

AGENDA

CITY OF OXFORD CIVIL RIGHTS COMMISSION

**THURSDAY, DECEMBER 13, 2018
4:00 P.M.**

MUNICIPAL BUILDING SECOND FLOOR CONFERENCE ROOM

MEMBERS

Dan Umbstead
Brian Revalee
Ian Vanness

Kathy McMahon-Klosterman
Erin Von Bergen

STAFF

Doug Elliott, City Manager

Kim Newton, Recording Secretary

1. Call to Order.
2. Approval of Minutes.
 - A. Minutes of the November 8, 2018 Civil Rights Commission Regular Meeting.
3. New Business.
 - A. Guest Amy Macechko, Health and Wellness Coordinator for the Talawanda School District.
4. Old Business.
5. Other Business.
6. Adjournment.

OXFORD CIVIL RIGHTS COMMISSION
November 8, 2018

ITEM 1
CALL TO ORDER

The Oxford Civil Rights Commission Meeting of November 8, 2018 was called to order at 4:00 p.m. by Doug Elliott, Director. Those members present were: Brian Revalee, Kathy McMahon-Klosterman and Erin Von Bergen.

Dan Umbstead, Ian Vanness were excused.

Kim Newton, Recording Secretary was in attendance for the City.

Janis Dutton, Resident also was in attendance.

ITEM 2
APPROVAL OF MINUTES

Minutes of the October 11, 2018 Civil Rights Commission Meeting.

Ms. McMahon-Klosterman advised her last name was misspelled in several locations and Ms. Newton noted she would make the necessary changes.

Ms. Von Bergen moved to approve the October 11, 2018 meeting minutes. Ms. McMahon-Klosterman seconded. The motion passed unanimously.

ITEM 3
NEW BUSINESS

A. Guest Speaker from the Ohio Civil Rights Commission.

Mr. Anthony Corona, Investigator with the Ohio Civil Rights Commission provided handouts regarding equal employment opportunity laws, fair housing rights and responsibilities, as well as forms for filing housing and employment discrimination charges. Mr. Corona advised they provide educational initiatives across the State in hopes of making an allegation of unlawful discrimination less likely and noted Oxford's CRC is similar to the State's CRC in design. Mr. Corona advised they have 80 employees across the State of Ohio and noted his division covers 30 counties, which deals with fair housing, employment, places of public accommodation and disability discrimination in higher education and noted school districts are not in their jurisdiction.

Ms. Dutton noted the Ohio CRC website used to have a diversity program for educating kids in schools with a "diversity bear" mascot and different sorts of curriculum and inquired why that was no longer on their website. Mr. Corona advised the program

disappeared due to staff constraints and funding but noted if a school contacted them to come and talk to their students about diversity they would be happy to do it.

Mr. Corona advised they deal with 3 to 5 thousand charges per year alleging unlawful discrimination noting mediation is offered for every case, which is voluntary and free. Mr. Corona noted professional mediators are “firewalled” from the investigative staff and the entity that is notified of the allegation are offered to pursue mediation in lieu of an investigation. Mr. Corona advised if the mediation is unsuccessful or not voluntary then they move on to a formal investigation.

Mr. Corona advised the Commission that once a year the Ohio CRC accepts nominations for induction into the Ohio Civil Rights “Hall of Fame”, which seeks to acknowledge outstanding Ohioans who are recognized as pioneers in human and civil rights and who have advanced the goals for equality and inclusion. Mr. Corona noted inductees of the Ohio Civil Rights Hall of Fame are individuals who have made significant contributions in support of civil rights, cultural awareness and understanding in furtherance of a more just society. Mr. Corona noted the ceremony is held in early October at the Columbus State House and more information can be found on their website.

Mr. Corona advised he had read the Oxford Civil Rights Commission Ordinance and noted the definition of “Housing Accommodations” in Section 143.01(f) which states, “Owner-occupied dwellings which consist of not more than four units are exempt from the rental portions of this chapter” may not be allowed under State law. Mr. Corona advised the City can provide more protection than the State or Federal agencies but cannot provide less. Mr. Corona cited the “Mrs. Murphy” exemption and advised the Federal Civil Rights Fair Housing laws recognize the exemption but the State does not. Mr. Corona also advised age discrimination is not defined in the Ordinance and needs to be defined as 40 or older as per State regulations. Mr. Corona advised he did not see anywhere on the complaint form or in the Ordinance about “familial status” as a protected class and noted it is a protected class under State law and needs to be added to the Ordinance. General discussion ensued.

The Commission discussed the current discrimination complaint form that is available on the City’s website and noted it needs to be revised to make it clearer what types of discrimination are handled by the CRC. Mr. Elliott advised the updates to the form would be revised and replaced on the City’s website.

ITEM 4
OLD BUSINESS

A. None.

ITEM 5
OTHER BUSINESS

The next regular meeting of the CRC will be held on Thursday, December 13, 2018 at 4:00 p.m.

ADJOURN

Mr. Revalee moved and Ms. Von Bergen seconded to adjourn at 5:30 p.m. The motion passed unanimously.