

OIC Programs and Events Committee Report May 18, 2021

General Membership Meeting

Overall, I have received good feedback regarding our last membership meeting, and I hope the rest of the OIC board has as well.

Here are my questions regarding the general membership meetings:

- Have we given Michael Carter a gift as a thank you for his time? We had discussed several ideas but not sure what (if anything) has been given to him.
- What will we choose for our next topic for next general meeting in July. We need time to line up speaker(s) and advertise our meeting.
- I was surprised our 2nd meeting wasn't larger than our first. Could it be the time of year? Several of the folks I invited have church on Wednesday nights—perhaps we think of another week night or alternate night each quarterly meeting? We need to find ways to encourage more people to attend our general membership meetings—the OIC membership is still a lopsided choir it seems.

OIC Big Read

We announced our OIC Big Read at the membership meeting and we have a press release almost ready to send out. I am waiting for volunteer leaders to send me dates for their first book discussion groups to add to the press release. We will have both an adult and youth book discussion groups from mid-June through August, and we hope to offer sessions at various times of day so folks can join a discussion that fits into their schedules.

Here are the needs of the OIC Big Read Program:

- A zoom link for book discussion groups. Not sure we can use Wright Library's for all of these or not. If not, we need to figure out ways to host OIC Big Read online.
- A prominent spot on our webpage for folks to sign up for OIC Big Read updates and book discussion groups. Josh says he can set this up—hopefully this week and possibly with the new web design created by the UD students.
- Leaders for our book discussion groups (both adult and youth discussion groups). Leaders can set day and time for their sessions.

Diversity 101 Series

The first offering of NCCJ's Diversity 101 series was very well received, and several board members requested a summer session. Instead of having a session for only OIC members, NCCJ recommends we join their next community offering starting in mid-July. It is a four-series program, meeting on Fridays 12 – 2 p.m. the weeks of July 16 through August 6. The cost will again be \$100 for all four sessions, or \$30 per session. I will prepare invitation to be sent to our OIC email list after OIC board members have first opportunity to sign up. These sessions tend to fill up fast. Here are my questions for the OIC Board:

- Please let me know if you would like to attend and I will send email with details for registering.
- If you can't attend, would you sign up if it were at another day/time?

Note: I attended a program similar to Diversity 101 offered by Groundwater out of NC via zoom. It was also very good, but it is much more expensive than the Diversity 101 series. I attended for free through an offer from The Dayton Foundation to its fund advisors/owners.

Film Club

Before September, the Programs and Events Committee would like to have at least one movie night with a discussion group meeting the following week to share thoughts and ideas sparked by the movie. Having the films shown in a local park could be a great way to get families involved with the OIC.

- Can we show films in a local park this summer?
- Would the City/OIC prefer we show films via zoom (and is this allowed via copyright laws)?
- Can the library provide the zoom link for the discussion the following week regarding the film?
- What family-oriented film would you suggest as our first movie night? Here are ideas thrown around before:
 - *Wonder*
 - *Remember the Titans*
 - *To Kill a Mockingbird*
 - *Souder*
 - *Hidden Figures*

Stacel, Lori

From: Roger Crum <rccrum1@udayton.edu>
Sent: Wednesday, May 19, 2021 6:59 AM
To: Kristi Hale
Cc: Joshua D. Green;healyjackson@gmail.com;Iseli, Madeline;Jeremy Newport;Judy Cook;Klopsch, Norbert S.;Kyle Ramey;LAD;sdorf1@udayton.edu;Turben, D
Subject: Re: Leadership Team Agenda

dear colleagues:

i will not be able to be at the meeting this afternoon, but i thank all in advance for moving matters forward, and well, as you always do. thanks. yours, roger

On Mon, May 17, 2021 at 4:06 PM Kristi Hale <hale@wrightlibrary.org> wrote:

OIC Leadership,

See attached Agenda for tomorrow's meeting at 4 p.m.

Join Zoom Meeting

<https://us02web.zoom.us/j/86244574032?pwd=c3ZFSnlST2dnRkFSbC9Wd0g1cGZ3QT09>

Meeting ID: 862 4457 4032

Passcode: 113713

One tap mobile

+13017158592,,86244574032#,,,,*113713# US (Washington DC)

+13126266799,,86244574032#,,,,*113713# US (Chicago)

See you tomorrow!

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

Stacel, Lori

From: Kristi Hale <hale@wrightlibrary.org>
Sent: Thursday, May 20, 2021 10:46 AM
To: Joshua D. Green;healyjackson@gmail.com;Iseli, Madeline;Jeremy Newport;Judy Cook;Klopsch, Norbert S.;Kyle Ramey;LAD;Roger Crum;sdorf1@udayton.edu;Turben, D
Subject: Requesting an e-mail vote
Attachments: OIC RFP Community Research v3 20210517 (002).pdf; OICLeadership Team Meeting -- 18 May 2021 Minutes.docx

Greetings OIC Leadership Team,

At the May 18 meeting, a motion was made that the “OIC will pursue an RFP for a Community Research Study.” The motion was unanimously approved by those present, but it was decided that we wanted all 11 members of the leadership team to vote on the proposal. Attached is a draft of the OIC RFP for Community Research, developed by Madeline and Roger.

Please reply with your vote by e-mail on this matter. Note: This vote only commits the OIC Leadership to seek proposals, and does not obligate the OIC to enter into a contract. The OIC does not currently have adequate funds for this research and will have to do some fundraising for the project.

I have attached the meeting minutes for the May 18 meeting (thank you Sam). You should have received a Doodle poll to set up a time for our next meeting, which should happen very soon to prep for the July public meeting.

Thank you,
Kristi



Kristi J. Hale *Director*
Wright Memorial Public Library

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REQUEST FOR PROPOSALS

Toward Framing the Work of the Oakwood Inclusion Coalition

in studying, promoting, and celebrating an inclusive, equitable, diverse, and welcoming environment and community for everyone who lives, works, visits, or passes through Oakwood

Draft v3 – 5/17/21

ABOUT THE OIC

The Oakwood Inclusion Coalition (OIC) was formed in 2020. The follow articles from its establishing document describe the OIC's Mission and Purpose:

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.

The OIC, which operates as a 501(c)(3) not-for-profit organization, may raise funds to pay for program costs. The organization is led by a Leadership Team that oversees all of the activities of the OIC. The Leadership Team met for the first time in January of 2021. Two public membership meetings have been held since, in January and April of 2021, and several committees have been formed: a Program Committee, a Current Issues Committee, and a Communication Committee.

REQUEST FOR PROPOSALS

As per its mission statement, the OIC seeks "to study, promote, and celebrate an inclusive, equitable, diverse, and welcoming environment and community for everyone who lives, works, visits, or passes through Oakwood." As the OIC forms and seeks to develop programs and projects, the key action in beginning its works is to determine how best it can serve the community of Oakwood and adjacent communities in studying, promoting, and celebrating "an inclusive, equitable, diverse, and welcoming environment and community for everyone who lives, works, visits, or passes through Oakwood. Central

to determining the future direction of this work is developing at once a more nuanced and detailed understanding of (1) who lives in Oakwood and how they understand and perceive the city as “inclusive, equitable, diverse and welcoming”, and (2) how Oakwood, its history, its current state, and its present residents are understood and perceived as “inclusive, equitable, diverse and welcoming” by those who are not residents of Oakwood. Receipt and analysis of this information will serve to inform the OIC as it moves forward with its work.

PROJECT

To this end, the OIC searches professional assistance in conducting community research around the questions and matters articulated above that are central to the organization’s mission. Using participatory community research methods, the professional assistance will work with a small group of the OIC to develop and implement research instruments, as well as to provide analysis of the data and reports on the findings of the research.

Specifically, the OIC seeks to understand where Oakwood stands, is perceived, and needs to grow so as to be “inclusive, equitable, diverse and welcoming” by those who live within the City of Oakwood, as well as those who work, visit, or pass through the city. This sampling will include residents of Oakwood as well as from throughout the greater Dayton region, and all sampling(s) should be representative of a full range of individuals and identities so as to provide statistical depth, breadth, and veracity in both quantitative and qualitative data.

The results of this research will be compiled and presented to the OIC Leadership Team, which will then determine the best course of action for the use of the data in informing the organization’s activities and strategic planning for its future work.

TIMEFRAME

Still in its initial stages of development, the OIC wishes to undertake this project so that it is accomplished fully, rather than quickly. The OIC is looking to the proposer to suggest optimal timeframes for conducting this work.

PREFERRED PROFESSIONAL ASSISTANCE QUALITIES

- Experience working in a participatory community research model.
- Understanding of Oakwood as well as the Greater Dayton Region in which Oakwood is located and has had a long history. Ideally, this combined understanding would include awareness of and sensitivity to historical dynamics of the greater region vis á vis Oakwood that have shaped and continue to shape understanding and perceptions of Oakwood vis-á-vis inclusion, equity, diversity and a welcoming presence both within and beyond the city.
- Experience in community research data analysis, reporting, and presentation.

PROPOSAL FEES AND OTHER COSTS

Should the OIC choose to undertake this community research, it will have to raise the funds to pay the professional assistance. This may also require some extra lead time before commencing the actual project.

PROPOSAL QUESTIONS AND SUBMISSIONS

Please direct to:
Kristi Hale, OIC Chair
[Address]

Minutes
Oakwood Inclusion Coalition (OIC) Leadership Team Meeting
May 18, 2021
4:00 pm
Zoom meeting

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

Excused: Roger Crum, Dan Turben, Joshua Green

Meeting was called to order at 4:00 pm.

Approval of Meeting Minutes: Cook made a motion, seconded by Iseli to approve meeting minutes for meetings held on 22 March, 6 April, and 28 April 2021. All in favor, none opposed. Minutes will be posted to OIC Website.

Treasure's Report:

- Bank Account Access and Funds Disbursement Protocols. We are very close to getting that setup. Will update at next meeting.

Old Business

- 28 April Meeting Recap and Plus/Delta
 - Clarify website process of signing up
 - Action Item: HALE will follow up with the website.
 - WIX portal email list was not reliable for everyone who attended.
 - Some participants felt the breakout sessions were a waste of time. Some leaders may have not followed the protocols for small group discussion. Many had excellent breakout sessions. We may have some additional conversations or training for breakout room leaders. We should ensure that breakouts have introductions first.
 - There was a discussion on terminology in follow up communications.
 - Fulford will officially thank Michael Carter from OIC.
 - ACTION ITEM: Fulford will send thank you to Carter
 - Attendance was good (82 people).
 - Many people had a negative impression of Oakwood before moving here. All had their expectations shift once they moved to Oakwood. It illustrated the power of "The Single Story."
- Community Research Discussions (Iseli)
 - Current Issues had questions about the process. Iseli is bringing draft RFP for Community Climate Research. Iseli shared that this kind of data can help guide our organization. Cost for a different RFP from Burgess and Burgess was \$15,000.
 - How will we raise the money for the market study? How do we balance the requests and expectations of the community that donates the money for the study. Data will need to be shared.

- We need to build trust with the firm chosen to ensure the data is collected properly. The relationship between OIC and the firm will be critical going forward.
- We need to identify outcomes and plans for how we will use the data received.
 - Burgess and Burgess and Mary Taylor were suggested as potential individuals/groups with whom we can share the RFP.
- Motion “OIC will pursue an RFP for a Community Research Study” (unanimously approved).
 - ACTION ITEM: Hale will reach out to absent members to ensure they agree with the direction as well.
- OIC Logo/Branding Campaign (tabled)
 - TABLED

New Business

- Changes to Establishing Document (Norb)
 - Minor wording changes
 - Clarify that the city, schools and library liaisons may also serve in other capacities on the Leadership Team.
 - Specify that the Leadership Team determines by majority vote the replacement of Leadership Team members when needed.
 - ACTION ITEM: Klopsch will revise to include annual meeting voting rules and redistribute to the group.
 - Eliminate the number limit for committee members.
 - Establish the Communications Committee.
 - Require creation of the following two addenda to the Establishing Document:
 - Addendum A – Communications Protocol
 - Addendum B – Financial Management Protocol
- Communications Committee Meeting to be scheduled
 - ACTION ITEM: Hale will ask for the committee to convene.
- Future Events
 - Need to start planning MLK and Summer events for Summer 2021 and Winter and Summer of 2022.
- Quarterly meeting schedule (Kristi)
 - Tabled

Committee Reports: Tabled

Leadership Team Reports: Tabled

Leadership Team Meeting Schedule: Fulford will send some updates via email.

Adjourned at 5:02PM

Respectfully submitted, Sam Dorf

Stacel, Lori

From: Kristi Hale <hale@wrightlibrary.org>
Sent: Tuesday, May 25, 2021 1:34 PM
To: healyjackson@gmail.com; Iseli, Madeline; Jeremy Newport; Judy Cook; Klopsch, Norbert S.; Kyle Ramey; LAD; Roger Crum; s Dorf1@u Dayton.edu; Turben, D
Subject: 5 year Jewish Calendar
Attachments: 2021 -2026 5 Year Calendar of Major Jewish Holidays and Religious Observances.pdf

OIC Leadership,

The Dayton Jewish Community Relations Council mailed me several copies of this very useful 5 year calendar of Jewish Holidays. Please feel free to share with your organizations.

Kristi



Kristi J. Hale *Director*
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Oakwood, OH 45419-2531
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hale@wrightlibrary.org | wrightlibrary.org

Jewish Holidays *All Jewish holidays begin at sundown the evening before the day listed.*

Rosh HaShanah and Yom Kippur are the holiest days of the year; expect Jewish students to be absent from school and extra-curricular activities.

Bolded days and dates highlight religious observances and possible absence from work, school, or extracurricular activities.

Pesach has specific dietary requirements.

	FALL	2021	2022	2023	2024	2025
Rosh HaShanah Jewish New Year		Tuesday–Wednesday, September 7–8	Monday–Tuesday, September 26–27	Saturday–Sunday, September 16–17	Thursday–Friday, October 3–4	Tuesday–Wednesday, September 23–24
Yom Kippur Day of Atonement		Thursday, September 16	Wednesday, October 5	Monday, September 25	Saturday, October 12	Thursday, October 2
Sukkot Harvest festival		Tues–Wed, September 21–22 Thurs–Mon, September 23–27	Mon–Tues, October 10–11 Wed–Sun, October 12–16	Sat–Sun, Sept 30–Oct 1 Mon–Fri, October 2–6	Thurs–Fri, October 17–18 Sat–Wed, October 19–23	Tues–Wed, October 7–8 Thurs–Mon, October 9–13
Shemini Atzeret Assembly of the Eighth Day		Tuesday, September 28	Monday, October 17	Saturday, October 7	Thursday, October 24	Tuesday, October 14
Simchat Torah Celebration of the Torah		Wednesday, September 29	Tuesday, October 18	Sunday, October 8	Friday, October 25	Wednesday, October 15
Chanukah Festival of Lights		Monday–Monday, November 29–December 6	Monday–Monday, December 19–26	Friday–Friday, December 8–15	Thursday–Thursday, December 26–January 2	Thursday–Thursday, December 26–January 2
	SPRING	2022	2023	2024	2025	2026
Purim Feast of Esther		Thursday, March 17	Tuesday, March 7	Sunday, March 24	Friday, March 14	Tuesday, March 3
Pesach Passover		Sat–Sun, April 16–17 Fri–Sat, April 22–23	Thurs–Fri, April 6–7 Wed–Thurs, April 12–13	Tues–Wed, April 23–24 Mon–Tues, April 29–30	Wed–Thurs, April 1–2 Wed–Thurs, April 8–9	Thurs–Fri, April 2–3 Wed–Thurs, April 8–9
Yom HaShoah Holocaust Remembrance Day		Thursday, April 28	Monday May 6	Sunday, May 5	Friday, April 25	Tuesday, April 14
Yom HaZikaron Israel's Memorial Day		Wednesday, May 4	Tuesday, April 25	Monday, May 13	Wednesday, April 30	Tuesday, April 21
Yom HaAtzmaut Israel Independence Day		Thursday, May 5	Tuesday, April 26	Monday, May 13	Saturday, May 3	Wednesday, April 22
Shavuot Festival of Weeks		Sunday–Monday, June 5–6	Friday–Saturday, May 26–27	Wednesday–Thursday, June 12–13	Monday–Tuesday, June 2–3	Friday–Saturday, May 22–23

This calendar encourages public awareness of Jewish religious observances. The Jewish Calendar is also called the Hebrew Calendar and follows the lunisolar cycle keeping in sync with the natural cycles of the Sun and Moon; each month begins with a new moon. The Jewish Calendar determines when Jewish holidays begin and end. Our hope is that this calendar will assist with scheduling any events. There is a wide variation of Jewish practices that may determine how individuals and families observe their holidays. Jewish Holidays begin the evening before a few minutes before sundown and conclude the following day with three stars in the sky.

Shabbat is the Jewish weekly "day of rest" which begins a few minutes before sundown on Friday and concludes with three stars in the sky, Saturday evening. The Sabbath is considered the most sacred observance in Judaism.

Rosh HaShanah (Head of Year) is the Jewish New Year and the first of the Jewish Holy Days marking the beginning of a period of repentance and prayer that ends with Yom Kippur. Rosh HaShanah is observed for either one or two days.

Yom Kippur (The Day of Atonement) is when the Jewish people ask for forgiveness for the wrongs committed over the past year. Fasting and refraining from work and leisure provides time and space for deep prayer and reflection.

Sukkot (Booths) is a festival marking the time of the harvest. Booths or huts are temporarily erected for sleep, meals, and prayer to commemorate the harvest times of ancient Israel.

Shemini Atzeret (Assembly of the Eighth Day) arrives at the conclusion of Sukkot. In Israel, Shemini Atzeret marks the beginning of the rainy season.

Simchat Torah (Rejoicing in the Torah) celebrates the conclusion of the yearly reading of the Hebrew Bible and the festivity of beginning the reading again. Simchat Torah marks the end of the fall holidays.

Chanukah (Festival of Lights) is a minor Jewish holiday. Celebrated for eight nights, Chanukah commemorates the victory of the Maccabees and rededication of the Temple in Jerusalem. Many different English phonetic spellings of this holiday such as Hanukkah and Hannukah, bring additional notoriety to this well-known festival of lights.

Purim (Feast of Lots) is a joyous holiday recounting the saving of the Jewish people from a threatened massacre during the Persian period of 539-330 BCE. The Book of Esther is read during Purim.

Passover or Pesach (Passed Over) is one of three pilgrimage festivals of ancient Israel and commemorates the Exodus from Egypt. Passover is celebrated with a ritual meal. Seder, which means order, provides a place for discussion about Freedom and Social Justice. Unleavened bread, known as matzah, is eaten during Passover to mark the time in ancient Egypt when the Israelites had to flee from persecution and did not have time for their bread to rise.

Yom Hashoah (Day of Holocaust Remembrance) for those who perished during the Holocaust. This day of Remembrance began in 1953 and is a time for Holocaust survivors and their families to be recognized.

Yom HaZikaron (Israel's Memorial Day) honors Israel's fallen soldiers and precedes Israel's Independence Day.

Yom Ha'Atzmaut (Israel Independence Day) celebrates Israel's independence from the British Mandate in 1948.

Shavuot (Feast of Weeks) is another of the three pilgrimage festivals marking the giving of the Torah at Mt. Sinai.

For further information on Jewish Holidays and Celebrations:

www.myjewishlearning.com
www.jewishvirtuallibrary.org
www.hebcal.com

*Rosh HaShanah and Yom Kippur are the holiest days of the year; expect Jewish students to be absent from school and extra-curricular activities.

JCRC Mission Statement

To ensure the growth, resilience, and safety of the Jewish people in our community and nation, Israel, and throughout the world. The JCRC works in collaboration with the greater Dayton community to foster cultural humility and advocate for a just, democratic, and pluralistic mosaic society.

JCRC Commitment

EDUCATE—ADVOCATE—ACT

Marcy L. Paul, PhD
 Director, Jewish Community Relations Council
mpaul@jfgd.net

Megan Ullom
 JCRC Administrative Assistant
mullom@jfgd.net

The Boonshoft Center for Jewish Culture and Education is home to the Jewish Federation, the Jewish Community Center, Jewish Family Services, the Jewish Foundation, and the *Dayton Jewish Observer*.

525 Versailles Drive
 Centerville, Ohio 45459
 Phone: 937-610-1555 • Fax: 937-853-0378
www.jewishdayton.org

2021 - 2026
5 YEAR CALENDAR
of Major Jewish Holidays
& Religious Observances

DAYTON JCRC | Jewish Community Relations Council

This calendar is also available online at jewishdayton.org.

Stacel, Lori

From: Julia <juliacampbell@protonmail.com>
Sent: Tuesday, May 25, 2021 3:53 PM
To: hale@wrightlibrary.org
Cc: sdorf1
@udayton.edu;madeline.iseli@gmail.com;healyjackson@gmail.com;ladfulford@gmail.com;ramey.kyle@oakwoodschoools.org;Klopsch, Norbert
S.;judygcook@woh.rr.com;newporjd@yahoo.com;rccrum1
@udayton.edu;dan.turben@parknationalbank.com
Subject: Re: Wright Library failing it's role to promote freedom of thought

Dear Kristi,
I appreciate your quick reply.

Good to know the library (and I hope the OIC) wants to promote all views.

Then, I think the problem for me is what appears to be of a lack of balance and accessibility to opposing views. Here are some suggestions to remedy that.

Thanks for pointing out the link to Other Perspectives with articles on conservative viewpoints. It's good to see you have this, but how do patrons find it on their own? The link could be made more accessible.

Add to your front book display next to the books about racism by liberal writers, books by conservative thinkers. Some authors for example: Shelby Steele, Thomas Sowell, Carol M. Swain, Walter E. Williams, Candace Owens.

Add a bibliography of books on this topic by conservative writers to the other bibliographies you have listed with resources on the OIC site

Finally, include an equal balance of conservative speakers in your programming.

Thank you for taking the time to read and consider my suggestions.

Yours sincerely,
Julia Campbell
Kettering, OH
Fort Worth, TX

And please share my letter to these OIC members without email addresses on the OIC web site: Judy Cook, Jeremy Newport, Dr. Roger Crum, Dan Turben

Sent from ProtonMail mobile

----- Original Message -----

On May 25, 2021, 10:27 AM, Kristi Hale <hale@wrightlibrary.org> wrote:

Julia,

Thank you for contacting me and the rest of the OIC leadership with your point of view. Speaking as the Wright Library director, I very much appreciate the opportunity to clarify and respond.

It is not Wright Library's practice to promote a single view, nor any view. Our programs are meant to foster conversation and provide information:

- The "Let's Talk" series allows people of all viewpoints to come together in a safe space and explore ideas different from their own, with the goal of discovering what we have in common rather than where we differ. We have taken on many social topics, including, but not solely, issues of race. Wright Library has no influence on who shows up to these programs, or the viewpoints they share, but we create a safe environment for effective communication by emphasizing respect, active listening, and curiosity.
- At the "Let's Talk" programs on race issues, the Library received many requests from participants to offer some educational programs on issues of race. This prompted us to host a "Racism 101" program series, in partnership with SURJOhio. The programs were educational in nature, and not intended to be persuasive or political. However, it seems at this stressful time in our society, all discussions of race end up becoming political. I regret that our programs have been viewed so.

I would like to learn more about your ideas for presenting other sides of racial issues, as Wright Library believes deeply in providing information that represents many viewpoints. We include resources representing "Other Perspectives" on our web pages on race issues, and we'd like to add more to this. I'm sure there are other opportunities as well.

Would you have time for a phone call to discuss? Thank you again for taking the time to share your view.

Sincerely,
Kristi



Kristi J. Hale *Director*
Wright Memorial Public Library

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hale@wrightlibrary.org | wrightlibrary.org

From: Julia [mailto:juliacampbell@protonmail.com]
Sent: Monday, May 24, 2021 11:14 PM
To: Kristi Hale <hale@wrightlibrary.org>
Cc: sdorf1 <sdorf1@udayton.edu>; madeline.iseli <madeline.iseli@gmail.com>; healyjackson <healyjackson@gmail.com>; ladfulford <ladfulford@gmail.com>; ramey.kyle <ramey.kyle@oakwoodschoools.org>; klopsch <klopsch@oakwood.oh.us>
Subject: Wright Library failing it's role to promote freedom of thought

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Kristi J. Hale & OIC Leadership Team,

I have family living in Oakwood who, for the past two years, I have been visiting regularly every few months. When here, I enjoy going to the Wright Library. Your staff is always friendly and helpful to me. And I benefit from the availability of your many resources.

I am upset though to see the Wright Library (and the OIC) pushing forward the Democratic party view---that our country, including Oakwood, is systemically racist. While I disagree with that view (I do not believe we are a racist country.), that is not why I'm upset with the library. I am disturbed that the Wright Library is promoting this one view, and excluding all others. That is not the library's place.

Instead of promoting this single viewpoint, I encourage the library to present to your community all sides of the racial issue, and all sides of the disagreements between and within our political parties. Serving Oakwood in this way, you will be promoting what is unique to America, not control of thought, but freedom of thought.

Yours respectfully,
Julia Campbell
Kettering, OH
Fort Worth, TX

Please share my letter to these OIC members who did not have an email address on the OIC web site: Judy Cook, Jeremy Newport, Dr. Roger Crum, Dan Turben

Sent from ProtonMail mobile

Stacel, Lori

From: Kristi Hale <hale@wrightlibrary.org>
Sent: Tuesday, May 25, 2021 4:28 PM
To: Julia
Cc: sdorf1
@udayton.edu;madeline.iseli@gmail.com;healyjackson@gmail.com;ladfulford@gmail.com;ramey.kyle@oakwoodschoools.org;Klopsch, Norbert
S.;judygcook@woh.rr.com;newporjd@yahoo.com;rccrum1@udayton.edu;dan.turben@parknationalbank.com
Subject: RE: Wright Library failing it's role to promote freedom of thought

Julia,

We are working on making the "Other Perspectives" section more findable, and we'll look into the authors you suggested.

Regarding program speakers, Wright Library has been looking for speakers who specifically represent conservative viewpoints, but we had trouble finding them. If you have a recommendation, now or in the future, please let us know.

Speaking on behalf of the OIC, we hope you will join us for a meeting sometime soon. We are striving for engagement with people of varying backgrounds, viewpoints, and political beliefs, and we are concerned that the OIC could become viewed as having a one-sided view. Our success as a Coalition will be determined by how broadly we can garner wide participation. Our next meeting is tentatively scheduled for July 28th. I hope you will visit the [OIC website](#) to register for updates, and will share this information with others you know.

Thank you again for engaging with us today. I have copied all of the OIC leadership on my responses, so they are able to see your valuable comments.

All the best,
Kristi

From: Julia [mailto:juliacampbell@protonmail.com]
Sent: Tuesday, May 25, 2021 3:53 PM
To: Kristi Hale <hale@wrightlibrary.org>
Cc: sdorf1@udayton.edu; madeline.iseli@gmail.com; healyjackson@gmail.com; ladfulford@gmail.com; ramey.kyle@oakwoodschoools.org; klopsch@oakwood.oh.us; judygcook@woh.rr.com; newporjd@yahoo.com; rccrum1@udayton.edu; dan.turben@parknationalbank.com
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Then, I think the problem for me is what appears to be of a lack of balance and accessibility to opposing views. Here are some suggestions to remedy that.

Thanks for pointing out the link to Other Perspectives with articles on conservative viewpoints. It's good to see you have this, but how do patrons find it on their own? The link could be made more accessible.

Add to your front book display next to the books about racism by liberal writers, books by conservative thinkers. Some authors for example: Shelby Steele, Thomas Sowell, Carol M. Swain, Walter E. Williams, Candace Owens.

Add a bibliography of books on this topic by conservative writers to the other bibliographies you have listed with resources on the OIC site

Finally, include an equal balance of conservative speakers in your programming.

Thank you for taking the time to read and consider my suggestions.

Yours sincerely,
Julia Campbell
Kettering, OH
Fort Worth, TX

And please share my letter to these OIC members without email addresses on the OIC web site: Judy Cook, Jeremy Newport, Dr. Roger Crum, Dan Turben

Sent from ProtonMail mobile

----- Original Message -----

On May 25, 2021, 10:27 AM, Kristi Hale <hale@wrightlibrary.org> wrote:

Julia,

Thank you for contacting me and the rest of the OIC leadership with your point of view. Speaking as the Wright Library director, I very much appreciate the opportunity to clarify and respond.

It is not Wright Library's practice to promote a single view, nor any view. Our programs are meant to foster conversation and provide information:

- The “Let’s Talk” series allows people of all viewpoints to come together in a safe space and explore ideas different from their own, with the goal of discovering what we have in common rather than where we differ. We have taken on many social topics, including, but not solely, issues of race. Wright Library has no influence on who shows up to these programs, or the viewpoints they share, but we create a safe environment for effective communication by emphasizing respect, active listening, and curiosity.
- At the “Let’s Talk” programs on race issues, the Library received many requests from participants to offer some educational programs on issues of race. This prompted us to host a “Racism 101” program series, in partnership with SURJOhio. The programs were educational in nature, and not intended to be persuasive or political. However, it seems at this stressful time in our society, all discussions of race end up becoming political. I regret that our programs have been viewed so.

I would like to learn more about your ideas for presenting other sides of racial issues, as Wright Library believes deeply in providing information that represents many viewpoints. We include resources representing “Other Perspectives” on our web pages on race issues, and we’d like to add more to this. I’m sure there are other opportunities as well.

Would you have time for a phone call to discuss? Thank you again for taking the time to share your view.

Sincerely,
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

From: Julia [<mailto:juliacampbell@protonmail.com>]
Sent: Monday, May 24, 2021 11:14 PM
To: Kristi Hale <hale@wrightlibrary.org>
Cc: sdorf1 <sdorf1@udayton.edu>; madeline.iseli <madeline.iseli@gmail.com>; healyjackson <healyjackson@gmail.com>; ladfulford <ladfulford@gmail.com>; ramey.kyle <ramey.kyle@oakwoodschoools.org>; klopsch <klopsch@oakwood.oh.us>
Subject: Wright Library failing it's role to promote freedom of thought

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Kristi J. Hale & OIC Leadership Team,

I have family living in Oakwood who, for the past two years, I have been visiting regularly every few months. When here, I enjoy going to the Wright Library. Your staff is always friendly and helpful to me. And I benefit from the availability of your many resources.

I am upset though to see the Wright Library (and the OIC) pushing forward the Democratic party view---that our country, including Oakwood, is systemically racist. While I disagree with that view (I do not believe we are a racist country.), that is not why I'm upset with the library. I am disturbed that the Wright Library is promoting this one view, and excluding all others. That is not the library's place.

Instead of promoting this single viewpoint, I encourage the library to present to your community all sides of the racial issue, and all sides of the disagreements between and within our political parties. Serving Oakwood in this way, you will be promoting what is unique to America, not control of thought, but freedom of thought.

Yours respectfully,
Julia Campbell
Kettering, OH
Fort Worth, TX

Please share my letter to these OIC members who did not have an email address on the OIC web site: Judy Cook, Jeremy Newport, Dr. Roger Crum, Dan Turben

Sent from ProtonMail mobile

Stacel, Lori

From: Kristi Hale <hale@wrightlibrary.org>
Sent: Tuesday, May 25, 2021 4:29 PM
To: Klopsch, Norbert S.; Judy Cook; ramey.kyle@oakwoodschoools.org
Subject: RE: Wright Library failing it's role to promote freedom of thought

Agreed. I hope my responses reflected that.

From: Klopsch, Norbert S. [mailto:Klopsch@oakwood.oh.us]
Sent: Tuesday, May 25, 2021 4:00 PM
To: Kristi Hale <hale@wrightlibrary.org>; Judy Cook <judygcook@woh.rr.com>; ramey.kyle@oakwoodschoools.org
Subject: FW: Wright Library failing it's role to promote freedom of thought

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Kristi, Judy and Kyle,

If we are really going to reach the congregation, I think we need to be open to suggestions like this.

Norb

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

From: Julia <juliacampbell@protonmail.com>
Sent: Tuesday, May 25, 2021 3:53 PM
To: hale@wrightlibrary.org
Cc: sdorf1@udayton.edu; madeline.iseli@gmail.com; healyjackson@gmail.com; ladfulford@gmail.com; ramey.kyle@oakwoodschoools.org; Klopsch, Norbert S. <Klopsch@oakwood.oh.us>; judygcook@woh.rr.com; newporjd@yahoo.com; rcrum1@udayton.edu; dan.turben@parknationalbank.com
Subject: Re: Wright Library failing it's role to promote freedom of thought

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Would you have time for a phone call to discuss? Thank you again for taking the time to share your view.

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Kristi J. Hale *Director*
Wright Memorial Public Library

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Sent from ProtonMail mobile

Stacel, Lori

From: Healy Jackson <healyjackson@gmail.com>
Sent: Tuesday, May 25, 2021 7:56 PM
To: Kristi Hale
Cc: Samuel N Dorf;madeline.iseli;Leigh Ann Fulford;Kyle Ramey;Klopsch, Norbert S.;Roger Crum;Cook, Judy;Dan Turben
Subject: Re: Wright Library failing it's role to promote freedom of thought

Dear Kristi,

The tone of this letter is sincere and civil. I think it deserves a reply. She probably wrote what many are thinking. Since you are the library director and chair of OIC, I suggest that Joe Fulford reply.

He could thank her for her kind words about library services and comment that library trustees hold you in high regard because you have made the library a safe place where civil discourse is promoted on issues important to the community. Joe could add that the programs the library has offered since you were made director have been balanced, reflected diverse view, and well received in the community. Finally he could say that the OIC leadership team elected you their chair because you had already demonstrated your leadership and openness to provide a platform for people to express their views in manner described in our establishing document and code of behavior.

I'm sure other points can be made.....just thinking.

People who take the time to write sincere, respectful notes are people I'd like to participate in OIC activities.

Healy

> On May 24, 2021, at 11:14 PM, Julia <juliacampbell@protonmail.com> wrote:

>

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>

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>

>

>

>

>

>

> Sent from ProtonMail mobile

>

>

Stacel, Lori

From: Kyle Ramey <ramey.kyle@oakwoodschoools.org>
Sent: Tuesday, May 25, 2021 9:49 PM
To: Healy Jackson
Cc: Kristi Hale;Samuel N Dorf;madeline.iseli;Leigh Ann Fulford;Klopsch, Norbert S.;Roger Crum;Cook, Judy;Dan Turben
Subject: Re: Wright Library failing it's role to promote freedom of thought

Agreed - perfect

Sent from my iPhone

> On May 25, 2021, at 7:55 PM, Healy Jackson <healyjackson@gmail.com> wrote:

>

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>>

>>

>>

>>

>>

>> Sent from ProtonMail mobile

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>>

>

Stacel, Lori

From: Roger Crum <rccrum1@udayton.edu>
Sent: Wednesday, May 26, 2021 8:51 AM
To: Kristi Hale (hale@wrightlibrary.org); Klopsch, Norbert S.; Judy Cook; Kyle Ramey; Turben, D.; Iseli, Madeline; Healy Jackson; LAD; Jeremy Newport; Samuel Dorf; Joshua D. Green
Subject: your letter/exchanges to julia campbell: very appropriate

dear kristi

i thank and applaud you for such diplomatic, responsible, firm, and accommodating responses that you have sent to julia campbell in response to her note.

the overriding problem or issue here, of the moment, is that in our current national climate, the mere mention of "diversity, equity, and inclusion" are for some "trigger words" and, together a "trigger assemblage of words" for a democratic agenda. that, in fact, they are, if we are talking about politics and political agenda on the national scene. but i would hasten to note (and this may be helpful to all of us and, of the moment, you especially kristi as you are conversing with julia campbell) that while diversity, equity, and inclusion can at times be political, they are not necessarily political inevitably and in all cases.

our objective, our abiding commitment in the OIC is our organization is not political, that it invites all and the full range of perspectives not in the interest of advancing a political agenda but in the interest of informing ourselves and our community broadly, welcoming all in and through our community, and staying attentively and responsibly abreast of the issues of the day that relate to diversity, equity, and inclusion. there are many, many, many places in american society where individuals like julia campbell can find and debate "the liberal agenda." she'll get no "fight" from the OIC because we're not in the business of politics. to be so, as we all know from our current political discourse and fragmentation, is to

draw camps, refuse to talk, and essentially go nowhere. ours is a forward-looking, educationally-oriented, and positive, embracing coalition, and we need to jealously guard that identity in the interest of advancing our mission.

thanks kristi. well done. yours, roger

Stacel, Lori

From: Anne Hilton <annelhilton@yahoo.com>
Sent: Thursday, May 27, 2021 3:28 PM
To: Klopsch, Norbert S.; Hilton, Anne; Turben, Leigh; Duncan, William; Stephens, Rob; Byington, Steve
Subject: Re: OIC mail received: IRS 501(c)(3) approval letter

Wow, that was fast. Good work!

Sent from Yahoo for iPhone

On Thursday, May 27, 2021, 3:25 PM, Klopsch, Norbert S. <Klopsch@oakwood.oh.us> wrote:

The OIC is now officially designated a 501(c)(3). Norb

Norbert S. Klopsch

Oakwood City Manager

(937) 298-0600

From: Jacques, Robert
Sent: Thursday, May 27, 2021 2:06 PM
To: Kristi Hale (hale@wrightlibrary.org) <hale@wrightlibrary.org>; Jeremy Newport <newporjd@yahoo.com>; Judy Cook <judygcook@woh.rr.com>
Cc: Klopsch, Norbert S. <Klopsch@oakwood.oh.us>
Subject: OIC mail received: IRS 501(c)(3) approval letter

All, the attached letter arrived today from the IRS. You should retain a copy with your important accounting records. It may be needed from time to time to document your status as an approved 501(c)(3) non-profit organization.

Regards //Rob

Robert F. Jacques, Esq. | Law Director

City of Oakwood | 30 Park Avenue | Oakwood, Ohio 45419

T: (937) 298-0600

F: (937) 297-2940

Jacques@oakwood.oh.us | www.oakwoodohio.gov



Stacel, Lori

From: Kristi Hale <hale@wrightlibrary.org>
Sent: Friday, June 4, 2021 2:32 PM
To: Jacques, Robert;Jeremy Newport;Judy Cook
Cc: Klopsch, Norbert S.
Subject: RE: OIC mail received: 2nd copy of IRS 501(c)(3) determination letter

Thanks Rob.

From: Jacques, Robert [mailto:Jacques@oakwood.oh.us]
Sent: Friday, June 4, 2021 2:26 PM
To: Kristi Hale <hale@wrightlibrary.org>; Jeremy Newport <newporjd@yahoo.com>; Judy Cook <judygcook@woh.rr.com>
Cc: Klopsch, Norbert S. <Klopsch@oakwood.oh.us>
Subject: OIC mail received: 2nd copy of IRS 501(c)(3) determination letter

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

All,

Today's mail included a second copy of the OIC's 501(c)(3) determination letter. I am attaching it for your records, although I have already done a comparison and it appears to be identical to the first copy that was forwarded to you last week. I have no idea why the IRS mailed a second copy.

Regards //Rob

Robert F. Jacques, Esq. | Law Director
City of Oakwood | 30 Park Avenue | Oakwood, Ohio 45419
T: (937) 298-0600
F: (937) 297-2940
Jacques@oakwood.oh.us | www.oakwoodohio.gov



Stacel, Lori

From: Kristi Hale <hale@wrightlibrary.org>
Sent: Monday, June 7, 2021 9:40 AM
To: Joshua D. Green;healyjackson@gmail.com;Iseli, Madeline;Jeremy Newport;Judy Cook;Klopsch, Norbert S.;Kyle Ramey;LAD;Roger Crum;sdorf1@udayton.edu;Turben, D
Subject: This morning's agenda
Attachments: OICLeadership Team Meeting --06.07.2021 Agenda.docx

Good morning OIC Leadership,

See attached draft of the agenda. Let me know if anything should be added.

See you at 11 a.m.!

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

June 7, 2021

11 A.M. (Virtual)

- **Call to Order**
- **Approval of Meeting Minutes**
 - May 18, 2021
- **Treasurer's Report**
- **Old Business**
 - Community Research Discussions (Madeline)
 - Symposium "exploring the impact and legacy of Dayton's racial segregation and inequality, as well as imagining a more inclusive Dayton community" (Sam)
- **New Business**
 - Changes to Establishing Document (Norb)
 - Quarterly meeting schedule
- **Committee Reports**
 - Programs and Events Committee (Leigh Ann)
 - Current Issues Committee (Madeline)
 - Communications Strategy and Communications Committee (Josh/Kristi)
 - Membership Committee (Healy)
- **Leadership Team Reports**
 - Chair/Vice Chair (Kristi/Judy)
 - Secretary (Sam)
 - City Liaison (Norb)
 - School Liaison (Kyle)
 - At Large Member (Dan)
 - At Large Member (Roger)
- Leadership Team Meeting Schedule
- Adjourn

Stacel, Lori

From: Kristi Hale <hale@wrightlibrary.org>
Sent: Monday, June 7, 2021 10:54 AM
To: healyjackson@gmail.com; Iseli, Madeline; Jeremy Newport; Judy Cook; Klopsch, Norbert S.; Kyle Ramey; LAD; Roger Crum; s Dorf1@u Dayton.edu; Turben, D
Subject: May 18 meeting minutes
Attachments: OICLeadership Team Meeting -- 18 May 2021 Minutes.docx

OIC Leadership,

I should have included the 5/18 meeting minutes in my prior e-mail. My apologies.

Kristi



Kristi J. Hale *Director*
Wright Memorial Public Library

1776 Far Hills Avenue,
Oakwood, OH 45419-2531
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hale@wrightlibrary.org | wrightlibrary.org

Minutes
Oakwood Inclusion Coalition (OIC) Leadership Team Meeting
May 18, 2021
4:00 pm
Zoom meeting

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

Excused: Roger Crum, Dan Turben, Joshua Green

Meeting was called to order at 4:00 pm.

Approval of Meeting Minutes: Cook made a motion, seconded by Iseli to approve meeting minutes for meetings held on 22 March, 6 April, and 28 April 2021. All in favor, none opposed. Minutes will be posted to OIC Website.

Treasure's Report:

- Bank Account Access and Funds Disbursement Protocols. We are very close to getting that setup. Will update at next meeting.

Old Business

- 28 April Meeting Recap and Plus/Delta
 - Clarify website process of signing up
 - Action Item: HALE will follow up with the website.
 - WIX portal email list was not reliable for everyone who attended.
 - Some participants felt the breakout sessions were a waste of time. Some leaders may have not followed the protocols for small group discussion. Many had excellent breakout sessions. We may have some additional conversations or training for breakout room leaders. We should ensure that breakouts have introductions first.
 - There was a discussion on terminology in follow up communications.
 - Fulford will officially thank Michael Carter from OIC.
 - ACTION ITEM: Fulford will send thank you to Carter
 - Attendance was good (82 people).
 - Many people had a negative impression of Oakwood before moving here. All had their expectations shift once they moved to Oakwood. It illustrated the power of "The Single Story."
- Community Research Discussions (Iseli)
 - Current Issues had questions about the process. Iseli is bringing draft RFP for Community Climate Research. Iseli shared that this kind of data can help guide our organization. Cost for a different RFP from Burgess and Burgess was \$15,000.
 - How will we raise the money for the market study? How do we balance the requests and expectations of the community that donates the money for the study. Data will need to be shared.

- We need to build trust with the firm chosen to ensure the data is collected properly. The relationship between OIC and the firm will be critical going forward.
- We need to identify outcomes and plans for how we will use the data received.
 - Burgess and Burgess and Mary Taylor were suggested as potential individuals/groups with whom we can share the RFP.
- Motion “OIC will pursue an RFP for a Community Research Study” (unanimously approved).
 - ACTION ITEM: Hale will reach out to absent members to ensure they agree with the direction as well.
- OIC Logo/Branding Campaign (tabled)
 - TABLED

New Business

- Changes to Establishing Document (Norb)
 - Minor wording changes
 - Clarify that the city, schools and library liaisons may also serve in other capacities on the Leadership Team.
 - Specify that the Leadership Team determines by majority vote the replacement of Leadership Team members when needed.
 - ACTION ITEM: Klopsch will revise to include annual meeting voting rules and redistribute to the group.
 - Eliminate the number limit for committee members.
 - Establish the Communications Committee.
 - Require creation of the following two addenda to the Establishing Document:
 - Addendum A – Communications Protocol
 - Addendum B – Financial Management Protocol
- Communications Committee Meeting to be scheduled
 - ACTION ITEM: Hale will ask for the committee to convene.
- Future Events
 - Need to start planning MLK and Summer events for Summer 2021 and Winter and Summer of 2022.
- Quarterly meeting schedule (Kristi)
 - Tabled

Committee Reports: Tabled

Leadership Team Reports: Tabled

Leadership Team Meeting Schedule: Fulford will send some updates via email.

Adjourned at 5:02PM

Respectfully submitted, Sam Dorf

Stacel, Lori

From: Kristi Hale <hale@wrightlibrary.org>
Sent: Monday, June 7, 2021 11:00 AM
To: healyjackson@gmail.com; Iseli, Madeline; Jeremy Newport; Judy Cook; Klopsch, Norbert S.; Kyle Ramey; LAD; Roger Crum; sdorf1@udayton.edu; Turben, D
Subject: FW: Archdeacon: Springfield family knows pain of Tulsa massacre

Michael Carter's family was directly impacted by the Tulsa Massacre. Very interesting article below.

From: Carter, Michael [mailto:Michael.Carter@sinclair.edu]
Sent: Monday, June 7, 2021 8:23 AM
To: Kristi Hale <hale@wrightlibrary.org>; Leigh Ann Fulford <ladfulford@gmail.com>
Subject: Fw: Archdeacon: Springfield family knows pain of Tulsa massacre

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

FYI

<https://springfieldnewssun.com/sports/archdeacon-springfield-family-knows-pain-of-tulsa-massacre/AXIDZSRS5FFXRAF6XYQ4NX2QVU/>

Sent from Mail for Windows 10