



## EMERGENCY

City of Cincinnati

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# An Ordinance No. \_\_\_\_\_

-2022

**ESTABLISHING** the Diversity, Equity, Inclusion and Accessibility Task Force (“Task Force”), a joint effort of the City of Cincinnati’s Office of Human Relations and Office of Aging and Accessibility, whose mission shall be to make recommendations to the Mayor, Council, and the City Manager regarding the development of a City policy on diversity, equity, inclusion, and accessibility; and **DETERMINING** that the goal of the Task Force shall be to recommend policy initiatives to the Mayor and Council to cultivate a diverse, inclusive, and accessible community by ensuring equitable opportunities for all community members, whereby all community members can fully and effectively access City services, influence City policy, and feel a sense of belonging and safety, and to make specific recommendations to the City Manager for methods by which to accomplish the policy initiatives to cultivate a diverse, inclusive, and accessible community.

WHEREAS, the goal of the Diversity, Equity, Inclusion and Accessibility Task Force (“Task Force”) shall be to recommend policy initiatives to the Mayor and Council to cultivate a diverse, inclusive, and accessible community (“Policy”) by ensuring equitable opportunities for all community members, whereby all community members can fully and effectively access City services, influence City policy, and feel a sense of belonging and safety, and to make specific recommendations to the City Manager for methods by which to accomplish the Policy; and

WHEREAS, the Task Force shall consist of at least nine members, appointed by the Mayor with the approval of Council, who shall serve an initial term of two years, after which all members may serve one additional two-year term, continuing to serve on the Task Force until a replacement is appointed by the Mayor and approved by Council; and

WHEREAS, the Task Force shall convene no later than ninety days after the approval of all initial appointments and shall report back to the Mayor, City Manager, and Council within six months of its initial meeting to present a status report on the Policy and any recommendations; and

WHEREAS, the Task Force shall thereafter present an annual report to the Mayor, City Manager, and Council that contains recommended updates to the Policy and specific practices in furtherance of the Policy; and

WHEREAS, the Task Force shall create a glossary of terms and definitions concerning diversity, equity, inclusion, and accessibility, which will be publicly accessible on the City’s website; and

WHEREAS, the establishment of the Task Force is in accordance with the “Collaborate” goal to “[w]ork in synergy with the Cincinnati community” and strategy to “[u]nite our communities,” as well as the “Sustain” goal to “[b]ecome a healthier Cincinnati” as described on pages 181-186 and 209-212 of *Plan Cincinnati* (2012); now, therefore,

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

**Section 1. That the Diversity, Equity, Inclusion and Accessibility Task Force (“Task Force”), a joint effort of the City of Cincinnati’s Office of Human Relations and Office of Aging and Accessibility, is hereby established, and the Task Force’s mission shall be to make recommendations to the Mayor, Council, and the City Manager, regarding the development of a City policy on diversity, equity, inclusion, and accessibility (“Policy”).**

**Section 2. That the goals of the Task Force are to recommend policy initiatives to the Mayor and Council to cultivate a diverse, inclusive, and accessible community by ensuring equitable opportunities for all community members, whereby all community members can fully and effectively access City services, influence City policy, and feel a sense of belonging and safety, and to make specific recommendations to the City Manager for methods by which to accomplish the Policy.**

**Section 3. That the membership of the Task Force shall include at least nine members appointed by the Mayor with the approval of Council, who shall serve an initial term of two years, after which all members may serve one additional two-year term, and the members may continue to serve on the Task Force until a replacement is appointed by the Mayor and approved by Council.**

**Section 4. That the initial appointment of the Task Force member is for a term of two years commencing with the date of appointment by the Mayor and approval by Council.**

**Section 5. That the Task Force shall convene no later than 90 days after the approval of all initial appointments and shall report back to the Mayor, City Manager, and Council within six months of its initial meeting to present a status report with any recommendations.**

Section 6. That the Task Force shall additionally present an annual report to the Mayor, City Manager, and Council that contains recommended updates to the Policy and specific practices in furtherance of the Policy.

Section 7. That the Task Force shall also create a publicly accessible glossary of terms and definitions concerning diversity, equity, inclusion, and accessibility.

Section 8. That the City Manager is hereby authorized to take all appropriate steps to ensure that appropriate support is provided to the Task Force and that the legislative policies enacted based on the Task Force's recommendations are carried out.

Section 9. That this ordinance shall be an emergency measure necessary for the preservation of the public peace, health, safety, and general welfare and shall, subject to the terms of Article II, Section 6 of the Charter, be effective immediately. The reason for the emergency is the immediate need to ensure that the formation and implementation of the Diversity, Equity, Inclusion and Accessibility Task Force can take place as quickly as possible.

Passed: \_\_\_\_\_, 2022

\_\_\_\_\_  
Aftab Pureval, Mayor

Attest: \_\_\_\_\_  
Clerk