

Notice of Meeting

CITY COUNCIL JOINT WORK SESSION WITH THE CULTURE AND DIVERSITY CITIZEN ACTION COMMISSION

Thursday, August 4, 2022

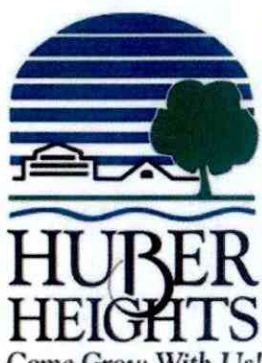
*at or about 6:00 p.m. at City Hall –
Council Chambers – 6131 Taylorsville Road*

**Huber Heights Mayor Jeff Gore has scheduled a
City Council Joint Work Session with the
Culture and Diversity Citizen Action Commission
to discuss:**

- Citizens Review Board
- Community Needs Assessment

Please Note:

The meeting will be viewable by the public on live stream available at www.hhoh.org



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**CITY OF HUBER HEIGHTS
STATE OF OHIO**

**City Council Work Session -
Joint Meeting With The
Culture And Diversity Citizen Action Commission**

August 4, 2022

6:00 P.M.

City Hall – Council Chambers – 6131 Taylorsville Road

1. **Call Meeting To Order/Roll Call**
2. **Work Session Topics Of Discussion**
 - A. Citizens Review Board
 - B. Community Needs Assessment
3. **Adjournment**

**CITY OF HUBER HEIGHTS
STATE OF OHIO**

**Council Work Session Meeting Minutes - Joint Meeting With
Culture And Diversity Citizen Action Commission (CDCAC)**

Name of Body: Council Work Session

Date: August 4, 2022

Time: 6:00 P.M.

Place: City Hall – 6131 Taylorsville Road – Council Chambers

Members Present:

Kathleen Baker, Councilmember
Mark Campbell, Councilmember
Nancy Byrge, Councilmember
Anita Kitchen, Councilmember
Ed Lyons, Councilmember
Glenn Otto, Councilmember
Richard Shaw, Councilmember
Don Webb, Councilmember
Jeff Gore, Mayor

CDCAC Members Present:

Fred Aikens, Commission Member (Arrived at 6:38 P.M.)
Bayram Gulalieu, Commission Member
Jean Newby, Commission Member
Tara Purvis, Commission Member
Carla Staigl, Commission Member
Eric Stephens, Commission Member
Yolanda Stephens, Chair
Rhonda Sumlin, Vice Chair

Guests Present:

City Staff Present: Bryan Chodkowski, Katie Knisley, Mark Lightner, and Anthony Rodgers.

Guests Present: There was no list of guests present at the meeting.

Topics of Discussion:

- Citizens Review Board
- Community Needs Assessment

1. **Call Meeting To Order/Roll Call**

Mayor Jeff Gore convened the Council Work Session – Joint Meeting With Culture and Diversity Citizen Action Commission at 6:03 P.M.

Anthony Rodgers took Roll Call.

2. **Approval of Minutes**

There were no minutes for approval.

This Council Work Session 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.

3. **Work Session Topics Of Discussion**

Citizens Review Board

Mayor Jeff Gore outlined the purpose for the joint meeting. He asked Interim City Manager Bryan Chodkowski to provide an update on the meetings between City Staff and members of the Reform Committee of the Culture and Diversity Citizen Action Commission (CDCAC) to discuss the Citizens Complaint Review Board (CCRB).

Bryan Chodkowski provided an overview of the discussions to date from the meetings between City Staff and members of the Reform Committee of the CDCAC to discuss the Citizens Complaint Review Board.

There was a lengthy discussion between the City Council and the CDCAC regarding various aspects of the Citizens Complaint Review Board including the composition, structure, authority, scope, processes, procedures, and other aspects of the CCRB.

Anita Kitchen suggested that the CCRB could possibly be structured within the First Suburbs Consortium as an area-wide resource for all of the communities that belong to the First Suburbs Consortium.

Richard Shaw agreed to contact the First Suburbs Consortium to get a discussion on the agenda at an upcoming meeting of the First Suburbs Consortium regarding the CCRB.

After lengthy discussion, the City Council and the CDCAC recommended that the ongoing meetings between City Staff and members of the Reform Committee of the CDCAC to discuss the Citizens Complaint Review Board continue with the goal of developing a draft framework, policies and procedures, and legislation to establish a CCRB for review and consideration of approval by the City Council.

Community Needs Assessment

Mayor Jeff Gore outlined the history of the effort to develop a community needs assessment regarding diversity, equity, and inclusion issues in Huber Heights. He discussed the recent Request For Qualifications (RFQ) that had been worked on to solicit a contractor to conduct the community needs assessment.

Nancy Byrge expressed concerns with certain aspects of the RFQ for the community needs assessment that had been developed by the CDCAC. She said she had requested that the CDCAC reach out to Fabrice Juin, Regional Equity Initiative Project Manager, at the Miami Valley Regional Planning Commission for assistance in refining the RFQ.

There was a lengthy discussion between the City Council and the CDCAC regarding various aspects of the RFQ for the community needs

assessment including the language, contractor qualifications, intent, deliverables, and other aspects of the RFQ.

After lengthy discussion, the City Council and the CDCAC recommended that the Clerk of Council distributed the draft RFQ for the community needs assessment to the City Council and the CDCAC for a final review prior to finalizing the RFQ for the community needs assessment. The City Council and the CDCAC also recommended that the RFQ for the community needs assessment be placed on the agenda at an upcoming Council Work Session for further discussion and consideration of approval by the City Council.

Other Business

Rhonda Sumlin distributed a Recommended Quarterly DEI Assessment (see attached) to the City Council to review.

There was no other business conducted at the Council Work Session.

4. **Adjournment**

Mayor Jeff Gore adjourned the Council Work Session – Joint Meeting With Culture and Diversity Citizen Action Commission at 8:09 P.M.

Recommended Quarterly DEI Assessment

1. What actions did you take?

- If you conducted a survey today, what percentage of employees would be able to share the actions you took?
- Were employees removed due to their non inclusive behavior?
- If your company has a PIP, then is inclusive behavior a crucial aspect of that? How does your company define that?
- Are your DEI / Anti-Racist competencies embedded in the interview stage that follows through once an individual joins?
- What have your organizational conversations advanced to?
- Have your organization actions made a difference?
- How would your Black, Hispanic/Latinx, Indigenous and Asian employees respond to each question?

2. How much resources, money, and time have you dedicated?

- Are you low-balling your DEI consultant or asking for a discount that is already set low?
- Does your DEI leader have direct reports now?
- Is your VP, SVP, or Chief of DEI the lowest paid leader at your organization?
- Has the budget increased for DEI efforts?
- Is the DEI function the lowest budget in the organization?
- How often is DEI education taking place?

A best practice is to assess your DEI & Anti-racist efforts on a quarterly basis and share with your employee population during a town hall.

This information was shared by Netta Jenkins, a TEDx speaker who is a leading voice in the Diversity, Equity, Inclusion, Belonging, Anti-Racism field whose soaring audience engagement was doubtless a key factor in Forbes naming her as one of the top 7 anti-racism consultants in the world. An acclaimed author with a deep background in communications, leadership, and behavioral psychology.