



Human Relations Council

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Greetings,

We trust that you are enjoying the warmth of Summer! At the HRC, we continually seek ways to inform and educate the community around the areas of civil, social, and economic justice. In this issue of our quarterly newsletter, we wanted to share with you the services and ongoing initiatives at the HRC.

We are also excited to begin Phase II of our Many People. Many Voices. One City. Campaign, which is our vision on how we see our community at its best. We began a video campaign over a year ago and featured local leaders in our community that spoke of the importance of the work we do here at the HRC. To view the videos, please go to <https://bit.ly/HRCManyVoices>.

In this phase of the campaign, we want to hear from you! If you are interested in participating, please contact our office for an HRC t-shirt. Our ASK of you is that you wear the t-shirt, take a video or write a few sentences, and state (1) what the HRC's vision statement, "Many People. Many Voices. One City." means to you, and (2) how you intend to follow those words with action.

Below are examples:

“The Dayton Human Relations Council's vision statement, "Many People. Many Voices. One City." Means to me that we are a community of people working together to make the world better today than yesterday and better tomorrow than today. I intend to change my community and live up to these words by volunteering one day a week to clean trash and debris from neighborhood streets. #DaytonHRC”

After you have taped the video or written what our vision statement means to you, we would like you to do the following so that your message is heard locally, nationally, and globally:

- Post on your social media;
- Tag us on Facebook and Instagram; and
- Hashtag #DaytonHRC.

We look forward to your engagement on this project with us!



“The Dayton Human Relations Council's vision statement, "Many People. Many Voices. One City." means that we are all connected in this community. We are charged with making sure that all people are afforded the opportunity to be productive citizens. This means that we need to take care of each other, our city, and our environment. We also need to be an example of how to embrace diversity and still speak together with one voice. I will continue to strive to be the change I want to see in our city. #DaytonHRC”

Program Highlights: Office of Justice and Inclusion

How to file complaints with the HRC Civil Rights and the Community Appeals Board (CAB)

The City of Dayton Human Relations Council ("HRC") strives to create a welcoming environment for all who live, work, play, and gather in the City of Dayton. With that in mind, the HRC regularly hosts Civil Rights education workshops in-person and virtually (via ZOOM), which is available to groups in the Dayton community to ensure that our residents are educated on their rights and free from any discrimination based on their race, color, religion, sex, sexual orientation, gender identity, national origin, ancestry, place of birth, age, and disability or handicap. We are concerned that discrimination occurs within the City of Dayton but often goes unreported. While it is always essential to be safe and have peace of mind, it is also very important that people know and understand their rights if they are a victim of discrimination.

As we stand by our principles to welcome refugees, immigrants, and all people of diverse backgrounds into our community, we also must be vigilant about maintaining safe, respectful, and nondiscriminatory learning environments for them. We are aware that discrimination is not new or limited to one type of person. However, the HRC remains committed to enforcing civil rights laws and eliminating discrimination in the City of Dayton. If you are interested in learning more about this educational series, please contact us at www.daytonhrc.org or by contacting the Human Relations Council at (937) 333-1403. There is no cost to participate.

**The HRC is hiring a
Justice and Inclusion Administrator
to lead our civil rights division.
To learn more, visit us at**

<https://www.jobapscloud.com/daytonohio/>

JUSTICE



City of Dayton
CAB
Community Appeals Board

Community Appeals Board (CAB)

On June 18th, 2020, Dayton City Commission announced a police reform working structure to drive positive changes for the police department in Dayton. The five reform groups were comprised of community members, Dayton police representatives, and city staff made recommendations and implementation of those changes.

One of the recommendations from the Oversight reform group was a change to the Dayton ordinance concerning the CAB. The Community Appeals Board is constituted of seven voting members who are Dayton citizens and appointed by the City Commission. If a citizen makes a complaint and is not satisfied with the investigation from the Dayton Police Department (DPD), they have the right to appeal the findings of that investigation through a public hearing. The appeal must be filed with the Board within thirty (30) calendar days of the date the Professional Standards Bureau (PBS) issues its findings. Complaints may be filed against both sworn and civilian personnel. Blank forms will be mailed with the letter informing complainants of the findings of the initial complaint investigation. More information on the CAB can be obtained by contacting our office at (937) 333-1403.

Whether the Board concurs or does not concur with the findings of the investigation, they have an opportunity to review DPD policies and procedures and give recommendations to the City Commission. This year the Board has heard three appeals. In the appeal of CAB #2022-01, City Commission accepted 4 recommendations made by the Board including de-escalation training and policy that discourages inappropriate muting of body worn cameras. The Board hopes to hear more appeals and recommend changes that promotes peace and safety for Dayton residents and police.

Business and Technical Assistance (BTA)

The Human Relations Council, in partnership with the first 2022 PEP Passport to Success Program June 14.

The Passport to Success Program is designed to equip small businesses in a variety of areas to expand capacity building opportunities and to ensure their success in the City of Dayton Procurement Enhancement Program (PEP) and other state certified business programs (MBE/WBE EDGE, ODOT's DBE and ACDBE, and VFBs).

The Passport to Success Program is HRC's commitment toward "setting the stage" to increase the City of Dayton's efforts to promote equitable economic inclusion. Each workshop is designed to adequately address business owners needs that were expressed in our recent small business development survey. HRC identified existing gaps in technical assistance with companies who are PEP certified to do business with the City of Dayton. Our goals are to ensure that the hardest to reach minority business enterprises are informed of general and upcoming ARPA opportunities and have the critical resources and assistance in the bidding process.

The Passport to Success program is our signature monthly event which is designed to bridge the gap between the needs of city departments and the services of certified minority business enterprises. In tandem with strategic community partners, HRC's Business Technical Team is ready to strengthen partnerships with the existing small business ecosystem, other local and regional municipalities, and educational institutions throughout the region. The monthly workshop is designed to work with small businesses in a variety of areas to expand the capacity building opportunities for underrepresented groups to ensure their success in the PEP program. Monthly workshops will include topics such as: 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, development of a capabilities statement, and referrals to financial assistance programs. The next workshop, Access to Capital, will be held on August 9th.

For more information, please contact Donerik Black at Donerik.black@daytonohio.gov or 937-333-1439.

OUR STAFF



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MINORITY BUSINESS ASSISTANCE CENTER



B. Cato Mayberry
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David Lyttle
MBAC Construction Specialist



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



Residents of Westwood attend block party to share fellowship and share concerns regarding neighborhood safety



HRC on the Move....

The Dayton Human Relations Council and Dayton Police Department are working together with the Westwood community to create a Neighborhood Safety Plan. The initiative includes several community partners who are currently working in the Westwood area. These include Wesley Dayton, Westwood-Right Project, I love West Dayton, Operation Reach Back, and the Westwood Neighborhood Association. The goal of the Westwood Safety Plan project is to help residents of Westwood develop a holistic safety plan to raise awareness of resident's crime concerns, increase safety, and give residents a voice in determining the focus of police activity. The project aims to promote community assets and identify community-based crime solutions. The project is managed by Dr. Martha Hurley, University

of Dayton. Feedback is being gathered through surveys that have been sent out to over 2,500 Westwood homes. In addition, the project personnel have scheduled several block parties throughout the summer and early fall, at which time, residents are invited to give feedback and provide input in ways they define safety and how that should look in their community. The upcoming block parties will be held on July 16, September 17, and October 8. If you are a community organization and would like to have a resource table to inform the community on resources provided by your organization, please contact the Dayton Human Relations Council at 937-333-1402. Residents of Westwood attend block party to share fellowship and share concerns regarding neighborhood safety

2022 HRC Education & Outreach Events

July 26

HRC/MVHC Collaborative
Lunch & Learn

July 28

Girls Emerging into
Maturity HRC Tour
Know Your Rights with Girls
Emerging to Maturity

August 1

HRC Board Monthly Meeting

August 9

PEP Passport to Success #3
Access to Capital

August 25

Civil Rights Training with Diane Citrino

August 26

Civil Rights Training with
Diane Citrino

September 3

Labor Day Holiday -
City of Dayton Holiday - Offices
Closed

September 8

Know Your Rights #9

September 12

HRC Board Monthly Meeting

September 13

PEP Passport to Success #4 -
Recruiting & Retraining
Quality Employees

September 17

Westwood Safety Plan Block Party -
Westwood Elementary

October 3

HRC Board Monthly Meeting

October 8

Westwood Safety Plan Block Party -
Shiloh Church

October 11

PEP Passport to Success #5 -
Capabilities Statements & Marketing

October 13

"Many People,
Many Voices, One City" -
Greater Dayton Rec Center

October 26

HRC/MVHC Collaborative
Lunch & Learn

October 27

2nd Annual Dayton Fair
Housing Symposium
(3pm-7pm)

November 7

HRC Board Monthly Meeting

November 8

PEP Passport to Success #6 -
Joint Venture Laws
& Registration

November 24

Thanksgiving Holiday -
City of Dayton Holiday -
Offices Closed

November 25

Day After Thanksgiving Holiday -
City of Dayton Holiday -
Offices Closed

December 1

Know Your Rights #10

December 5

HRC Board Monthly Meeting

December 8

"Many People, Many
Voices, One City" -
Greater Dayton Rec Center

December 13

PEP Passport to Success #7 -
Insurance & Workers Compensation



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(937) 333-1403



instagram.com/daytonhrc