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**VILLAGE OF OAKWOOD**  
**COUNCIL WORK SESSION MEETING MINUTES**  
July 16, 2020

**PRESENT:**

**Johnnie Warren**-Council President  
**Elaine Gaither** – Council-at-Large  
**Chris C. Callender** – Ward 1  
**Eloise Hardin** – Ward 2

**Melanie Sanders** – Ward 3  
**Candace S Williams** – Ward 5  
**Gary Gottschalk**-Mayor\*  
**Mark Garratt**-Police Chief  
**John Freeman**-Police Captain

**ABSENT:**

**Patricia Rogers** – Ward 4  
**Brian Thompson**-Finance  
**James Schade**-Fire Chief  
**Dan Marinucci**-Chief Building Official

**James Climer**-Law Dept.  
**Carlean Perez** – Recreation Director  
**Crystal A Williams**-Housing Inspector  
**Tom Haba**-Service Director  
**Ed Hren**-Engineer

\* = *Late Arrival*

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**Warren** opened the meeting at 7:02 pm  
Pledge of Allegiance and Roll call were completed.

2020-57          A resolution declaring racism a public health crisis

**Warren:** We are amending this, as it will remain Resolution 2020-57. **Hardin** asked *systemic* racism to be added to the preamble. I don't believe we necessarily need to use the term, black lives matter. **Warren:** In the support of the ideology of black lives matter, but we must make sure we are not associating ourselves or referring to supporting the organization rather than the ideology. **Sanders:** That was my statement. **Williams:** We are saying we acknowledge black lives matter, but racism is a public health crisis is more actionable. **Warren:** Are we saying the preamble to declare systemic racism a public health crisis. **Williams:** Yes. I think it should be structural and systemic. **Williams** asked if it includes structural. **Gaither:** Yes, in the third whereas it reads, systemic racism exists on individual, institutional, and structural levels. **Hardin:** This is perfectly written. **Warren:** Once we include systemic. **Gaither:** This addresses every issue raised. **Hardin:** I like the inclusion of redlining as it relates to financing and the ability to purchase a home. **Gaither:** This has a lot of teeth in it. **Hardin:** The focus is on the current generation to eliminate systemic racism, redlining, **Clerk:** The Cleveland one included racism impacts social determinants of health including social, capital, education, transportation, employment, food access, health behaviors, social economic status, environmental exposure, access to health services, housing and public safety. The negative repercussions of historical racism include but are not limited to discriminatory lending practices of the 20<sup>th</sup> century known as redlining impacts current outcomes regarding access to nutritious food, economic security, educational achievement, rates of lead poisoning and infant mortality. Did you want to include those statements? **Gaither:** Yes. **Clerk:** Is there anything else you wish to include from the Cleveland resolution? **Callender:** No, we got everything. **Williams:** We are adding that to ours? **Gaither** suggested inserting proposed. **Sanders** asked if we are doing inclusive training in the Village. **Garratt:** We have diversity and inclusion training. We are also part of the Ohio Collaborative. We have done that training in the past, presently and will continue it in the future. **Hardin** asked if that is proposed for all employees. **Garratt:** Through the Governor's Office and Attorney General for the Police Dept. **Warren** suggested adding, efforts will be extended to all departments of the Village. **Hardin:** Ask the Mayor to see if this is done. **Warren:** We can ask, but I am sure it isn't done anywhere other than in the Police Dept. *After suggestions and tweaking of the document,* **Clerk read:** The Village Police Dept. continues to provide diversity, inclusion and sensitivity training for the department and this type of training will be expanded to all other departments of the Village and understands ongoing anti-bias and sensitive training must continually occur. **Garratt, Captain Freeman and Council** agreed with this statement. **Warren:** Change community to country. **Sanders:** The 5<sup>th</sup> paragraph, ties into that. We could recognize we need to support diversity in our community, otherwise it feels disconnected. **Williams** suggested including from Richmond Heights resolution, all public health crisis acknowledges disadvantages. It says, "Whereas, racism unfairly disadvantages specific individuals in communities while unfairly giving advantages to other individuals in communities

and saps the strength of the whole society through the waste of human resources". The point is to acknowledge unfair privileges. **Warren:** This says if you are not African American, many people do not realize, based on challenges we have as a people, because you are not experiencing it themselves. That statement is relevant. Sometimes racism occurs not realizing it is racism. Some may be disconnected from the life of the African American because they have not lived it That is what this is saying. Other races do not understand the plight of the African American. **Williams:** This is systemic racism. **Sanders:** I feel that is important. **Hardin:** This is an important piece. A lot of people do not understand it because they haven't experienced it. The good news is, we are saying nationwide and, in some cases, worldwide. **Clerk:** When I was in school, I had required reading, one piece that impacted my life above all others was a book entitled "Black Like Me". It was about a white man who took medication to make his skin darker. This happened in the 60's. He experienced what black people experienced during that time. That was an eye opener for me. I appreciated reading it and seeing what other cultures experience. **Warren:** We agree racism is a public health crisis. **Williams** asked about the Cleveland resolution and inserting portions into our ordinance. **Warren** explained systemic racism in paragraph 4 on page 1 and paragraph 4 on page 2. **Hardin:** We are saying we recognize, what we are going to do, and it will be ongoing. **Williams** asked to include whereas, we acknowledge Black Lives Matter to the beginning. **Warren** agreed. How we say it, so we are not recognizing the totality of the organization of Black Lives Matter but the concept. He also suggested adding Black Lives Matter to the end of the preamble. **Hardin:** It is a concept, not naming the organization. **Williams** suggested not including it in the preamble. **Sanders:** When adding it the first whereas, it identifies the fact that black lives matter. **Williams, Gaither, Hardin** agreed. **Hardin:** It also does not give a focus on the organization but on systemic racism. She asked why the Chief and Captain are on the call. **Warren:** They were invited, and we want them to know what is going on and have their input.

*Village Walk - Vigil*

**Hardin** asked about the Vigil. **Callender** explained a tentative date of July 22<sup>nd</sup> at 7:45 at Village Hall with Fire, Police, Council and Administration walking to the Community Park where we will hold the Black Lives Matter event. He outlined the event with an introduction, opening prayer by a pastor, remarks from Police and Fire Dept., Council & reading of the resolution. Naming some of the victims, taking a knee for 8 minutes 46 seconds, then remarks from the Mayor, closing prayer and a march back to Village Hall. **Hardin** asked how long he is asking people to take a knee. **Callender** reiterated the time. **Williams:** Is everyone in the audience going to have a copy of the resolution? **Callender:** Yes, I assume so. **Hardin:** We post resolutions in several places. **Clerk:** Yes, after it is passed. **Hardin** asked it to go to every resident. **Warren** suggested getting it out via mailboxes like the Mayor does. **Callender** asked the Chief for his input. **Garratt:** Logistically we are trying to gauge the walk. Sometimes these events draw protestors. If you use the path rather than the roadway, it may keep traffic moving. Also how are you going to advertise it? If you use social media, you may draw a larger crowd. How many are you anticipating. **Hardin:** We want to shorten the walk. **Callender:** There won't be a lot of people walking. We hope to have a representative of each department. **Garratt:** We have a Community Resource Officer who does a lot of community events. Our golf cart will be available. Officers will be there as well as the Captain and I. **Captain Freeman:** I was just hoping this is not affiliated with the organization, Black Lives Matter. I was concerned about having thousands of people here. Is social distancing and masks going to be mandated? **Warren:** Yes, both will be mandated. **Garratt:** We can ensure everyone has a mask. **Warren:** We can do this Wednesday or the next. He asked if Mr. Callender has confirmation from the Pastors. **Callender:** No, just what the Mayor told me. **Williams** asked to put it off until the following week. **Callender** suggested the 28<sup>th</sup> of July. Rain or shine. He asked about a microphone or speaker. **Clerk:** The Village has a microphone and amplifier. It is portable. **Callender** thanked the Chief and Captain for joining the call.

Motion to adjourn by Callender seconded by Sanders

YES Vote: Warren, Gaither, Callender, Hardin. Sanders, Williams

Adjourned at 7:32 pm

Approved: August 25, 2020

Johnnie A. Warren  
Johnnie Warren, Council President

Debra L. Hladky  
Debra L. Hladky, Clerk of Council