City of Cincinnati

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Jan-Michele Lemon Kearney
Vice Mayor

October 17, 2023

MOTION

WE MOVE that the City Administration rename The Office of Human Relations to The Office of Equity and realign its mission. That mission and office should include the following:

1. Focusing on and prioritizing closing the racial wealth gap in The City of Cincinnati.

2. Managing and continuing to execute the Mayor's Financial Blueprint Plan by (but not limited to):
    a. Identifying annual targets for each fiscal year.
    b. Identifying innovative strategies to achieve the targets within that fiscal budget year.
    c. Reporting on the process of those targets at the end of each fiscal year including the amount of resources allocated to those targets.
    d. Holding community engagement sessions to update, educate and receive feedback on the City efforts.

3. Annually monitoring and reporting on the progression of closing the racial wealth gap including budget recommendations, best practices across the country with innovation at the forefront. The report should include but not be limited to a presentation before City Council and community members.

4. A community advisory committee, consisting of seven (7) members and appointed by the City Manager pursuant to a transparent application process, shall assist the Office of Equity in its efforts to close the racial wealth gap.

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Mayor Aftab Pureval

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Councilmember Scotty Johnson Vice Mayor Jan-Michele Lemon Kearney President *Pro Tem* Victoria Parks

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STATEMENT

The Financial Blueprint does a thorough job of tracing the history of the racial wealth gap, identifying the major drivers behind the gap, and identifying some initial action steps in the 2024 budget year that will start addressing the gap. City Council commits to continual improvement on closing the wealth gap. To build on the work done in creating the Financial Blueprint, City Council must establish a system for ongoing research and assessment of progress, as well as advice and dialogue with the public through a community advisory council.