

RESOLUTION 2020-21

A RESOLUTION DECLARING THE PRINCIPLES OF DIVERSITY, EQUITY, AND INCLUSION CENTRAL TO A HEALTHY COMMUNITY AND DECLARING RACISM A PUBLIC HEALTH CRISIS.

WHEREAS, there is clear health, economic, and educational data that racism negatively impacts the lives of Black, Indigenous, and People of Color (BIPOC); and

WHEREAS, diversity is the welcoming, presence, representation, and affirmation of all our varied identities and differences including race, ethnicity, gender and gender identity, disability, sexual orientation, national origin, tribe, caste, socio-economic status, etc.; and

WHEREAS, there is value in our distinctions and differences; and

WHEREAS, through equity we seek to ensure fair treatment, equality of opportunity, and fairness; to identify and eliminate barriers that have prevented full participation, while acknowledging the historically under-served and under-represented populations of our society; and

WHEREAS, through inclusion we work to build a culture and representation of belonging by actively inviting the contribution and participation of all people and build broad representation; and

WHEREAS, we recognize the diversity of our community including the community of Hiram College and its student body with its diversity of peoples from other states and countries with their own varied identities; and

WHEREAS, racist policies and ideas have been in place for centuries and even continue today allowing preferential opportunity to some; and

WHEREAS, racism acts on systemic, institutional and interpersonal levels, all of which operate throughout time and across generations; and

WHEREAS, racism - not race – and racist policies cause disproportionately high rates of homelessness, incarceration, poor education and health outcomes, and economic hardships; and

WHEREAS, racism unfairly disadvantages specific individuals and communities, and saps the strength of the whole society, and that the collective prosperity of a community depends upon the equitable access to opportunity for every resident; and

WHEREAS, the Center for Disease Control and Prevention and the American Public Health Association recognize the health inequities that the COVID-19 pandemic has highlighted in BIPOC communities; and

WHEREAS, the World Health Organization defines “public health” as “the art and science of preventing disease, prolonging life and promoting health through the organized efforts of society” and those efforts “aim to provide conditions under which people can be healthy, improve their health and well-being, or prevent the deterioration of their health; and

WHEREAS, the United States Office of Disease Prevention recognizes that discrimination negatively impacts health outcomes; and

WHEREAS, the leaders of a community including its elected officials hold the responsibility to address racism which includes reshaping our discourse and agenda to enable us all to actively engage in racial justice work addressing racial disparities.

NOW, THEREFORE, BE IT RESOLVED, by the Council of the Village of Hiram, Portage County, Ohio, two thirds or more of the members thereto concurring:

SECTION 1. That the Mayor and Village Council declare the principles of Diversity, Equity, and Inclusion, central to a healthy community.

SECTION 2. That the Mayor and Village Council declare racism a public health crisis that affects all members of our society both on a local level and nationwide and deserves action from all levels of government and a civil society.

SECTION 3. That the Mayor and Village Council encourage the 133rd Ohio General Assembly, to declare racism a public health crisis.

SECTION 4. That the Mayor and Village Council support equitable policies and are committed to reviewing all portions of the Village Codified Ordinances with a goal of promoting racial equity, and to conducting all human resource, vendor selection, and grant management activities with a goal of promoting racial equity, including reviewing all internal policies and practices such as hiring, promotion, leadership appointments and funding.

SECTION 5. It is hereby found and determined that all formal actions of this Council concerning and relating to the passage of this Resolution were adopted in an open meeting of this Council and of any of its committees that resulted in such formal actions were in meetings open to the public in compliance with all legal requirements including Sections 121.22 of the Ohio Revised Code.

First Reading: August 11, 2020

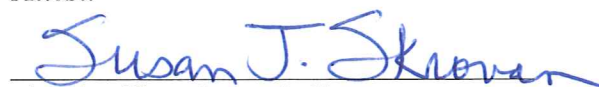
Second Reading: September 8, 2020

Third Reading: October 13, 2020

PASSED IN COUNCIL on August 11, 2020.



Mayor Lou Bertrand


Attest:


Fiscal Officer Susan J. Skrovan

Approved as to Form:


Village Solicitor Thomas Reitz


Fiscal Officer of the Village of Hiram, Ohio, hereby certify that the foregoing Resolution ~~or Ordinance~~ No. 2020-21 has been duly posted in the required 5 places.

8/26/20 
Date Fiscal Officer, Village of Hiram