

By:..... Ms. Turner Sloss

No:..... 1007-23

AN INFORMAL RESOLUTION

Committing to Necessary Steps for the City of Dayton
to Declare Itself a Human Rights City that Supports
Human Rights Practices Locally and Globally,
Including Assessing the City's Human Rights
Practices and Infrastructure.

WHEREAS, The City of Dayton takes great pride in the diversity of its residents;
and

WHEREAS, On December 10, 1948, Resolution 271 A of the United Nations
General Assembly, unanimously adopted the Universal Declaration of Human Rights
("UDHR") "as a common standard of achievement for all peoples and all nations, to be
universally protected"; and

WHEREAS, Since 1962, The Human Relations Council (HRC) of the City of
Dayton has been a leader in the promotion of civil rights and continues to promote equity,
engagement, and the dignity of all; and

WHEREAS, HRC, as an agency of the Commission, focuses on eliminating
prejudice and discrimination because of race, color, religion, national origin, familial status,
ancestry, sex, place of birth, age, marital status, sexual orientation, gender identity, and/or
disability; and

WHEREAS, Through HRC, Dayton intends to analyze ways to continue and
improve the execution of these practices by becoming a Human Rights City; and

WHEREAS, The City is committed to furthering its work on diversity, equity, and
inclusion by evidencing international human rights standards, including fostering mutual
understanding, respect, sustainability, and a sense of belonging; and

WHEREAS, The City recognizes the catalytic role of the Dayton United for Human
Rights coalition in advocating for Dayton to declare itself a Human Rights City; and

WHEREAS, The City recognizes its duties to promote human rights in its
interactions with the public through transparency, accountability, and principles of good
governance; and

WHEREAS, The City aspires to be a leader in advancing human rights and human
dignity related to its services to the public; and

WHEREAS, The City of Dayton acknowledges past failures of federal, state, and
local government to uphold the human rights of people when it came to the Indian Removal

Act, segregation, redlining, economic disadvantages, and access to the necessary tools to build wealth; the City is working continuously to right these past wrongs, and amend relevant policies within its jurisdiction, and

WHEREAS, Despite historical and contemporary efforts, Dayton faces challenges related to systemic racism, healthcare, housing and basic human dignities; and

WHEREAS, A Human Rights City embodies the principles set forth in the Universal Declaration of Human Rights to guide the spirit of the laws, practices, and policies carried out with and on behalf of the residents of Dayton; and

WHEREAS, A Human Rights City builds infrastructure for conflict prevention, human security, sustainable development, active civic engagement, and transparent government; and

WHEREAS, A Human Rights City is one whose residents and local jurisdictions, through a number of potential methods, including ongoing discussions and creative exchanges of ideas, come to understand that human rights, when widely known as a way of life, can positively influence social, economic, and political rights, privileges, and equal opportunities.

WHEREAS, Declaring a municipality as a Human Rights City provides an opportunity and responsibility to call attention to human rights violations and to continue to promote the importance of educating its citizens about human rights; and

WHEREAS, Dayton supports international human rights principles embodied in the Universal Declaration of Human Rights (UDHR) and subsequent international human rights treaties which promote the humanity of all persons, and enable all peoples to meet their basic needs; and

WHEREAS, Dayton has been featured prominently on the world stage as a destination focused on the pursuit of peace and understanding, most notably as the host of the General Framework Agreement for Peace in Bosnia and Herzegovina, better known as the Dayton Peace Accords, which was a peace agreement reached at Wright-Patterson Air Force Base in 1995 that brought an end to the three-and-a-half-year-long Bosnian War; and

WHEREAS, On September 21, 2010, the International Day of Peace, the Mayor and Dayton City Commission officially declared Dayton, Ohio a City of Peace, a day proclaimed by the United Nations to be “devoted to commemorating and strengthening the ideals of peace within and among nations and people. Not merely the absence of war and violence, but a condition where society has achieved a balance of safety, prosperity, and quality of life”; and

WHEREAS, In October of 2011 the Dayton City Commission unanimously adopted the Welcome Dayton initiative, supporting the integration of immigrants into the Dayton community by finding ways to connect them with existing education,

government, health, and social services, assisting them in finding help to seek action in the justice system, and promoting arts and culture; and where these services do not yet exist, working with partners to create them; and

WHEREAS, The City of Dayton commits to the ongoing process of improving internal practices and engagement with residents related to Human Rights values and principles; now, therefore,

BE IT RESOLVED BY THE COMMISSION OF THE CITY OF DAYTON:

Section 1. That the City of Dayton intends to declare itself a Human Rights City, formally stating its commitment to the principles of equality, equity, inclusion, respect, and the recognition of human dignity. The City of Dayton supports the Universal Declaration of Human Rights and will uphold and promote the principles that apply to service areas under its jurisdiction.

Section 2. That the City shall take necessary steps over the next year to enact its commitment to human rights by consulting with community partners during its assessment of the current organizational environment, including City infrastructure, staffing, services, protections, and practices associated with human rights principles, and determining who the appropriate and necessary partners are to accomplish the necessary changes and provide periodic updates to the public. The Commission is executing a Memorandum of Understanding with the University of Dayton, specifically the University of Dayton Human Rights Center and attached hereto as Exhibit A and directs the City Manager to execute said document.

Section 3. That the City will undertake this assessment in cooperation with the University of Dayton Human Rights Center, with their respective roles defined in a Memorandum of Understanding.

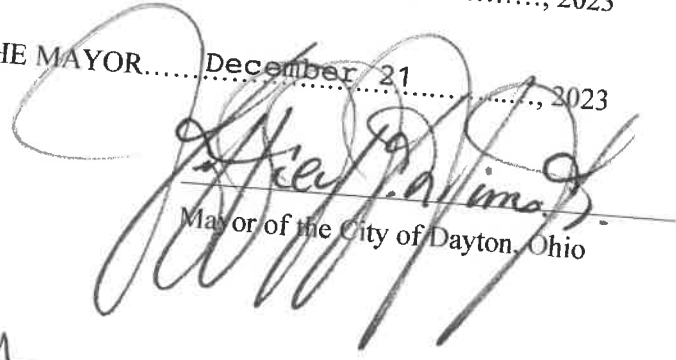
Section 4. HRC and the City Manager are directed to work on this assessment. The HRC Director will draft the assessment report, informed by City of Dayton Departments, community partners, independent experts, and the human rights practices of other cities. Once the assessment is complete, the City will develop plans and programs designed to remedy the deficiencies outlined in the assessment.

Section 5. The Dayton City Commission will present the completed report to the public as soon as it is complete, at the latest by January 31, 2025. This time frame is necessitated by the current process of onboarding a new HRC Director and the staff who will be undertaking the assessment.

Section 6. The Dayton City Commission hereby commits to the meaningful adoption of the Universal Declaration of Human Rights as guiding principles.

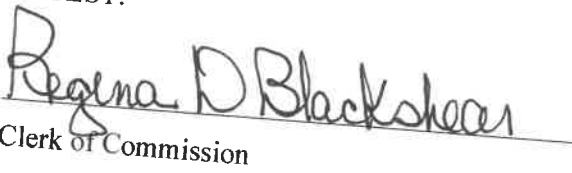
ADOPTED BY THE COMMISSION..... December 20, 2023

SIGNED BY THE MAYOR..... December 21, 2023



Mayor of the City of Dayton, Ohio

ATTEST:



Clerk of Commission

APPROVED AS TO FORM:



City Attorney

MEMORANDUM OF UNDERSTANDING

This **MEMORANDUM OF UNDERSTANDING** (“MOU”) is made and entered into this 20th day of December, 2023 (“Effective Date”), between the **CITY OF DAYTON, OHIO**, a municipal corporation in and of the State of Ohio (“Dayton”) and the **UNIVERSITY OF DAYTON**, particularly the **UNIVERSITY OF DAYTON HUMAN RIGHTS CENTER** (“UDHRC”).

WHEREAS, Dayton passed the attached resolution, entitled, “Committing to Necessary Steps for the City of Dayton to Declare Itself a Human Rights City that Supports Human Rights Practices Locally and Globally, including Assessing the City’s Human Rights practices and infrastructure”, to demonstrate its ongoing commitment to Human Rights; and,

WHEREAS, Dayton and UDHRC wish to provide clarity and transparency around each party’s roles and responsibilities as they partner to establish Dayton as a Human Rights City; and,

WHEREAS, Dayton will be undertaking an assessment of the City’s Human Rights practices and processes and UDHRC is supportive of said assessment;

WHEREAS, UDHRC intends to involve an affiliated organization, Dayton United for Human Rights (DUHR), to assist UDHRC with its partnership with Dayton on this project; and

NOW, THEREFORE, Dayton and UDHRC agree in principle as follows:

Section 1. The purpose of this MOU is to establish the framework by which each party will operate as Dayton works to establish itself as a Human Rights City.

Section 2. Dayton will be responsible for all costs and resources necessary to complete an assessment. These resources will include staffing, procuring a third party to execute the assessment, and other resources as needed. UDHRC shall have the right to submit and advise about content of the assessment. However, Dayton will ultimately be responsible for content of the assessment.

Section 3. Dayton will utilize an open bid process to retain an expert to conduct the assessment. As a part of the process creating this bid, Dayton will invite the Executive Director of the UDHRC, or their designated UDHRC employee, to participate in setting up the parameters of the assessment. Also, Dayton commits to inviting the Executive Director of the UDHRC, or their designated UDHRC employee, to participate in scoring received bids. The Executive Director is expected to consult with appropriate stakeholders for guidance in the assessment process.

Section 4. Once an expert is retained, Dayton will be responsible for the scope, process, and execution of the assessment. UDHRC may provide an affiliated student to assist the expert in their work.

Section 5. The assessment process will include an initial assessment of one appropriate process or procedure by which Dayton, along with the Executive Director of the UDHRC, or their designated UDHRC employee, can evaluate and adjust the previously assigned assessment parameters to achieve more optimal results. Following that initial assessment, the other targeted areas will be assessed.

Section 6. Dayton will share the assessment's recommendation via a report to the Office of the Commission once said report is complete. Dayton also commits to sharing the assessment with UDHRC.

Section 7. Dayton hopes to identify recommendations that may be implemented immediately. The Office of the Commission in consultation with the City Manager will determine which recommendations are able to be prioritized and implemented in an accelerated manner, and which ones will require more time, or are outside the scope of the city's purview. Dayton recognizes that UDHRC is a subject matter expert and Dayton may seek input from UDHRC regarding said recommendations.

Section 8. After the assessment is complete, the report has been shared publicly and with UDHRC, and actionable recommendations prioritized; the Office of the Commission will determine and establish the necessary structure(s), committees, and or staffing changes needed to continue the work of designating Dayton as a Human Rights City.

Section 9. The terms of this MOU shall renew annually on the date first set forth above. Should either party choose to terminate this MOU, notice shall be issued to the other party not less than thirty (30) days prior to the renewal date.

Section 10. This MOU merges all prior negotiations and understandings and there are no other agreements and understandings, oral or otherwise, between the parties pertaining to Dayton becoming a Human Rights City. A signed copy of this MOU shall be mailed or delivered to UDHRC after execution thereof by Dayton.

Section 11. Dayton and UDHRC represent that each has carefully reviewed the terms and conditions of this MOU and are familiar with such terms and conditions and agrees faithfully to comply with the same to the extent to which said terms and conditions apply to its activities as authorized and required by this MOU.

Section 12. The parties may amend or modify this MOU, at any time, provided that no such amendment or modification shall be effective unless it is reduced to a writing, which makes specific reference to this MOU, executed by a duly authorized representative of Dayton and UDHRC.

[REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK.]

IN WITNESS WHEREOF, Dayton and UDHRC, each by a duly authorized representative, have executed this Memorandum of Understanding as of the date first set forth above.

CITY OF DAYTON

By: Shelly Dickstein

Name: Shelly Dickstein

Title: City Manager

Date: December 21, 2023

UNIVERSITY OF DAYTON

By: Darlene Weaver

Darlene Weaver, Ph.D.
Provost and Executive Vice President of
Academic Affairs

Date: 15 December 2023

**APPROVED AS TO FORM
AND CORRECTNESS:**

[Signature]
City Attorney