

**CITY OF HUBER HEIGHTS
STATE OF OHIO**

Culture and Diversity Citizen Action Commission Meeting Minutes

Name of Body: Culture and Diversity Citizen Action Commission
(CDCAC)

Date: November 7, 2021

Time: 7:00 P.M.

Place: City Hall – 6131 Taylorsville Road – Council Chambers

1. **Members Present:**

Dr. Frederick Aikens
Jean Newby
Tara Purvis
Estephon Ramirez
Arrick Richardson
Eric Stephens
Yolanda Stephens - Chair
Rhonda Sumlin – Vice Chair

2. **Guests Present:**

City Staff Present: Human Resources Director Katie Knisley
Other Guests: Ms. Eva Newby; Mr. Timothy Hart; City Council Member
Kathleen Baker.

3. **Call to Order**

CDCAC Chair Yolanda Stephens convened the Culture and Diversity
Citizen Action Commission at 7:02 P.M. She acknowledged and thanked
Ms. Eva Newby and Mr. Timothy Hart for attending the meeting

4. **Roll Call**

Roll call attendance was taken, and all members were present except for Mr. Stephens. Mr. Stephens arrived at 7:05.

5. **Approval of Minutes**

October 7, 2021, Minutes

CDCAC Chair Yolanda Stephens asked if everyone had reviewed the October 7, 2021, minutes and if any amendments were needed. Dr. Fred Aikens stated that Dr. Theresa Aikens was a guest at the October 7, 2021, and asked that her name be added to the meeting minutes. Chair Yolanda Stephens asked for a vote to amend the meeting minutes, with the guest's name added. The meeting minutes were unanimously accepted.

This Culture and Diversity Citizen Action Commission meeting was recorded by the City and the recording of this meeting will be posted to the City's website and will also be maintained by the City consistent with the City's records retention schedule.

6. **Topics of Discussions:**

- A. Committee Reports
- B. Old Business
- C. Proclamation for Lucille Dale
- D. Council Recommendations
- E. 2022 Programs/Projects
- F. New Business

7. **Committee Reports**

Education Committee

Committee Chair Jean Newby stated they met on October 26, 2021 and discussed several items. The first item discussed was an overview/lessons learned for the second forum, "Racism Is a Public Health Crisis." The forum was held on October 13, 2021, at the Huber

Heights Community Center. Committee Chair Jean Newby thanked the CDCAC, the City Council, and all residents that attended. There were 30 residents that physically attended, including seven (7) City Council members. Virtual attendance included 227 views on Facebook. During the forum, there was productive dialogue, especially a workbook presented by Dr. Michael Dulan. The workbook is a template for the CDCAC and City Council on how to be more proactive with the residents on how to alleviate health disparities in Huber Heights. The discussion will be continued in the future. There are two (2) planned forums for 2022. The first forum is planned for January 12, 2022, at 6:30 P.M. in the Huber Heights Community Center, if the Huber Heights Police Chief is available. It will be a collaboration with the Reform Committee to hold an informal meeting with the Huber Heights Police Chief. They would also like to invite other local Police Chiefs to participate. The second planned forum is a continuation of the “Racism Is a Public Health Crisis” discussion. They would like to address other items in the proclamation such as systemic racism related to education, economic, and societal concerns. The planned time is the week between Juneteenth and the Multicultural Festival. Chair Yolanda Stephens asked if three events during that week is excessive. Dr. Fred Aikens responded the Committee has planned a week of activities between Juneteenth, the Multicultural Festival, and the forum that seemed to naturally fit in that week. Chair Yolanda Stephens suggested that since Juneteenth is now a national holiday, the Committee reach out to the schools and include students in the planned activities. Estephon Ramirez stated he enjoys the educational forums and asked if the Committee had considered how public policy affects other areas outside of education. Committee Chair Jean Newby replied it has been discussed and they plan to incorporate those issues into future activities. Dr. Fred Aikens stated the Huber Heights Mayor Jeff Gore participated in the October 2021 forum and appeared to be surprised by some of the discussion. As a result, Mayor Jeff Gore plans on working with the CDCAC to address issues of concern, specifically health care availability. Reform Committee Chair Eric Stephens asked if the Education Committee had a planned agenda for the January 2022 forum. Dr. Fred Aikens replied the intent is to have the Police Division share information regarding their policies and procedures and core competencies, such as recruiting sources, educational backgrounds, and training for police officers. Education Committee Chair Jean Newby stated they plan on meeting with the Reform Committee and the Police Chief before the planned forum. Reform Committee Chair Eric Stephens

stated his Committee is meeting with the Police Chief in November 2021 and will be available to meet with the Education Committee in December 2021. CDCAC Chair Yolanda Stephens asked how they plan to incorporate other Police Chiefs into discussion, such as using a panel. Committee Chair Jean Newby replied they are planning to invite the Police Chiefs from Riverside and Vandalia, and it could be a panel. Reform Committee Chair asked which Committee will be inviting the local Police Chiefs. Committee Chair Jean Newby replied that since the Huber Heights Police Chief has a rapport with the other Police Chiefs, the invitation should come from him. Reform Committee Chair Eric Stephens stated he would talk to the Huber Heights Police Chief about that during their November 2021 meeting. CDCAC Chair Yolanda Stephens praised the Education Committee for their work and thanked them for their efforts and added she heard good comments about the October 2021 forum. She suggested incorporating some kind of survey or assessment for future forums to gain continuous feedback. Committee Chair Jean Newby agreed that is a great idea and the Committee will work on that.

Advocacy Committee

Tara Purvis stated the Advocacy Committee met on October 20, 2021 and are working on community stakeholder activities to draw in other groups working on the same issues so they can combine efforts. The Committee is planning to hold a holiday meet and greet in late January 2022. They are also planning a community scavenger hunt intended to educate community members. In addition, they are planning on activities for National Make a Difference Day in October 2022. CDCAC Chair Yolanda Stephens stated they are researching information on how communities are ensuring fair and equitable consideration for minority businesses in the bidding process and a recommendation will be provided to the City Council in the future.

Reform Committee

Committee Chair Eric Stephens stated they met on October 25, 2021, and the focus of the meeting was to discuss the strategic plan for a diverse workforce with the Police Division. They asked the Police Chief if there were any documents or policies, other than General Orders, which addressed how the Police Division is pursuing a diverse workforce. The

Police Chief provided a couple of past police officer job announcements and a recruiting video on the Police Division's Facebook page that emphasizes diversity. After discussion on how to increase diversity hiring efforts, they came up with three (3) ideas. The first idea is to reach out to minority organizations such as the National Organization of Black Law Enforcement Executives (NOBLE) to post job opportunities. The second idea is to advertise with other police departments that have higher minority representation. The third idea is to ensure minority representations in the police department through mentoring up through the ranks. Committee Chair Eric Stephens added that about 10% of the Police Division are minorities (non-white). The Committee also discussed including mental health professionals to respond to certain types of police calls and will explore that more during their December 2021 meeting. Vice Chair Rhoda Sumlin asked if the Police Division currently has a diversity hiring plan and Committee Chair Eric Stephens replied there is no specific plan but all job announcements state that woman and other minorities are highly encouraged to apply. Chair Yolanda Stephens confirmed the Reform Committee's key focus areas are incorporating mental health professionals and minority recruitment. She added that the recommendation to City Council to establish a citizen review board to allow citizens an avenue to address citizen complaints about the Police Division is on the City Council's agenda for December 2021.

Outreach Committee

Committee Chair Dr. Fred Aikens stated the Committee met on October 26, 2021 and discussed several items. The first item discussed was the high school essay contest for the topic "Why Is It Important to Honor the History of Indigenous Peoples in America and What Can Non-Natives Do to Further the Restoration of Indigenous Life and Culture." There are two prize categories: 9th-10th grade and 11th-12th grade. The first prize is \$300.00, the second prize is \$200.00, and the teachers mentioned in the winning entries will receive \$50.00 each. Committee Chair Dr. Fred Aikens will check on the progress of the entries. The second item discussed was the Martin Luther King (MLK) Day and Unity Walk activities scheduled for January 17, 2022. The location of the guest speakers will alternate year to year from North and South Huber Heights; they will start in North Huber Heights for 2022. They are still working on the starting and ending points for the Unity Walk. The

Juneteenth/Father's Day Funk Festival planning is continuing, and they are working with Acting City Manager Bryan Chodkowski and Music and Event Management Incorporated (MEMI) to book funk bands for the Rose Music Center. The alternate location is Eichelberger Park if the Rose Music Center is not available. The Father's Day Funk Festival is planned for June 19, 2022, and they are still working on details. The Multicultural Festival is scheduled for Saturday, June 25, 2022, 12:00 P.M. to 6:00 P.M., and they are still working on participants, music bands, and food vendors. They will solicit assistance from other Boards/Commission and the public for all of the events. Committee Chair Dr. Fred Aikens added he would like to see a future forum addressing financial literacy because it is important. Chair Yolanda Stephens asked when they will have confirmation of what bands MEMI has booked. Human Resources Director Katie Knisley replied they may not know what bands have been booked until April 2022. Committee Chair Dr. Fred Aikens added he has provided information to the Acting City Manager Bryan Chodkowski to pass on to MEMI to work with the Dayton Funk Museum. Chair Yolanda Stephens stated they need to develop a volunteer pool for all events and will assemble an ad hoc committee to solicit volunteers. Mia Honaker volunteered for the ad hoc committee and Dr. Fred Aikens suggested that Dr. Theresa Aikens be asked.

8. Old Business

Proclamation for Lucille Dale

Chair Yolanda Stephens reported the City Council had approved the proclamation and will notify the CDCAC when the proclamation will be presented to Ms. Dale.

Council Recommendations

Chair Yolanda Stephens stated there were three recommendations to City Council, but the proclamation designating Indigenous Peoples Day was approved by City Council, so there are two remaining. The remaining recommendations are the establishment of a citizen's review board and establishing a recognition program for the Black Business of the Quarter. The City is continuing to update the City website and Chair Yolanda

Stephens reminded all CDCAC members to provide suggestions to the City for inclusion on the City webpage. She added she is very proud the CDCAC and the work they are doing.

2022 Program/Projects

Chair Yolanda Stephens commented there were a lot of planned events/activities in 2022. Vice Chair Rhonda Sumlin stated the CDCAC Facebook page should highlight specific months such as Black History Month, Native American History Month, and Hispanic Heritage Month. She added they should support other Boards/Commission and City events. City Council Member Kathleen Baker suggested the CDCAC submit their planned events for inclusion into the quarterly City newsletter. Tara Purvis asked about progress on the needs assessment. Chair Yolanda Stephens replied she will check on that and the diversity plan.

9. New Business

Chair Yolanda Stephens stated there will be a CDCAC vacancy in January 2022 due to Estephon Ramirez's decision to step down. She thanked Estephon for all of his service and Estephon replied he will still be involved as a resident. She added the City is taking applications through November 26, 2021. She stated there is a panel that interviews all eligible applicants, and the panel consists of representatives from the Clerk of Council, the Human Resources office, the Board/Commission chair, and the City Liaison for the Board/Commission. There were several questions regarding the interview process. Human Resources Director Katie Knisley stated the Clerk of Council has a set of standard questions that are asked to each potential Board/Commission applicant. Vice Chair Rhonda Sumlin provided her concern that potential applicants may not share the same passion as the current CDCAC members. Chair Yolanda Stephens asked why the same questions are asked to all Board/Commission interviewees. Human Resources Director Katie Knisley replied because it could be determined that the applicant for one Board/Commission might be suited for another Board/Commission vacancy. Jean Newby asked if the CDCAC Chair can ask questions during the interviews and Human Resources Director Katie Knisley said yes, the CDCAC Chair can provide follow up questions to the applicants.

Mia Honaker stated during the October 2021 forum, there was a discussion about Minority Health Month, which is April. Mia Honaker is a member of the Executive Board for the Asian American Council of Dayton, and they hold an annual expo for Minority Health Month in Kettering. She is collaborating with the Asian American Council to the move the 2022 expo to Huber Heights. The expo provides doctors to perform routine medical tests, provide shots, and offer information seminars. She asked if the CDCAC Chair and Vice Chair are available to meet with the Asian American Council and Chair Yolanda Stephens said to set up a meeting in December 2021.

Guest, Mr. Timothy Hart, stated he feels the current City Council does not have enough minority representation and offered his help to recruit quality minority candidates in the future. He stated the residents need to be more involved in the voting process. He also suggested the Advocacy Committee set a Clean Up the Park Day and that at least one minority business be required in the bidding process. He agrees the City should be more diverse in their hiring practices. He added he owns I-70 Paintball and willing to donate free passes to high school studies as prizes to get them more involved. He further stated he thinks quality food should be added to the Minority Health Month discussion items. Chair Yolanda Stephens invited Mr. Tim Hart to volunteer for future CDCAC activities and encouraged him to apply for the upcoming CDCAC vacancy.

10. **Adjournment**

Chair Yolanda thanked all the guests, including Ms. Eva Newby, Mr. Timothy Hart, and City Council Member Kathleen Baker, for attending and adjourned the meeting at 8:19 P.M.