



Minutes: REFORM COMMITTEE  
OF THE  
CULTURE AND DIVERSITY CITIZENS ACTION COMMISSION  
Police Division  
6131 Taylorsville Road  
November 15, 2021  
12:00 P.M.

1. Call Meeting To Order: Meeting called to order at 12:05pm

2. Roll Call: All are present. Chief Lightner-HHPD, Eric Stephens-Chair, Arrick Richardson, Estephon Rameriz, and Tara Purvis.

3. Discussion:

Reform Committee met with Huber Heights Police Chief Mark Lightner on November 15, 2021, to follow up on a previous request for the Police Department to provide a strategic diversity recruiting plan. At this meeting, Police Chief Mark Lightner provided a detailed recruiting plan/analysis that contained recruiting objectives and analysis of previous diversity recruiting activities for 2019-2021. (There were no formal recruiting activities in 2020 due to the pandemic). In 2019, there were 45 applicants for police positions: 20% were female and 24% were other minorities. According to the 2017 Huber Heights Police Department demographic report, the Police was 96% white and 4% minorities. In 2019, the demographics were 92% white and 8% minorities. In 2020, the demographics were 90% white and 10% minorities. The Reform committee asked that future vacancies be advertised on websites such as National Organization of Black Law Enforcement Executives (NOBLE).