

# City of Cincinnati



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Clerk of Council

201601236

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## MOTION

We move that Cincinnati City Council adopt this motion to eliminate institutional racism from all of its public policies and practices.

We further move that the City Manager be directed to hire an organization to help City Council to identify inequitable policies and practices and work with city government to develop new policies and practices, where needed, that will bring about fairness and equal opportunity to all citizens of Cincinnati.

## Statement

We, members of Cincinnati City Council, hereby adopt a public policy agenda to eliminate institutional racism from all of our public policies and practices. Today, there is much research on institutional racism. A more formal definition of institutional racism is “a pattern of social institutions-such as governmental organizations, schools, banks, media, and courts of law-giving negative treatment to a group of people based on their race.”

Institutional racism leads to inequality of opportunity. Sociologists use the concept of institutional racism to explain why some groups of people face persistent, systemic, and structural economic, political and social suppression.

A self-fulfilling dynamic is established that deprives individuals in certain racial groups of opportunity in a competitive free-market economy. The paternalism of low expectations and pacification programs keep those individuals at a continuing competitive disadvantage for individual success through family stability, educational achievement, and the accumulation of wealth that provides the foundation of intergenerational progress.

For example:

- Cincinnati's population is currently 48% black. Additional data expresses that many of these residents live in some of the worst conditions in our city and with no clear way out.
- Black children are more likely than white children to be suspended in pre-school. In K-12, black children are three times more likely to be suspended than white children.
- Black children are 18 times more likely to be sentenced as adults than white children and make up near 60% of children in prison.
- Overall long prison sentences are greater for black people.
- Black college graduates are twice as likely as whites to struggle to find jobs.
- The unemployment rates for blacks have been nearly double that of whites for decades.
- Many times, job applicants with ethnic-sounding names, receive fewer interviews and job offers.
- 73% of whites own homes compared to 43% of blacks.
- The median net worth of white families is about \$110,000 while it's just \$7,000 for blacks.

Unfortunately, we approach many of these issues with short-term solutions. Policies and practices must ensure equality of opportunity and fair treatment for all citizens irrespective of race.

All citizens, irrespective of race, should be treated fairly, but studies show that this is not the case. Too often government policies and practices create some of the fundamental basis for inequity. This is not to say that people always intentionally discriminate against others. It is fair to recognize that implicit biases exist in our city today.

Now is the time to address institutional racism in our government and city. The research is profound and we no longer can continue to turn our heads and pretend that it does not exist. We must be a government for all people and we must level the playing field for all of our citizens.

Our city has been recognized as the fifth most segregated city in our country. We must acknowledge that both race and racism has played a role in how this government has served all of its people. We must move beyond discussions and take meaningful action that will take the racial injustice in our communities and create equitable opportunities for all.

Charlie Winburn

Councilmember Charlie Winburn  
Chairperson

P.G. Sittenfeld

Councilmember P.G. Sittenfeld  
Co-Sponsor

Wendell Young

Councilmember Wendell Young  
Co-sponsor

Chris Seelbach

Chris Seelbach - Co-sponsor

Yvette Simpson

YVETTE SIMPSON, CO-SPONSOR

David Mann

DAVID MANN, CO-SPONSOR

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