

Arts and Culture – Employees' Comments

Note: No edits to text – presented as received

- Love, love love! The pianos on Main Street! More please! More musical festivals and events! Even during Winter?

- Continuous progress: Mural at Diamond Hill stairway entrance is another nice example of public art. Community outreach and stakeholder conversations for Kanahwa Canal provided some partnership interest and potential to maximize how area is restored from CSO work.

- Much more needs to be done, before this City can increase and/or just gain our minorities inner City youth interest in this program. We fall sort there, because this City does not have enough diversity and a leak of interest in obtaining the needed diversity that would have the knowledge of what would interest our minority youth. Progresses are being made, but only for some. An actual managed working diversity plan, which would set goal and truly measure progress would help here.

- Some sort of effort to engage graffiti vandals and channel that energy into more appropriate art.

- Consider adopting a Percent for Art program.

Think about how we can incorporate more art into infrastructure projects (like the Bluffwalk stairs piece).

- Keys for the Hill City was wonderful. Would like to see more interactive exhibits like this.

- Excellent work. Keep promoting Downtown festivals and art shows. Perhaps encourage art shows highlighting local artists? Work with some of the folks doing renovation and rehab in the loft apartments or other spaces to host local art shows inside some of the rehabbed spaces. Which promotes both the lofts and the local artists work. Encourage/exhibit local artists music as well.

- The pianos were a huge hit, and brought folks downtown. It will be good to see many more reasons for folks to travel into the Main St. area.

Having Endstation present downtown is a huge boost too.

- I'll buy it. Not really my area of interest.

- Every city needs to have an art/museum scene and it's nice to see that Lynchburg offers a variety of options for both locals and visitors.

- More concerts at Riverfront park.

Sponsor off Broadway play using EC Glass auditorium

- Not a resident, but impressed with the scope and number of activities listed.

Citizen Engagement and Social Capital – Employees’ Comments

Note: No edits to text – presented as received

- Continuous progress: The City Hall signage and information desk improvements created a more engaging public interface. Miller Center opening also has tremendous potential as flexible public meeting and activity space. Tinbridge Hill and Dearington outreach efforts have been initially successful bringing neighbors together to discuss specific topics important to those neighborhoods.

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- Our parks are very nice. Safety would be my only concern.

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- I have to ask, how can Citizens Academy be considered an accomplishment when that after 11 Citizen’s Academies with 29 students, (totaling 250 Citizens), in a City with a population over 68,000 people? This program touched less than 1% of our population. Again, a well diverse staff that really cares with a working diversity tool/plan will know that our Citizens Academy, (put on through PD) will not be a successful catalysis in creating a dialogue throughout the entire City. It works great for a select few, as you can see. Very little interest in talking with PD exists in the inner City population these days; just as in the past. Probably, a good percentage of those 250 students that attended the course, went more than once; along with some City staff. The accomplishments listed above only say, we have a long way to go; and need much help with getting there.

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- Expansion of Bridges Out of Poverty which has made a good start.

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- The Lynchburg is Listening online tool does not seem to be used to the best of its ability. Answers/responses from City staff are not posted. So nobody knows if posts were answered or what the result was. Right now it just looks like a blog. It is not living up to its potential.

Share the Parks is a knee jerk reaction. Do we believe the people involved in the fight that prompted this initiative are aware that there is an initiative? Do they care? Unfortunate events unfold sometimes and that is out of the City's control, but what the City can control is the political debate that ensued over the mess.

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- Citizen engagement is different from social capital. I think we did relatively well on citizen engagement but there is a lot of room for growth for social capital. Lynchburg is Listening could be great but it needs more promotion/use.

We need to improve our school system and we need to provide more educational opportunities. We should host or promote hosting more outside speakers that will provide our citizens with opportunities to learn more about what is going on outside of Lynchburg and hear more viewpoints.

The city could also provide more education to citizens on various city issues. (i.e. why roundabouts might be a good idea, why density is good, the real costs of infrastructure)

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- Use social media and other online products more to promote citizen engagement. Use GIS or other apps to highlight city projects and detours, zoning changes, proposed changes and their effects. Allow for public review and comment through interactive sites.

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- I do not notice the community engagement changing.

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- Interesting but again not my cup of tea.

Citizen Engagement and Social Capital – Employees’ Comments

Note: No edits to text – presented as received

- I think we are always working towards engaging the citizens of Lynchburg. It will get better and better as we get more people to engage in downtown-style Lynchburg-living. I keep thinking about moving to a downtown loft but not knowing who to contact to make that happen stops me from doing anything. And, not being able to actually own the space (versus renting) keeps me from trying harder. But keep on keeping on -- I am so amazed at how far our city has come in my lifetime. I love it.

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- Citizens Academy continues to be a success among the locals who take part and the fact that many of the participants have shown interest in an alumni group only reinforces that.

The fact that the city now has a reverse 911 system put into place is a huge plus in many ways. A supplemental success would be to have as many people sign up as possible, which is what our department is working tirelessly on.

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- Having a statue in a place of prominence downtown dedicated to, Our Confederate Soldiers tends to make a large segment of the population feel excluded. Who exactly is the our referring to? It surely is not me!

Economic Development – Employees’ Comments

Note: No edits to text – presented as received

- Highway infrastructure needs a great deal of improvement in regard to economic development. Truck traffic must access businesses and the roads need to be designed with higher truck traffic in mind. Parking access needs improvement especially for vehicles larger than a compact car and definitely more for handicap vans.
- Continuous progress: Dinner Bell revitalization effort significant on jobs/reuse/local food security front. Efforts to reach out to every client -- home-based business, retail or industry -- to provide contacts, resources or appreciation for doing business in the City (i.e. retention) often go unnoticed, as do efforts to maximize the potential for properties available for development.
- We are trying.
- Clearly, these examples indicate that Lynchburg is not sleeping on Economic Development - but there needs to be continuing focus on creation of sustainable jobs in Lynchburg (or on the bus line) for folks who are struggling to earn a living. Part time employment at Wal Mart or a fast food establishment does not create a sustainable situation.
- While downtown continues to wither despite the facade of progress... even when citizens receive grants and loans to revamp and reuse existing gems in the City, property taxes and a general lack of public interest in revitalization - on top of paid, limited parking - keep successes from being long term. Building after historical building has such potential to be transformed, but the interests nor resources just can't cover the need.

I keep up with local news, and have followed multiple success stories about new ventures. It is important to look closely at just how many start-up businesses and ventures have been featured in the past 10 years downtown. How many are still here? There is great fanfare when they start up, but they quietly and often quickly disappear because there is not enough interest to keep them open. Sadly, the work on 5th street took so long that the handful of hopefuls who dared set up shop before construction began are all but gone now.

- Continued investment in downtown and attempt to bring downtown type amenities to all parts of the City.
- Investment and progress made in the City is evident. I hear it from the public as well as conversations outside of work. Downtown revitalization is a feather in the cap of Economic Development.
- We need to promote development that has adequate existing public infrastructure.

Economic development is also tied to social capital and vice versa. High tech businesses want to locate/expand in Lynchburg if what the city has to offer will help them attract good employees. Having a better social capital will work to create those places. Therefore, if we can create a city that young, educated workers want to be that in turn will help attract more businesses.

- Work towards putting strategic plan into practice.

Utilize GIS or other online analysis tools to analyze data and promote properties, business,

Economic Development – Employees’ Comments

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and growth through the ability to quickly show a perspective business the properties with amenities that meet their needs. Work more with surrounding localities? Businesses and growth within the region can assist the city economically by bringing folks to the area.

- I heard today Areva is laying off many employees. This will surely hurt the city if it is true.

Growth from LU is positive and new jobs are available often there, but certainly there is concern LU is taking over.

Are there incentives for small businesses to use current buildings in the city? Redevelopment grants? Does the community know what is available?

- You need a plan to measure your actions against. I believe Marjette is working on that. Keep up the good effort.
- We need to find a way to bring in more high-paying jobs into our area so that college graduates can return to Lynchburg to live.
- The examples listed are good but it would also be good to expand on job opportunities & training for the segment of the population living in or near poverty level incomes.

Healthy and Active Living – Employees’ Comments

Note: No edits to text – presented as received

- One of the things I see being worked on, but can only add encouragement to, is bike lanes and extending the current trails systems in the city. The Lakeside Drive / 221 corridor needs addressed in these regards as well as the Fort Avenue / Timberlake Road corridor.
- unfortunate that we had to discontinue the program providing bikes for riding in the city.
- The basketball courts at Riverside Park are great. I would like to see more organized sports, such as indoor soccer, or soccer on the new turf fields. How about drop in events? The armory would be a great place for this. More activities for young adults would be great! Definitely need to have more public service announcements, fliers, etc. get the word out.
- Continous progress: Community Market received \$80,000 USDA grant to help support locally grown food.
- Keep up the good work.
- City Stadium turf installation was an excellent and critical renovation, and serves multiple purposes very well now.
- Encorage more pedestrian friendly development, both new and retrofit.
- Parks/Trails are a great asset to the City and moderate progress is being made. Areas of the City without parks (annexed) are still needed.
- We desperately need a fund for pedestrian and bicycle improvements throughout the city. Every area of the city could use pedestrian improvements and many improvements could be made in partnership with other projects. Typically projects (i.e. water line replacements) aren't budgeted to include pedestrian improvements, but ped improvements could be done more efficiently if they could be combined with other projects. A separate fund that could be used to tack onto these projects would go a long way.

These individual successes are great, but they won't have as big of an impact as retrofitting the city so that people can actually live healthy and active lifestyles day to day.

- Increased patrolling is needed in all city parks. A Park Watch program similar to Neighborhood Watch would be helpful.
- More needs to be done to make use of our natural resources. I envision so much potential with the river at our doorstep and so much open space for recreation. Why aren't we finding a way to use (and market) this space?
- Much has been made available to city employees as far as health and wellness. Are citizens benefiting too?
- What happened to the community gardens idea? Since Beasley blew us off, should we compost our leaves?
- The City of Lynchburg has amazing facilities/parks in which citizens may get outside and enjoy. Lately, I have been visiting various parks around Lynchburg and at times I was thrilled to have some places mostly all to myself, but disappointed that more citizens were not out

Healthy and Active Living – Employees’ Comments

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enjoying what the city provides for them free of charge. Maybe the schools need to have field days at the parks in which parents are asked to attend (during a school day) so that the parents will see what they might enjoy with their children during their leisure times. The trails down along the river are wonderful. Lots and lots of people use and enjoy it. (It would be nice to have restroom facilities available on the trails. Whew! I didn't think I was going to make it!) I love the train engine at Riverside Park. I am seeing progress of the covering going up over it. I look forward to going back to see it all finished. I am not sure what else the City can do to improve in this area since this isn't my area of expertise -- but I am totally impressed.

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- Maybe free gym memberships for the City of Lynchburg employees
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- The Parks & Recreation Department provides great services for all of Lynchburg's citizens.
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- What about other businesses stepping up to the plate? Obesity is still a huge issue. It should not all fall on the City of Lynchburg staff.

Infrastructure – Employees' Comments

Note: No edits to text – presented as received

- I commented on these issues in the Economic Development area. I might add that the City had way too many road construction projects going on in the down town area a year or two ago. This made detours out of the ordinary a necessity and Emergency Services access a problem. Improvement are needed but not all at one time.
- A traffic light is desperately needed at the corner of Wards Ferry Rd and Atlanta Ave. This is a serious safety concern, as well as a traffic congestion issue.
- I have heard over and over again how long these projects took and the negative impacts the delays had on the community.
- Fifth street looks lovely. Great job. Is there anyway to provide incentives to homeowners and/or businesses along these routes to improve the properties as well?
- Continuous progress: Bluffwalk Project scheduled to finish on time/budget and sparking new interest in Downtown. Less flashy but equally important efforts include progress on Midtown (corridor improvements significant for the area), CSO, Tinbridge Hill sidewalk funding and Jefferson Park Landfill. Public Wi-Fi in Community Centers supporting new educational efforts with City Schools. Initial conversations about dedicated infrastructure maintenance funding essential to continued progress.
- Too much high density housing has been developed on Timberlake Road, it has become a nightmare driving from Heritage to the city line.
- The upper end of 5th street is way over do, to be resurface.
- "True, 5th Street looks very nice now. I don't know that it will be rewarded by new business growth.

I feel that the Wards Road Bridge has proven less than beneficial financially. I travel Wards Road frequently and rarely see a soul on the Bridge.
- The City can only do what our money allows.
- Insane. Absolutely insane.
- More citizen education about the declining condition of our infrastructure.
- Too many projects going on at the SAME time. Getting around the city can be very frustrating at times.
- Lynchburg places a heavy emphasis on taking care of its infrastructure. Infrastructure improvements often generate economic benefits, especially within areas attempting to revitalize. Road improvements seem lengthy, time-wise.
- There is so much more to do. See above about healthy and active living. Infrastructure improvements are needed everywhere.
- 5th street is a problem during rush hour traffic, with the removal of traffic lights that existed before the construction and the lack of understanding of how the turn about is suppose to operate. Also with 5th street having a hill in it it provides a blind spot for drivers trying to

Infrastructure – Employees’ Comments

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make turns and not having traffic lights controlling the intersections. Also traffic lights and traffic flow need to be addressed on wards road in the shopping area around LU and CVCC, the off ramp from the express way gets backed up often based on traffic light not appearing to be synchronized as traffic from the Mall moves toward the LU and CVCC entrances.

- Use online Applications and social media and city website to keep citizens up to date on projects. create a city projects website to contain plans and other documents that the public might be interested in seeing. Keep site up to date with project progress including both setbacks and completions.
- Funding needed for Heritage High School has delayed the rate of progress to other infrastructure.
- The area near United Way (on Park?) looks very nice where the sidewalks now have steps to the homes. It has been a challenge moving around in the Kemper St area, but it should be worth the trouble. It is easier to move around in most areas now.
- While the City has made progress, we still have a long way to go to address the aging infrastructure, especially utilities that are underground.
- It's getting older faster than you are fixing. Headed in the wrong direction. Did you see the sixty minutes program a couple Sunday's ago. This is a real problem only real \$ will solve.
- Ugh. Please keep on keeping on in this area. There is so much work going on on our roads that it is driving us all crazy. It is necessary, and the finished products are wonderful, but it sure is frustrating to have to search for ways to get where you need to go because of a street being closed. Just get it done, please!
- I know keeping up with infrastructure in an aging city is expensive but it looks like the city is doing well with maintaining it. As for Fifth Street, the only thing I worry about is gentrification; and if there are no job prospects for current residents, then they will be forced to move out of the area.
- Fifth street project has actually created a dangerous hazzard for those drivers coming out of side streets where cars are parked along fifth street just below the traffic circle. You cannot see oncomng cars in either direction until it is almost too late when trying to turn on fifth street, due to the cars parked alongside the road.This acutally presents a problem for pedestrians trying to cross the road and motorist.

Land Use – Employees’ Comments

Note: No edits to text – presented as received

- I think more planning in these areas is an absolute necessity for sustainable future progress. Pedestrian and bicycle traffic needs worked into these plans from the start, not as an afterthought.

- Continuous progress: 221 Study also adopted with regional focus on connectivity and access management. Zoning Ordinance discussions have been well attended and productive in the establishment of a framework for the new code.

- Much greater emphasis need to shift cost of new development to developers, including indirect costs that currently developers pay nothing toward. Greater emphasis on having non-profits more equitably assume costs the place on the City.

- Work is still needed towards becoming a City of the 21st Century. More mobility is needed as well as more efficient use of land. Stop the sprawl!

- The city needs more density. Density will give us more bang for our buck on infrastructure, make transit more feasible, make the city more walkable, and increase our tax base.

We also need really think about street connectivity. Options for connectivity are disappearing and we need to be more proactive in looking for these opportunities.

We should do a better job encouraging/enforcing good site design. Buildings need to be closer to the street and connected to pedestrian facilities. The city is plagued by poorly planned individual developments where no consideration is given to how the development interacts with the surrounding area. What we end up with is little islands of development that are not connected.

This rating/accomplishment should be tied to how often Council/Planning Commission follows the Comprehensive Plan, not that it was adopted.

- Much is moving forward as far as downtown redevelopment, but many are grumbling about Jefferson St. being torn up repeatedly.

The Bluffwalk looks to be coming along. We really need to focus on this area before the weather warms so tourists and residents alike can enjoy the space and folks will consider opening a business in the downtown area. There are too many empty buildings.

The Miller Center will be a big asset.

- Seems like you are headed in the right direction. Should be coordinated with Economic Development plan. It may be and I just don't know it.

- I don't know enough about this. Is there any way to attract at least one really great large retailer to downtown Lynchburg so that we can get people shopping there? Also, I have heard people say that they would really like to see a lot of free parking downtown. No one knows where to park and they do not want to pay for it. Personally, I do not mind paying a little for my parking each time (but I also want an opportunity to add more money to my meter if I end up staying longer than I planned without getting a parking ticket).

Land Use – Employees' Comments

Note: No edits to text – presented as received

- The new GLTC transfer center is a great improvement to the city's mass transit service.

- Work is too slow moving. Glad for the improvements, but slow. I can't wait until the work starts on Campbell Avenue. Traffic is way to heavy on this road.

- Sounds like more talking than action so far.

Lifelong Learning – Employees’ Comments

Note: No edits to text – presented as received

- Continuous progress: Emerging Leaders effort continues to flourish as development tool for future leaders. Partnership between Parks/Schools/local Universities on after school programming.

- EDGE is a costly program. Are we truly getting a return from this training and how do we know we are truly developing Great Employees?

- High Schools really need to develop programs for trades - plumbing, carpentry, bricklaying, electrician, etc, and de-emphasize the there is a college for everyone track. Students are not all cut out for college work but everyone needs training for some type of work after High School. Students need to be able to spend time learning their trade in high school which should count as credit toward graduation, just like advanced students earn credit for college courses taken at the Community College. Students who struggle will not benefit from passing advanced math, but would benefit tremendously from spending that same time in a building trade or service industry trade, and these options are only available to Juniors and Seniors - if then. We lose students in 9th/10th grades and they never make it to the trade options in 11th/12th grades. These programs need to be available earlier and in place of academic courses from which they will never benefit.

- EDGE has absolutely no intrinsic value to me. I stepped down from my position as a founding participant and trainer because of this. It was originally billed as a rallying cry to create a strong foundation and build up a newer workforce with the skills to take on leadership rolls as aging leaders retire. We were told that completion of the program would give internal employees an advantage over external applicants for competitive promotional positions, which in turn would have given internal employees the sense we were each a critical part of the City's workforce and valued as a long term member of the City family. It doesn't do any of those things.

There is no incentive to participate other than the occasional warning we hear that we'd better do so or our annual evaluations won't go well. So? Under-performing employees get raises equal to the hardest working and most outstanding employees, so there are no incentives or hopes for advancement or reward for strong work ethics or taking on extra rolls. There is no City-led incentive to care. People I know have left City employment for higher paying promotional positions in the private sector - and never looked back. Other people - including myself - have lost out on promotional positions to outside applicants despite possessing excellent interview skills and the skills needed for those positions. Add this to the fluid stream of turnovers in City positions and we have a constant influx of newly minted, untrained staff mixed in with undervalued trained staff stuck training and retraining and retraining those who come and go. 700 City employees happen to have their Public Professional EDGE certificate. Hooray. Now what?

- More clarity in the continuing education requirements of the EDGE program and recognition in Changing Times of those who meet their annual requirements. More citizen education on the environmental impacts of everyday activities.

- Based upon newspaper articles it doesn't seem like the educational system has made much progress in raising test scores.

Lifelong Learning – Employees’ Comments

Note: No edits to text – presented as received

- More education on city issues would be beneficial in engaging the public.

- Edge classes are great. Is there a way to benefit residents with a similar program?

- Not sure this is all we need to do here. We talking just City staff? Or we talking community? May need some connection to our Colleges and a plan or program to go along. Me I'm probably too old! LOL.

- I love learning and I believe Lynchburg does a great job of promoting it and actually getting some people who would never try to learn anything new engaged and involved in learning. The Public Professional Certificate was a painless process and was helpful to anyone who took it.

- I'd like to see mandatory or elective community service options for employees during the work day. When I worked at Vans Shoes, we were able to do things like beach clean-ups, tree-planting, and other services 1 day per month. This would help with connecting to more parts of the city for employees.

- I greatly appreciate the Public Professional Certificate process and can't understand why a few of the long term employees have not utilized or see the need to participate.

- The edge program not impressed with and then Margret discourage individuals not to attend certain classes. Instead of coaching the individuals that thought patterns are different she just say don't come back. So much for teaching individual co-worker to be more.

Natural and Environmental Resources – Employees' Comments

Note: No edits to text – presented as received

- Better supervision of construction site runoff into the creek drainage systems needs improvement.

- More work needs to be done to clean up the river and support a more recreational use. Our waterways are polluted and the industry along the river is an eye sore.

- Continuous progress: City received \$1.7 million in Stormwater Local Assistance Fund grants; projects will provide water quality benefit sufficient to meet initial permit goals. Long Term Control Plan approval will reduce costs and expedite water quality benefit.

- The City is working hard on this.

- More citizen education on the environmental impacts of everyday activities.

- When I drive around Lynchburg it doesn't seem like the environmental "light bulb" has come on for most City residents. You can see many environmentally destructive habits being practiced regularly by the citizens. The City does a decent enough job with its own regard to environmental protection, but I can't say that its affected much for the City.

- "GLTC is wonderful.

The water garden on Jefferson looks really bad.

See comments on #4 above. We would attract many more people downtown if we offered business incentives for recreational use of the river and banks. This would enhance awareness, use and appreciation of natural resources more so than many other methods.

Installing bike racks will be a big plus."

- You need a plan to measure your actions against. I think WR is working on one, how's that coming?

- The more progress on natural and environmental resources, the better!

- Baby steps. Will wait for real achievements to be impressed.

Neighborhoods – Employees’ Comments

Note: No edits to text – presented as received

- I applaud these efforts but call for more and continued effort in expanding bike lanes and ADA access.

- Would love to see the Riverside Park swimming pool memorial garden and amphitheater completed. Lynchburg's past needs to be recognized so that it will not be repeated.

- Continuous progress: City hosted a successful Virginia Statewide Neighborhoods Conference; many of state award winners from Lynchburg. Infill sidewalk and access ramp initiative gets little recognition but making real impact. Community Code Compliance Team walkthroughs continue to receive good support from the community. Dearington outreach efforts have been initially successful bringing neighbors together to discuss landfill and other topics important to the residents.

- City Staff is trying. However, the City need help here.

- need more activities for the youth in our community during breaks. (ie. winter break, summertime)

- More expansion of bike lanes to Langhorne Road and the Rivermont Bridge.

- Police and neighborhood communication seems to be doing better.

- We need to do more infrastructure projects in neighborhoods. Too many neighborhoods were built without sidewalks and really need retrofitting.

- Existing Bike lanes on Fort avenue are sometimes covered with parked cars???

- May be headed the wrong direction here too given the landfill mess. Just more needs than \$ to keep up with this stuff. Need to print some \$ or something.

- Keep on improving the redevelopment of older buildings into loft homes. Love it!

- I've noticed neighborhoods without sidewalks. Something as simple as adding them greatly improves on image as well as pedestrian safety.

Neighborhoods – Employees' Comments

Note: No edits to text – presented as received

- Continuous progress: Lynchburg Nigh Out

- Having previously worked as a 911 dispatcher, I realize no where can be kept totally safe. I do feel that a larger police presence in our parks and outdoor spaces could help prevent some of the crime that has been seen in the City in recent years.

- Better education for youth in our schools about the functioning of our society and how it takes everyone's cooperation to make a community. Better education for youth that 'entitlement' programs are a last resort and not to be perceived in the least as 'normal'. Bridges Out of Poverty could possibly be used to leverage this.

- Make use of GIS for Crime mapping and analysis to assist police and other public safety departments in making the most efficient use of their resources and for showing where more resources may be needed. Create an On line app. for showing some crime analysis. This could show some folks that though the perception in some neighborhoods is that there is a high crime rate the reality in those neighborhoods may not be as bad. Use on line apps to show crimes over the years to see how neighborhoods have changed/improved.

- Parks and other areas are safer with more use and traffic. Downtown seems busier and safer too.

- We need to plan for exercises on a more frequent basis--having a full scale exercise like the one in August is helpful but it is impractical to exercise at that level on a more frequent basis. Tabletop exercises, functional exercises or just regular discussions with the multiple agencies involved in emergency preparedness, response, and recovery would help us all be better prepared when the real emergency occurs.

- So how's all this working? Crime up or down? Traffic crashes up or down? Pedestrian crashes up or down?

- Our city is so much more safe than most places and it has improved tremendously over my lifetime. Keep up the great work!

- Job creation and training among lower income families should be a priority and would only help increase safer communities.

- It's time to be honest with the citizens about the gang activities. One day you may see Lynchburg on the news like Ferguson. The citizens need to be taught the difference between a thug and a good boy who made a bad decision or choice.

Social Equity – Employees’ Comments

Note: No edits to text – presented as received

- While a lot of people have received the Bridges out of Poverty training, it seems to have stopped there and there has been minimal new discussion or projects as a result.
- Continuous progress: Follow up one-day Bridges out of Poverty session had over 400(?) participants.
- I feel that the City has a right and a need to know of a perspective employee's criminal history prior to hiring that individual.
- A very long way to go. I do not see an interest here at all. Staff adjustments are very much needed before this could begin to a least be taken seriously.
- Bridges is a great start. We need to really expand this concept at all levels of the economic spectrum.
- Improvements to the transportation system and greater density would help this.

Do we pay all employees a living wage? Do we know what our living wage is?

- Awareness is the first step.

We need to take care of all of our citizens and offer more housing for low income and marginal people. We need more facilities that serve the needy.

This is a slowly progressing area. We need to fully support groups like those who would like to bring The Healing Place to Lynchburg, or who want to help families in crisis, or seniors in poverty or are alone. There are so many groups in our area in need, and few who are doing anything to help.

- I attended the one day training on Bridges Out of Poverty on 12/02/14. It was very eye-opening. Whereas I understand that this training on recognizing the class differences and how they impact relationships is a vital first step, I do hope that the City continues to work towards meaningful collaboration with all classes within the community.
- Not involved here so not qualified to comment.
- I believe as City employees, we are good at being socially fair to people who may live in extremely financially/mentally/emotionally-poor situations, however; I am not certain if this is where we intend to go with Social Equity. If our goal is to bring our citizens out of financial, emotional, and mental poverty -- we still have work to be done. But, of course, people need to help themselves as well. We can't do it all for them.
- These are all great accomplishments.
- There needs to be dialog concerning social equality in the schools system and the work places. It is implied or perhaps expected for ethnic groups to be silent and passive during this nation's time of turmoil concerning the police and other agency abuse of power.

It appears that all racial groups are suppressing explosive feelings of anger due social perceptions. It would seem that SOME of the Caucasian community/agencies/individuals are

Social Equity – Employees’ Comments

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excited and overjoyed that other ethnic groups are afraid and targeted as suspicious and violent, this perhaps may lend to the perceived cultural hierarchy that other ethnic groups are subservient to the so called Anglo Saxon elitist.

Unfortunately, the entire divide is by design and perpetual. On the other side of the coin (ethnic) the absence of fathers in the community and leadership is another direct cause to the disparity. However, after designed perpetual suppression and inequality of the proverbial cards stacked against you for a majority of ethnic groups, it is a wonder the civil unrest has not happened sooner.

This survey may want SOME sort of feedback ...however, IF the entire truth was to be revealed all at once, it would be overwhelming. There is a feel of an itch in Lynchburg and it could get out of hand, IF the city does not step in and provide ways for ALL folks to have a VERBAL release of their pent-up emotions. There is too much emotional suppression going on everywhere. Also, the indirect hostility taken out on ethnic groups because there is an African American President...(can't get to the President, next best thing... kill a few African American males to demonstrate the suppressed anger and hatred), seems all too real. If the shoe were on the other foot (African American police killing Caucasian males for stupid offenses or perceived or real social conditioning, there would be more than a riot in our city after just one or two deaths). It would be interesting for the Caucasian males/police to be transplanted into several situations (simulated or actual) where they are treated as suspect every day, all day I would like to see some data on brain mapping of actual emotions for all parties of the experiment).

True story: While conducting an inspection in another city, the day after the Traven Martin situation, four police officers were called out on a domestic to an apartment I was scheduled to inspect on the block, for an African American male with a hoodie in the neighborhood. My goodness, the police came READY for an altercation (hands placed on guns, emotions and comments heightened) before anyone even talked to the young man (honestly I did not know about the Traven Martin death and all the particulars- the police explained while on the scene). Since I was able to enter the apartment legally as a Building Inspector with an scheduled appointment, I went in to the apartment with one police officer. Turns out the young man (17 years of age- I had him called his mother to ensure there was understanding for permission to enter the apartment) was just as spooked and agitated as the police about the entire Traven Martin situation. He was wearing the hoodie as a symbol of condolence, the young man shed tears in front of us. Note- to everyone surprise, the apartment was clean and neat, he allowed us to inspect his room where his bed was made and did not smell offensive. I thought- WOW!!! That entire situation could have gone another direction VERY quickly IF another approach of community policing and some compassion was not implemented. Granted, I know, there are real dangers for the Police Officers in the field...as well as for me as an Inspector and I am unarmed.

Solution mapping: There could be a survey/interviews (at private events where individuals are comfortable opening up and being honest) on the topic of social equality (with leading questions similar to this survey's leading questions) sent to the NAACP groups, civil war enthusiasts, prisons, student/youth groups in the schools – all ages (quickly please- perhaps

Social Equity – Employees’ Comments

Note: No edits to text – presented as received

you will be able to document the age where social conditioning of social disparity begins – with actual data), fraternities / sororities / college students, and all churches. Might be a lot of effort and work in advance, however, if the city takes a proactive stance, there MAY be a HIGHER chance the city can overtake an explosive emotional time bomb waiting to blow...just my five dollars’ worth of comments.

-
- OUR CONFEDERATE SOLDIERS! This is a big problem!

 - Any effort is noteworthy. So many miles to go on this road!

 - There is equity in pay, promotion, etc. within the City and School systems. I also feel that both are well integrated and represented by minorities throughout (i.e. student, employees, staffing, leadership, etc.).

 - Some felony's don't need to be in certain jobs. Just because you don't ask the question, means nothing. You wouldn't want someone who took advantage of a child to work in the school system.

Transportation – Employees’ Comments

Note: No edits to text – presented as received

1. I have already commented about the bike lanes...they are good, but we need more, especially Lakeside Drive, Old Forest Rd, further out Fort Ave. and Timberlake Rd. I have noticed better traffic flow in the Wards Rd. area.

2. Not sure if this comment belongs here, but it seems that Emergency Services is often tied up taking Patient's to the ER when they would be better served at a clinic. Are there other means of low income transportation to clinics? Can mobile health clinics,go to high traffic areas during the week to provide basic health care to families who are house bound or who are lacking in transportation. If these services are available already, the folks who need,them need to have education and information as to how they are used.

3. Continous progress: Midtown project continues. Tinbridge Hill sidewalk CDBG funding secured. Greenview Drive and Odd Fellows Road interchange projects progressing towards construction. Initial conversations about dedicated infrastructure maintenance funding essential to continued progress.

4. Public Works, Traffic Engineering is doing very good job.

5. Better bicycle and pedestrain facilities around GLTC/Amtrak Station. Better connections out to 5th Street. This needs to become a real transportation hub. Encouragement of more commercial development around this area would help. More bike lanes on the Rivermont Bridge and Langhorne Road.

6. Need a traffic study for the installation of a stop light at the junction of Rt.221 and Forestdale Rd.

7. Progress has been so-so. The City needs more pedestrian/bike accommodations. We need to be more proactive instead of reactive. The improvements that have been made have definitely helped. Pedestrian bridge on Wards., Bike lane on Rivermont, GLTC transfer center, 5th St. improvements.

8. Hope Sunday bus service will be restored

9. GLTC needs to look at ways to get choice riders.

Consider reversing bike lanes with parking lanes going forward.

Streets are the most pervasive public space in cities. We need to design them so that they serve the public and surrounding land owners, not just drivers.

10. Additional Bike Lanes would be great. Would love to see GLTC use the Trolley more often. They were a classy addition to see around Lynchburg.

11. Promote ride share programs for those commuting into the city.

12. The adaptive signals are good.

More train routes are coming, along with the public transport to Roanoke.

The bike lanes are good.

Transportation – Employees’ Comments

Note: No edits to text – presented as received

13. Midtown is a good start. There are a bunch of good projects that have been identified and I hope we can find some \$ to build them.

14. The traffic adaptive signalization has made a difference. Please keep installing these all around town, as fast as you can. I have noticed the yellow blinking signal lights for turning left at stop lights. These are great and very convenient. I would love to see more people using the bike lanes and the buses. Of course, drivers need to be educated on how to drive with bike lanes and some of us need help with riding a bus to get from one place to another by making connections..

15. Every bus I have ever taken has been late. Routes are generally not accurate.

16. Comment on required identification. This doesn't bother me, but will significantly reduce both the number and the truthfulness of the responses that you receive. It is also a lost opportunity to learn about areas of significant need and even corruption. Why bother asking if you don't really want to know what your employees could tell you?