiative

The Healthy Homes Initiative is designed to help each Alexandrian get access to a healthy and hazard-free home. The program originated from Alexandria's Community Health Improvement Plan and addresses resident concerns around home conditions, particularly in affordable housing properties. Within this initiative, multiple City departments, community-based organizations, housing providers, and residents work together on data analysis, programs and systems change to improve residents' access to safe, sustainable, and equitable housing.

ALX Breathes

As part of the Healthy Homes Initiative, Alexandria Health Department launched a pilot study of ALX Breathes in 2022. ALX Breathes uses one-on-one assessment, tailored education, and service referrals to help low-income Alexandrians eliminate home-based triggers for chronic respiratory issues. After successfully collaborating with 20 Alexandria households during the pilot, Alexandria Health Department plans to launch a permanent ALX Breathes program in 2023.



2023: Year One of a Healthy Homes Initiative

This is a roadmap for how the City of Alexandria and its partners will work with residents to lay the foundation for improved home conditions in the community:

1. Convene a formal Healthy Homes Network of partner organizations to coordinate service delivery and implement strategies with measurable goals.
2. Work with impacted residents, property managers, and other stakeholders to identify pain points and opportunities within the current healthy homes ecosystem.
3. Implement then evaluate solutions that have been co-designed with residents and partners, then build a detailed flow and system map of resources for internal and external use.
4. Institutionalize and/or expand healthy home programs and data sources to best serve residents.

Why does the City need a Healthy Homes Initiative?

Residents across Alexandria recognize the impact of housing on health. Advocacy groups, residents, and City agencies have been working to improve housing conditions for decades. Yet, there is still a significant need both for direct services and coordination among the various stakeholders in this arena. Additionally, progress on healthy and stable homes is hard to measure. A dedicated plan and strategy give the community metrics to determine impact in this area and provide a clear pathway for inclusive collaboration.



How was the Healthy Homes Initiative developed?

The Alexandria Health Department (AHD) volunteered to lead the Healthy Homes strategy and facilitate the next steps. Although AHD was focused on pandemic response between 2020 and 2022, COVID-19 increased the urgency for healthy homes work. Mold and pest issues can make respiratory conditions such as asthma and chronic obstructive pulmonary disease (COPD) worse, a primary insight of AHD's ALX Breathes program. This is particularly important now, as someone with these conditions could have a more serious case of COVID-19 if they get sick. Additionally, people have been spending more time at home throughout the pandemic, potentially exposing them to housing-related hazards for a greater length of time.

Provide Diverse Housing Opportunities: Healthy Homes Initiative and ALX Breathes

Healthy Homes:

- Umbrella initiative
- Multi-agency effort with nonprofits, businesses, and other partners
- Covers programs, systems change, data analysis, and collective action

ALX Breathes:

- Program offering one-on-one home condition assistance
- Specifically for those with asthma or COPD
- Addresses hospitalization disparities for older adults and BIPOC residents



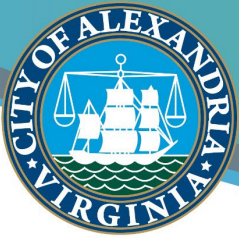
ALEXANDRIA CITY COUNCIL

2022 PRIORITIES

Provide Diverse Housing Opportunities: Healthy Homes Initiative and ALXBreathes

2023: Year One of a Healthy Homes Initiative

1. Convene a formal Healthy Homes Network of partner organizations to coordinate service delivery and implement strategies with measurable goals.
 - Co-chair identified; building out governance structure and goals
2. Work with impacted residents, property managers, and other stakeholders to identify pain points and opportunities within the current healthy homes ecosystem.
 - Funding for focus groups secured from VDH; mapping work between AHD-Code-Housing
3. Implement then evaluate solutions that have been co-designed with residents and partners, then build a detailed flow and system map of resources for internal and external use.
4. Institutionalize and/or expand healthy home programs and data sources to best serve residents.
 - Building out ALX Breathes; working with OPA on data opportunities



ALEXANDRIA CITY COUNCIL 2022 PRIORITIES

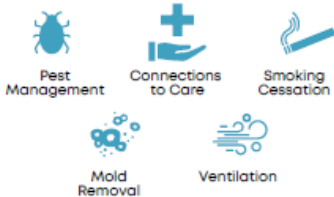
Prototype

After Field Testing

ALX Breathes is a free program from the Alexandria Health Department (AHD) that helps lower-income Alexandrians with chronic respiratory conditions improve their health at home.

During home visits, AHD staff provide tailored health and air quality improvement plans. Over 6 months, AHD staff can help you reach your goals and breathe easier.

Topics covered by this program include:



ALX BREATHES PROGRAM DETAILS

Who can participate?

Alexandrians with asthma or COPD who are under these income levels based on your household size*:

1 person	\$57,650
2 people	\$65,850
3 people	\$74,100
4 people	\$82,300

*Got a bigger household? Contact us to talk.

Who will come into my home?

Trained representatives from AHD will conduct the home visits and virtual visits.

What happens during a home visit?

During one hour visits, AHD representatives can help you:

- Find at-home asthma and COPD triggers
- Learn how to improve air quality
- Make a plan to meet your respiratory health goals

How much does it cost?

ALX Breathes is **free**.

AHD covers the cost of supplies and educational supports.

ALX Breathes is a **free** program from the Alexandria Health Department (AHD) that helps lower-income Alexandrians with breathing issues improve their health at home.

Over 6 months, AHD can help you identify and address any triggers in your home so you can reach your goals and breathe easier.



ALX BREATHES PROGRAM DETAILS

Who can participate?

Alexandrians with asthma or COPD who are under these income levels based on your household size*:

1 person	\$57,650
2 people	\$65,850
3 people	\$74,100
4 people	\$82,300

*Have a bigger household or don't meet the income levels? Contact us to talk.

Who will come into my home?

Trained representatives from AHD will conduct the home and virtual visits. Participants will receive details of what to expect in advance.

What happens during a home visit?

During one hour visits, AHD representatives can help:

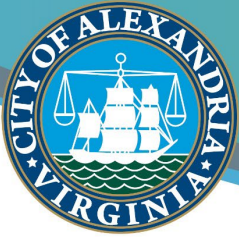
- Find at-home asthma and COPD triggers
- Connect you to relevant support services
- Make a plan to meet your respiratory health goals

How much does it cost?

ALX Breathes is **free**.

AHD covers the cost of supplies and educational supports.





ALEXANDRIA CITY COUNCIL

2022 PRIORITIES

Provide Diverse Housing Opportunities: Healthy Homes Initiative and ALXBreathes

Concurrent Next Steps

1. Apply for EPA funding to continue and expand work
2. Launch Healthy Homes Network for system coordination
3. Develop plan for resident focus groups
4. Implement AHD-Code-Housing workflow plans
5. Finalize resident testing on ALX Breathes components then soft launch in late April/early May
 - a. Intake form and scheduling
 - b. In-home assessments





ALEXANDRIA CITY COUNCIL 2022 PRIORITIES

Initiatives Updates

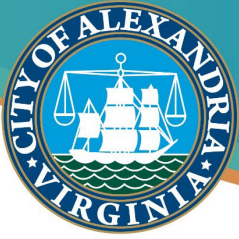
Council Priority

Community Engagement

▼ Goal #

Goal #1: Focus on communication strategies that promote trust-centered relations

Housing Master Plan Update	●	Preplanning is underway.
Deployment of centralized grassroots organizers to initiate and support equitable resident engagement.	●	Built community engagement into RFP for third-party support
Increase awareness and reiterate expectations for community engagement, as outlined in Alexandria's Civic Engagement Policy (2014), including updating the Boards and Commissions Staff Liaison Handbook so that members of the community are actively, constructively, and meaningfully involved in the public decisions that affect them.	●	Continued review of existing handbooks both for Staff Liaisons and for Board members. Plan to incorporate legal changes later this Spring based on bills passed by the General Assembly and Governor. Out reach to relevant staff on improvements to engagement efforts for boards and commissions.
Duke Street Transitway	●	Targeted engagement with businesses and neighborhood groups occurred over the winter. The project team launched "Hello Duke Street," a new multilingual tool that invites residents, workers and visitors to interact through text-based mobile phone chats to reach underrepresented groups where they are and get feedback on the project. Community Engagement Phase III will be kicking off in April 2023.
Alexandria West Community Plan	●	Phase 1 of the planning process will conclude with a community meeting on March 27. In Phase 1, more than 900 community members participated in the initial poll, provided input at local popups, participated through their community organization meetings, and attended the process launch on November 15. Throughout Phase 1, staff has worked to make the process accessible to the broad diversity of residents and stakeholders in Alexandria West, providing a variety of opportunities to participate in multiple languages. Staff will continue to review and refine engagement strategies as needed to ensure an equitable planning process for all.
Employment of Youth Ambassadors to engage with peers and give voice to youth issues.	●	Candidates were interviewed and a Youth Engagement Specialist will be onboarded in March. They will hire and train the Youth Ambassadors
Community Health Worker initiative focused on reducing inequitable health outcomes through culturally competent engagement, navigation, education, and empowerment.	●	Universal screening pilot has been delayed until later in the spring to begin in the new location of 4850 Mark Center Drive. CHWs are currently being hired and will begin supporting residents after onboarding and training.
Establish targeted outreach for grant programs accessible to minority-owned small businesses in the West End. This outreach will prioritize the provision of materials in multiple languages, assistance in filling out applications, and regular communications.	●	City staff is currently developing the framework for a Grant program to assist disadvantaged small businesses, which will, in the long term, establish strong relationships and provide the infrastructure for technical assistance, access to networking, and capital.
Develop and implement a Recreation, Parks and Cultural Activities (RPCA) community engagement plan to promote recreation services and financial assistance opportunities.	●	Recreation Services is implementing a community engagement and outreach plan with multiple pop-events planned for the spring beginning in March. Financial Assistance information and request forms are translated into four languages for these events.
Torpedo Factory Stakeholder Task Force	●	The Torpedo Factory Art Center Stakeholder process concluded on February 15, 2023. The task force facilitated by Rhae Parkes recommended a facility improvements plan, a sustainable governance structure and branding recommendations to increase visibility and utilization of Torpedo Factory Art Center
Taylor Run and Strawberry Run stream projects collaboration with staff and the community being facilitated by the Institute for Engagement and Negotiation (IEN). Consensus Building Groups (workgroups) have been meeting to hear approaches and formulate a consensus approach.	●	Taylor workgroup met 1/31 and 2/13 to discuss approach and consensus meeting should take place mid-March. Strawberry met 1/26 and met separately on 2/27. Consensus meeting also targeted for mid-March.
Alexandria Libraries 5-year plan, including libraries as Community Hubs	●	The five year plan was approved by the Library board on 9/2022
Advance youth safety and resilience efforts through initiatives like the "Youth Speak Up" event series hosted by ACAP, SAPCA, and the Children, Youth and Families Collaborative Commission, as well as regular Teen Block Parties and other teen events hosted by RPCA.	●	Youth Speak event was held at GWMS on 1/19. The Planning Group shared the notes with the Children Youth and Families Collaborative Commission. The next Youth Speak event will take place at Hammond before the end of the school year.
Through the Office of Human Rights, hold regular, small, community listening sessions at accessible and convenient locations to facilitate discussion on how to continue to combat discrimination, increase equal opportunity, and protect human rights for persons who live, work, or visit in Alexandria.	On-going	Office of Human Rights Director & Human Rights Commission Chair met with Director of African Communities Together. Staff has met to develop a workable plan for outreach, intake and listening given the challenges distinguishing between unlawful discrimination and landlord/tenant or code violation matters. Will collaborate with other departments and community organizations whenever possible, connecting with communities in the West End, beginning with ALIVE! food distribution site on



ALEXANDRIA CITY COUNCIL 2022 PRIORITIES



Questions?