Dear Friends,
We are pleased to present the 2021 highlights for the City of Dayton Human Relations Council (HRC). While 2021 has been a year of unprecedented challenges, the HRC, HRC Board, and entire community showed up with resilience to ensure Dayton remains a welcoming, inclusive, and equitable city for all who work, live, and gather. Local and national events in 2021 such as the pandemic, and ongoing racial and social unrest, highlighted even more clearly, the importance of our work and the significant challenges we must 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 and businesses. The HRC continues to harness the strength of our progressive anti-discrimination ordinances to defend and advance civil rights and inclusion of all people, residents, and businesses.
This past year, we rebranded and established the Office of Justice and Inclusion (OJI) division, which is responsible for advising the City Commission on civil and human rights issues that challenge the quality of life of Dayton residents, enforcing federal and local anti-discrimination and fair housing ordinances, and supporting police reform initiatives, including the new and improved Community Appeals Board (CAB), formerly known as the Citizens’ Appeal Board (CAB).

Our Business and Technical Assistance (BTA) team continued the expansion of opportunities for small, local, minority-owned, woman-owned, and small disadvantaged businesses; and our Minority Business Assistance Center (MBAC) secured the largest grant in its history from the State of Ohio. Finally, our Immigrant Resource Specialists (now known as Community Engagement Specialists) and the re-established Welcome Dayton Coordinator position, have transitioned to the City’s newly created Division of Community Engagement within the Department of Planning, Neighborhoods and Development. This restructure is in alignment with the City’s commitment to engage all residents within Dayton, so all are afforded equal access to resources and services in a more coordinated fashion.

Overall, while 2021 was challenging, our HRC team met those challenges head on, working to keep the vital core functions intact while pivoting to meet the needs of our community. While work remains to be done, we were stronger as an organization as we banded together with the community and are stronger for the lessons we learned. With your continued engagement in our Dayton community and the ongoing commitment of our team, we will succeed so that Dayton remains a welcoming, fair, and inclusive space for all who work, live, and gather. We are, Many People. Many Voices. One City.
The Human Relations Council (HRC) Office of Justice and Inclusion had a strong year despite challenges brought on by the COVID-19 pandemic. In 2021, the HRC Civil Rights Division restructured and became the HRC Office of Justice and Inclusion. This transformation merged the previous civil rights division and community/police relations division into one functioning office. This restructure expanded the capacity of the HRC to accept and resolve complaints of unlawful discrimination and to promote equity, fairness, and inclusion in community/police interactions.
The United States Department of Housing and Urban Development (HUD) once again certified the HRC Office of Justice and Inclusion as a Fair Housing Assistance Program (FHAP), meaning the HRC enforces a fair housing ordinance that is substantially equivalent to the Federal Fair Housing Act.
Civil Rights Enforcement
Housing

- Successfully won an award of $87,650 for a tenant with disabilities and mandated the housing provider adopt anti-discrimination policies and undergo fair housing training.

Protected Classes
- Disability: 53.8%
- Race: 23.1%
- Sex: 15.4%
- Familial Status: 7.7%

Investigation Findings
- No Discrimination: 4
- Discrimination: 6
- Settlements: 5

Office of Justice and Inclusion
Civil Rights Enforcement
Employment

Protected Classes
- Race/Color: 42.9%
- Age: 14.3%
- Sex: 28.6%
- Sexual Orientation: 14.3%

Investigation Findings
- No Discrimination: 1
- Discrimination/Settlement: 1
- Administrative Closure: 2

- Successfully won $12,900 for a Black employee who was discriminated against based on race
- Obtained equitable relief such as mandating anti-discrimination policies, training, and implementation of diversity, equity, and inclusion programs for employers.
Civil Rights Enforcement

Highlights

- Awarded $118,903.26 in damages and civil penalties to community members that were discriminated against in housing or employment.

- Completed one hundred six (106) formal and informal complaints. The Office of Justice and Inclusion finished 2021 with sixteen (16) active discrimination complaints to investigate.

Inaugural Dayton Fair Housing Symposium
Civil Rights Enforcement

Hosted the inaugural Dayton Fair Housing Symposium which brought together nearly sixty (60) community members and fair housing experts from across the region.

Provided twenty-four (24) education and outreach events in the community both in-person and remotely.

Office of Justice and Inclusion
Community Appeals Board (CAB)

Highlights

- Provided pivotal support in the Dayton police reform process through update of the CAB ordinance.
- Staffed one of the first public hearings for CAB since the board’s inception in 1990, thus providing valuable oversight into policing and investigations in the City of Dayton.

Executive Director Erica Fields speaks to Dayton Police Academy Recruits
Hosted two (2) Know Your Rights and Responsibilities sessions. This was a recommendation from Mayor Mims’ Use of Force group. These sessions will be a monthly occurrence throughout 2022.

Staffed the new CAB process, which allows residents to appeal the outcome of their complaint of police misconduct when they are dissatisfied with the results of the investigation conducted by the Dayton Police Department.

Mayor Mims speaking at the Know Your Rights Session
Hosted the Systemic and Structural Racism Day at the Dayton Police Academy which included a program of speakers and walking tours around Carillon and Old North Dayton.

In 2021, the Citizen Appeals Board reviewed six appeals. The Board ruled against the Dayton Police Department in one case. That decision led to changes in policy and procedure for the Dayton Police Department as it pertains to interacting with deaf and disabled residents.

Hosted the Systemic and Structural Racism Day at the Dayton Police Academy which included a program of speakers and walking tours around Carillon and Old North Dayton.

Gwen Buchanan giving a tour of the Carillon neighborhood to DPD recruits
Welcome Dayton played key role in partnering with Montgomery County’s Public Health to ensure immigrants and refugees received trusted and reliable information about the pandemic. They also were integral in setting up vaccine pop-ups for immigrants and refugees.

Hosted 37 outreach and education events including World Refugee Day and International Women’s Day.
Welcome Dayton

Highlights

- Partnered with Welcoming America and the New American Economy to present data on immigrants in Montgomery County, Dayton, and surrounding counties. The report, in draft form, will be presented next year.

- In collaboration with VocaLink, provided language access to 296 community members and fielded 330 referrals for community resources from immigrants and refugees.
Minority Business Assistance Center (MBAC)

Highlights

- MBAC and First Financial Bank executed a Minority and Small Business Loan Program for short term business lending in the range of $5,000 to $10,000 per applicant as the basis for extended lines of credit as needed.

- The MBAC division received the largest grant in the history of the program in the amount of $600,000 to provide technical assistance to small, minority, and women-owned business in a twelve-county region.

- MBAC staff aided preparation of two MBE Loan applications, submitted, and approved in August and September 2021. Total funds committed, $100,000.
Minority Business Assistance Center (MBAC) Highlights

- Due to the City of Dayton’s $19.6 million dollar Parallel Interceptor Project, and increased outreach efforts, PEP MBE/WBE/SBE subcontracts of $4.2 million dollars were awarded in 2021. An additional $902,960 dollars in subcontracts were awarded to PEP MBE/WBE/SBE on other City of Dayton contracts for a total of $10.2 million.

- The MBAC Historic Preservation Initiative assisted Gem City Hilltop Community Development and Housing Inc. with a National Park Service grant award of $498,030.00 for restoration of the historic Linden Center Project planned for completion over a 3-year period.
Business & Technical Assistance (BTA)

As a result of the HRC’s Business and Technical Assistance (BTA) programs and strengthened partnerships with city departments, the HRC experienced huge successes which ensured construction awards of $3,954,826 to Small Businesses, $2,719,826 to Minority Businesses, and $2,090,223 to Women-Owned Businesses, thus allowing the city to meet its annual aspirational goals.
Business & Technical Assistance (BTA)

Certified Companies in PEP

- SBE - Small Business Enterprise
- MBE - Minority Business Enterprise
- WBE - Women Owned Enterprise
- DSLB - Dayton Small Local Business

![Bar chart showing certified companies by category](image)

Business Technical Assistance Center
Business & Technical Assistance (BTA)

2021 PEP Overall Achievement

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<tr>
<th>Category</th>
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<tr>
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</tr>
<tr>
<td>WBE</td>
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Business Technical Assistance Center
MANY PEOPLE. MANY VOICES. ONE CITY.