

Stacel, Lori

From: Kyle Ramey (via Google Sheets) <drive-shares-noreply@google.com>
Sent: Wednesday, March 31, 2021 9:31 AM
To: Klopsch, Norbert S.
Cc: hale@wrightlibrary.org;judygcook@woh.rr.com;joshua@the-green-family.org;newporjd@yahoo.com;ladfulford@gmail.com;d.turben@icloud.com;samuel.dorf@gmail.com;healyjackson@gmail.com;madeline.iseli@sinclair.edu;rcrum1@udayton.edu
Subject: District Ethnicity
Attachments: District Ethnicity.pdf

ramey.kyle@oakwoodschoools.org has attached the following spreadsheet:



District Ethnicity



Team,

Here are some interesting numbers showing the changing demographics of our student population for the past several years. We shared them with our folks as we continue to do this important work internally, and figured they might be valuable to our leadership group too. It is logical to anticipate our city-wide census data reflecting these same trends.

Take care,
Kyle

Google Sheets: Create and edit spreadsheets online.

Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because ramey.kyle@oakwoodschoools.org shared a spreadsheet with you from

Google Sheets.

Google™

	Enrollment # - 1911		Enrollment # - 1917		Enrollment # - 1919		Enrollment # - 1921		Enrollment # - 1924		Enrollment # - 1925		Enrollment # - 1927		Enrollment # - 1928		Enrollment # - 1929		Enrollment # - 1931		Enrollment # - 2021			
	NC	% of Enrollment	NC	% of Enrollment	NC	% of Enrollment	NC	% of Enrollment	NC	% of Enrollment	NC	% of Enrollment	NC	% of Enrollment	NC	% of Enrollment	NC	% of Enrollment	NC	% of Enrollment	NC	% of Enrollment		
American Indian/Alaskan Native	52	2.5	52	2.5	61	2.8	72	3.6	91	4.3	85	4.2	100	4.9	104	5	100	5	116	5.6	150	4.8	190	4.8
Asian/Pacific Islander	17	0.8	11	0.6	25	1.2	19	0.9	22	1	21	1	18	0.8	24	1.1	26	1.2	35	1.7	23	1.1	23	1.1
Black	36	1.7	43	2.1	37	1.7	63	3.1	75	3.5	82	4	90	4.4	103	4.9	105	5.2	107	5.2	121	5.9	159	5.9
Hispanic	44	2.1	45	2.2	55	2.6	57	2.8	67	3.2	73	3.5	77	3.8	89	4.3	94	4.6	100	4.9	109	5.3	159	5.3
Multi-racial																								
White	1025	92.8	1107	92.3	1030	93.5	1003	89.5	1026	27.8	1785	87.2	1754	80	1756	24.1	1706	83.5	1728	81.1	1713	80.1	1713	80.1
TOTAL	2074	99.8	2065	100	2078	99.9	2014	99.9	2111	99.8	2060	99.9	2037	99.9	2046	99.8	2029	99.9	2072	100	2049	100	2049	100

Stacel, Lori

From: Kristi Hale <hale@wrightlibrary.org>
Sent: Thursday, April 1, 2021 4:08 PM
To: Jeremy Newport; Judy Cook
Cc: Klopsch, Norbert S.
Subject: RE: Oakwood Inclusion Coalition LCNB

Jeremy,

I dropped off my information to LCNB today. They will need Judy's and yours in order to set up the account. Sam and Norb will have deposit rights now – do they need to submit the paperwork as well, or is that just for signers?

Thanks,
Kristi

From: Jeremy Newport [mailto:newporjd@yahoo.com]
Sent: Tuesday, March 30, 2021 3:11 PM
To: Judy Cook <judygcook@woh.rr.com>
Cc: Kristi Hale <hale@wrightlibrary.org>; Norbert S. Klopsch <Klopsch@oakwood.oh.us>
Subject: Re: Oakwood Inclusion Coalition LCNB

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Oh for sure, drop it off in person if you'd like! I don't believe they need drivers license copies but they will probably tell you on site if they do.

Sent from my iPhone

On Mar 30, 2021, at 10:56 AM, Judy Cook <judygcook@woh.rr.com> wrote:

Do we need to fill out the entire sheet?
Judy Cook

From: Jeremy Newport <newporjd@yahoo.com>
Sent: Tuesday, March 30, 2021 10:19 AM
To: Judy Cook <judygcook@woh.rr.com>; Kristi Hale <hale@wrightlibrary.org>; Norbert S. Klopsch <Klopsch@oakwood.oh.us>
Subject: Fwd: Oakwood Inclusion Coalition LCNB

Hello Team,

LCNB needs a copy of the attached filled out for each signor. Please sign and return to me so I can send to Jeff at LCNB this week.

Kind regards,
Jeremy Newport

Sent from my iPhone

Begin forwarded message:

From: Jeffrey Wren <jwren@lcnb.com>
Date: February 5, 2021 at 12:47:25 PM EST
To: Jeremy Newport <newporjd@yahoo.com>, Kristi Hale <hale@wrightlibrary.org>
Cc: "Klopsch, Norbert S." <Klopsch@oakwood.oh.us>, Judy Cook <judygcook@woh.rr.com>, Jennifer Kozee <jkozee@lcnb.com>
Subject: RE: Oakwood Inclusion Coalition

Good afternoon

Thank you for opening a new account at LCNB!

We will need the following

- IRS paperwork showing the TIN#
- Meeting minutes naming each signer and power/ positions
- The attached form for all signers

Thank you

Jeff

Stacel, Lori

From: Jeremy Newport <newporjd@yahoo.com>
Sent: Friday, April 2, 2021 9:15 AM
To: Kristi Hale
Cc: Judy Cook;Klopsch, Norbert S.
Subject: Re: Oakwood Inclusion Coalition LCNB

Hello Kristi,

Dropping mine off today.

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Sent: Friday, April 2, 2021 9:26 AM
To: Jeremy Newport
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Subject: RE: Oakwood Inclusion Coalition LCNB

Yes, that's correct.

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Jeff

Stacel, Lori

From: Kristi Hale <hale@wrightlibrary.org>
Sent: Monday, April 5, 2021 3:12 PM
To: Joshua D. Green;healyjackson@gmail.com;lseli, Madeline;Jeremy Newport;Judy Cook;Klopsch, Norbert S.;Kyle Ramey;LAD;Roger Crum;sdorf1@udayton.edu;Turben, D
Subject: OIC Agenda for tomorrow
Attachments: OICLeadership Team Meeting -- April 2021 Agenda.docx; Words Alphabetized.docx

Hi All,

For tomorrow's meeting, see attached agenda and attachment to go with the agenda. It's not too late to add something – just let me know.

Thanks,
Kristi



Kristi J. Hale *Director*
Wright Memorial Public Library

1776 Far Hills Avenue,
Oakwood, OH 45419-2531
Office phone: 937 250-6824 F 937 294-8578
hale@wrightlibrary.org | wrightlibrary.org

OIC Leadership Team Meeting

April 6, 2021

4 P.M. (Virtual)

- **Call to Order**
- **Approval of Meeting Minutes**
- **Old Business**
 - Bank Account Access and Funds Disbursement Protocols
 - April 28 Meeting Planning
 - Program
 - Promotion
 - Production
 - Designing OIC Logo/Branding Campaign
 - Tag line – “Building Community for All”
 - Tag words – see attached list for discussion
- **New Business**
 - Changes to Establishing Document (Norb)
 - New opportunity - Symposium “exploring the impact and legacy of Dayton’s racial segregation and inequality, as well as imagining a more inclusive Dayton community” (Sam)
- **Committee Reports**
 - Programs and Events Committee (Leigh Ann)
 - Current Issues Committee (Madeline)
 - Communications Strategy and Communications Committee (Josh)
 - Membership Committee (Healy)
- **Leadership Team Reports**
 - Chair/Vice Chair (Kristi/Judy)
 - Treasurer (Jeremy)
 - Secretary (Sam)
 - City Liaison (Norb)
 - School Liaison (Kyle)
 - At Large Member (Dan)
 - At Large Member (Roger)
- Leadership Team Meeting Schedule
- Adjourn

Accessible
Approachable
Augment
Aware
Belonging
Building
Caring
Celebrate
Celebration
committing
Community
Community
Community
Community
Connecting
Culture
Culture
Culture
difference
Diversity
Educating
Education
Embrace
enhance
Enlightening
Equitable
equitable
Equity
Equity
Equity
Evolving
Expansive
Explore (or exploration)
Exploring
Friendly
Heightened-consciousness
History
Honesty
Humanity
Include
Inclusion
Interlace
Investigating
Inviting
learn
Learning

Learning
Mind-expanding
Open
Open (or openness)
Participating
Researching
Respect
Respect
Schools
Togetherness
Tradition
Understand
Understanding
Unite
United
uniting
Uniting
Values
Warm
Welcoming
Welcoming
Welcoming

Community: 4 times

Culture – 3 times

Equity/Equitable: 5 times

Unite (and variants): 4 times

Welcoming – 4 times

Stacel, Lori

From: Kristi Hale <hale@wrightlibrary.org>
Sent: Monday, April 5, 2021 3:54 PM
To: Klopsch, Norbert S.; Roger Crum
Subject: RE: OIC Logo

Do we have a rendering of those?

From: Klopsch, Norbert S. [mailto:Klopsch@oakwood.oh.us]
Sent: Monday, April 5, 2021 3:53 PM
To: Roger Crum <rcrum1@udayton.edu>; Kristi Hale <hale@wrightlibrary.org>
Subject: OIC Logo

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Roger and Kristi,

How about sharing the initial logo concepts with the rest of the Leadership Team before our meeting tomorrow... just via email, and with the explanation that they are in the process of revision? It would at least give Healy and the others a general sense of where we might be heading. Just a thought. Your call.

Norb

Norbert S. Klopsch
Oakwood City Manager
(937) 298-0600

From: Kristi Hale <hale@wrightlibrary.org>
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To: Klopsch, Norbert S.
Cc: Kristi Hale
Subject: Re: OIC Logo

ciao norb and kristi

i'll see what i can do . . . yours, roger

On Mon, Apr 5, 2021 at 3:55 PM Klopsch, Norbert S. <Klopsch@oakwood.oh.us> wrote:

I don't, but I am sure that Jane could send them to us, if Roger does not.

Norbert S. Klopsch

Oakwood City Manager

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Stacel, Lori

From: Leigh Ann Fulford <ladfulford@gmail.com>
Sent: Tuesday, April 6, 2021 3:53 PM
To: Kristi Hale;Turben, D;Iseli, Madeline;Healy Jackson;Judy Cook;Kyle Ramey;Roger Crum;Samuel N Dorf;Klopsch, Norbert S.;Jeremy Newport;Joshua D. Green;Lad
Subject: Panelist ideas so far for our April 28th Membership meeting
Attachments: April 28th Program Ideas for General Membership Meeting.pdf

My apologies for getting this info to you so close to our meeting time via zoom. It's been one of those zoomy days and I am not keeping up.

I am attaching the list of the folks we have identified so far as possible panelists for our meeting on April 28th--to follow the TED Talk "The Danger of a Single Story." (I have copied these verbatim from notes sent by Roger, Madeline, and Healy.)

I have also included Judy's idea of having storytellers from various cultural backgrounds who would be willing to share their stories about moving to Oakwood. Judy suggested someone from Chabad and I added some other ideas (definitely an incomplete list) of possible storytellers. I do not have names of individuals from any of these groups who could speak, however.

See you all soon.

Leigh Ann

--

Leigh Ann Fulford

*For there is always light,
if only we're brave enough to see it.
If only we're brave enough to be it.
--Amanda Gorman, "The Hill We Climb"*

April 28th Program Ideas for General Membership Meeting

The crux of the conversation will be around implicit bias, as illuminated in this lovely TED Talk: The Danger of a Single Story, which will be shared before the discussion.

Glen Cebulash, Wright State

Glen is a fine art painter and a chair of the art department at Wright State University. he and his wife Rachel (he Jewish; she not, so a bit of diversity in that family) have lived in Oakwood since the 1990s and have sent both of their kids through the Oakwood schools. Glen is a very smart, and very current sort of fellow: he is very smart, articulate, thoughtful, and he reads constantly and keeps up extensively with current affairs.

Julius Amin, UD

Julius is from Cameroon and continues to have family and family connections in Cameroon. Julius came to the states in the early 1970s to do a PhD in history at the university of Texas; he's been on the faculty of UD's history department since the early/mid 1980s. He is an expert and writes extensively on Cameroon (I believe his first book was on the Peace Corps work in Cameroon), but he is also regularly engaged with the history of the civil rights movement in America and has written a number of opinion pieces---I'm pretty sure for the Dayton Daily News, among other venues. He doesn't live in Oakwood but rather, I believe, in Huber Heights, but he is certainly aware of the context/history of Oakwood. He is presently the alumni chair of the humanities at the University of Dayton, an endowed chair position (so he is considered a person of considerable intellectual weight at UD). He is a thoughtful and a powerful speaker. He and I have worked together on MLK projects on campus.

Michael Carter (Sinclair)

Michael Carter is Chief Diversity Officer and Senior Advisor to the President at Sinclair, and a dear friend of Madeline's. Michael puts on scores of programs at Sinclair each year and has worked with a number of faculty and staff in leading those.

Madeline Iseli (Sinclair)

Darsheel Kaur

As an immigrant and child of diaspora, Darsheel has navigated different cultures, value systems, and ways of knowing and being from a young age. In her adolescence, she witnessed as historical divisions and cultural fears were made visible through isolation, escalated conflict, and violence within her own community and between communities around her. A desire for transformation and social change led her to student and community organizing around various cultural and political movements and issues such as economic and educational inequities, racialize and gendered violence, and injustices of criminalization and aggressive policing of youth and communities of color. During this time, she also completed her undergraduate degree in Organizational Leadership from Wright State University in Dayton, Ohio, with minors in Spanish and Youth & Community Engagement. She also completed the Community Trustbuilding Fellowship through Initiatives of Change and Hope in the Cities.

Her experience participating in these different efforts for justice, as well as her undergraduate studies, showed her the power of a collective and how issues we see today are often deeply rooted in unaddressed/unhealed historical conflicts and harms within and between groups and embedded within institutional structures and systems. She was left with the question "What is justice?" which led her to pursue her masters degree in Conflict Transformation from the Center for Justice and Peacebuilding (CJP) at Eastern Mennonite University in Harrisonburg, Virginia. At CJP, her main areas of study were Restorative Justice with a focus on racial equity, and Psycho-social Trauma Awareness & Resilience. During her graduate studies, she realized how the cultures and institutions of activism and organizing she and her comrades had engaged with were draining the life force of many of the young leaders who rose up organically in the social movements of their time. She began searching for a more sustainable and holistic way to work towards personal and interpersonal healing, and cultural and structural transformation as a way to transform conditions creating scarcity and despair. She completed her graduate school practicum at a youth-led organization called Circles & Ciphers in Chicago, IL, leading and participating in hip-hop based peacemaking and community building circles alongside youth impacted by criminalization, and their broader communities.

Upon graduating with her masters, she received certifications in Youth and Adult Mental Health First Aid, and developed and coordinated an after-school leadership development program centered on the needs and experiences of immigrant and refugee high school students in the Dayton area, based on the principles of Positive Youth Development. She has since been offering professional development trainings and community workshops to interested youth workers, college students, and K-12 teachers. Her trainings and workshops combine a healing ethos, creative expression, peacemaking and community building circles, introductions to the philosophy and practice of restorative justice, through personal reflection and application, physical engagement and movement. She hopes to continue spreading a healing ethos and supportive practices to impact and transform individuals, communities, and institutions.

Ideas for storytellers of folks who have moved to Oakwood

Jewish—Chabad

Chinese—Fuyao

Hispanic

Greek

Serbian—Kosovo

Italian

Black

European

Russian

Interracial families

Other

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From: Samuel N Dorf <sdorf1@udayton.edu>
Sent: Tuesday, April 6, 2021 5:32 PM
To: Kristi Hale;Turben, D;Iseli, Madeline;Healy Jackson;Judy Cook;Kyle Ramey;Roger Crum;Samuel N Dorf;Klopsch, Norbert S.;Jeremy Newport;Joshua D. Green;Lad
Subject: Minutes from 6 April
Attachments: OICLeadership Team Meeting -- April 2021 Minutes.docx

--

Samuel N. Dorf, PhD
Associate Professor
Department of Music
University of Dayton
300 College Park
Dayton, Ohio 45469-2946
Phone: 937.229.3986

Performing Antiquity: Ancient Greek Music and Dance from Paris to Delphi, 1890-1930

Anthology to Accompany Gateways to Understanding Music

No one has to do everything. Everyone has to do something...What's your GREEN DOT?

Minutes
Oakwood Inclusion Coalition (OIC) Leadership Team Meeting
April 6, 2021
4:00 pm
Zoom meeting

Present: Kristi Hale (chair), Sam Dorf, Judy Cook, Healy Jackson, Leigh Ann Fulford, Roger Crum, Dan Turben, Norbert Klopsch, Jeremy Newport, Madeline Iseli, Kyle Ramey

- Meeting Minutes will be voted on at next meeting and posted to OIC Website.

Old Business

- Bank Account Access and Funds Disbursement Protocols. We are very close to getting that setup. Will update at next meeting.
- April 28 Meeting Planning
 - Program: Fulford shared program ideas. Michael Carter of Sinclair is available that evening. Fulford will reach out to Michael Carter.
 - Other ideas (i.e. Darsheel Kaur, Julius Amin, etc.. will be saved as ideas for future meetings).
 - There was discussion of compensation and honoraria for speakers.
 1. Isseli and Fulford will reach out to Michael Carter about identifying a charitable organization for a small honorarium to be donated to.
 - FORMAT for April meeting (aim for 75 minutes):
 1. Announcements (listing committees, logo, book club)
 2. Open with Breakout Groups to “meet your neighbor” [Time permitting]
 3. Showing of TED Talk
 4. Speaker
 5. Public Q&A
 - Promotion:
 - Press release needs to get written by Friday (16 April) for the 21 April *Oakwood Registrar*.
 - Email Blast in our database
 - Leadership Team will send out to their own circles.

- Production: Library Team will take care of logistics.
 - Designing OIC Logo/Branding Campaign: Crum updated group on conversation with UD student design team. Students will share work to leadership on 28 April via a Zoom presentation. Leadership will meet afterwards to make decision on which design portfolio will be selected. We are making no obligation and signing no contract with the students.
 - Tag line - "Building Community for All"
 - Tag words - see attached list for discussion. Maybe used for future campaigns (i.e. banners for Far Hills Blvd.)
- **New Business**
 - Changes to Establishing Document (Norb): Klopsch suggested making some minor changes to the document:
 - Add Communications Committee
 - Remove limit on number of member on each committee
 - Financial Policies
 - Additional member
 - Fulford asked why we do not have Public Safety representative. Klopsch explained that he speaks for the Public Safety Department.
 - Crum noted that OIC was not mentioned in recent State of the City reports. Future Annual Reports will include OIC.
 - New opportunity - Symposium "exploring the impact and legacy of Dayton's racial segregation and inequality, as well as imagining a more inclusive Dayton community" (Sam)
 - Dorf will forward to Call for Papers to Leadership Team to brainstorm ideas of how oakwood can participate.
 - Suggestion to maybe put together a panel with other cities.
- **Committee Reports**
 - Programs and Events Committee (Leigh Ann)
 - Fulford asked that we make sure that book club is mentioned in April meeting for a book club meeting in May or June. Library can help with logistics.
 - Current Issues Committee (Madeline)
 - Iseli shared that Bill Burgess will speak to the committee to walk through the proposal and how it was developed. Invite will be shared with Leadership Team.
 - Communications Strategy and Communications Committee (Josh)
 - Hale shared that there was an initial meeting and Josh Green volunteered to chair the Communications Committee. Team

approved protocol that public communication will go through Communications Committee Chair and OIC Chair. The website will be a central information space. Green will update with new resources as well. There is still a need for a social media coordinator for the team.

- Membership Committee (Healy) - nothing to report
- **Leadership Team Reports**
 - Chair/Vice Chair (Kristi/Judy) - Library working on reading lists to share. Cook shared that we may need more clarification on how individuals can become members. Klopsch suggested that we update website to read “Become a Member” in addition to “Subscribe Now” that captures more information than email (i.e. home address). Jackson wants people not to feel obligation without clear expectations of what they are getting into.
 - Treasurer (Jeremy) - all the bank materials have been submitted. We should get official access next week. Anyone on OIC committee will be able to make deposits with routing and account numbers.
 - Secretary (Sam) - nothing to report
 - City Liaison (Norb) - nothing to report
 - School Liaison (Kyle) - Internal professional development and continued collaboration with local groups is on-going. Schools will focus on culture, curriculum and community. There is an initial focus on culture first. Diversity numbers were also shared via email with leadership team. Oakwood Schools also received a grant to help recruit a more diverse faculty as well as participated in new job fairs to bring in a more diverse pool of applicants.
 - At Large Member (Dan) - noted the Niche report and Oakwood Schools diversity report.
 - At Large Member (Roger) - asked if we could sponsor something with the schools on an annual basis, and to continue interaction with the schools.
- Leadership Team Meeting Schedule: Fulford will send some updates via email.
- Adjourned at 5:31PM

Respectfully submitted, Sam Dorf

Stacel, Lori

From: Roger Crum <rcrum1@udayton.edu>
Sent: Tuesday, April 13, 2021 8:10 AM
To: Kristi Hale
Cc: Joshua D. Green;healyjackson@gmail.com;lseli, Madeline;Jeremy Newport;Judy Cook;Klopsch, Norbert S.;Kyle Ramey;LAD;sdorf1@udayton.edu;Turben, D
Subject: Re: Oakwood Inclusion Coalition Quarterly Meeting: The Danger of a Single Story

Thanks, I'll be there.

On Mon, Apr 12, 2021 at 4:29 PM Kristi Hale <hale@wrightlibrary.org> wrote:
I've created the link for our 4/28 OIC meeting.

Kristi Hale is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/87534158091?pwd=NUxZMldMMmQzNk4zbnJ1eUhpY2RCUT09>

Meeting ID: 875 3415 8091

Passcode: 428100

One tap mobile

+13017158592,,87534158091#,,,,*428100# US (Washington DC)

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From: Klopsch, Norbert S.
Sent: Tuesday, April 13, 2021 8:20 AM
To: Klopsch, Norbert S.
Subject: Fwd: Re: Oakwood Inclusion Coalition Quarterly Meeting: The Danger of a Single Story

----- Forwarded message -----

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Date: Apr 13, 2021 8:10 AM
Subject: Re: Oakwood Inclusion Coalition Quarterly Meeting: The Danger of a Single Story
To: Kristi Hale <hale@wrightlibrary.org>
Cc: "Joshua D. Green" <joshua@the-green-family.org>, healyjackson@gmail.com, "Iseli, Madeline" <Madeline.Iseli@sinclair.edu>, Jeremy Newport <newporjd@yahoo.com>, Judy Cook <judygcook@woh.rr.com>, "Klopsch, Norbert S." <Klopsch@oakwood.oh.us>, Kyle Ramey <ramey.kyle@oakwoodschoools.org>, LAD <ladfulford@gmail.com>, sdorf1@udayton.edu, "Turben, D" <dan.turben@parknationalbank.com>

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Cc: Daniel H Turben (d.turben@icloud.com); Healy Jackson; Iseli, Madeline; Jeremy Newport (newporjd@yahoo.com); Judy G Cook; Kristi Hale (hale@wrightlibrary.org); Leigh Ann Fulford (ladfulford@gmail.com); ramey.kyle@oakwoodschoools.org; sdorf1@udayton.edu
Subject: Re: OIC Establishing Document
Attachments: OIC Establishing Document Rv #1 (Crum).docx

norb:

thanks for sending this round. please see and consider my editorial suggestions in the attached. in addition to drawing attention to a set of general edits, i would specifically point out the issue of how membership is defined (we presently have "general membership" ---read oakwood citizens--- and "affiliate membership"---read those who are not oakwood citizens. i fear that this sets of a A and B list set of members, and could be perceived externally as elitist . . . Also, i think we need a bit of conversation about whether individuals from the city (norb), the schools (kyle), and the library (kristi) are "members" or "liaisons." my recommendation is that we adhere to the language of "liaison" for these individuals, in the cases in which they are representing those entities (city, schools, and library), reserving to them as citizens/individuals the right and privilege to become members independent of their official roles with this city, schools, or library. in this way, we doubly make sure that the OIC is clearly a citizen-run organization and not an official or veiled wing of the city of oakwood, the schools, or the library. in other words, we are direct and upfront that individuals like norb, kyle, and krist are there as liasons as not as individuals who are guiding the OIC from their official positions.

yours, roger

On Thu, Apr 15, 2021 at 10:13 AM Klopsch, Norbert S. <Klopsch@oakwood.oh.us> wrote:

Greetings...

Attached is the proposed update to our OIC Establishing Document.

Please let me know if you have any suggested edits.

I anticipate that we can have this on the agenda at our April 28 Leadership Team meeting.

Norb

Norbert S. Klopsch

Oakwood City Manager

(937) 298-0600

OAKWOOD INCLUSION COALITION

October 5, 2020

This document establishes the Oakwood Inclusion Coalition, setting forth the mission and purpose of the Coalition, and the manner in which it shall function.

I. NAME

The name of this organization shall be the Oakwood Inclusion Coalition (OIC).

II. MISSION

The mission of the OIC is to study, promote, and celebrate an inclusive, equitable, diverse and welcoming environment and community for everyone who lives, works, visits, or passes through Oakwood.

III. PURPOSE

The purpose of the OIC is to foster an inclusive community through education, development of programs and projects, communication initiatives, and regular attention to matters of intra- and intercommunity relations. The OIC is an organization of government, school, and library officials, private citizens, faith, ethnic and cultural leaders, and representatives from the business and media communities in the Oakwood area and beyond. Volunteer officers manage the organization and receive no compensation.

While the OIC will deliver a report annually to the Oakwood City Council, the Oakwood School Board and the Board of the Wright Memorial Public Library, no substantial part of the OIC's activities or reporting shall involve the purpose of influencing, modifying, or suspending city, school or library legislation or policies. The organization shall not participate in, or otherwise intervene in any political campaign on behalf of any candidate for public office or any issue put to vote before the public.

IV. ORGANIZATION

The OIC is organized for educational and community building purposes, and to examine matters of diversity, equity and inclusion. It is established as a 501(c)(3) organization under the Federal Internal Revenue Code. The organization may engage in fundraising efforts to support programming. To this end, a Treasurer will be appointed to oversee all financial activity. No part of the net earnings of the organization shall inure to the benefit of, or be distributable to its members, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the purpose clause hereof.

Notwithstanding any other provision of this document, the OIC shall not carry on other activities not permitted to be carried on by (1) an organization exempt from federal

income tax under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or (2) an organization, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or corresponding section of any future federal tax code.

In the event of dissolution of the OIC, its assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of the organization is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine that are organized and operated exclusively for such purposes.

V. COALITION MEMBERSHIP

General membership, including eligibility to vote on OIC matters, is open to all individuals who reside in Oakwood, and to representatives of businesses, organizations and religious institutions located in Oakwood. Affiliate membership is open to any other persons interested in furthering the mission and purpose of the OIC. Affiliate members are not eligible to vote on OIC matters.

The Membership Committee shall work to identify and retain OIC members from the following groups:

- a. City of Oakwood (City Manager or designee, Public Safety Director or designee, and one elected official).
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- g. MOMs of Oakwood.
- h. Oakwood Rotary Club.
- i. At least one representative each from business organizations, and minority-owned businesses in Oakwood.
- j. At least one representative from the media.
- k. Members who shall serve to diversify the OIC membership in various capacities, including, but not limited to, religion, race, ethnicity, physical ability, sexual orientation, socio-economic status and age.
- l. Student representatives appointed by their respective school.

The Membership Committee shall identify additional members as it deems important for promoting and enhancing the work of the OIC.

VI. LEADERSHIP TEAM

The Leadership Team of the OIC shall include a Chair, Vice Chair, Treasurer, Secretary, Committee Chairs, two Members-At-Large and one liaison each from the City of

Oakwood, the Oakwood City Schools and the Wright Memorial Public Library. The liaison from the City of Oakwood, the Oakwood City Schools and the Wright Memorial Public Library may also serve in another capacity on the Leadership Team. These individuals shall each serve a two-year term. The Vice Chair shall serve as Chair Elect. The Immediate Past Chair shall serve on the Leadership Team with ex-officio status, without vote.

The Chair shall preside over all meetings of the OIC and the Leadership Team. The Vice Chair shall serve in the absence of the Chair. The Treasurer shall be responsible for managing the finances of the OIC. The Secretary shall keep records of all OIC and Leadership Team meetings. The Leadership Team shall meet quarterly, or at the call of the Chair. The Leadership Team shall oversee all activities of the OIC, and shall prepare the slate of the Leadership Team for election at the Annual Coalition Meeting.

VII. COMMITTEES

The OIC will have the following three standing committees:

- a. Membership Development Committee: This Committee shall be led by consist of a Committee Chair and four persons appointed by the Leadership Team. Any person who is a General Member of the OIC is eligible for Committee membership. The Committee shall be responsible for retaining existing OIC members and for continually identifying new members. The Committee shall ensure ongoing representation from the collaborative entities listed under Section V. COALITION MEMBERSHIP. The Committee shall also be responsible for the orientation of new members.
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The OIC Leadership Team shall establish and approve the protocol for all forms of OIC communications. This includes internal communications with the OIC General and Affiliate Membership, and external communications with the media and/or any other outside entity or agency. The protocol shall establish procedures for the preparation and approval of all types of communications including, but not limited to, standard mailings, emails, website postings, Facebook and other social media messaging, etc. The protocol shall be attached hereto as Addendum A.

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ADOPTED:--_October 5, 2020

REVISED: _____

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Sent: Thursday, April 15, 2021 10:49 AM
To: Klopsch, Norbert S.
Cc: Daniel H Turben (d.turben@icloud.com); Healy Jackson; Iseli, Madeline; Jeremy Newport (newporjd@yahoo.com); Judy G Cook; Kristi Hale (hale@wrightlibrary.org); Leigh Ann Fulford (ladfulford@gmail.com); ramey.kyle@oakwoodschoools.org; sdorf1@udayton.edu
Subject: Re: OIC Establishing Document
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Norb

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The mission of the OIC is to study, promote, and celebrate an inclusive, equitable, diverse, and welcoming environment and community for everyone who lives, works, visits, or passes through Oakwood.

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The Membership Committee shall work to identify and retain OIC members from the following groups: NOTE. HERE IS A CONTRADICTION: IN THIS SECTION THESE INDIVIDUALS ARE CALLED "MEMBERS"; IN THE SECTION IMMEDIATELY BELOW, SECTION VI, THESE SAME INDIVIDUALS ARE NOT REFERRED TO AS "MEMBERS" BUT AS "LIAISON" INDIVIDUALS. I WOULD URGE THAT WE STAY WITH THE LANGUAGE. IN ALL CASES VIS-À-VIS THESE INDIVIDUALS AS "LIAISON." THAT WOULD CERTAINLY CLEAR UP UNCERTAINTY ABOUT WHETHER THIS IS AN OFFICIAL CITY, SCHOOL, OR LIBRARY ENTITY.

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REVISED:_____

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Subject: Re: OIC Establishing Document

All good points Roger and I concur; especially regarding the liaison designation for Norb, Kristi, and Kyle.

Dan

Sent from my iPhone

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dear all:

something happened in my attachment. here is the attachment with my suggestions. yours, roger

On Thu, Apr 15, 2021 at 10:13 AM Klopsch, Norbert S. <Klopsch@oakwood.oh.us> wrote:

Greetings...

Attached is the proposed update to our OIC Establishing Document.

Please let me know if you have any suggested edits.

I anticipate that we can have this on the agenda at our April 28 Leadership Team meeting.

Norb

Norbert S. Klopsch

Oakwood City Manager

(937) 298-0600

<OIC Establishing Document Rv #1 (Crum).docx>

Stacel, Lori

From: Leigh Ann Fulford <ladfulford@gmail.com>
Sent: Thursday, April 15, 2021 11:02 AM
To: Daniel H Turben
Cc: Roger Crum;Klopsch, Norbert S.;Healy Jackson;Iseli, Madeline;Jeremy Newport (newporjd@yahoo.com);Judy G Cook;Kristi Hale (hale@wrightlibrary.org);Kyle Ramey;Samuel N Dorf
Subject: Re: OIC Establishing Document

I see one problem: Kristi isn't a resident of Oakwood, and are we certain that all leaders in the future will be residents of Oakwood?

On Thu, Apr 15, 2021 at 10:53 AM Daniel H Turben <d.turben@icloud.com> wrote:
All good points Roger and I concur; especially regarding the liaison designation for Norb, Kristi, and Kyle.

Dan

Sent from my iPhone

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--

Leigh Ann Fulford

*For there is always light,
if only we're brave enough to see it.
If only we're brave enough to be it.
--Amanda Gorman, "The Hill We Climb"*

Stacel, Lori

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Sent: Thursday, April 15, 2021 11:16 AM
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Subject: Re: OIC Establishing Document

ciao leigh ann

good observation. i would think that kristi's case could be a good demonstration that as director of the library, she would be a liaison to the OIC and that, additionally, as a non-resident of oakwood, she could be simultaneously a private member of the OIC. similarly, in norb's case, he would act as a city liaison to the OIC and then, as a private citizen (oakwood or not), he could make an independent decision as to whether he wishes to be a member of the OIC. also, while i think it highly unlikely that individuals outside of oakwood would seek leadership roles/committee chair roles in the OIC, we should leave open that possibility . . . does this help? yours, roger

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