



Human Relations Council

QUARTERLY NEWS > APRIL 2022 - VOLUME 1, Q2

Greetings,

Welcome to our quarterly newsletter! The Dayton Human Relations Council (HRC) is pleased to share with you highlights and keep you updated on the happenings with our programs and staff. As you know, since its inception, the HRC has worked to ensure a culture of fair treatment, inclusion, and equal access to opportunities. Local and national events continue to highlight the importance and urgency of organizations such as the HRC as social and racial justice remain challenges that we must address and eliminate in our community, nation, and the world. The HRC is poised to do this through our Office of Justice and Inclusion, which ensures our civil rights remain intact, through our Business and Technical Assistance team that works to increase the pool of certified minority, women, and small business owners and are at capacity to compete for city of Dayton projects in construction and goods and services, and our Minority Business Assistance Center (MBAC), which assist potential business owners in all aspects of business management and development.

As with all organizations, the HRC will continue to evolve to meet the changing landscape of our community. Currently, we are doing important work around enforcing the city of Dayton's fair housing ordinance, implementation of police reform recommendations through our Know Your Rights and Responsibilities, which is a partnership with Dayton Police Department, HRC, and the legal community, staffing the Community Appeals Board so that residents have a space to voice complaints when they do not agree with the outcome of a police investigation, and reaching out to our black and brown businesses so that they can survive and thrive socially and economically.

These issues can be challenging and confronting them may be uncomfortable for many. However, the HRC will remain fair and impartial as we bring awareness to the importance and ongoing commitment to the principles of fair treatment and equal opportunity for every person in the city. We invite you to join us as we seek to create a more just and equitable world.

Erica Fields

**"No culture
can live if it
attempts to be
exclusive."**

— Mahatma Gandhi





Program Highlights: Office of Justice and Inclusion

The HRC Office of Justice and Inclusion is off to a strong start with its anti-discrimination enforcement efforts in 2022. The team has already resolved over 35 formal and informal complaints in the first quarter which represents a 25% increase from 2021 to 2022. The team has also conducted 9 presentations and trainings for the community in the areas of housing and community-police relations. These sessions included an equity and fairness in Dayton presentation via Zoom and two (2) Know Your Rights sessions in the community. Finally, the Office of Justice and Inclusion onboarded the new Community Appeals Board and has successfully staffed 2 appeals from community members.

Case Spotlight

Our team has already collected \$2,000 in damages for area residents and mandated the forfeiture of \$3,000 in unpaid rent for alleged wrongdoing by housing providers. The team has also negotiated a settlement agreement to give a tenant a free transfer to a new unit with moving expenses fully paid by the housing provider. Finally, the team was successful in negotiating another settlement which stopped a tenant from being evicted.



2022 Small Business Opportunity Forum

The Human Relations Council hosted the 2022 Small Business Opportunity Forum on April 21 at the Montgomery County Library West Branch. Over 60 minority and woman-owned businesses came out to learn more about our Procurement Enhancement Program (PEP) as well as the opportunities with the four major departments within the City of Dayton. Registrants had the opportunity to hear about upcoming projects from the departments of planning, water, procurement, and aviation. They were also treated to a robust panel discussion from some of the city's leading advocates for supplier diversity and minority inclusion. The Small Business Opportunity Forum was the kickoff event to a year-long schedule of monthly events called the Pep Passport to Success Program. This series of monthly events will start the second Tuesday in June and run monthly until the end of the year. The cohorts will provide insightful information to help small businesses overcome common hurdles like access to capital, bidding, local and state certifications, and employee retention. Please make sure to check out our website, Facebook, and next newsletter for the dates, times, and location of the workshops.



Minority Business Assistance Center (MBAC)

Ohio's Dayton/Region 3 - Minority Business Assistance Center (MBAC)

Since its inception, the Dayton - Minority Business Assistance Center (MBAC) has been a leader in the Greater Dayton region business ecosystem. MBAC's primary goal is to identify emerging minority-owned businesses and cultivate their growth and sustainability. Professional MBAC staff work with owners of existing businesses, startups, certified Minority Business Enterprises (MBEs), certified Encouraging Diversity Growth and Equity (EDGE) businesses, and socially and economically disadvantaged businesses.

MBAC plays a critical role in building strong relationships with local banks, community partners and leaders, and supporting organization to ensure small business owners have access, to essential management and technical assistance and access to necessary capital to expand their businesses. Services include accounting assistance, business management counseling, completing federal, state, and local certification applications, contract procurement assistance, estimating/Bidding assistance, identifying local resources, loan packaging assistance, marketing plan development, and referrals to financial assistance programs.

MBAC are funded in part through Ohio's Minority Business Development Division. MBAC-Region 3 service area includes the following counties: Auglaize, Champaign, Clark, Darke, Greene, Logan, Madison, Mercer, Miami, Montgomery, Preble, and Shelby.

To learn more about your regional Minority Business Assistance Center, please contact the Dayton MBAC office at (937) 333-1403.

Ohio

Minority Business
Assistance Centers
Dayton

OUR STAFF



Erica Fields
Executive Director



Joann Wright Mawasha
Assistant Executive Director



Wendy Mitchell
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OFFICE OF JUSTICE AND INCLUSION



Jacob Davis
Justice and Inclusion Administrator



Alyssa Stanko
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BUSINESS AND TECHNICAL ASSISTANCE



Donerik Black
Business and Technical Assistance Administrator



Michael Perry
Senior Contract Compliance Officer



Bernard Jones
Contract Compliance Officer

MINORITY BUSINESS ASSISTANCE CENTER



B. Cato Mayberry
MBAC Director



David Lyttle
MBAC Construction Specialist



Jasmine Allen
Administrative Assistant,
Minority Business Assistance Center (MBAC)



City of Dayton

HRC
Many people. Many voices. One city.

UPCOMING EVENTS

MAY 2

HRC Board Meeting

11:30am - 1:00pm

HRC Conference Room

MAY 3

Know Your Rights

3:00pm - 4:30pm

Stivers School for the Arts

1313 East Fifth Street

MAY 13

**Immigrant/Refugee
Civil Rights Presentation**

10:00am - 12:00pm

Location TBD

JUNE 2

Know Your Rights 8

6:00pm - 7:30pm

Location TBD

JUNE 4

**LGBT Center Gay Pride
Parade and Festival**

9:00am - 4:00pm

Courthouse Square

JUNE 6

HRC Board Meeting

11:30am - 1:00pm

HRC Conference Room

JUNE 9

**"Many People. Many
Voices. One City: Fairness
and Equity in Dayton"**

6:00pm - 7:30pm

Location TBD

JUNE 14

**PEP Passport to Success
Cohort #1 - Cross
Certification opportunities,
Federal, State, and ODOT**

10-12noon

Montgomery County

West Branch Library

JUNE 17

World Refugee Day

Civil Rights Play

10:00am - 2:00pm

St. John's Church

JUNE 27

HRC Board Meeting

11:30am - 1:00pm

(HRC Conference Room

*(July meeting early for
deadline on HUD Cases)*



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(937) 333-1403