HIGHLIGHTS
HUMAN RELATIONS COUNCIL
CITY OF DAYTON
MESSAGE FROM THE EXECUTIVE DIRECTOR
HUMAN RELATIONS COUNCIL | 2020 HIGHLIGHTS

We are pleased to present the 2020 highlights for the City of Dayton Human Relations Council (HRC). While 2020 has been a year of unprecedented challenges, the good news within the Dayton Human Relations Council (HRC) is plentiful. We were especially pleased that throughout the COVID-19 health pandemic and the racial and social unrest gripping the country and our community, HRC stayed engaged and committed to serving the community.

National events in 2020 highlighted even more clearly, the importance of our work and the significant challenges we have to overcome as a community to ensure fairness and equity for all. We live in a time of great opportunities and challenges, and both require action that respects the civil and human rights of all our residents.

To that end, we were especially proud and excited about our “Many People. Many Voices. One City” campaign. Given the racial and social unrest happening throughout the community and nation, the HRC embarked with residents on a campaign to capture sentiments of inspiration and hope. Focusing on the critical role that the HRC plays in promoting and ensuring a culture of fair treatment and equal access to opportunities, the public awareness campaign was designed to promote the vision of HRC through the tag line: Many People. Many Voices. One City. The campaign featured vignettes of individuals (across race, religion, age, gender, etc. and representing various sectors), who through the help of, or belief in, the HRC, highlighted how we are one step closer to helping the city meet its mission of creating a culture of fair treatment and equal access to opportunities for all.

The HRC team rose to the occasion in these challenging times. Despite the many challenges, it also presented opportunities to shift how we go about the work we do in eliminating and reducing ongoing systemic and structural inequalities; and exposed unseen gaps that were exacerbated by COVID-19. As a result, we will continue to shift and adapt in ways that meet the needs of our most vulnerable communities.

In 2021, we will look at how we can go deeper and be more influential in ensuring the City’s value of a welcoming community. The HRC will continue to engage the community to learn about current issues and strategize local solutions. Thank you for standing with us over the past 58 years, and for sharing in our passion to make Dayton a better place for ALL people to live, work, play, and do business. Our work will continue to reflect that we are many people, many voices, and one city.

Sincerely,

[Signature]

Erica Fields
Executive Director
BUSINESS AND TECHNICAL ASSISTANCE

As a result of the HRC’s Business and Technical Assistance (BTA) programs and strengthened partnership with City Departments, the City of Dayton’s 2020 construction awards (through Q3) included almost $7 million pledged to small, minority-owned, woman-owned, and Dayton-local small businesses in the City’s Procurement Enhancement Plan (PEP) program. This represents 28.8 percent of City spending on construction projects eligible for a PEP goal.

As part of the City of Dayton’s commitment to the inclusion and expansion of opportunities for small, local, minority-owned, woman-owned, and small disadvantaged businesses, the City completed and adopted the findings of the Third Generation Disparity Study. This adoption will provide authorization for the continuation of the City’s Procurement Enhancement Plan (PEP), led by HRC, to ensure full and equitable participation in City procurement activities.

The BTA team strengthened the contract compliance program further by launching a web-based certification portal, a web-based subcontractor payment tracking system, a web-based B2B bid solicitation portal, and a web-based job board portal for Dayton Residents. The BTA also expanded our technical assistance by launching web-based small business training sessions. Overall, these web-based changes allow residents to have greater access to opportunities within the city.

CIVIL RIGHTS

The Human Relations Council Civil Rights Division had an extraordinary year. In 2020, the HRC Civil Rights Division awarded approximately $108,750 in damages to complainants and imposed $24,250 in civil penalties to vindicate the public interest and deter future discrimination from occurring in Dayton. Damages seek to make the complainant whole, and civil penalties are used to conduct education and outreach initiatives in the community with both housing providers, tenants, and other groups directly impacted by the Civil Rights Act and Fair Housing Act.

The HRC Civil Rights Division was instrumental in obtaining damages for complainants and civil penalties; however, the work did not end there. In one case, the HRC Civil Rights Division helped settle an agreement whereby an apartment complex agreed to eliminate their discriminatory policy of denying applicants based solely on past criminal convictions. In another case, the Civil Rights Division settled a dispute where an employer agreed to implement a diversity, equity, inclusion, and implicit bias training for all members of management and human resources. The HRC prides itself in not only being able to award monetary relief but also changing policy and behavior within the City of Dayton.

The HRC Civil Rights Division was successful in obtaining relief through both conciliation and public hearing. To this point, the Civil Rights Division has successfully conciliated eight (8) cases and went to public hearing for four (4) other cases. For its work, the United States Department of Housing and Urban Development (HUD) once again certified the Human Relations Council as a substantially equivalent agency meaning the HRC enforces a similar law, ordinance, and procedure to the Federal Fair Housing Act.

The onslaught of COVID-19 highlighted ever-growing fair housing inequities in our communities and across our nation. As the COVID-19 pandemic deepened, HRC and MVFHC strengthened their partnership and commitment to community through a multi-pronged community engagement and education strategy. Recipients of grants from the U. S. Department of Housing and Urban Development (HUD), HRC and MVFHC will work over the next year to provide an educational symposia, workshops, and webinars on various media platforms to inform the Dayton and Miami Valley community of housing discrimination and unfair housing practices related to the COVID-19 pandemic; ensuring that vulnerable communities receive essential information to make informed decisions to protect their civil rights and their housing.
**COMMUNITY-POLICE RELATIONS**

The Dayton Human Relations Council and Dayton Police Department (DPD) were awarded a $100,000 Community Oriented Policing Micro Grant to develop strategies for reducing violent gun crime. This grant will continue the work that allows the HRC to develop a violence reduction pilot that recognizes violence as a critical and preventable public health problem.

The HRC in partnership with the Neon Theater in Dayton, and the Ohio Justice Policy Center (OJPC), hosted a special screening with discussion of the movie “Clemency” by Chinonye Chukwu, a former motion picture professor at Wright State University. The discussion after the screening was led by Kevin Werner, Policy Director, for The Ohio Justice and Policy Center (OJPC). The OJPC is an organization committed to navigating the complex and tangled criminal justice system to create pathways to restoration for people, their families, and their communities.

**MBAC**

The Minority Business Assistance Center of Greater Dayton (MBAC) provided business guidance, virtual support, financial advising and assistance with Covid-19 related grant applications to clients in need. The efforts of the MBAC were instrumental in helping local small businesses receive $2,069,515 in CARES Act funding. Additionally, the MBAC was able to award the State’s $10,000 Microenterprise Grant to nineteen (19) minority owned businesses in our region.

The Dayton Business Journal named the MBAC as its recipient of the “2020 Outstanding Diversity Organization (Micro)” for actively taking the lead to promote and champion the business case for diversity, equity and inclusion within the community.

As part of the Key Bank Community Benefits Agreement, the MBAC, in collaboration with the Dayton Area Chamber of Commerce’s Minority Business Partnership, Community Action Partners (CAP), and the Wesley Center, were able to secure a $130,000 grant from the Business, Boost & Build program to provide training, counseling, business development, and technical assistance to local businesses.

**WELCOME DAYTON**

The Welcome Dayton (WD) team hosted the International Women’s Day celebration on March 7, 2020 at the Grace United Methodist Church, and over 135 people attended including 25 organizations and speakers. The purpose of the celebration is to provide an opportunity for immigrant and local women to connect and discuss challenges and opportunities they face in their daily lives as women, to learn from each, and to broaden the cultural integration in our community.

WD collaborated with Dayton Census2020 team to conduct critical outreach and education to the immigrant and refugee community about the 2020 Census, reaching approximately 300 immigrant residents. The importance of completing the 2020 census survey was important as it means equal funding go to our neighborhoods, our schools, our hospitals, our small businesses, and our public services.

WD and community partners, Advocates for Basic Legal Equality (ABLE) and Legal Aid of Western Ohio (LAWO), hosted virtual Citizenship and Immigration Advice clinics, which assisted 55 of our immigrant and refugee neighbors and their families.

WD was awarded the Gateways for Growth Challenge Award for Research and Technical Assistance. The award will strengthen multi-sector plans for welcoming and integrating immigrants as well as strategize long-term plans to advance immigrant inclusion civically, socially, and economically in the greater Dayton area.

Finally, in partnership with Humanitarian Fellowship organization, WD secured funding from Ohio Mental Health and Addiction Services. The funding will be used to provide mental health education and outreach information to immigrants, refugees, and other vulnerable communities.
HUMAN RELATIONS COUNCIL

MISSION
The Human Relations Council works to influence and ensure a culture of fair treatment, inclusion and equal access to opportunities for all who live, work, play, and gather in the City of Dayton.

VISION
Many people. Many voices. One city.

GUIDING PRINCIPLES
Openness, Respect, Collaboration, Commitment to Mission, Integrity
MANY PEOPLE. MANY VOICES. ONE CITY.