

ORDINANCE NO: 99-2022 (As Revised 8/23/22)  
INTRODUCED BY: Mayor Thomas, Council President Jordan, Lewis, Lentine, Nelson,  
Ursu and Bell

**AN ORDINANCE ENACTING NEW CHAPTER 171, "DIVERSITY,  
EQUITY AND INCLUSION ADVISORY COMMITTEE" OF THE  
CODIFIED ORDINANCES.**

WHEREAS, the City of Richmond Heights recognizes the inherent dignity of all human beings, and welcomes the contributions of residents of every race, ethnicity, culture, religion, national origin, age, ability, gender, gender identity, sexual orientation, and socio-economic status;

WHEREAS, the City of Richmond Heights affirms that promoting diversity, equity and inclusion creates a more fair and just society, improves mental health, reaps economic benefits, sparks innovation, inspires community engagement, strengthens social cohesion, and upholds human dignity;

WHEREAS, the Mayor has recommended that this Council establishes a Diversity, Equity and Inclusion Advisory Committee to offer advice and recommendations to the Mayor and City Council on promoting diversity, equity and inclusion in the City of Richmond Heights;

WHEREAS, the City of Richmond Heights by this Council's Resolution No. 64-2020, declared racism a public health crisis, and one of the purposes of the Diversity, Equity and Inclusion Advisory Committee shall be to recommend action steps to address racism;

WHEREAS, this Council desires to enact a new chapter of the Codified Ordinances of the City of Richmond Heights to establish a Diversity, Equity and Inclusion Advisory Committee;

WHEREAS, the Council finds, determines and declares that this Ordinance is promulgated under Article XVIII of the Ohio Constitution, for the preservation of the public peace, health, safety and general welfare and that it is in the best interests of the City, its inhabitants and visitors, to establish a Diversity, Equity and Inclusion Advisory Committee.

NOW, THEREFORE, Be it Ordained by the Council of the City of Richmond Heights, State of Ohio, that:

Section 1. New Chapter 171, "Diversity, Equity and Inclusion Advisory Committee" of the Codified Ordinances of the City of Richmond Heights, Ohio is hereby enacted to read in its entirety as follows:



**“CHAPTER 171  
Diversity, Equity and Inclusion  
Advisory Committee**

**171.01 Establishment and charge.**

**171.02 Definitions.**

**171.03 Organization.**

**171.04 Purpose and intent.**

**171.05 Meetings.**

**171.01 ESTABLISHMENT AND CHARGE.**

(a) There is hereby established a Diversity, Equity and Inclusion Advisory Committee for the City of Richmond Heights.

(b) The Diversity, Equity and Inclusion Advisory Committee shall make recommendations to the Mayor and Council on matters pertaining to methods, policy, opportunities and avenues for the promotion of diversity, equity and inclusion which may be implemented by the Council and the City administration for the betterment of the citizens of the City.

**171.02 DEFINITIONS.**

(a) "Committee" means the Diversity, Equity and Inclusion Advisory Committee of the City of Richmond Heights, as established by this Chapter.

(b) "Diversity, Equity and Inclusion" means policies and programs that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, national origin, abilities, genders, gender identities, religions, cultures, sexual orientations and socio-economic statuses.

**171.03 ORGANIZATION.**

(a) The Committee shall consist of five (5) members who shall be residents of the City of Richmond Heights, and who shall be appointed by the Mayor with the confirmation by a majority vote of Council members; all of whom shall serve terms of two (2)-years each; and all of whom shall be eligible to continue to serve on such Committee by continued appointment thereto by the Mayor, with the confirmation by a majority vote of Council members, with no limit on the number of terms.

(b) Vacancies occurring in the Committee, other than expiration of the term of office, shall be only for the unexpired portion of the term of the member replaced.

(c) Vacancies shall be filled by the Mayor according to the original selection as aforesaid.

(d) The Committee shall appoint a Chair and Vice Chair from its members.

(e) Members shall serve without compensation.



(f) A simple majority of voting members of the Committee shall constitute a quorum for the transaction of business.

(g) The Committee shall designate a member to serve as the Secretary. The Secretary shall be responsible for maintaining written minutes of the Committee's meetings. The Mayor may appoint a person to take minutes of the Committee's meetings.

(f) All meetings of the Committee shall comply with State of Ohio open meetings laws.

#### 171.04 PURPOSE AND INTENT.

The purpose and intent of the Committee shall be to:

(a) Develop ideas and strategies to enhance diversity, equity and inclusion and create a culture of acceptance and mutual respect that acknowledges differences and strives for equity.

(b) Provide advice and recommend to the Mayor and Council regarding processes, policies and actions to enhance diversity, equity and inclusion.

(c) Establish goals for the enhancement of diversity, equity and inclusion and report to the Mayor and Council on the progress of achieving those goals.

(d) Develop action steps to address the public health crisis of racism.

(e) Make an annual report to the Mayor and Council in December of each year.

#### 171.05 MEETINGS.

The Committee shall meet at least monthly or more frequently if necessary. The time and location of the meeting shall be determined by the Committee. Meetings shall be open to the public and in compliance with State of Ohio open meetings laws."

Section 2. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council and all deliberations of this Council and any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section 3. This Ordinance shall take effect and be in force from and after the earliest period allowed by law.

PASSED: September 13, 2022

APPROVED: September 13, 2022

ATTEST: Betsy Trahen  
Betsy Trahen  
Clerk of Council

Kim A. Thomas  
Kim A. Thomas, Mayor

Bobby Jordan  
Bobby Jordan  
President of Council