City of Cincinnati

801 Plum Street
Cincinnati, OH 45202

Agenda - Final-revised

Equity, Inclusion, Youth, & The Arts Committee

Chairperson Chris Seelbach
Vice Chair Greg Landsman
Councilmember Jan-Michele Kearney

Tuesday, August 31, 2021 | **3:00 PM** | **Council Chambers, Room 300**

PRESENTATIONS

AGENDA

1. 202102521 **ORDINANCE,** dated 7/29/2021, submitted by Councilmember Kearney, from Andrew Garth, City Solicitor, **ESTABLISHING** new Chapter 886, "Equitable Restrooms," of Title VIII, "Business Regulations," of the Cincinnati Municipal Code, and AMENDING Section 1501-9, "Class C1 Civil Offenses," of Title XV, "Code Compliance and Hearings," of the Cincinnati Municipal Code to require equal access to single-occupancy toilet facilities in public buildings and places of public accommodation for all persons regardless of their sex, gender identity, physical or mental capacity, or familial status.

Sponsors: Kearney

Attachments: Transmittal 202102521
Ordinance 202102521

2. 202102299 **MOTION,** dated 6/15/2021, submitted by Councilmember Kearney, **WE MOVE** for City Council to establish a Division of Gender Equity in the Office of Human Relations (OHR), which will not immediately require additional staff or funding. The Division will implement recommendations complied by the City of Cincinnati Gender Equality Task Force based on the Gender Study of City of Cincinnati Government Final Report for Phase One (2017-2018) and Two (2018-2019), executed by the University of Cincinnati Gender Equity Research Team and submitted to City of Cincinnati Gender Equality Task Force on January 24, 2020, pursuant to Ordinances 0091-2017 and 0092-2017. The Division's work can include but will not be limited to implementing policies that are centered on career advancement for women and people of color; increasing implicit bias and cultural competency training for all city employees; conducting assessments of employees' gender and racial biases in the Police and Fire departments; and improving ways to report discrimination or harassment city-wide. (STATEMENT ATTACHED).

Sponsors: Kearney

Attachments: Motion 202102299

Items Added to be Filed/Sunset

3. 201901572 **PRESENTATION**, from Sheila Nared, Director of Seven Hills Neighborhood Houses Trauma Recovery Center and Janice Sowell, LPC, Trauma Center Counselor/Advocate, Seven Hills Neighborhood Houses entitled TRAUMA RECOVERY CENTER, Seven Hills Neighborhood Houses Inc.

Attachments: Presentation

4. 202000300 **COMMUNICATION**, regarding Salary History Work Group applications.

Attachments: Communication

ADJOURNMENT

city of CINCINNATI

Interdepartmental Correspondence Sheet

20210521

Date: July 29, 2021

To: Councilmember Jan-Michele Lemon Kearney

From: Andrew Garth, City Solicitor AWG

Subject: **Ordinance – Amending Cincinnati Municipal Code New Chapter 886 Equitable Restrooms**

Transmitted herewith is an ordinance captioned as follows:

> **ESTABLISHING** new Chapter 886, "Equitable Restrooms," of Title VIII, "Business Regulations," of the Cincinnati Municipal Code, and AMENDING Section 1501-8, "Class C1 Civil Offenses," of Title XV, "Code Compliance and Hearings," of the Cincinnati Municipal Code to require equal access to single-occupancy toilet facilities in public buildings and places of public accommodation for all persons regardless of their sex, gender identity, physical or mental capacity, or familial status.

AWG/MEH/(lnk)
Attachment
344508

City of Cincinnati

MEH

BWG

An Ordinance No. _____ - 2021

ESTABLISHING new Chapter 886, "Equitable Restrooms," of Title VIII, "Business Regulations," of the Cincinnati Municipal Code, and AMENDING Section 1501-8, "Class C1 Civil Offenses," of Title XV, "Code Compliance and Hearings," of the Cincinnati Municipal Code to require equal access to single-occupancy toilet facilities in public buildings and places of public accommodation for all persons regardless of their sex, gender identity, physical or mental capacity, or familial status.

WHEREAS, the City of Cincinnati is committed to providing for the health, safety, and welfare of all persons who live, work, conduct business, or recreate within its limits; and

WHEREAS, all persons who live and work in Cincinnati should have equal access to restrooms regardless of their sex, gender identity, physical or mental capacity, or familial status; and

WHEREAS, all-gender, single-occupancy restrooms are a safe and efficient means of providing equal restroom access to all persons, and City Council finds that such facilities should be made available to all persons on an equal basis in public buildings and places of public accommodation; now, therefore,

BE IT ORDAINED by the Council of the City of Cincinnati, State of Ohio:

Section 1. That new Chapter 886, "Equitable Restrooms," of Title VIII, "Business Regulations," of the Cincinnati Municipal Code is hereby ordained to read as follows:

CHAPTER 886 - EQUITABLE RESTROOMS

Sec. 886-01. – Definitions.

(a) "Place of public accommodation" has the same meaning provided in Section 914-1-P1, "Places of Public Accommodation," of the Cincinnati Municipal Code.

(b) "Single-occupancy restroom" means a fully enclosed room, with a locking mechanism controlled by the user, containing no more than one sink, one toilet, and one urinal.

Sec. 886-03. – Single-occupancy Restrooms.

(a) All single-occupancy restrooms located within a public building or place of public accommodation, including family restrooms and accessible restrooms, shall be made available for

use by all persons, regardless of their sex, gender identity, physical or mental capacity, or familial status.

(b) All single-occupancy restrooms located within a public building or place of public accommodation shall be outfitted with exterior signage that identifies the single-occupancy restroom as a restroom and does not indicate use of the restroom is limited to a specific gender.

(c) This provisions of this chapter apply to all existing and future public buildings and places of public accommodation operating on or after the effective date of this chapter.

Sec. 886-05. – Penalties and Enforcement.

(a) A violation of any provision of this chapter shall constitute a class C1 civil offense.

(b) The provisions of this chapter may be enforced by the city manager or the city manager's designee, including in connection with any inspection of a public building or place of public accommodation conducted by city officials responsible for code enforcement in connection with their official duties.

Section 2. That Section 1501-8, "Class C1 Civil Offenses," of Title XV, "Code Compliance and Hearings," of the Cincinnati Municipal Code is hereby amended as follows:

Sec. 1501-8. - Class C1 Civil Offenses.

A person who violates a standard of conduct set forth in a provision of the Cincinnati Municipal Code listed below is liable for the civil fine specified in Section 1501-99 for a Class C1 Civil Offense. If the provision is listed under paragraph (a) below, the otherwise applicable civil fine is reduced by 50% if the person charged shows in accordance with Section 1501-15 that the violation has been corrected. Except that, for occupied property that is in violation of Section 731-3(a), the otherwise applicable civil fine is reduced by 100% if the owner charged shows in accordance with Section 1501-15 that the violation has been corrected and that the owner has not previously received notice of a violation under Section 731-3 at the occupied property. If the provision is listed under paragraphs (a), (b), or (c) below, and if a person has previously been found to have violated the same provision of the Cincinnati Municipal Code within one year, that person may be charged as a second offender and on being found to have committed a second or subsequent offense is liable for the civil fine for the subsequent offense provided below, the amount of which fine is specified in Section 1501-99 and is not subject to reduction for correction of the violation. If the provision is listed under paragraph (d) below, and if a person has previously been found to have violated the same provision of the Cincinnati Municipal Code within two years, that person may be charged as a second offender and on being found to have committed a second or subsequent offense is liable for the civil fine for the subsequent offense provided below, the amount of which fine is specified in Section 1501-99 and is not subject to reduction for correction of the violation. If the provision is listed under paragraph (e) below, the otherwise applicable civil fine is reduced by 100% if the person charged shows in accordance with Section 1501-15 and the rules and regulations of the board of health that the violation has been corrected and that the owner has not

previously received notice of a violation under Section 609-9. If the provision is listed under paragraph (e) below, and if a person has previously been found to have violated the same provision of the Cincinnati Municipal Code within two years, that person may be charged as a second offender and on being found to have committed a second or subsequent offense is liable for the civil fine for the subsequent offense provided below, the amount of which fine is specified in Section 1501-99 and is not subject to reduction for correction of the violation.

(a) Class C1 Civil Offenses With Civil Fines Subject to 50% Reduction for Correction of Violation:

			Civil Fine for Subsequent Offense
(1)	§ 714-11	Duty to Keep Sidewalks Free of Litter	Class D
(2)	§ 714-35	Litter on Occupied or Unoccupied Private Property	Class C1
(3)	§ 714-37	Owner or Person in Control to Maintain Premises Free of Litter	Class C1
(4)	§ 714-39	Litter on Vacant Lots	Class C1
(5)	§ 731-3	Height Restrictions on Unoccupied Private Property (grass and weed control)	Class C1
(6)	Chapter 313	Outdoor Advertising Sign Excise Tax	Class C1
(7)	Chapter 315	Short Term Rental Excise Tax	Class C1
(8)	Chapter 886	Equitable Restrooms	Class C1

(b) Class C1 Civil Offenses With Civil Fines Subject to 100% Reduction for Correction of Violation and a One-Year Period for a Subsequent Offense:

			Civil Fine for Subsequent Offense
(1)	§ 731-3	Height Restrictions on Occupied Private Property (grass and weed control; reduction for first-time offenders only)	Class C1

(c) Class C1 Civil Offenses With Civil Fines Not Subject to 50% Reduction for Correction of Violation and a One-Year Period for a Subsequent Offense:

			Civil Fine for Subsequent Offense
(1)	§ 714-15	Truck and Vehicle Loads Causing Litter or Scattering Debris	Class D

(d) Class C1 Civil Offenses With Civil Fines Not Subject to 50% Reduction for Correction of Violation, and a Two-Year Period for a Subsequent Offense:

			Civil Fine for Subsequent Offense
(1)	§ 609-3	Sale of Tobacco Products to Those Under Twenty-One Years of Age Prohibited	Class E
(2)	§ 1601-57	Enforcement of Emergency Orders	Class D
(3)	§ 1601-59	Enforcement of Health Orders	Class D

(e) Class C1 Civil Offenses With Civil Fines Subject to 100% Reduction for Correction of Violation, and a Two-Year Period for a Subsequent Offense:

			Civil Fine for Subsequent Offense
(1)	§ 609-9	Tobacco Retailer Licensing (reduction for first-time offenders only)	Class E

Section 3. That existing Section 1501-8, "Class D Civil Offenses," of Title XV, "Code Compliance and Hearings," of the Cincinnati Municipal Code is hereby repealed.

Section 4. That the City Manager and the proper City officials are authorized to take all necessary and proper actions to carry out the provisions of this ordinance.

Section 5. That this ordinance shall take effect and be in force from and after January 1, 2022.

Passed: _____, 2021

_____
John Cranley, Mayor

Attest: _____
Clerk

Additions indicated by underline. Deletions indicated by strikethrough.

City of Cincinnati

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202102299

Jan-Michele Lemon Kearney
Councilmember

June 15, 2021

MOTION

WE MOVE for City Council to establish a Division of Gender Equity in the Office of Human Relations (OHR), which will not immediately require additional staff or funding. The Division will implement recommendations compiled by the City of Cincinnati Gender Equality Task Force based on the Gender Study of City of Cincinnati Government Final Report for Phase One (2017-2018) and Two (2018-2019), executed by the University of Cincinnati Gender Equity Research Team and submitted to City of Cincinnati Gender Equality Task Force on January 24, 2020, pursuant to Ordinances 0091-2017 and 0092-2017. The Division's work can include but will not be limited to implementing policies that are centered on career advancement for women and people of color; increasing implicit bias and cultural competency training for all city employees; conducting assessments of employees' gender and racial biases in the Police and Fire departments; and improving ways to report discrimination or harassment city-wide.

Jan-Michele Lemon Kearney

Councilmember Jan-Michele Lemon Kearney

STATEMENT

In 2017, Cincinnati City Council passed two ordinances to further gender equality in our city—one to establish the Gender Equality Task Force and the second to authorize and co-fund a study to evaluate gender equality in Cincinnati. This gender study, which consisted of two phases, studied local practices and policies regarding this issue. The research team discovered that while there are little to no wage disparities on the basis of gender or race across similar job titles at the City, there is still much work to be done. The report found that women and people of color predominate in lower-paying positions within the City. In addition, a majority of departments are predominately male (11), especially those such as Fire which are associated with technical competencies. Meanwhile, departments that are tied with caregiving roles are predominately female, but more males are found in higher paying positions.

The report concluded that there is still progress that must be made to ensure that the demographics of City employees reflect the makeup of Cincinnati residents. Males and white people are over-represented in the city employee sector when compared to the composition of Cincinnati's general population. To illustrate, Cincinnati is 52% female and 51% non-white, yet the city employee sector is 65.8% male and 63% white. The research team also noted that there is a disparity in City and departmental budgets: more funds are allocated to male-dominated departments versus majority female or gender balanced departments.

As asserted in the report, it is important for more institutionalized practices to be implemented in order to ensure that the push for gender equity withstands changes in leadership. The establishment of a Division of Gender Equity in the Office of Human Relations will help accomplish this goal and continue the momentum towards achieving gender equity in Cincinnati.

CLERK OF COUNCIL

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CAL
LCHP

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TRAUMA RECOVERY CENTER

Seven Hills Neighborhood Houses Inc.

How we got started and why we're so Unique

- In 2017, Ohio Attorney General Mike DeWine announced an award to create 5 recovery Centers in Ohio to provide crisis intervention to trauma victims. Seven Hills Neighborhood houses is the **only community based grassroots organization in Ohio to receive this grant**. We are located in the center of Cincinnati's urban core of the West end.

- **WHY we were chosen:** TRC's were created to address trauma and the unmet needs of populations that have been ignored and mistreated by systems. These categories include individuals with felonies, mental and developmental health issues, homeless, addiction, LGBTQ, and those living in poverty. Seven Hills Victims of Crime program has a 20 year track record of supporting and addressing the needs of victims from vulnerable populations successfully. For this reason we were selected to be the TRC of Cincinnati.

HOW OUR TRAUMA RECOVERY CENTER WORKS !!!

- The TRC offers a FREE 16 session plan of action for trauma clients. We use TICP (trauma Informed care practice) approach along with various assessments to empower and build resilience to face trauma from the root. This service guides victims through personal challenges and teaches victims to learn how to best live with or overcome trauma. We meet clients when and where it is most beneficial and comfortable for them. This may require home visits. Our client's safety is most important. The TRC is based on the San Francisco TRC program.

- We also focus on preventative measures to decrease re- traumatization and prevent new traumatic experiences as well. What we have learned is that many underserved populations continue to experience layered trauma as they navigate through the medical, judicial, educational, and housing systems. We walk with our clients and conduct safe handoffs to ensure healthy transitions.

PURPOSE OF OUR TRC

Access:

- We connect individuals and families to services (specifically those living in underserved, vulnerable communities) that may face barriers in accessing services through a trauma informed lenses, within schools, Mental health, communities, violence, addictions, lifestyles, and more.

Voice:

- Our services ensure that victims are not alone. We give victims a voice to help them be in control of their future. We partner with CSSJ to provide support and a positive outlet to our clients.

Forward Focused:

- To enable individuals and families to identify their strengths and utilize coping skills
- To work on preventive measures and tools to build self esteem and empowerment
- To build resilience which speaks to **hope** and **healing, from** the root of specific causes of trauma.
- To clear the road not only to positive change.
- To open doors to sustain a new purpose driven life after trauma.

HOW IS IT DONE????
TRAUMA INFORMED CARE

- **The "R's" of Trauma-Informed Care:***
- **Realize** the widespread impact of trauma and understands potential paths for healing.
- **Recognize** the signs and symptoms of trauma in clients, families, staff, and others involved with the system.
- **Respond** by fully integrating knowledge about trauma into policies, procedures, and practices.
- Seeks to actively **Resist re-traumatization**, empower, build hope and healing
- To promote **resilience** and sustainability in children, adults and families before during and after any traumatic experience.

WHAT DOES THAT LOOK LIKE THROUGH A TRAUMA INFORMED LENSE !!!!!!!

https://www.youtube.com/watch?v=wC9OFDiu7e4

IMPACT OF OUR SERVICES

- Since 2017 the TRC has served over 1,800 individuals (108 under 18)
- Provided free counseling to 191 people of all ages
- Found housing for 167 individuals
- Provided crisis response outreach 66 times across the City
- Assisted 73 victims to get into treatment centers

How Would Trauma-Informed Practices In Shelters Benefit Survivors ???

- **SHELTER BENEFITS WOULD**
- Allows survivors to regain trust, self-sufficiency
- Allows survivors to have a safe comfortable, welcoming space for emergency and short term housing which is welcoming
- Limits traumatization because of practices adopted by the shelter
- Gives survivors space to heal and understand how to live with trauma
- Allows individuals and families to be better equipped and empowered to recognize and work through trauma and its effects in the moment
- Direct contact to be able to better utilize tools that are learned to increase preventative measures, build resilience and sustainability also identify values and the importance of relationships

THIS
___ IS A
SAFE
SPACE

2

Salary History Working Group

Carr, Kelly <Kelly.Carr@cincinnati-oh.gov>

Wed 2/19/2020 11:21 AM

To: Keesling, Tara <Tara.Keesling@cincinnati-oh.gov>; Savani, Umeirra <Umeirra.Savani@cincinnati-oh.gov>; Paraskevopoulos, Ioanna <Ioanna.Paraskevopoulos@cincinnati-oh.gov>; Dalton, Christopher <Christopher.Dalton@cincinnati-oh.gov>
Cc: Schooley, Ann <Ann.Schooley@cincinnati-oh.gov>; Johnson, Anthony B <AnthonyB.Johnson@cincinnati-oh.gov>

1 attachments (2 MB)

Salary History.zip;

Good Morning Chief of Staffs,

I have been tapped by the City Manager to chair the Salary History Work Group.
Attached are applications received to date from residents interested in being appointed to the Salary History Work Group.
The EIYA Committee has 3 appointments. It was advised by the Solicitor's office that these applications be sent from CMO to the Committee with Committee members emailing me their top 3 choices. I will then compile and email the rankings to the Chair. Thank you,

Please review and email your top 3 candidates by the end of the week. Thank you,

city of CINCINNATI
OFFICE OF THE CITY MANAGER

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Pronouns: she, her, hers