



Health, Education & Welfare Committee Agenda **July 24, 2023 at 4:00 PM**

Health, Education & Welfare Committee

Dara Wood, Chair
Keely Paul
Jay Shatz

Staff Liason

Scot Lahrmer, Village
Manager
Andy Kaake, Law Director

MINUTES

1. Approval of minutes: June 7, 2023

TOPICS OF DISCUSSION

1. Request from the Human Rights Commission to change the non-discrimination ordinance

ADJOURNMENT

Health, Education and Welfare Committee Meeting 6-7-23

Amberley Village

Committee Members:

Dara Wood, Chair

Keely Paul

Jay Shatz

Staff Liaison:

Scot Lahrmer, Village Manager

Present: Dara Wood, Keely Paul, Jay Shatz, Scot Lahrmer, Bob Rosen, Mayor Tom Muething, Nancy Warren, Donna Hermann, Bob Hermann, Natalie Wolf, AD Motzen

Michelle Balz (Hamilton County R3source), Matthew Kraus, Bill Doering, & Evelyn Jones.

Minutes from last meeting approved as written.

Michelle Balz, Solid Waste Manager, Hamilton County R3source. They are required to update their solid waste plan. They need communities to approve (or not) the plan in order for it to go forward. Got 100% approval from communities last time they updated. They set new goals – they had actually surpassed the state mandated goals so they continue to challenge themselves. They have set goals for residential and for commercial. One major goal is surrounding food waste – goal of reducing food waste by 50%, by 2030. Working on compost facilities within the county.

Focus on; Consumer education, strengthen food rescue and increase composting. Questions about how composting facilities would work – this is an area still being developed.

Jay Shatz made a motion to recommend resolution (not numbered yet) to council- Keely Paul second Resolution No 2023 - ##. It will be presented to Council for vote at next meeting

Recycling award – \$13-14K this year. We compost leaves at the North Site.

Nancy Warren and members of the Human Rights Commission are here to present some modifications to the AV non-discrimination Ordinance (2018-4 passed April 9, 2018). They feel these changes will enhance the inherent positive messaging they want to promote; that AV is a respectful, safe, and good place for people to live, work and thrive in. As stated in the yard signs that we envisioned and that have

been endorsed, produced, and disseminated by the Village: Amberley Welcomes Everyone. What was presented are recommended changes from the commission, but language may change as discussion happens.

In 2018, AV developed a Human Rights Ordinance, one of the few jurisdictions in OH to do so. The ordinance ensures the rights of “protected classes” of people in housing only. Now, 5 years later, the commission is suggesting extending the protections against discrimination in the areas of employment, public accommodations, and educational institutions. Importantly, they also added explicit exceptions for religious organizations throughout the document, which is important to the synagogues and religious

schools in AV. There is also some added some language to address potential consequences/procedures for infractions. The complaint procedures are based on those developed by Golf Manor. The GM HR Ordinance was developed with active involvement of their Solicitor, Terry Donnellon. He offered to assist AV however he could, since there are few models available. The HRC had numerous discussions about

complaint procedures and consequences. In that context, Nancy spoke with Mayor Muething who suggested that complaints or conflicts may be resolvable using internal/existing conflict resolution procedures handled by the Village Manager and his supports, including the AV Solicitor if needed. Consistent with the HRC’s inherent mission to provide education, a complaint may potentially be rectified, for example, by the Village Manager reaching out to an employer to share best practices to avoid discrimination. They want us to send a clear message to people that live here and businesses here in the Village, that we have standards and important values.

What is the process going forward: HRC to present today to HEW committee to hear about the changes they are suggesting and why. The HEW will then have a few committee meetings to discuss and get public input. We want to encourage people to weigh in on the issue, ask questions etc. We will also ask the Law Solicitor to weigh in so we understand the legalities. Then after vetting it, the HEW committee will confirm wording and vote to send to council (or not). Then it will be on council agenda to be discussed and voted on.

Legal Questions: The law director has not seen any of the changes yet. Some feel bring him in earlier to be sure on right track. Perhaps have Andy come to next meeting to hear questions for him then he can come back to following meeting with answers. There was some concern about the amount of money we spent in legal fees the for the original resolution so the question was asked if something has happened to prompt a need to make changes and the costs we would incur. Matthew responded that the commission wants to show AV is a safe place – situations have gotten more common in general so they wanted to be proactive in looking at the resolution and improving it.

Mayor Tom Muething: Is the language already strong enough or not – HRC is focusing on education as well. Safety of our residents is a place we spend money in AV – create an environment that all know what the community stands for – welcoming to everyone.

Question was asked if they are doing this because Golf Manor had a referendum and it went to a vote on the ballot. HRC said no, that is not why, they looked at Golf Manors and realized it was more extensive and realized that maybe we could do a better job with ours. It is also 5 years later and things do change so felt it was time to look at it again.

Natalie Wolf: was part of the HEW committee when the ordinance was created and she stated that the legal fees did climb because we hadn't done anything like this before. We went deeper into it legally to try to keep all parties satisfied as to the language.

Dara: This was created from scratch and at times don't know what you don't know – over time we learn more, see others ordinances and seems they wanted to be proactive in looking at it again to see if what we have is the best version. There was no remedy for anyone that had an issue or experienced discrimination in AV before and it was really only for housing, this is about increasing the parties.

AD Motzen: Felt the religious exceptions in the Golf Manor ordinance were not acceptable to many in Golf Manor – was big controversy so that is why they went to a vote on it. He doesn't feel golf Manor is the perfect model. He questions if the religious exemption actually covers it. Doesn't feel they are full exemptions.

Next Steps: more meetings to discuss and delve into it, get more feedback. Bring in the law director as well.

Meeting adjourned at 4:53pm

Dara Wood