We are pleased to present the 2022 Annual Report for the City of Dayton Human Relations Council (HRC). This report reflects upon the vital work the HRC has done in the last year.

2022 has been an exciting year of growth and development for the HRC, as the staff has worked diligently to fulfill its critical mission of promoting and ensuring a culture of fair treatment and equal access to opportunities for all who live, work, play, and gather in the City of Dayton. In 2022, the Council celebrated 60 years in the journey toward fairness and equity. We take pride in leading the charge on behalf of the City of Dayton to enforce the City’s antidiscrimination ordinances, provide business and technical assistance to build the capacity of minority, women and small disadvantaged businesses, and to administer community relations initiatives that educate residents on their civil and human rights, while promoting positive, intergroup relationships.

Under the leadership of our Dayton City Commission, the HRC continually strives to ensure that residents in Dayton have access to opportunities that should be available to and enjoyed by all, and that everyone is treated fairly and equally without regard to gender, color, race, ethnicity, national origin, religion, age, disability, sexual orientation, or familial or marital status.

What follows are highlights of the 2022 year. As you will find throughout the pages of this report, the HRC was able to undertake many great initiatives with the help of our partners and dedicated staff. Their hard work, diligence and enthusiasm towards serving all Daytonians remains exemplary, and without them and their efforts, the endeavors highlighted in this document could not have been achieved.

Let us continue to work together on this path to make Dayton more equitable, inclusive, and just. Many People. Many Voices. One City.

Erica Fields
Executive Director
Dayton Human Relations Council
To deny people their human rights is to challenge their very humanity.”

NELSON MANDELA

Dear Dayton Residents,

The strength of our city lies in its people and its tremendous wealth of diversity. All residents can take pride in knowing the City of Dayton is committed to creating a culture of fairness, equity, and inclusion for all our neighbors, businesses, co-workers, employees, and anyone whose opinions and values may be different from our own. We value our residents and are committed to eliminating all forms of discrimination in our community.

I am grateful for the work of the Dayton Human Relations Council (HRC). Through the Dayton HRC’s rigorous enforcement of the city’s antidiscrimination ordinances, all our residents are afforded protections from discrimination in employment, housing, public accommodations, and credit transactions.

Equally important, the City of Dayton is committed to the inclusion and expansion of opportunities for disadvantaged and local small businesses. The HRC works to ensure that businesses seeking to participate in contracting and procurement activities with the City are not prevented from doing so based on the race or gender of their owners.

Our commitment to equity and inclusion has touched the lives of countless Daytonians of all ages and backgrounds. This work has provided community awareness on how to have safe interactions with law enforcement, a venue for community members to dispute findings of a police investigation, the inclusion of minority-owned businesses in city contracting, and scores of investigations into housing and racial discrimination.

While we have made substantial progress, more work remains. I thank the staff for its continuing commitment as we work together to ensure a culture of fair treatment, inclusion, and equal access to opportunities for all who live, work, play, and do business in the City of Dayton.

Jeffrey J. Mims Jr.
I am profoundly honored to serve with such diverse and devoted board members and staff, collectively committed to a city that welcomes and works for all. I am fortunate to follow the individuals who have served in this capacity including my immediate predecessor, Paul Bradley.

We live in times of great opportunities and great challenges, and both require action that respects the civil and human rights of all our residents. We have a responsibility to provide for all Daytonians the best possible customer service available through hard work, dedication, and the pride we take in our mission to promote and ensure a culture of fair treatment and equal access to opportunities.

Dej’za Demmings
Chair, Dayton Human Relations Council
The City of Dayton has an ongoing commitment to the principles of fair treatment and equal opportunity for every person in the City. Established in 1962 by the Dayton City Commission, the Dayton Human Relations Council enforces civil rights. Provides business and technical assistance to minority-owned, woman owned and small disadvantaged businesses, and administers community relations programs that educate residents on their civil and human rights, while promoting positive, intergroup relationships.

As stated in the founding ordinance, the purpose of the Human Relations Council is to eliminate prejudice and discrimination because of race, color, religion, national origin, familial status, ancestry, sex, place of birth, age, marital status, sexual orientation, gender identity, and/or disability.

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
Fair housing is actually a health equity issue because neighborhood stability and overall Neighborhood Health Quality is determined by our zip codes. If you don’t have access to quality housing, stable housing, you’re more likely to repeat the cycle of poverty or intergenerational poverty. Providing more access to affordable housing would be one of the biggest cures for a lot of the ills in the community.”

— Amaha Sellassie, HRC Board Member and Public Sociologist

“In terms of what I’ve learned from being on the board of a Human Relations Council, I think it’s really important for cities to have human rights organizations that mix paid facilitators, city residents, and workers to work together to identify unmet civic and social and economic needs, discrimination, and advocate for more equitable and inclusive policies.”

— Cady Landy, Research and Policy Associate, Past HRC Board Member

The sky is the limit. Beautiful things are going to come. And as we continue to prioritize having conversations with the community, as we continue prioritizing bringing people in from diverse backgrounds to hear their experiences and validate those experiences; the direction is going to be clear. Because the community asks of us, asks of HRC, what can be done. And HRC will deliver.”

— Lake Miller, Director of Education, National Conference for Community and Justice of Greater Dayton

2022 At A Glance

65 Fielded 65 potential complaints of discrimination

Hosted the 2nd Annual City of Dayton Fair Housing Symposium bringing together over 100 housing experts and community members from across the region

SIX Heard and adjudicated six Community Appeals Board Police Complaint Appeals

Introduced new civil rights protected class: Source of income

$9.1m Secured construction awards of over $9 million for minority and small businesses

Certified 40 new state and local small and minority businesses

350 Hosted over 350 community partners at quarterly Fair Housing Lunch and Learn sessions in partnership with the Miami Valley Fair Housing Center, Inc.
It means a great deal to those who are oppressed to know that they are not alone. Never let anyone tell you that what you are doing is insignificant.”

DESMOND TUTU
Small Business Opportunity Forums

The HRC held its Small Business Opportunity Forum on April 21 to engage small and minority business owners in the City of Dayton’s building and construction projects and procurement opportunities. The Forums bring together area contractors to meet the decision makers from the City of Dayton’s Bidding and Procurement departments.

In this program, pre-venture and existing PEP-certified companies build relationships with prime contractors and vendors seeking small business participation; network with other subcontractors and strategic partners; and learn about upcoming construction projects and procurement opportunities from other municipalities such as Kettering, Greater Dayton Premiere Management, and Montgomery County.

PEP Passport to Success Program

In 2022, the HRC launched the PEP Passport to Success program. As an incentive of being certified in the city’s PEP, HRC plays a critical role in helping make essential connections to existing resources in the larger community. The PEP Passport to Success training series helps business owners make the most out of their certification with the City of Dayton. It is designed to assist PEP-certified companies in successfully securing contracts with the city. The workshops will cover a variety of topics including identifying opportunities, access to capital, and joint ventures.

“People need to understand that every voice matters and every voice has something to contribute to our society.”

REV. JOSHUA D. WARD
Omega Baptist Church & Dayton HRC
In December 2021, B. Cato Mayberry joined the HRC-MBAC team to serve as the new MBAC Regional Director. Following the Director’s hire, Jasmine Allen joined the team in April 2022 to serve as the MBAC Administrative Assistant. With deep devotion and over 40 years of experience the talented Mr. David Lyttle, Senior Business Advisor and Construction Specialist remains committed to support the MBAC team and our client base in the delivery of high-quality business services, support, and assistance.

**MBAC’s strategic partners include, but are not limited to:**
- CITY OF DAYTON
- LAUNCH DAYTON PARTNERSHIP
- CENTRAL STATE UNIVERSITY
- HUD SECTION 3 OVERSIGHT COMMITTEE
- BLACK SMALL BUSINESS ROUNDTABLE
- FIRST FINANCIAL BANK
- WRIGHT PATT CREDIT UNION
- S.C.O.R.E.
- INCLUSIVE BUSINESS RECOVERY OPPORTUNITY CENTER (IBROC)

MBAC team members along with HRC’s Business and Technical Assistance (BTA) staff planned events and leveraged outreach opportunities to grow PEP and MBAC’s client base and service offerings designed to provide technical and management assistance to companies and community-based organizations. The MBAC collaboration with BTA to help to address business issues such as access to capital, project estimating, bidding, and building professional relationships with contractors, vendors, and other businesses.

**Client Counseling & Economic Impact:**

**METRIC OUTCOME**

<table>
<thead>
<tr>
<th>Metric</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Clients</td>
<td>596</td>
</tr>
<tr>
<td>Counseling Hours</td>
<td>1,024</td>
</tr>
<tr>
<td>Counseling Sessions</td>
<td>1,290</td>
</tr>
<tr>
<td>Training Programs*</td>
<td>47</td>
</tr>
<tr>
<td>Training Attendees</td>
<td>813</td>
</tr>
<tr>
<td>Contracts Awarded</td>
<td>$21.8 Million</td>
</tr>
<tr>
<td>Jobs Created/Retained</td>
<td>269/437</td>
</tr>
</tbody>
</table>

*Training includes webinars, workshops, and conferences.

“Not everything that is faced can be changed, but nothing can be changed until it is faced.”

JAMES BALDWIN
Office of Justice and Inclusion
Civil Rights Enforcement

The HRC is responsible for the enforcement of anti-discrimination ordinances outlined in the City of Dayton’s Revised Code of General Ordinances. These ordinances protect our residents from discrimination in four areas: employment, housing, public accommodations, and credit transactions. The HRC is also a Fair Housing Assistance Program (FHAP), substantially equivalent with the Department of Housing and Urban Development (HUD) and enforces the Fair Housing Act on behalf of HUD. We work closely with Miami Valley Fair Housing Center (MVFHC), our Fair Housing Initiative Program (FHIP) partner, to ensure fair housing exists for all Dayton residents.

In 2022, the HRC investigated a total of 15 formal and 65 informal complaints of discrimination in housing, employment, and public accommodations. The highest number of complaints investigated were based on disability, followed closely by those based on race. Gender, age, religion, and national origin discrimination complaints were the basis for the remaining cases investigated. Of the total cases investigated, 50% were closed within the reporting period, and of the closed cases, 20% were successfully conciliated. These conciliations have resulted in over $20,000.00 in monetary relief for complainants, recovery of property, landlord training requirements, and other affirmative relief to vindicate the public interest. HRC also provided referrals and assisted over 500 residents by linking them to supportive services from community partners for nondiscrimination issues.

ALL DISPOSITIONS
FINDING #
Probable Cause 27%
No Probable Cause 53%
Conciliation 20%

HOUSING DISPOSITIONS
FINDING #
Probable Cause 29%
No Probable Cause 50%
Conciliation 22%

OPEN AND CLOSED PROTECTED CLASSES
CLASS* #
Race/Color 32%
Disability 39%
Age 5%
Sex 16%
Sexual Orientation 3%
Retaliation 5%

CLOSED PROTECTED CLASSES
CLASS* #
Race 20%
Sex 25%
Sexual Orientation 5%
Disability 40%
Retaliation 5%
Age 5%

* Some classes are double

“We are a stronger Dayton because of our diversity and because of our strength.”
PAUL BRADLEY, Dayton HRC

“We are a stronger Dayton because of our diversity and because of our strength.”
PAUL BRADLEY, Dayton HRC
Community Appeals Board

Administered by the HRC, the Community Appeals Board (CAB) is a seven-member body established by the City Manager as authorized by a City Commission Ordinance. The CAB is charged with providing an independent appeals process when community members are dissatisfied with the results of an investigation into alleged police misconduct. The Board is also responsible for reviewing quarterly reports from the Dayton Police Department Professional Standards Bureau regarding misconduct cases that are under investigation and working to enhance policies and professional standards within the Dayton Police Department.

In 2022, of the appeals heard, CAB concurred with 20% of final police investigations into complaints, did not concur with 60%, and stayed 20%. Of the cases on appeal, complainants were 80% black and 20% white; 80% male and 20% female. Of the appeals heard by the CAB, the appellants lived in the zip codes 45414, 45406, and 45402.

CAB also offers recommendations to the commission regarding the appeals heard. For instance, in April 2022, the City of Dayton Commission accepted a recommendation from CAB to include examples of tactics and strategies to establish when it is appropriate to mute body worn cameras.

---

**DISPOSITIONS**

- Concur: 20%
- Not Concur: 60%
- Stay: 1%

**RACE**

- Black: 80%
- White: 20%

**GENDER**

- Woman: 20%
- Man: 80%

---

KNOW YOUR RIGHTS + RESPONSIBILITIES

The HRC in partnership with the Dayton Police Department (DPD) hosted a series of "Know Your Rights and Responsibilities" sessions. The sessions were held at various locations throughout the City of Dayton over the year. Born out of the recommendations of the Dayton Police Reform Use of Force Committee, the goal was to ensure that Dayton residents know and understand their rights during encounters with DPD. These Know Your Rights sessions were planned with the intent of educating Dayton youth on their rights and responsibilities when interacting with law enforcement.
2022 Office of Justice and Inclusion Outreach

In 2022, the HRC’s Office of Justice and Inclusion made a conscious effort to be more visible in the community and inform the Greater Dayton Area of HRC’s presence and ability to process their discrimination complaints. Some of the highlights of our outreach efforts include: Hosted booths and information tables at numerous community festivals and fairs including the Dayton Pride Parade and World Refugee Day, and Hispanic Heritage Festival; hosted Know Your Rights campaigns in coordination with the Dayton Police Department and local attorneys, Hosted over 350 community partners at quarterly Fair Housing Lunch and Learn sessions in partnership with the Miami Valley Fair Housing Center, presented the “Many People. Many Voices. One City: Fairness and Equity in Dayton” to various community groups including Girls Emerging into Maturity and Daybreak, held a round table discussion with the Bosnian students about civil rights and role of community and citizens in their change process.

“The HRC is driven by a mission to ensure a culture of fair treatment, inclusion and equal access to opportunity.”

ERICA FIELDS, Dayton HRC

The Human Relations Council hosted the Second Annual Dayton Fair Housing Symposium. The event brought together over 100 housing experts and community members from across the region to discuss issues related to health disparities and discrimination in housing, source of income as a protected class, housing as a human right, and discrimination in appraisals.

A special thanks to our supporters!

To the Dayton residents who take the time to get involved in making their community a better and more just place to live, we thank you. Together, we make an impact, promoting equality and harmony for everyone in Dayton.

We are here to help.

SCAN WITH YOUR CAMERA PHONE
Many people. Many voices. One city.