



Jan-Michele Lemon Kearney
Vice Mayor

April 24, 2024

MOTION

WE MOVE that the Administration maintain the Office of Human Relations which currently functions with a two-person staff. The original Motion #202302162, passed by Council on November 1, 2023, moved that the Administration rename The Office of Human Relations to The Office of Equity and repurpose its mission to prioritize, though not exclusively focus on closing the racial wealth gap in Cincinnati.

It is clear that there remains a need for human relations work such as continuing internal racial equity training as currently is being done through tools provided by the City's membership in the Government Alliance on Race and Equity (GARE), monitoring hate crimes, and addressing complaints of discrimination by residents due to actual or perceived race, color, religion, national origin, gender, physical or mental disability, sexual orientation or age.

The Office of Human Relations should be tasked with forming a voluntary advisory council composed of diverse members of the Cincinnati community to meet on a regular basis and assist the staff with guiding the work of the Office.

Vice Mayor Jan-Michele Lemon Kearney

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STATEMENT

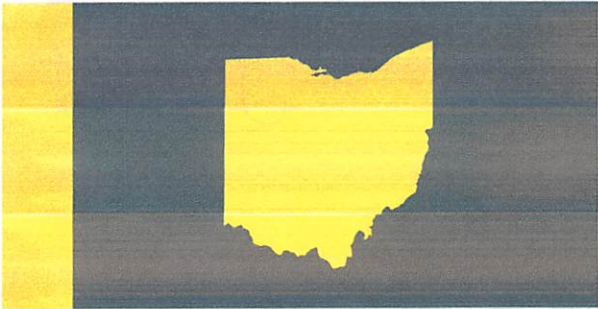
The Administration is in the process of establishing the Office of Equity that initially will have the focus of prioritizing the important and necessary work of closing the racial wealth gap, implementing the Mayor's Financial Freedom Blueprint, and ensuring that the proceeds from the sale of the Cincinnati Southern Railway, as well as all City funds are distributed equitably across all neighborhoods in Cincinnati.

However, it is clear that now is not the time to disband the Office of Human Relations but to strengthen it. Here in City Council, we regularly hear about the rise in anti-Muslim and anti-Jewish threats and increased fear in these communities, as well as assaults on the LGBTQIA communities, and ongoing incidents that are based on race, ethnicity, and or gender. Two months ago, in February 2024, a man plead guilty to attacking a man of Asian descent in Clifton and saying to him, "Go back to your country," as he beat him. Attached is a report on hate crimes that were reported in Ohio. We know from anecdotal evidence that many incidents of discrimination go unreported, while others might not rise to the level of a crime to be prosecuted, and yet, such incidents need to be addressed.

City Council values inclusivity and growth, and seeks to ensure that Cincinnati is a welcoming City for all. With that in mind, we must be vigilant in addressing and eradicating intentional and unintentional discrimination.

With an advisory council composed of volunteers who are diverse members of the Cincinnati community, the Office of Human Relations' two-person staff will expand its ability and reach as it addresses challenges and strengthens human relations among all people in Cincinnati.

Perhaps, there will be a time when an Office of Human Relations no longer is needed. Now is not that time.



OHIO

Hate Crimes Incidents in 2022

638 of 856 law enforcement agencies (75%) provided hate crime data.

What is a Hate Crime?

Hate Crimes: At the federal level, a crime motivated by bias against race, color, religion, national origin, sexual orientation, gender, gender identity, or disability.

Bias or Hate Incident: Acts of prejudice that are not crimes and do not involve violence, threats, or property damage.

For additional information on hate crimes resources visit <https://www.justice.gov/hatecrimes>.

How do I report a hate crime?

If you believe you are the victim of a hate crime or believe you witnessed a hate crime:

For emergencies **Dial 911**

OR

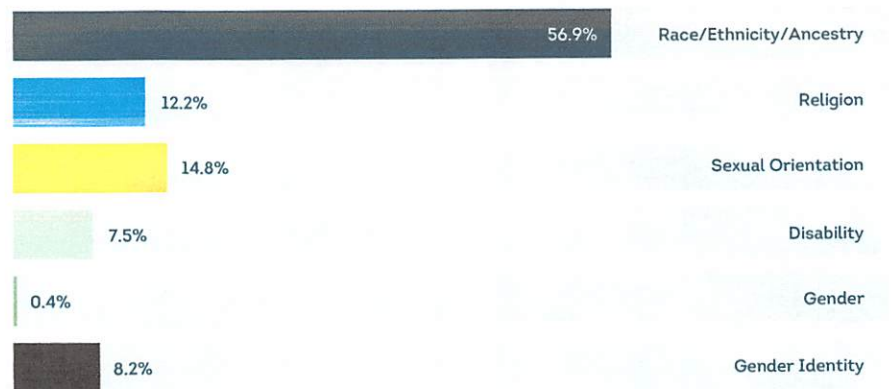
Step 1: Report the crime to your local police.

Step 2: Quickly follow up this report with a tip to the Federal Bureau of Investigation's (FBI) tip line at 1-800-225-5324.

Types of Crime

Crimes against Persons	319	54.0%
Crimes against Property	235	39.8%
Crimes against Society	37	6.3%

Bias Motivation Categories



Bias Motivation Categories	2020	2021	2022
Race/Ethnicity/Ancestry	304	299	312
Religion	77	71	67
Sexual Orientation	69	68	81
Disability	54	44	41
Gender	4	4	2
Gender Identity	34	41	45

For additional statistics, visit the FBI Crime Data Explorer at <https://cde.ucr.cjis.gov/LATEST/webapp/#/pages/explorer/crime/hate-crime>.

CAL → Healthy Neighborhoods
J-MLT