



## Regional Equity Initiative Subcommittee Meeting

**LOCATION:** Montgomery County Employment Opportunity Center (4303 W. Third St., Dayton, OH 45417)

**DATE/TIME:** Tuesday, May 27, 2025 at 11:00 a.m.

### Agenda

<u>Item</u>	<u>Topic</u>	<u>Pg.</u>	<u>Est. Time</u>	<u>Presenter</u>
I.	<b>Welcome &amp; Introductions</b>		11:00	Rap Hankins
II.	<b>Subcommittee Chair &amp; Member Updates/Insights</b>		11:15	All Participants
	<ul style="list-style-type: none"> <li>What are some of the recent local impacts from federal shifts?</li> <li>What have we heard from residents across the region?</li> <li>What has been the community's response so far?</li> </ul>			
III.	<b>Subcommittee Project Focus</b>		11:45	All Participants
	<ul style="list-style-type: none"> <li>Miami Valley Environmental Justice Partnership &amp; Environmental Justice Collaborative Problem-Solving Cooperative Agreement (FY25)</li> <li>Fiscal Year 2026</li> </ul>			
IV.	<b>Program Manager Updates</b>		12:15	Fabrice Juin
	<ul style="list-style-type: none"> <li>Ohio Digital Inclusion Grant Program &amp; Great Lakes Thriving Communities Grantmaking Program</li> <li>BroadbandOhio &amp; Broadband Equity Access and Deployment Program</li> <li>The State of Black Dayton Report</li> <li>Agency Data and Institute Metrics</li> </ul>	3   40		
V.	<b>Asian American &amp; Pacific Islander Heritage Month</b>		12:30	All Participants
	<ul style="list-style-type: none"> <li>"Am I An American or Am I Not?" Exhibit (The International Peace Museum)</li> </ul>			
VI.	<b>Other Informational Items</b>		12:45	All Participants
	<ul style="list-style-type: none"> <li>MVRPC Open House</li> <li>African American Community Fund Annual Fundraising Breakfast</li> <li><a href="#">Upcoming Equity Engagements</a></li> </ul>			
VII.	<b>Action Items, Follow-Up, &amp; Next Meeting</b>		12:55	Fabrice Juin
VIII.	<b>Closing Remarks</b>		1:00	Rap Hankins

**\*\*NEXT MEETING is August 26th, 2025\*\***

*All Information is available on the [MVRPC Committee Center](#)*

Interpreters for hearing-impaired individuals are available upon request; requests should be made at least one week ahead.

**MIAMI VALLEY REGIONAL PLANNING COMMISSION  
REGIONAL EQUITY INITIATIVE SUB-COMMITTEE  
MEETING SUMMARY**

**Guests Present**

Kemo A'akhutera, Mod Fab Inc.  
Jeffrey Adams, City of Huber Heights  
Tania Arseculeratne, The Dayton Foundation  
Peter Benkendorf, The Collaboratory  
Destiny Brown, ABLE  
Bonnie Buthker, Ohio EPA  
Nancy Byrge, City of Huber Heights  
Ellen Claiborne, Office of Strategic Initiatives  
Gayle Covington-Fowler, EJ Alumni  
Mackenna Cristilly, University of Dayton  
Taylor Curtis, YWCA Greater Cincinnati  
Elizabeth Gish, ABLE  
Rap Hankins, Chairperson  
Tom Kelley, United Way of the Greater Dayton Area  
Stephanie Kellum, City of Trotwood  
Christina Mendez, Dayton Hispanic Chamber of Commerce  
Adriane Miller,  
Tim Pritchard, City of Dayton Office of Sustainability  
Christopher Shaw, City of Dayton  
Richard Schultze, Concerned Citizen  
Christa Wheeler, EJ Alumni  
Demarus White, NPOWER

**February 25, 2025  
11:00 a.m.**

**Staff**

Serena Anderson  
Savannah Diamond  
Fabrice Juin  
Leslie King  
Brian O. Martin  
Elijah Vernagus  
Megan Young

The Miami Valley Regional Planning Commission hosted the Regional Equity Initiative Sub-Committee meeting on February 25, 2025 at 11:00 a.m. at The Montgomery County Employment Opportunity Center and via Zoom Video Conference.

**I. WELCOME & INTRODUCTIONS**

Chairperson Rap Hankins called the meeting to order at 11:00 a.m. Self-introductions were made.

**II. PROGRAM MANAGER DOMAIN UPDATES**

Program Manager, Fabrice Juin, gave an overview of the ILLEC Annual Report that was presented to the Institute Steering Committee and the Board of Directors. The annual report included a brief history of the Institute, an update on the Miami Valley Age-Friendly Network that has expanded to 15 member communities, and explained that there has been a shift from providing domain-by domain updates to focusing on the core elements of all institute work.

Mr. Juin proceeded to discuss the Institute for Livable & Equitable Evaluation Executive Summary that was conducted through the Dayton Foundation. He stated that there was a lot of positive feedback, but he wanted to focus on the comments that provided opportunity to make improvements. Mr. Juin summarized each area of focus and then shared eight recommendations that were derived from the results of the evaluation.

Mr. Juin invited the subcommittee members to have an open discussion about the evaluation. Several members posed their questions and concerns about the evaluation.

Fabrice Juin concluded the discussion by stating the goal is to establish a strategic plan that sets a path for the Institute for the next five years. MVRPC will be seeking insights based on the annual report and evaluation summary.

Fabrice Juin gave brief domain updates. He stated that MVRPC will be contributing to the Dayton Daily News Community Advisory Board as well as the Greater West Dayton Conversation. MVRPC will also host a community listening session for the Climate Pollution Reduction Grant. Mr. Juin said that he would be in Westwood to engage with the community about what environmental action and climate action looks like to the Westwood community which represents underserved communities. He noted that he is still looking for grant opportunities that have not been rescinded such as the Great Lakes Environmental Justice Thriving Communities Grantmaking Program and the Ohio Digital Inclusion Grant Program.

Fabrice Juin asked Destiny Brown to provide an update on the Dayton Tenant Union Tenant Education Program. Ms. Brown stated that the first session of the education program started on January 27, 2025 in Huber Heights. The sessions will be held across the county at various locations. Several partners attend these sessions such as ABLE, Montgomery County Public Health, Human Relations Council, and Miami Valley Fair Housing. Tenants can attend these sessions to address their immediate concerns.

### **III. FY25 PROJECT FOCUS: MIAMI VALLEY ENVIRONMENTAL JUSTICE PARTNERSHIP**

Mr. Juin summarized that the current administration is intent on purging environmental justice across the federal government and that the Justice40 Initiative is no longer being promoted and EJ-related funding is being challenged. The Environmental Justice Collaborative Problem-Solving Agreement was pursued to serve as the catalyst and foundation in establishing the MVEJP.

### **IV. AGENCY DATA MAPPING & METRICS**

Fabrice Juin reported that there were links to the relevant MVRPC data resources in the January REI Monthly update. He noted that this will be a topic of discussion at the May meeting. Mr. Martin suggested the idea of creating a data committee.

### **V. SUBCOMMITTEE CHAIR & MEMBER UPDATES/INSIGHTS**

February is Black History Month. The Miami Valley Urban League is working on the "State of Black Dayton" report. Dr. Debra Brathwaite summarized her role and work on the project.

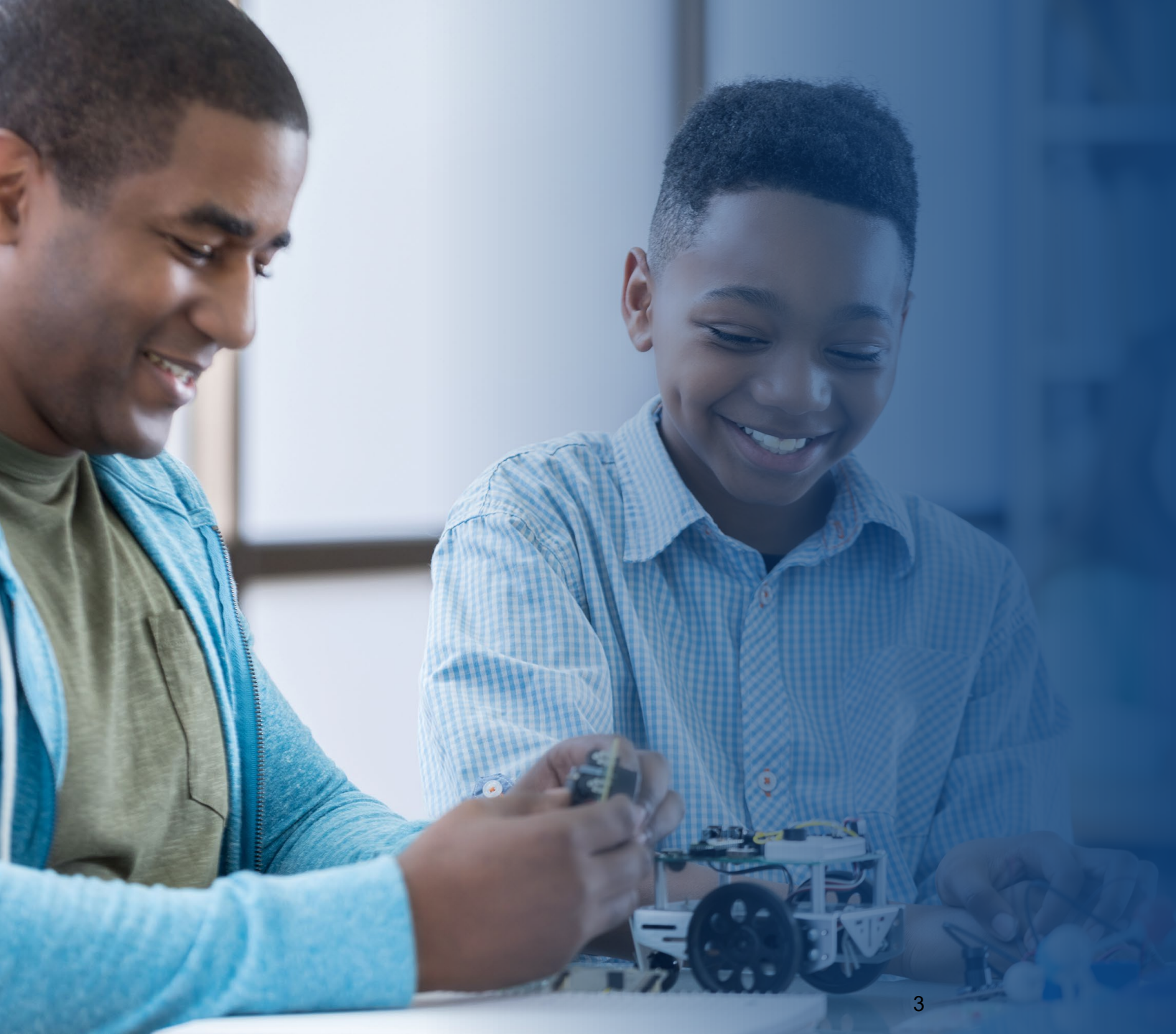
Chairperson Rap Hankins asked for the subcommittee members to consider House Bill One and Senate Bill One which puts limits on higher education.


### **VI. ACTION ITEMS, FOLLOW-UP, & NEXT MEETING**

Next meeting is to be held on Tuesday, May 27, 2025 at 11:00 AM. The location of this meeting has not yet been decided.

### **VII. CLOSING REMARKS**

Chairperson Rap Hankins adjourned the meeting at 1:00 p.m.

A man and a young boy are sitting at a table, smiling and working on a small robot. The man is on the left, wearing a green shirt and a blue jacket. The boy is on the right, wearing a blue and white checkered shirt. They are both looking down at the robot, which has two large black wheels and a small motor. The background is a blurred indoor setting.

**The webinar  
will begin  
shortly.** 



A photograph of three young women in a library or study area. One woman, wearing a blue floral hijab, is smiling and looking at a laptop. Two other women are looking at the laptop screen. A bookshelf is visible in the background. The image is partially covered by a dark blue overlay on the right side, which contains the title text.

# Ohio Digital Inclusion Grant Program

# Overview

- Ohio's Digital Opportunity Plan was developed by Ohioans for Ohioans, outlining key strategies to address issues beyond connectivity that affect Ohioans' access to high-speed internet.
- The Ohio Digital Inclusion Grant program is a federally funded state grant program to support the implementation of Ohio's Digital Opportunity Plan.






# Navigating the Webpage


An official State of Ohio site. [Here's how you know](#) ▾

Language Translation

 EXPLORE BROADBAND VIEW MAPS GRANT OPPORTUNITIES DISCOVER NEWS & EVENTS ? Help Search

[Broadband](#) / [Grants Opportunities](#) / [Digital Opportunity in Ohio](#) / [Ohio Digital Inclusion Grant Program](#)

## Ohio Digital Inclusion Grant Program



Ohio Residential Broadband Expansion Grant

Federal Resources & Grants

Digital Opportunity in Ohio




Pole Replacement and Undergrounding

### Overview

A key strategy for closing the digital divide in Ohio is to support sustainable, effective digital inclusion initiatives, led by regional and local partners, that serve all Ohioans with a special emphasis on the following covered populations:

- Low-income households
- Aging populations
- Veterans
- People with disabilities

**LAUNCH** Apply Now

Share this   

#### For more information

[Digital Opportunity in Ohio webpage](#)

[Digital Inclusion Grant Program FAQ](#)

[Digital Inclusion Grant Program Application Questions — Feb. 2025](#)

[OhioPays webpage](#)

[Digital Inclusion Grant Technical Assistance Webinar](#)


#### External Resources

[SAM.gov](#)

Access the Application

Access additional resources

Scroll for additional grant information



# Eligible Entities

Eligible entities must fall within at least one of following categories to be eligible for funding:

- A political subdivision or state agency
- A non-profit foundation, corporation, institution, or association
- A community anchor institution
- A local education agency
- An entity that carries out a workforce development program
- A partnership between any entities described above
  - Partnerships may include entities not otherwise eligible for funding, including for-profit organizations and internet service providers (ISPs) so long as they are not the primary applicant.
- An Indian Tribe, an Alaskan Native entity, or a Native Hawaiian organization



# Eligible Projects

## Projects must serve at least one covered population:

- Low-income households
- Aging populations
- Veterans
- People with disabilities
- People with language barriers
- Racial and ethnic minorities
- Rural residents
- Justice-involved individuals

## Projects must address at least one Ohio Digital Opportunity Plan barrier:

- Stakeholder Engagement
- Access to Affordable Broadband
- Access to Digital Skills Training and Technical Support, including Training and Support around Privacy, Security & Safety
- Access to Affordable Devices
- Accessibility & Inclusivity of Public Resources & Services

## Projects must impact at least one Digital Inclusion Outcome Area:

- Economic and Workforce Development
- Education
- Health
- Civic and Social Engagement
- Delivery of Other Essential Services

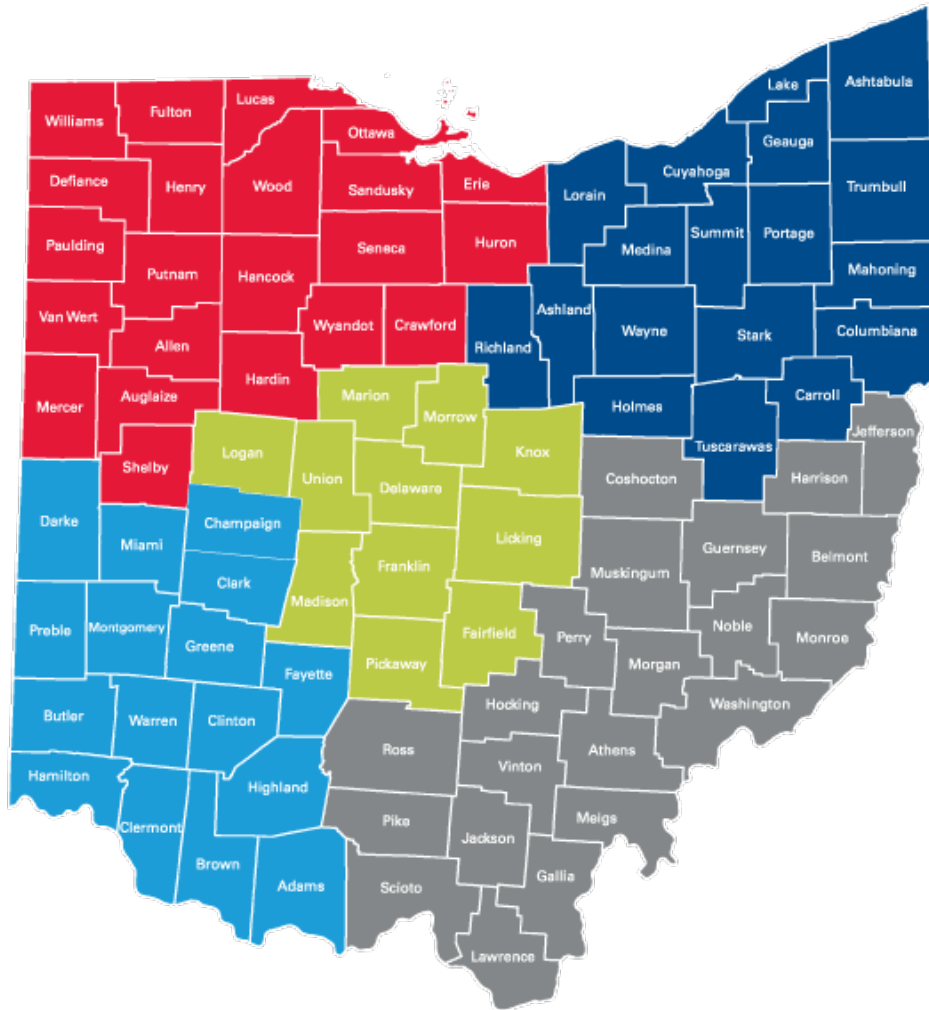


# Awards

- BroadbandOhio is interested in transformative projects that prioritize sustainability beyond the award period and emphasize collaborative partnership to achieve common goals
- Organizations can apply for funding up to \$1 million disbursed on a payment schedule over the course of grant, based on project milestones
- Funding expires in 2029
- Awards are contingent on:
  - Availability of federal funding
  - Final approval from the NTIA and NIST
- Organizations must:
  - Have a UEI to receive federal funds through the State of Ohio
  - Be a part of the OhioPays system to receive funds through the State of Ohio



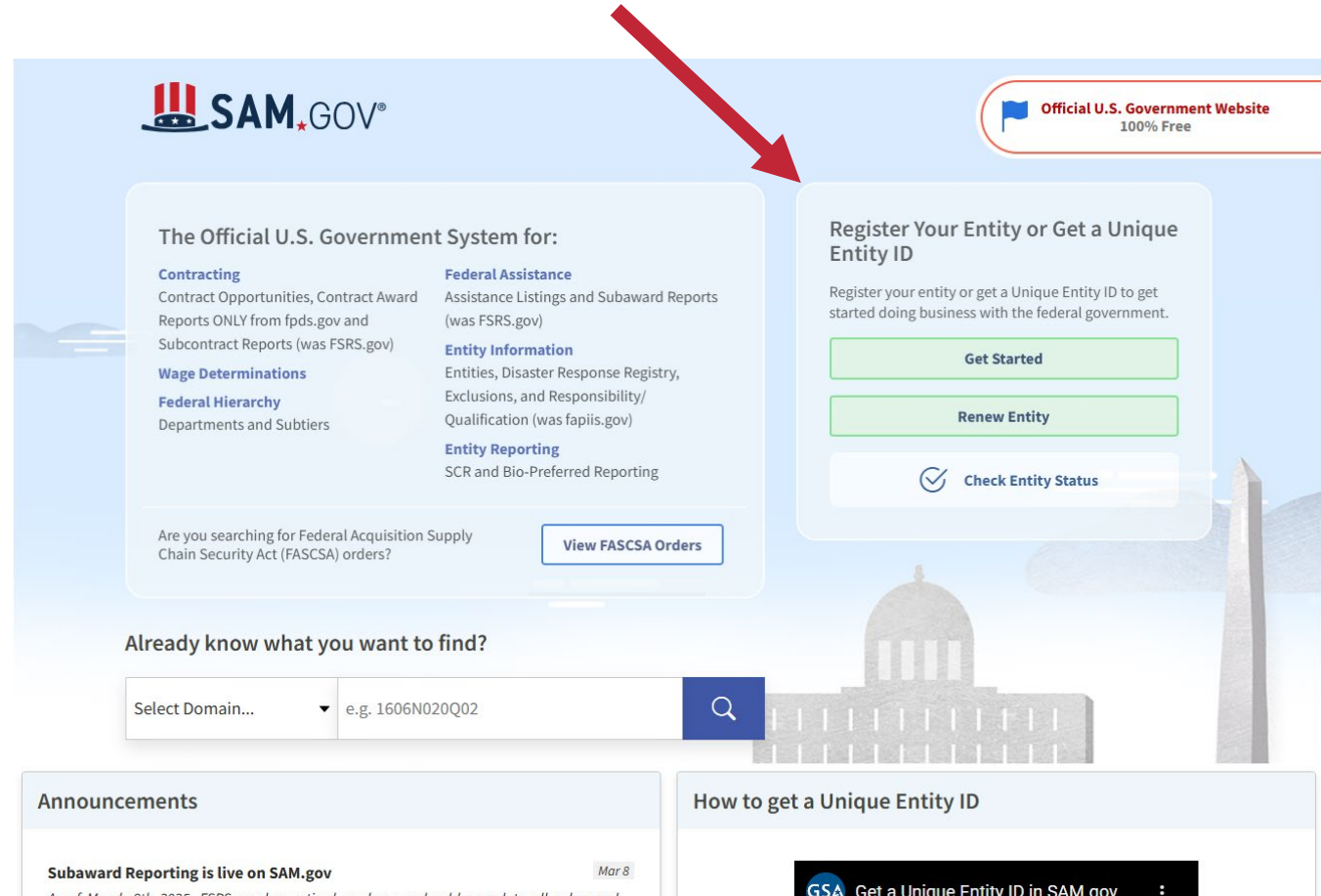
# Regional Digital Inclusion Alliances



- BroadbandOhio established Regional Digital Inclusion Alliances (RDIAs) across five regions of the state (**Northwest**, **Northeast**, **Central**, **Southeast**, **Southwest**) to champion digital equity and inclusion at local and regional levels
- Looking to award at least one project per region
- Will accept Letters of Support from RDIA lead organizations *only*
  - Entities may submit a Letter of Support from at least one of the RDIA lead organizations in their project area.

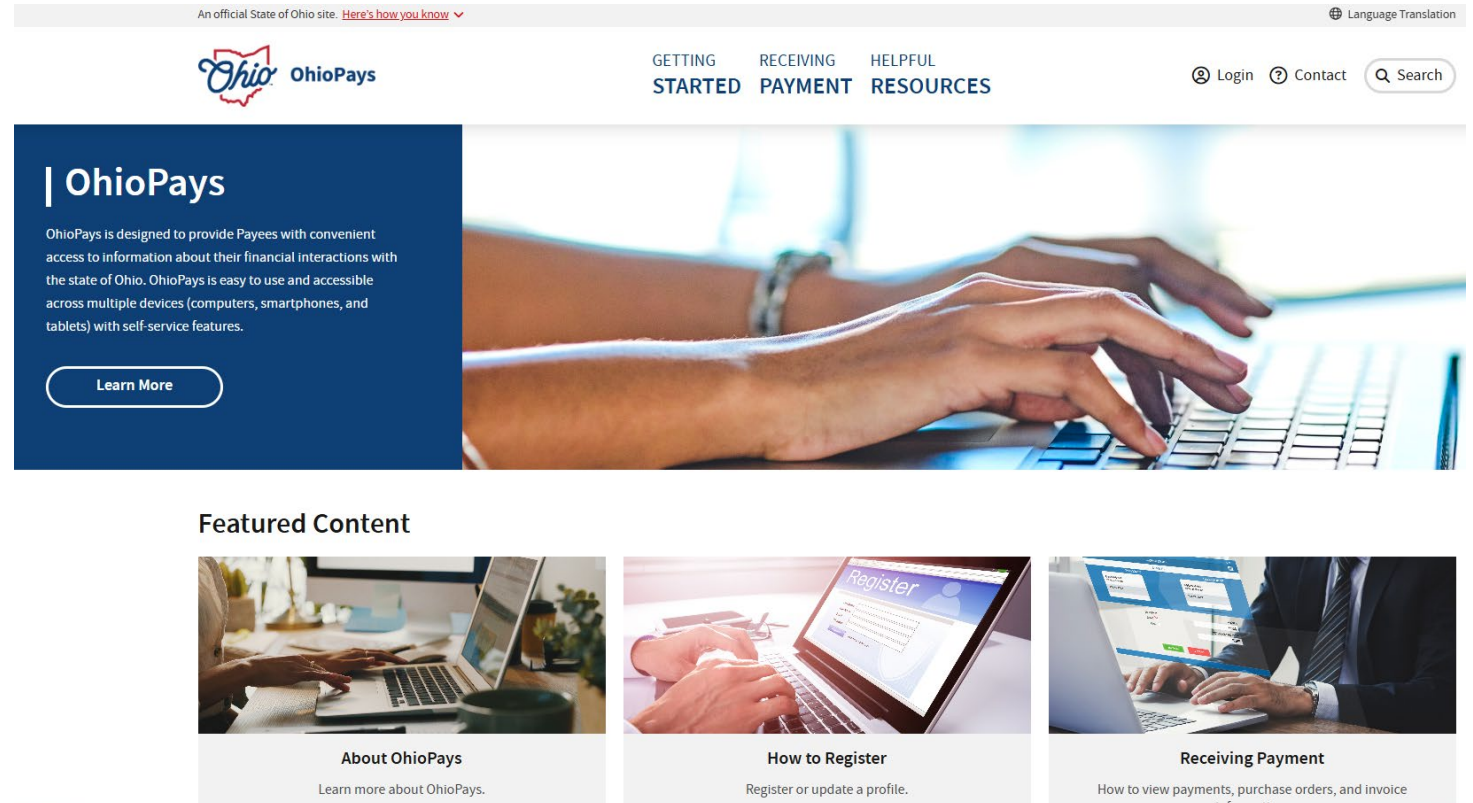
# Unique Entity ID Registration

- Organizations must have a UEI to receive federal funds through the State of Ohio.
- A UEI number is a 12-character alphanumeric value assigned, managed, and owned by the federal government that validates your organization's legal business name and address.
- If you do not have a UEI, please visit [sam.gov](https://sam.gov) to apply for one.



# OhioPays Registration

- Organizations must be part of the OhioPays system to receive funds from the State of Ohio.
- You will need an OH|ID to complete your New Payee Registration.
- Visit the OhioPays [webpage](#) for detailed instructions to register within the system.





# Post-Award Requirements



If awarded, organizations must meet the following additional requirements:

- Organizations must participate in their Regional Digital Inclusion Alliance (RDIA).
- Organizations must commit to adopting an organization-wide web accessibility policy if one is not already implemented.

Visit the [BroadbandOhio Digital Opportunity webpage](#) for more information on RDIAs and regional lead organizations, including contact information.



# Reporting Requirements

- Organizations will be required to comply with federal and State of Ohio reporting requirements as well as report data to BroadbandOhio at various milestones throughout the grant process.
- Milestones are subject to change but include quarterly progress calls with BroadbandOhio and reports over the course of the award period.
- Data may include, but are not limited to, the following:
  - Number of Covered Population(s) served
  - Number of people served within each Covered Population
  - Total number of people served
  - Quantifiable evidence of progress toward measurable objectives
  - Testimony demonstrating the impact of program activities
  - Impact on the selected NTIA Digital Equity Outcome Area

# Key Dates



**April 11, 2025, at 4:00 p.m.:**  
Applications due

**Late May/early June 2025:**  
Conditional awardees submitted to  
NTIA/NIST for approval and final  
review

**???:** Final awards announced

**June 2029:** Grant Period Ends



# Questions?





# Resources

- [Digital Opportunity in Ohio](#)
- [Ohio Digital Inclusion Grant Program](#)
- E-mail us at [bbohgrants@development.ohio.gov](mailto:bbohgrants@development.ohio.gov)
- Reach out to your RDIA lead to participate in local and regional digital equity efforts.

# GREAT LAKES

Environmental Justice Thriving  
Communities Grantmaking Program





# GREAT LAKES TCGM PARTNERSHIP



## **PROGRAM GOAL**

Distribute \$40 million in grants  
for community-led innovation  
and to strengthen environmental  
justice groups by breaking down  
barriers to federal funding





## WHERE

The Great Lakes TCGM Partnership was chosen to issue grants in Region 5 of the EPA, which includes Indiana, Illinois, Michigan, Minnesota, Ohio, Wisconsin, and 36 federally recognized tribal nations.

# GRANTS MUST SUPPORT:

**Environmental justice** efforts in **disadvantaged communities** as defined by the EPA.

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**Just treatment and meaningful involvement of all people**, regardless of income, race, color, national origin, Tribal affiliation, or disability, **in decision-making and activities** that affect human health and the environment.



Populations sharing a particular characteristic, as well as geographic communities, that have been **systematically denied a full opportunity to participation in aspects of economic, social, and civic life**. These include Black, Native, Latino, and other people of color; LGBTQ+; persons with disabilities; children; the elderly; religious minorities; and those otherwise adversely affected by persistent poverty or inequality.

# ISSUE AREAS

Grants will support projects that focus on environmental justice, climate, and public health issues including, but not limited to:

- Environmental health
- Air, soil, and water quality
- Healthy homes
- Access to healthy food
- Stormwater and green infrastructure
- Emergency preparedness and disaster resilience
- Environmental job training





# ELIGIBLE APPLICANTS

**Tribal governments  
and intertribal  
consortia**

**Native American  
and Indigenous  
organizations**

**Nonprofit  
organizations**

*Including grassroots/community-based,  
philanthropic, and civic organizations*

**Local governments**

**Institutions of higher  
education**



## **TCGM GRANTS ARE BEST SUITED FOR:**

- Building experience and internal capacity to apply for other federal, state, and local government grants
- Supporting existing work that is currently not funded by another source
- Complementing other funded projects (as long as there is no double-counting)
- Use as matching funds
- For Tier 3: shovel-ready new projects (plans are already developed)

# WE PRIORITIZE:

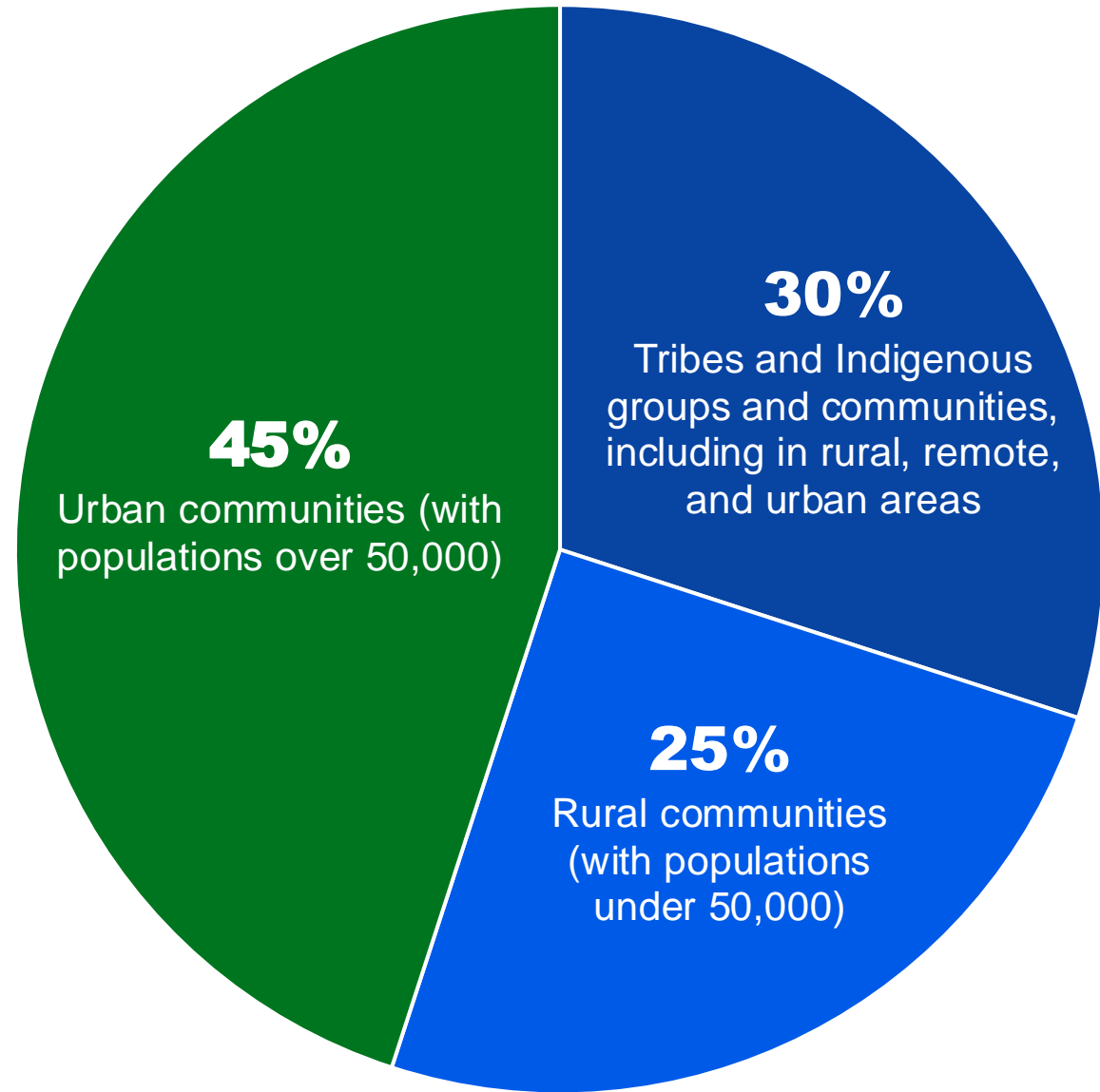
- Federally recognized tribes
- Native American, Indigenous, and community-based nonprofits or fiscally sponsored projects with budgets under \$5 million (under \$1 million for Tier 1 grants).
- Communities or municipalities that have received federal or state disaster declarations in the past five years
- Communities with populations under 10,000





# GRANT DISTRIBUTION GOALS

We plan to distribute at least 200 grants across the region.



# GRANT TIERS

## TIER 1

Assessment and  
Engagement

- One-year grants of up to \$150,000

## TIER 2

Community Education and  
Planning

- One- to two-year grants of up to \$250,000

## TIER 3

Project Development and  
Implementation

- One- to two-year grants of up to \$350,000

All applications open December 2024

*Through a noncompetitive process, we will also award one-year grants of \$75,000 for severely capacity-constrained communities under Tier 1.*



# TIER 1

## Assessment and Engagement

For assessment and engagement efforts that increase understanding of the breadth, depth, or impact of local issues. Eligible activities include, but are not limited to:

- GIS mapping
- Air quality sensor purchasing and siting
- Air, water, or soil sampling, testing, and monitoring
- Research, surveys, and studies
- Power mapping, public engagement, and public education to improve collective understanding of community challenges, needs, and opportunities





## TIER 2

### Community Education and Planning

For community-focused efforts that design, inform, and highlight solutions. Up to 50% of the awarded grant can be used for property acquisition or construction. Eligible activities include, but are not limited to:

- Developing project plans
- Developing communications and outreach plans
- Developing curricula, toolkits, or guidelines
- Hosting events, gatherings, workshops, and trainings
- Creating local advisory committees
- Developing or updating disaster resilience, emergency preparedness, or other community planning and visioning efforts



# TIER 3

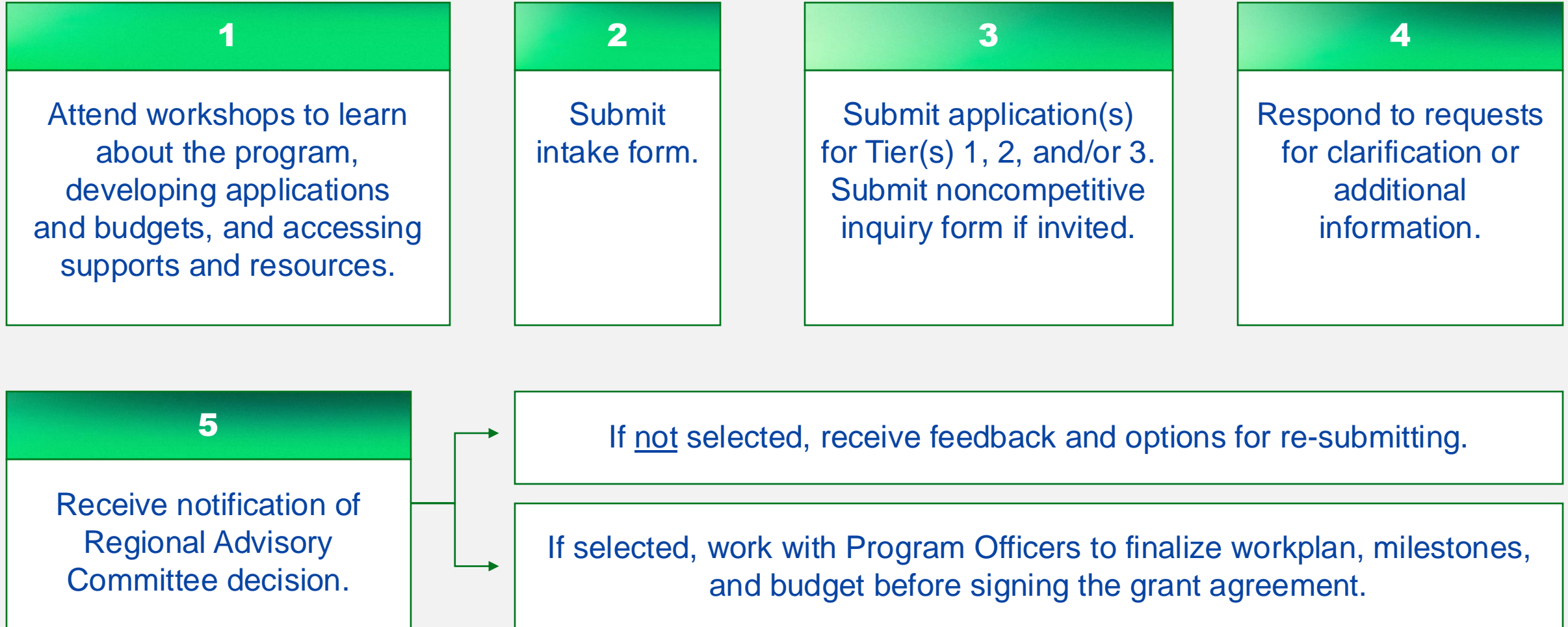
## Project Development and Implementation

For pilot or implement project plans. Up to 50% of the awarded grant can be used for property acquisition or construction. Eligible activities include, but are not limited to:

- Strengthening cumulative impact, public health, or environmental protections
- Increasing access to healthy food (e.g., community gardens)
- Cleaning up contaminated sites
- Launching energy or water efficiency programs
- Installing green infrastructure or clean energy projects
- Creating internships/environmental workforce development programs

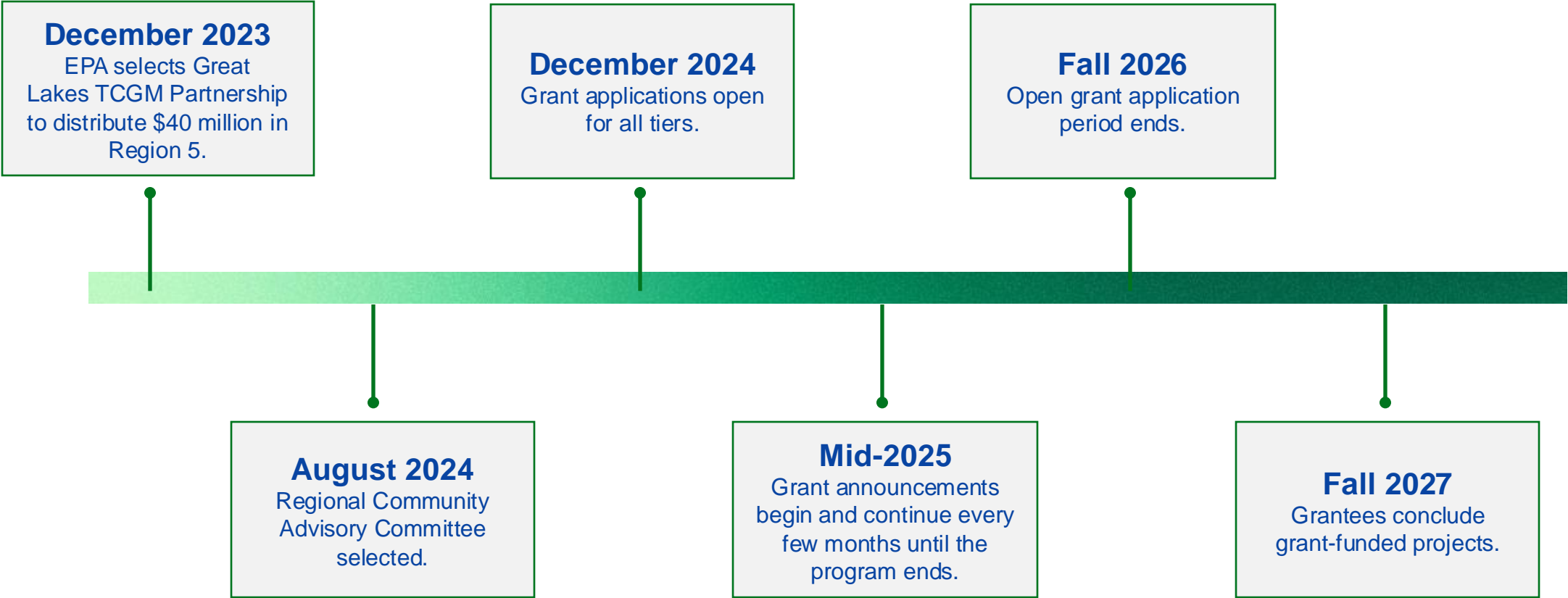
# GRANT PROCESS

(4-8 Months)





# PROGRAM MILESTONES



# GRANT DISBURSEMENT

## Tier 1 Grants

- Grant payments are made on a milestone basis: 50% up front and 50% upon the achievement of mutually agreed-upon milestones.

## Tier 2 and Tier 3 Grants

- Grant dollars are distributed on an as-needed basis (no up-front money can be provided).
- Invoices must be submitted either: 1) In advance of expected payments or; 2) To reimburse payments already made.
- Grant disbursements can be made up to 5 business days before your expenses need to be paid (e.g., 5 days before payroll).

# MANAGING FEDERAL DOLLARS

## Cash Flow

- You will need an easy and clear process for planning, submitting, and tracking invoices so they are submitted and paid in a timely manner.

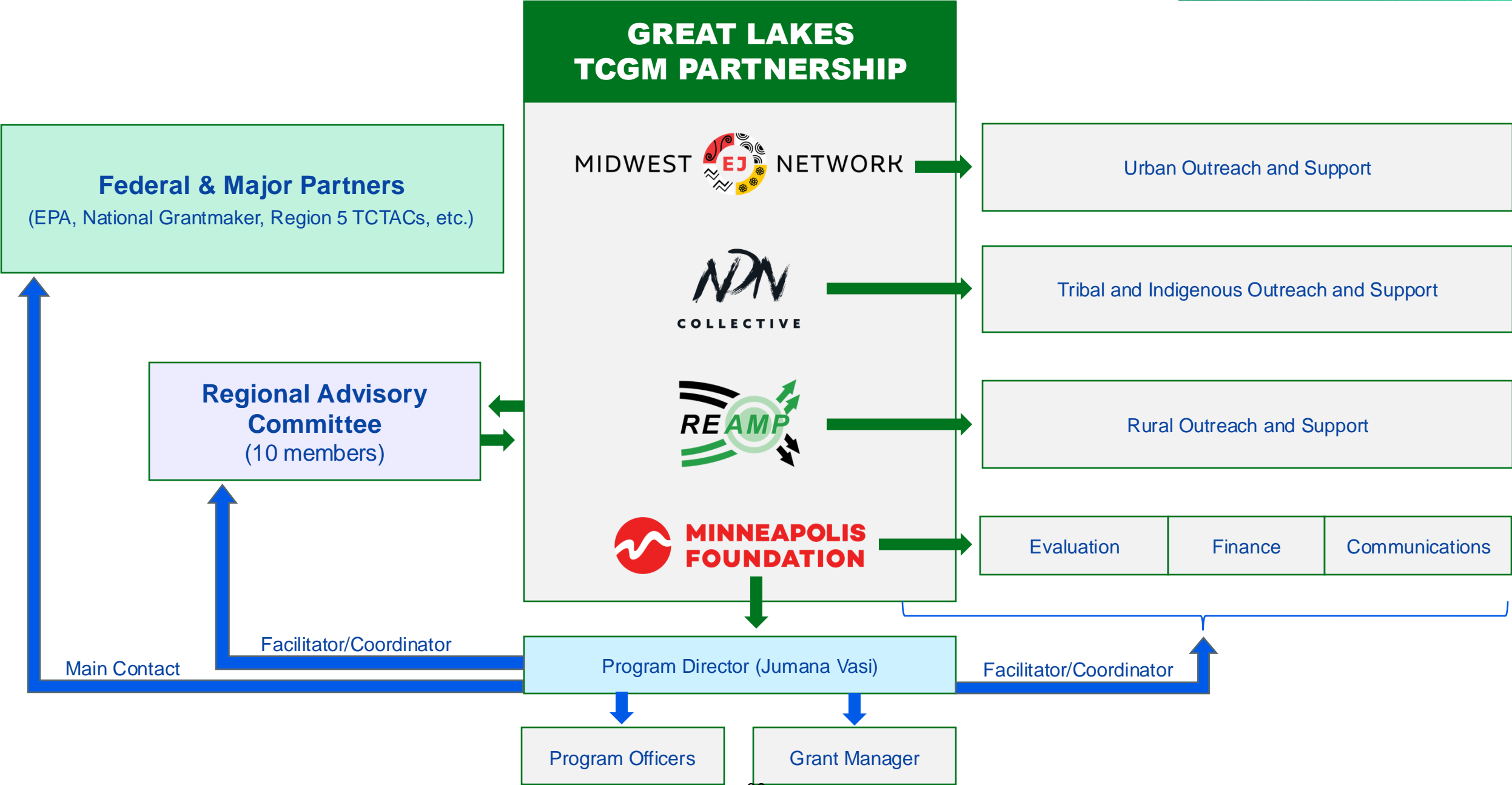
## Financial Systems

- Track and document every EPA dollar spent.
- Ensure EPA dollars are only used on allowable costs.
- Follow and document procurement guidelines.

## Project Implementation

- Use project management staff and system to stay on-budget and achieve milestones.
- Develop and implement a Quality Assurance Plan for environmental data, if applicable.

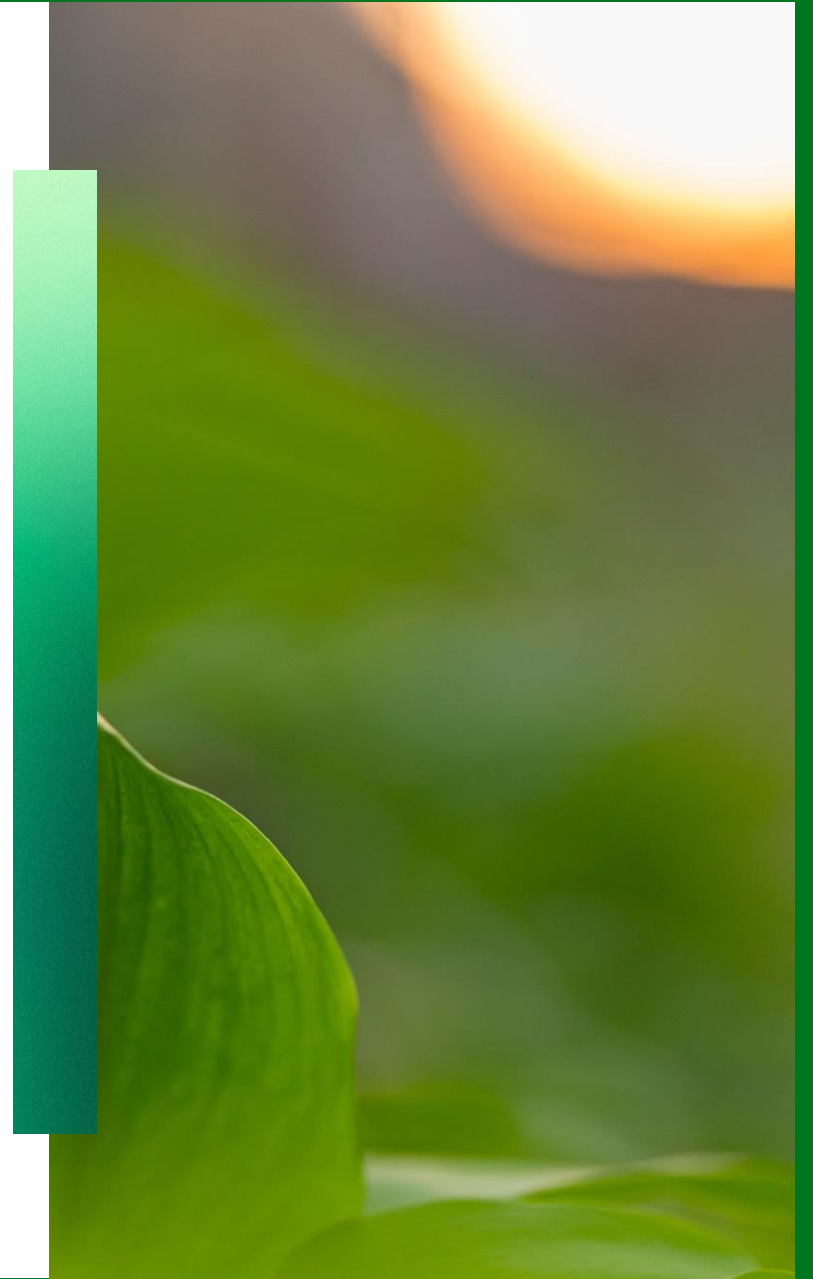




# REGIONAL COMMUNITY ADVISORY COMMITTEE

Responsibilities of this 10-person committee include:

- Reviewing high-scoring applications
- Approving ~84 applications in Year 1 (totaling \$17.5 million)
- Providing feedback on outreach and comms strategies
- Providing input on program design and implementation
- Helping identify community needs and priorities related to TCGM grants





# HOW YOU CAN PREPARE

- Apply for state nonprofit/charitable status if you are not a 501(c)(3)
- Apply for a unique Entity ID (UEI) through [sam.gov](https://sam.gov)
- Identify existing eligible work that is not fully funded. There is no need to apply for a brand-new project unless it is something you already planned to do.
- Review your financial and accounting systems. Estimate costs for properly managing TCGM grants. Include those costs in your proposed budget.
- Begin learning about Quality Assurance Plans if your project will include collecting or analyzing environmental data. Watch for updates on our website with information about this.
- Plan to submit application(s) prior to Fall 2026.
- Sign up for email alerts.

# QUESTIONS?

Visit [greatlakestcgm.org](https://greatlakestcgm.org) for more details and to sign up for email notifications.  
For questions, email [greatlakestcgm@mplsfoundation.org](mailto:greatlakestcgm@mplsfoundation.org).





# *The* **STATE** *of* **BLACK** **DAYTON** **OPPORTUNITIES LOST**



Urban League of  
Greater Southwestern Ohio

Greater Cincinnati Urban League | Miami Valley Urban League



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Electronic copies of The State of Black Dayton: Opportunities Lost  
are available in PDF on our website, [ulgso.org](http://ulgso.org).



# THE STATE OF BLACK DAYTON: OPPORTUNITIES LOST



Urban League of  
Greater Southwestern Ohio





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*“Thank you for your  
unwavering support for  
this publication.”*

# ACKNOWLEDGEMENTS

**Branford D. Brown**  
Executive Director  
Miami Valley Urban League

This work would not have been possible without the financial support of the Dayton Foundation and the CareSource Foundation. Thank you for your unwavering support for this publication and for your unflagging care and concern for the Urban League.

We are especially indebted to the following authors who have given significantly of their time and efforts to research and sculpt the data which tells the story of the current State of Black Dayton and provides a data-driven insight as to the disparities in the Miami Valley community. We owe a huge debt of gratitude to: Catherine Crosby, Human Relations Council; Belinda Stenson, Dayton Area Chamber of Commerce; Helen Jones-Kelley, Montgomery County Alcohol Drug Addiction & Mental Health Services; Judge Anthony Capizzi, Montgomery County Juvenile Court; Robert Gresham, Wright & Schulte, LLC; Ralph Wilcoxson, Law Office of C. Ralph Wilcoxson, II;

Gregory Taylor and Shelia Burton, Dayton Public Schools; Michael Carter, Sinclair Community College; Mary Tyler, The National Conference for Community & Justice of Greater Dayton; William Gillispie, Community Volunteer; John E. Moore, Sr., Community Volunteer; Debbie Watts Robinson, Miami Valley Housing Opportunities; Jim McCarthy, Miami Valley Fair Housing; Cheryl Scroggins and Jeffrey Cooper, Public Health Dayton & Montgomery County; Retired Professor Vernellia Randall, University of Dayton School of Law.

This document could not have been published without the active support of the Board of Advisors of the Miami Valley Urban League (MVUL) and the Board of Trustees for the Urban League of Greater Southwestern Ohio. Your support is deeply appreciated and helped to form the foundation of what we accomplished.



Jenell Walton, the Urban League's Vice President of Marketing and Key Initiatives did a yeoman's job in project management and organization. Thank you, Jenell, for the untold hours devoted to ensuring that we deliver this document to the community. Thank you as well to Kolita Hollins, Administrative Assistant for the MVUL, for her extra efforts in keeping this project on track. And finally, I wish to thank our number one cheerleader, Donna Jones Baker, the President & CEO of the Urban League of Greater Southwestern Ohio, for her early support and for the deep dive she took to bring this project to completion.

Sincerely,  
Branford D. Brown, Executive Director  
Miami Valley Urban League





*“Blacks in Dayton were able to make a decent living, but something started to happen in the 1970s.”*

# FOREWORD

In Dayton, Black people have been faced with troubling and worsening issues that exacerbate our efforts to achieve equality and inclusion.

From the 1930s through the 1970s, manufacturing jobs were plentiful. Blacks in Dayton and their brethren migrating from the South were able to readily find jobs in the host of manufacturing industries, albeit sometimes at the lowest rung. Nevertheless, Blacks in Dayton were able to make a decent living, support their family, buy a home and automobile, send kids to college, often with only a one-parent income. But something started to happen in the 1970s. McCall's, one of the nation's largest printing plants for magazines and sewing patterns, closed its doors and laid off thousands of employees. This facility was once the nation's largest industrial plant under one roof. Shortly afterwards, Frigidaire's Moraine plant stopped making refrigerators, stoves, air conditioners and other appliances in Dayton and eventually closed the entire plant, sending production workers scrambling for other employment. Soon, the downtown Frigidaire factory that manufactured air conditioning parts for

automobiles and home and industrial air conditioners closed.

About the same time, Dayton Tire and Rubber began to outsource its production of automobile and industrial tires and soon shut down its entire operation, leaving hundreds of workers seeking employment in the declining manufacturing job market. It also left West Dayton with one of the greatest environmental disasters along Riverview Avenue adjacent to what had been a Black middle-class neighborhood.

Soon after, National Cash Register (NCR) realized that its electro-mechanical cash registers were being replaced by electronic machines. NCR was forced to shut down the factories along Stewart and Brown streets where the hundreds of moving parts were manufactured for its outdated products. Despite the limited number of Blacks who worked at NCR, the effect of the factory shutdown left hundreds of Blacks looking elsewhere for jobs. NCR went on to change its focus from cash registers to computers and information technology, but it never restored any of the blue-collar jobs that it once had and eventually left Dayton altogether.



Other blue-collar factories followed suit, shutting down during the '80s and '90s... GH&R Foundry on Webster Street, Dayton Steel Foundry on Broadway and Inland Manufacturing at Third and Abbey. In addition, two major employers in Vandalia – Delco Moraine along Miami Chapel Street, and Delco Products Downtown – closed their doors.

The loss of these blue-collar jobs resulted in two phenomena that affected the African-American community. The loss of good wages and more limited opportunities for future generations to earn decent pay that the factory jobs offered had the long-term effect of increasing the poverty rate for Blacks in Dayton.

Despite the income disparity for Blacks in Dayton, the Black community represents a significant share of purchasing power in this region. Unfortunately, and sadly, very little of that purchasing power goes to support Black businesses. There are disproportionately fewer Black-owned businesses in the Dayton area and most do not provide the array of goods and services that Black consumers tend to purchase. In his recent book, *Black Dollar\$ Matter*,

Cincinnati author and columnist James Clingman challenges the Black community to ponder this question: “*Why do we and others always pontificate about Black ‘buying power’ and seldom, if ever, discuss Black ‘selling power’?*”

In order to grow the number of Black-owned businesses in Dayton, there are key factors for increasing the number as well as the capacity of minority entrepreneurs, including financing, bonding, training, contracting and other support. But perhaps the most important elements for participation is the ability to establish relationships and gain access to the players in the marketplace. Obtaining capital can be challenging for almost anyone with dreams of starting a business. But Black citizens looking to open a business can face additional barriers, such as lack of entrepreneurial role models and little or no access to people who can open doors and provide resources, information and advice. The gap is wide.

Government, businesses, employers and Dayton’s rich cadre of not-for-profit and philanthropic organizations must work together with educators to better prepare,

train and hire our precious young people as they come through these way stations in the pipeline to becoming self-sufficient, productive and innovative adults. We must grow more leaders from our upcoming generations, and prepare and assist them in assuming leadership roles where they can be in positions to make decisions, reach out to help others and create positive change.

It will require the efforts of the whole community to address the issues that have been outlined. We need the help and support of businesses, banks, non-profit organizations, philanthropic groups, government, local, state and national officials to move the needle in a positive direction.

*“The unhealthy gap between what we preach in America and what we often practiced creates a moral dry rot that eats at the very foundation of our democratic ideals and values.” Whitney Young Jr.*

Whitney Young Jr. made this declaration decades ago. Where is today’s call to action? Whose responsibility is it to right this ship and start closing the gaps that are so troubling in this community? The answer can be summed up in two letters... US.

John E. Moore, Sr.

William Gillispie



*“At one time, African-Americans found within the borders of Dayton, OPPORTUNITY!”*

# EXECUTIVE SUMMARY

**Donna Jones Baker**

President & CEO

Urban League of Greater Southwestern Ohio

The National Urban League released the 41st edition of “The State of Black America” on May 3. In it, National President Marc Morial calls for the creation of a “Main Street Marshall Plan” and states the following: “It is time for the nation to treat its urban communities and cities as the jewels that they are. Our cities and urban communities are the economic drivers of the nation. They are where our great universities are situated, where our great cultural institutions exist, the center of the hopes, aspirations and diversity of our nation. They define America to the world. We are inspired by this undeniable reality to propose a comprehensive plan to rebuild and accelerate the growth of America’s urban communities and its people – and by doing so, we accelerate the growth and progress of the nation as a whole.” (www.IAmEmpowered.org)

Similarly, in 2009, the National Urban League released “The Opportunity Compact,” a comprehensive set of principles and policy recommendations designed to empower all Americans to be full participants in the economic and social mainstream of this nation. The Compact advocated for the opportunity to earn, the

opportunity to own, the opportunity to thrive and the opportunity to prosper.

The story of Black Dayton is a story of a once thriving community that welcomed and assimilated African-Americans to help fuel its growing need for workers. At one time, African-Americans found within the borders of Dayton, OPPORTUNITY!

Pummeled with recessions, business failures and company relocations, the City now finds itself under siege. African-Americans have been hardest hit.

**Income disparities:** The median income for Whites in Montgomery County exceeds the median income for Blacks by more than \$17,000.

**Education disparities:** At 65 percent of the Dayton Public Schools enrollment, African-American students’ performance undergirds the success or failure of the entire system.

**Criminal justice system disparities:** The United States incarcerates its citizens at a rate that far exceeds any other country. African-Americans make up about nine percent of the



Dayton police force, but are approximately 43 percent of the Dayton population. The leaders of the Montgomery County Sheriff's department, Dayton Police and Fire departments have a responsibility to ensure that their personnel reflect the community they serve.

**Housing and home ownership:** The Dayton and Montgomery County area consistently ranks among the most segregated communities in the United States. Segregation of Dayton's neighborhoods made Black neighborhoods vineyards that were ripe for harvesting home equity through predatory residential mortgage lending. The subsequent residential foreclosures that deluged these same neighborhoods exacerbated instability, depressing home values and leaving vacant and abandoned houses in place of homesteads that had been the primary source of wealth-building for generations of Black families. Although the Great Recession officially ended in June 2009, many of Dayton's Black neighborhoods remain blighted by vacant structures eight years later. The median house value in Dayton's Black neighborhoods is significantly less than the minimum loan amount for which lenders will make conventional loans.

**Minority-owned businesses:** Minority- and women-business owners are especially underserved in the Dayton market. Dayton leads the country with more than 3,200 Black-owned firms, exceeding national averages by a wide margin and totaling nearly 30 percent of all firms in the Dayton MSA (metropolitan statistical area). Between 2007 and 2012, Black-owned firms grew by 57 percent according to the U.S. Census Survey of Business Owners. America thrives as a nation because of small businesses. While the data reflects progress is being made, the progress has been stymied by limited resources to provide the appropriate levels of support for minority-owned businesses and corporate partners. This work requires dedicated resources to drive systemic change in our region.

**Closing the gaps:** We pledge to continue our leadership role and support ongoing efforts already begun such as legislation and initiatives that improve public education and make early childhood education available to all families.

Our local justice system must change. One author noted that "for over a decade, the Department of Justice has been working to

reduce the racial disparity seen in juvenile and adult arrests and imprisonment.” That fact underscores the existence of racially disparate arrests and sentences.

Our mission is “to transform generations by promoting personal empowerment and economic self-sufficiency.” Our work in eliminating the barriers of racism and leveling the playing field for African-Americans will continue.

Yours in the movement,  
Donna Jones Baker, President & CEO  
Urban League of Greater Southwestern Ohio



*“Everyone has a role in closing the diversity gap.” John E. Moore, Sr.*

*“Diversity is being invited to the party; inclusion is being asked to dance.” Verná Myers*

# THE DIVERSITY AND INCLUSION GAP

In many important areas that reflect the status of Black citizens in Dayton, significant and troubling disparities remain prominent.

**Overall Inclusion, Housing, Poverty, Health, Education, Criminal Justice and Minority Business Ownership** rank among the top Disparity Gaps and areas of concern for African-Americans in the City of Dayton and Montgomery County.

*Diversity* and *Inclusion* are terms that are often used interchangeably, but have different and distinct meanings. On one hand, *diversity* is a static state in a given point in time that can describe a condition or state of being. Many mainstream organizations espouse a diversity policy or goal, often doing little to bring about necessary changes to create **real** diversity within their organizations. Organizations' websites often have carefully worded diversity statements. Some go as far as stating "where you want to be" and include such statements as "we strive to reflect the diversity of the community we serve."

On the other hand, *Inclusion* has the action tone of taking conscious steps to bring about diversity. This article focuses on *racial* diversity and inclusion and specifically on

how Black Daytonians fare when it comes to diversity and inclusion. We are focusing on the Diversity Gap that exists in Dayton as is related to Black people and will conclude with the challenge of taking the hard steps to bring about the act of *inclusion*.

While there has been some progress for African-Americans in the Dayton community, it has not closed the widening gaps between Blacks and Whites.

### **Inclusion, a business imperative:**

Following a two-year research period, Forbes magazine produced findings detailing "Why Diversity and Inclusion will be a Top Priority for 2016." While people have varying reactions to the topic of diversity and inclusion, business leaders are taking this area seriously and through trial and error reaping the benefits. Forbes identified four levels of maturity in this area during a survey of 450 global companies. The chart [right] conveys the results. Companies in Level Four and Three experienced the following:

- 2.3 times higher cash flow per employee over a three-year period
- The smaller companies had 13 times higher mean cash flow from operations

- 1.8 times more likely to be change-ready and 1.7 times more likely to be innovation leaders in their market
- 3.8 times more likely to be able to coach people for improved performance; 3.6 times more able to deal with personnel performance problems, and 2.9 times more likely to identify and build leaders



This research has significant implications for local employers and current and/or potential African-American employees. This is an opportunity to demonstrate added value to the workforce based on our rich culture, ingenuity, perspective and experience. University of Michigan's Scott Page, professor of political science and economics, demonstrated using a mathematical formula that a diverse group of people with different skills and perspectives found better results to a problem than those of like minds.

An incredible opportunity exists for us to strategically leverage inclusion and diversity.

Within Montgomery County, the fastest growing demographic of new business is women-owned businesses. The number of women-owned businesses increased by 27 percent in Ohio, but 50 percent nationwide in comparison to 15 percent of all businesses in Montgomery County. The number of minority-owned business surged in Dayton, which demonstrated a record 20 percent growth in 2015 and 2016. That represents 10 percent of all businesses in Montgomery County.

Each year The Dayton Business Journal produces the Top 100 Dayton Area Employers List. Here is a list of the Top 10 Employers ranked by number of employees and revenue. A review of the list ranked by revenue shows that 9 out of the 10 companies/organizations have a visible indication of their commitment to diversity and inclusion. This good news presents an opportunity for the Black community to explore ways to help these companies/organizations truly champion inclusion. Our strategy should include helping the companies/organizations recruit and maintain the right employees within the Black community, ensuring that supervisory



or management positions are available for qualified Black applicants, seeking potential board seats for the appropriate Black leader and assuring that programs and initiatives are in place for Black business owners and suppliers.

**Corporate Sector:**

Top 10 Dayton Area Employers; List from The Dayton Business Journal “Top 100 List,” June 3, 2016

Rank	Company	Employees
1.	Wright Patterson Air Force Base	27,585
2.	Premier Health	13,500
3.	Kettering Health Network	8,288
4.	Montgomery County	4,389
5.	Kroger	4,267
6.	Wright State University	3,715
7.	Miami University	3,685
8.	Sinclair College	3,206
9.	LexisNexis	3,000
10.	Honda of America	2,850

Rank	Company	2015 Revenue	Local Employees	Total Employees
1.	Speedway	\$19.69 billion	2,155	26,578
2.	CareSource	\$6.96 billion	1,900	2,700
3.	AK Steel	\$6.69 billion	2,400	8,506
4.	Winsupply	\$2.7 billion	350	5,470
5.	Teradata Corp	\$2.53 billion	400	11,500
6.	Premier Health	\$1.77 billion	13,500	13,500
7.	Kettering Health Network	\$1.5 billion	8,288	9,178
8.	Community Mercy Health Partners	\$1.06 billion	1,752	33,000
9.	ADVICS North America	\$1 billion	900	900
10.	Dayton Freight Lines	\$453 million	514	3,884

**Corporate Sector:**

Top 10 Dayton area companies by revenue. List from The Dayton Business Journal “Top 100 List,” June 3, 2016

In the midst of how inclusion and diversity is being reframed around competitive advantage for businesses, the African-American community has an amazing

opportunity to help demonstrate our leadership and value. When we collectively mobilize our allies to create strategic economic benefits for our own communities, we ALL win. We must begin leveraging the corporate sector’s commitment to inclusion by helping them ensure that qualified African-American individuals are not only invited to the party, but also invited to dance.





*“Housing in Dayton remains  
unacceptably segregated.”*

# THE STATE OF BLACK HOUSING IN DAYTON

Where we live affects how others view us and how we view ourselves. In our society, housing is connected to many critical aspects of life; it contributes to our feeling of success or failure. Where we live determines many things: what kinds of professional and social associations we have in our community; the kinds of physical danger to which we are exposed; what kinds of values and expectations are open to us; and the types of nearby job opportunities.

Housing in Dayton remains unacceptably segregated. Equal housing opportunity, particularly for Dayton's African-American community, is not a reality nearly 50 years after the passage of the federal Fair Housing Act (FHA) in 1968. Congress passed the FHA to end housing discrimination and promote residential integration. The persistence of segregation in Dayton is evident both on sophisticated maps created from data and via tours of neighborhoods throughout Dayton and the Miami Valley.

### **The burden on historical segregation continues**

Congress created the Home Owners' Loan Corporation (HOLC) in June 1933 to shore up the housing market during the Great

Depression. In 1935, the Federal Home Loan Bank board asked HOLC to look at 239 cities and create "residential security maps" to indicate the level of security for real estate investment. On the maps, areas were outlined or colored and graded A, B, C or D. The "D" neighborhoods were labeled "Hazardous," colored in red and deemed the riskiest for mortgage support. The maps were usually hand drawn and hand colored and not published. The area descriptions were typed or handwritten on forms. The surviving maps and area descriptions are in the National Archives. The descriptions articulate how in establishing the grade of an area consideration had been given to the "social status of the population," whether or not an area is "homogenous" and "the restrictions set up to protect the neighborhood." The text explains that lower graded areas are "characterized by detrimental influences in a pronounced degree, undesirable population, or an infiltration of it."

Dayton was one of 14 Ohio cities included. The narratives for Dayton make plain that racial discrimination was intentional. For instance, despite citing "good transportation" and "good schools," HOLC described the detrimental



influences on one neighborhood as “Infiltration of Negroes” and “near stockyards – packing houses and fertilizer plants adjacent to area,” and predicts a “trend of desirability for the next 10-15 years: downward.”

The description for Dayton concludes with a paragraph that explains that the maps and descriptions “have been carefully checked with competent local real estate brokers” and “they represent a fair and composite opinion of the best qualified local people.” Unfortunately, in many cases the local real estate agents and lenders judged neighborhoods based largely on their racial and socioeconomic makeup. Thus, neighborhoods with significant foreign-born and minority populations were outlined or colored red on the maps, a practice that came to be known as “redlining.”

The harmfulness of these ratings of 82 years ago is difficult to overstate since so much of the wealth inequality that exists in our country is driven by the inequality in the real estate market and the ability to generate equity and pass it from one generation to the next. Side-by-side comparisons of the maps drawn in 1935 to the minority population maps from the most recent Census data

clearly show that residential racial segregation remains largely unchanged.

### **Measuring segregation**

Dayton and Montgomery County consistently rank among the most segregated communities in the United States. The 2015 Regional Analysis of Impediments to Fair Housing for the area finds that racial segregation is a persistent impediment of fair housing in the region due to income disparity, dual housing markets and continued steering in the real estate market based on color, race and ethnicity. A review of demographic data for Montgomery County reveals that the African-American population is heavily concentrated in census tracts west of Interstate 75 in the cities of Dayton and Trotwood and in Harrison and Jefferson townships.

In 2011, a Brown University study revealing current segregation indices of 2010 Census data concludes: “Desegregation of Blacks and Whites has come to a standstill.” Data from the study of the Dayton Metropolitan Statistical Area (MSA) indicates a high level of continuing segregation. For example, a dissimilarity index on this data measured how particular ethnic groups in the Dayton

MSA are distributed across census tracts in a metropolitan area. A value of 60 or above is considered very high; the Dayton MSA's index for Black-White distribution is 63.3 percent. Calculations of the Dayton MSA's isolation index from this same study also reveal a high rate of segregation.

### **Combating housing discrimination to build inclusive communities**

The Miami Valley Fair Housing Center (MVFHC) is a private fair housing organization that serves the region. In 2016, MVFHC received 906 inquiries about

housing issues and 305 of those inquiries were about potential illegal discrimination. Of the 305 discrimination inquiries, 71 or 23 percent were based upon race. MVFHC investigates inquiries using various methods, including testing or secret shopping. When supported by evidence, MVFHC assists complainants in filing a formal legal complaint either administratively or in court. Increasingly there is a challenge with the public being able to recognize and report housing discrimination, particularly racial discrimination, because it is subtler than in years past.

# Black neighborhood instability and change

Historically Black neighborhoods continue to be changed by the loss of generational wealth and the erosion of owner-occupied homes. Middle-class Black families have moved out of Dayton, resulting in concentrations of poverty that exacerbate neighborhood instability. For instance, the median house value in Southern Dayton View is \$46,900, while most banks and

other mortgage lenders do not market conventional loan products to purchase a house valued at less than \$75,000. This means loans are not available for anyone who wants to buy a house in Dayton's African-American communities. That makes housing choices elusive, particularly for people of color or those wanting to live in neighborhoods of color.





*“Blacks represent more than 45 percent of the homeless population.”*

# MEASURING SEGREGATION



# State of Black homelessness

In 2006, Dayton, Montgomery County and the United Way of the Greater Dayton Area adopted the Homeless Solutions Community 10 Year Plan to End Chronic Homelessness and Reduce Overall Homelessness. Since that time, significant and coordinated efforts have been focused on addressing the homelessness issues.

The needs of all homeless persons and those at risk of being homeless in the area are addressed through a regional approach adopted by Dayton, Kettering and Montgomery County. The entities work together through a unified approach to identify homeless needs, set priorities and goals, and develop strategies to address the established needs through participation in the local Continuum of Care. In addition, all are represented on the Homeless Solutions Policy Board, which provides oversight and management of the Continuum of Care. The Homeless Management Information System

and the Front Door Systems were adopted to assure accurate record keeping and coordinated placement of homeless families and individuals into available supportive housing throughout Montgomery County.

While Blacks make up approximately 21 percent of the population of Montgomery County, Blacks represent more than 45 percent of the homeless population. Unfortunately, the number of people who are homeless over the course of a year has increased since the Plan was adopted, primarily because of the recession. Front Door Data reveals the occurrence of homelessness, the number of people living in shelters or on the street, remains significantly higher for single adults than for families. However, homeless families have increased by 25 percent, which reflects national trends of increasing family homelessness. This increase is substantially greater than the increases for single adults and minors.

Although there has been an increase in homelessness in Montgomery County, the work of the Homeless Solutions Policy Board and the Homeless Providers has resulted in the development of 767 new units of Supportive Housing since 2006 when the 10 Year Plan was adopted. Supportive Housing includes various types of housing that either provides supportive services on-site or link formerly homeless individuals and families to supportive services in the community to assist tenants as they work to maintain their housing stability. Much work is still needed to minimize homelessness in the area, but the organizations and entities involved remain committed to achieving the goal of providing a community where everyone has a place to call “Home.”

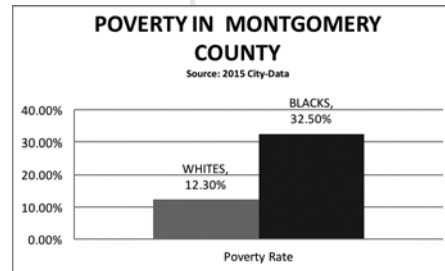
### **Information sources**

1. The Homeless Solutions 2012 annual report can be found at [http://www.mcoho.org/services/fcfc/homeless\\_solutions.html](http://www.mcoho.org/services/fcfc/homeless_solutions.html)
2. US Census Report can be found at <https://www.census.gov/quickfacts/table/POP060210/39113>
3. Dayton/Kettering Consortium 2016-2020 Consolidated Plan can be found at <http://www.daytonohio.gov/DocumentCenter/View/332>
4. Measuring Homelessness Report; Dayton and Montgomery County, Ohio 2015, prepared by Human Services Planning and Development Department, Montgomery County.

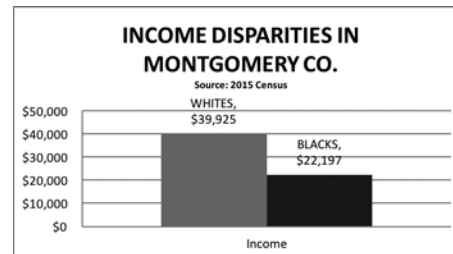
# State of individuals in poverty

Throughout the nation, poverty is disproportionately high for African-Americans compared to other racial groups, and Dayton is no exception. Poverty has the powerful effect of magnifying the environmental and social conditions in the home setting affecting the quantity and quality of household resources, values, motivation and learning in the home. Poverty can extend its negative effects into multiple generations within a family or household. We must close the poverty gap.

In Montgomery County in 2015, the rate of poverty for Whites was 12.3 percent while the poverty rate for Blacks was nearly three times greater at 32.5 percent. The gap is wide.



The poverty disparities are reinforced by the significant disparities in income between Blacks and Whites in Montgomery County. According to the 2015 Census, the median income for White Montgomery County residents was \$39,925. The Black median trailed at \$22,197.



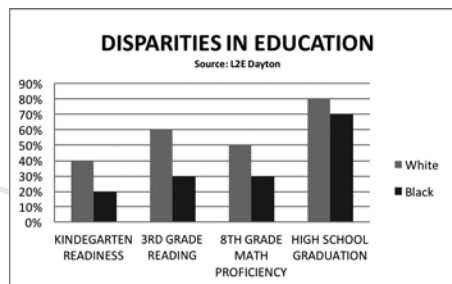


*“...huge disparities between educational attainment of Black and White children in Montgomery County.”*

# THE STATE OF THE EDUCATION SYSTEM

One of the greatest predictors of poverty is the amount and quality of education. Below are some of the significant disparities that exist in the education of Montgomery County children.

Recently, Learn to Earn, the local education advocacy and think tank organization, researched and analyzed education outcomes in Dayton and Montgomery County for a report entitled “Close the Gap.” The report documented huge disparities between educational attainment of Black and White children in Montgomery County. The statistics are startling and sound a loud wake up call for our community to take action to close the gaps. The chart summarizes some of their findings:



## Context of Dayton Public Schools

In 2013–2014, Dayton Public Schools (DPS) enrolled roughly 14,000 students in preschool through 12th grades. African-American students, the largest student group, accounted for 65 percent of the district’s population (Table 1). Their enrollment dropped approximately 3 percentage points between 2009–2014.

As the majority student group, the educational performance of Black students has been pivotal to the overall district’s academic achievement. Their cumulative impact is most evident on the district’s State Report Card. For the first time in DPS history, the district earned an “A” in the progress component on the 2015–2016 State Report Card, an unattainable feat without significant growth made by African-American students.

The progress component, which is comprised of value-added scores for specific student populations, measures student growth over a given timeframe. One year of growth is equated to a “C” grade. Student growth of two or more years, which the district achieved in both reading and math, denotes



an “A” grade. Three DPS elementary schools — Belle Haven, Edison and Kemp — were awarded the 2016 Momentum Award from the Ohio Department of Education. This award honors schools for earning a letter grade of “A” in all value-added areas of the Report Card, which includes gifted students, students with disabilities and students in the lowest 20 percent of achievement statewide. Only 169 schools were honored in 2016. The significant academic gains by Black students were major contributors to “A” grades for the district and the schools.

While the district exceeded growth expectations, achievement proficiency rates by comparison lagged behind. Since the launching of the state Report Card in 2012–2013, DPS has received failing grades in critical areas. DPS earned D’s and F’s in achievement components, four- and five-year graduation rates and Annual Measurable

Objectives (AMOs). As expected, the performance of the leading student group mirrored that of the district. Between 2009–2014, prior to the change in the state test, the percent of African-American students demonstrating achievement proficiency in every academic category did not surpass 36 percent, matching the district. Collectively, the percent of African-American students in grades 3–8 and 10 who demonstrated proficiency in reading was approximately 36 percent; comparatively, math proficiency percentages ranged from 26 percent to 30 percent, similar to the district. Higher proficiency rates were evident in third- and eighth-grade reading, as proficiency level rose as high as 64 percent for eighth-graders in 2011 (Figure 3). Tragically, scores for all students in the district and state, including Black students, plummeted in reading and math with the introduction of new state tests in 2015 and 2016 (Figures 1–3).

**Table 1. Dayton Public Schools Enrollment by race and gender (2014–2016)**

Race	Gender	2013–2014		2014–2015		2015–2016	
		Enroll.	% of total	Enroll.	% of total	Enroll.	% of total
Asian	Female	19	0.1	24	0.2	26	0.2
	Male	27	0.2	32	0.2	36	0.3
Black	Female	4,248	31.4	4,471	31.6	4,418	31.8
	Male	4,520	33.4	4,688	33.1	4,671	33.6
Hispanic	Female	245	1.8	288	2.0	284	2.0
	Male	276	2.0	318	2.2	294	2.1
American Indian or Alaskan Native	Female	0	0.0	11	0.1	12	0.1
	Male	0	0.0	0	0.0	0	0.0
Multiracial	Female	334	2.5	341	2.4	318	2.3
	Male	349	2.6	362	2.6	356	2.6
White	Female	1,670	12.3	1,693	12.0	1,645	11.8
	Male	1,839	13.6	1,923	13.6	1,826	13.1
Total	Total	13,527	100	14,151	100	13,886	100

*Source: Ohio Department of Education Secure Data Center*

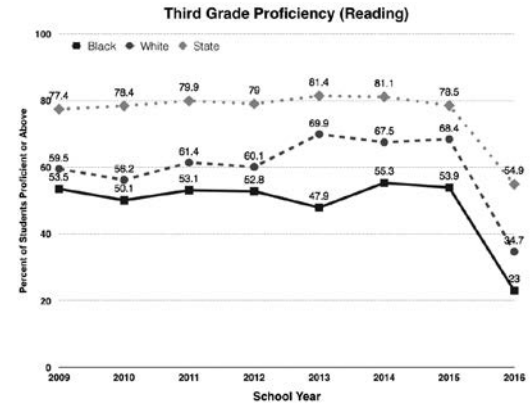
The district's performance on the state's Annual Measurable Objectives component, which measures academic disparity, suggested the gap between Black students and other groups is not closing.

### **Kindergarten through Grade 3 literacy.**

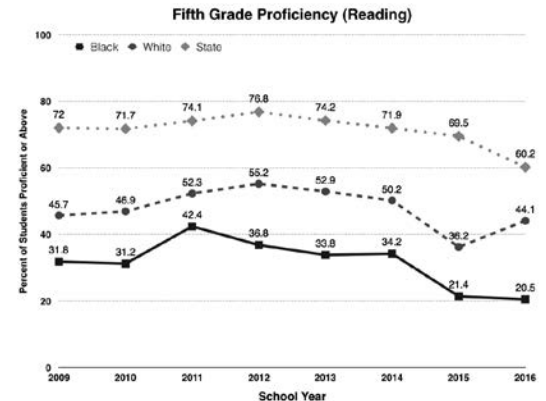
During the 2013–2014 school year, the Ohio Department of Education implemented a new program to identify and remediate the skills of struggling readers in kindergarten

through third grade. Since the program's inception, the percent of DPS K–3 students on-track in reading decreased. As students progress through the primary grades, more became off-track (Figure 4). Despite the decline, by the end of third grade, the number of students reading on-track and ready for fourth grade increased. According to the state Third Grade Reading Guarantee policy, third-graders off-track cannot be promoted to the fourth grade unless they meet the retention exemptions. It is worth noting that DPS Third Grade Reading Guarantee promotional rates have steadily increased from 83.6 percent to 86.7 percent since 2014. Figure 5 tells the story of district's declining retention and improving promotion rates for third-graders. In fact, in 2016, 10 DPS elementary schools had a promotion rate at or above 90 percent.

**Figure 1. Third grade reading proficiency rates by year**



**Figure 2. Fifth grade reading proficiency rates by year**



**High school.** Since 2010, DPS four-year graduation rates have increased more than 15 percentage points from 59.6 percent to 75 percent in 2015 (Figure 6). In 2011, African-American students had higher graduation rates than White students, 67.7 percent to 56.5 percent, respectively. However, the gap of greater than 10 percentage points closed by 2015 to only one percentage point. The graduation rate increased to 75.3 percent for Blacks and rose to 74.3 percent for Whites. The improvement percentage for Whites more than doubled that of Blacks.

Although graduation rates for African-American students have been steadily higher than White students, passing rates on the Ohio Graduation Tests (OGT) have not. Almost every year, White students passed the OGT at a higher rate in both math and reading (Figure 7). Since 2012, African-American students' OGT passing rate, on average, was roughly 5 percentage points lower in reading and more than 5 percentage points lower in math. Blacks graduate at a slightly higher rate than Whites, but their academic achievement on state tests remained lower. Nonetheless, DPS graduates sought post-

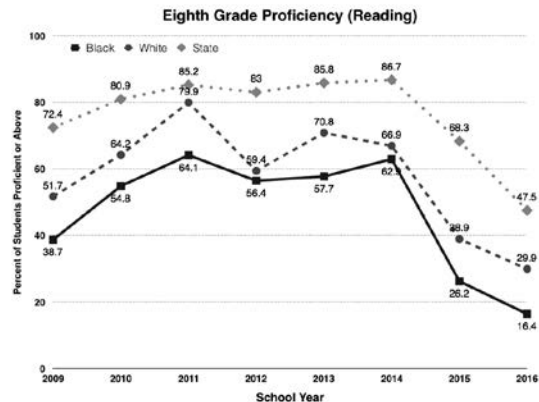
secondary education. Since 2006, most DPS graduates who registered at post-secondary institutions enrolled in Sinclair Community College (45 percent), Wright State (21 percent) and Central State (6 percent).

**Discipline.** Much has been written about the disciplinary disparities between Whites and Blacks across the country. The U.S. Department of Education revealed that these disparities begin as early as preschool. Dayton Public School has not been immune; especially alarming were the disparities between White and Black males. Over the last three school years, African-American males have accounted for roughly half of all suspensions, while only representing a third of the student population. Between 2014–16, district students were most often suspended for one subjective infraction, disruptive and disobedient behaviors (Table 2). Overwhelmingly, Black males were suspended for this and other culturally-based infractions. Data suggested the presence of a discipline gap, “tendency for African-American students to be sanctioned more frequently and severely than their peers” (Monroe, 2006), particularly for African-American males (Figure 8).

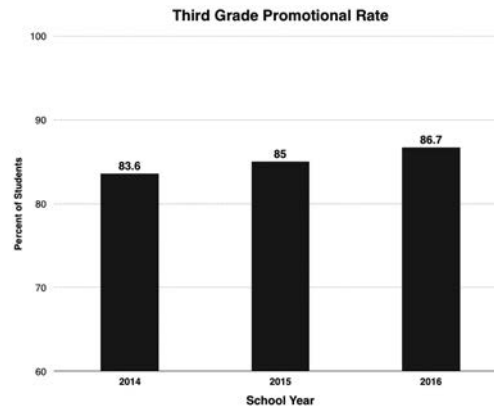
**Table 2. Reason for suspension by race and gender**

Gender	Race	Reason	2014	2015	2016
Female	Black	Fighting/Violence	304	295	335
		Vandalism	10		16
		Theft	19	14	21
		Use/Possession of other drugs	12	18	18
		Disobedient/Disruptive Behavior	930	718	788
		Harassment/Intimidation	76	55	75
	Hispanic	Disobedient/Disruptive Behavior			21
	Multiracial	Fighting/Violence		17	19
		Disobedient/Disruptive Behavior	28	28	32
	White	Fighting/Violence	38	36	23
		Disobedient/Disruptive Behavior	113	92	110
		Harassment/Intimidation			13
Male	Black	Fighting/Violence	435	442	555
		Vandalism	25	26	29
		Theft	35	25	39
		Use/Possession of tobacco	11	11	24
		Use/Possession of other drugs	50	61	52
		Disobedient/Disruptive Behavior	1472	1104	1415
		Harassment/Intimidation	117	132	169
		Firearm Look-a-likes			11
	Hispanic	Fighting/Violence			17
		Disobedient/Disruptive Behavior	35	21	27
	Multiracial	Fighting/Violence	20	26	38
		Disobedient/Disruptive Behavior	72	82	84
		Harassment/Intimidation			14
	White	Fighting/Violence	80	70	87
		Use/Possession of tobacco		11	
		Use/Possession of other drugs			11
		Disobedient/Disruptive Behavior	321	233	249
		Harassment/Intimidation	18	28	26

**Figure 3. Eighth grade reading proficiency rates by year**

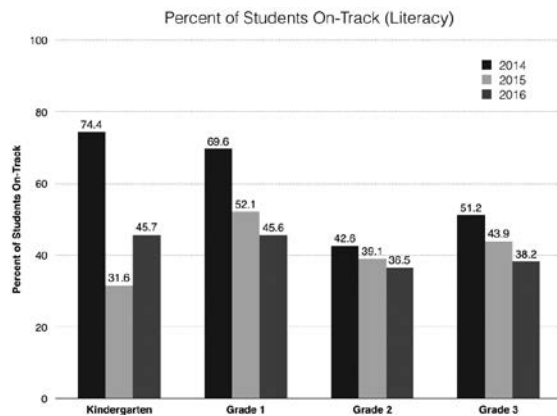


**Figure 5. Third Grade Promotional Rate (2014–2016)**



*Source: Ohio Department of Education Data Warehouse*

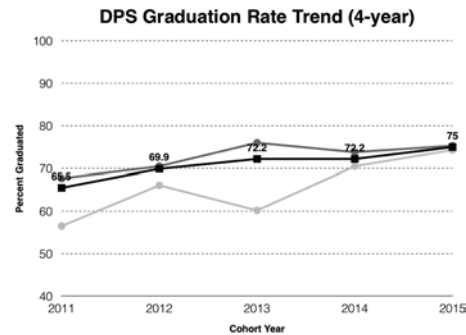
**Figure 4. Percent of student on-track by grade level (2014–2016)**



*Source: Ohio Department of Education Data Warehouse*



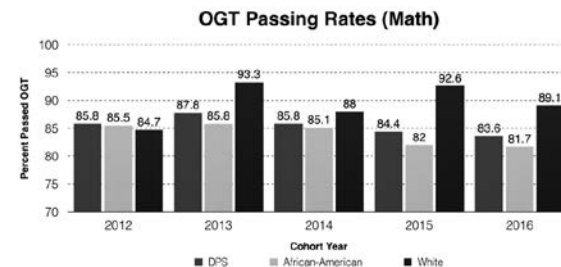
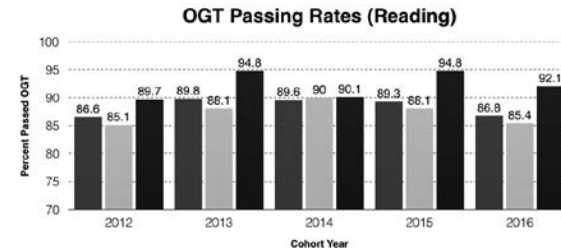
**Figure 6. Four-year Graduation Rates by Race (2011–2015)**



		2011	2012	2013	2014	2015
	DPS	65.5	69.9	72.2	72.2	75
	African-American	67.7	70.5	76	73.8	75.3
	White	56.5	66.1	60.2	70.5	74.3

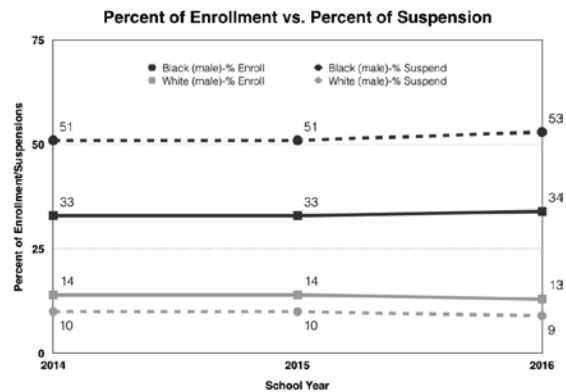
*Data Source: Ohio Department of Education Secure Data Warehouse (1/6/2017)*

**Figure 7. Ohio Graduation Test Passing Rates by Subject and Race**



*Source: Ohio Department of Education State Report Card Archives*

**Figure 8. Percent of Enrollment vs. Percent of Suspensions (2014–2016)**



*Source: Ohio Department of Education Data Warehouse*



*“‘The New Jim Crow’ highlights the causes and effects of mass incarceration of Black males.”*

# THE STATE OF THE CRIMINAL JUSTICE SYSTEM

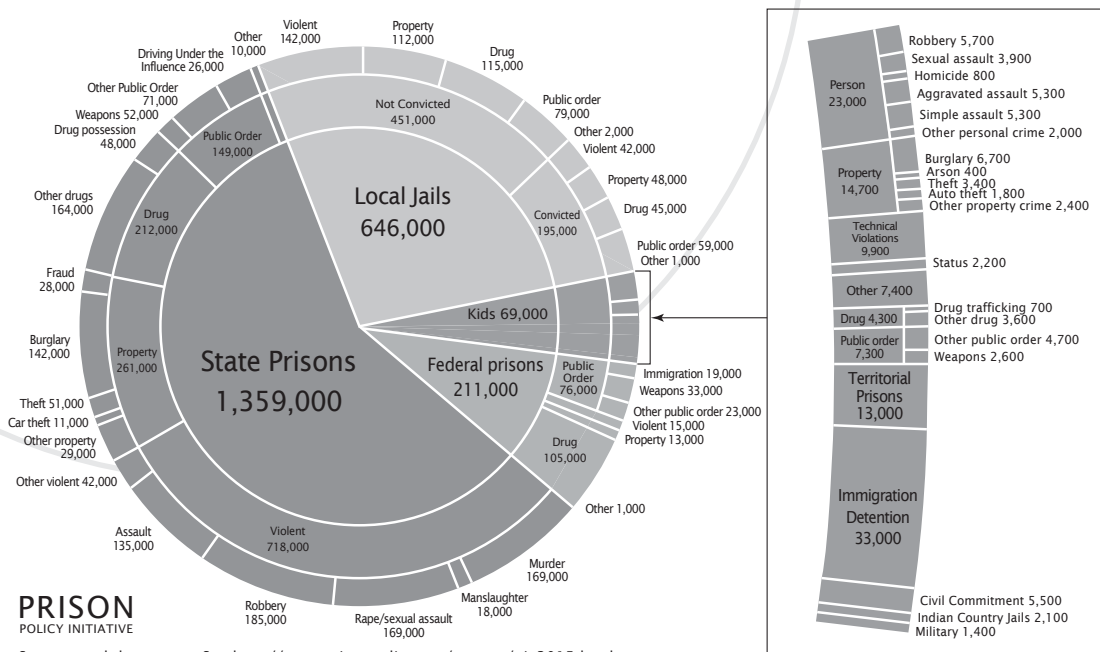
A 2017 report by Prison Policy Initiative found the United States locks up more people, per capita, than any other nation. The numbers added up to more than 2.3 million people in 1,719 state prisons, 102

federal prisons, 901 juvenile detention centers and 3,163 local jails. The list also includes 76 Indian Country jails and immigration detention centers and military prisons across the country (Figure 1).

**Figure 1.**

## How many People are locked up in the United States?

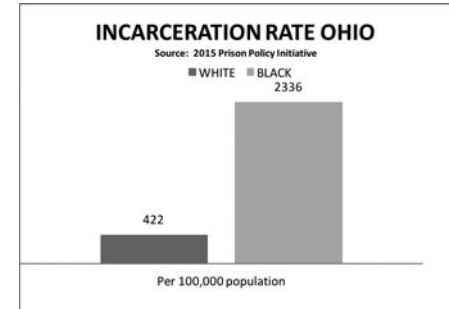
The United States locks up more people, per capita, than any other nation. But grappling with why requires us to first consider the many types of correctional facilities and the reasons that 2.3 million people are confined there.



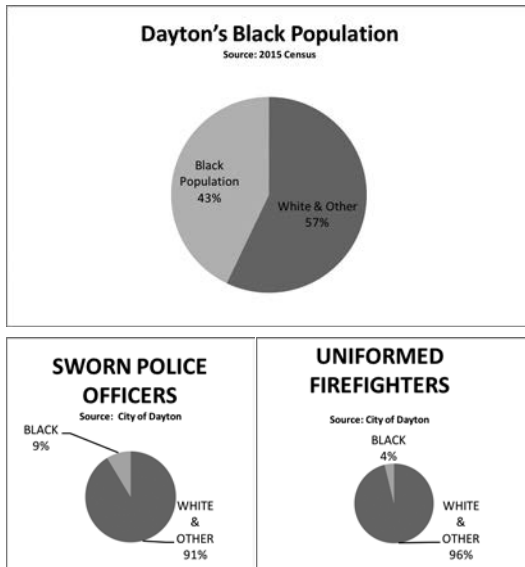
Hundreds of thousands of those locked up are African-American men. The rate of Black males incarcerated in Ohio in 2015 was 2,336 versus 422 white males per 100,000 people (Figure 2). Michelle Alexander, a civil rights lawyer and professor at The Ohio State University, explains reasons for these disparities in her highly-acclaimed book “The New Jim Crow: Mass Incarceration in the Age of Colorblindness.” She points out that factors such as the “War on Drugs,” sentencing guidelines and the militarization of police strategies have resulted in record numbers of African-American males in prison and has clearly shown that justice in America has been far from colorblind. “The New Jim Crow” highlights the causes and effects of mass incarceration of Black males.

The American Civil Liberties Union has made ending mass incarceration a top organizational priority. Scholars have offered several strategies and possible solutions including the push to hire and train more African-American police officers.

**Figure 2.**



To have a police department that is reflective of the community it serves is a goal for many urban cities across the country. Dayton’s Black population represents more than 43 percent of the city’s total population, but the percentage of Black police officers has remained stagnant at or below 10 percent since the 1970s. Representation in the city’s other safety forces, uniform fire services, is even lower at 4 percent. The gap is wide.



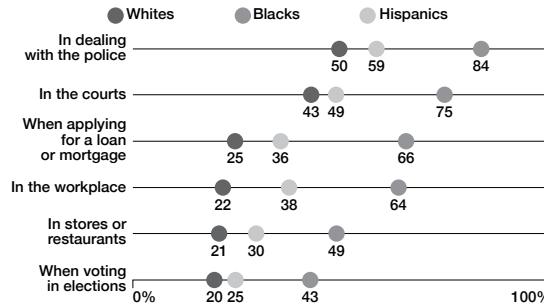
Dayton is a larger medium-sized city located in Ohio. With a population of 140,599 people and 69 constituent neighborhoods, Dayton is the sixth-largest community in the state.

## 1. Challenges

### a. Perception (National Outlook)

#### Perceptions of how blacks are treated in the U.S. vary widely across race and ethnicity

% saying blacks are treated less fairly than whites in the country



Note: Whites and blacks include only non-Hispanics. Hispanics are of any race.  
Source: Survey of U.S. adults conducted Feb. 29–May 8, 2016, Q19F2a–f.  
“On Views of Race and Inequality, Blacks and Whites are Worlds Apart”

PEW RESEARCH CENTER

The decline in violent crime is one of the most striking trends over recent decades; the rate has declined roughly by half since 1993.

On the national level, the FBI's count of violent crimes reported to law enforcement has declined from a rate of 747 incidents per 100,000 people in 1993 to 387 incidents per 100,000 people in 2014, which is the most recent year for which it has published complete data. This reflects the fact that over this period, the homicide rate



has fallen by 51 percent; forcible rapes have declined by 35 percent; robberies have decreased by 56 percent; and the rate of aggravated assault has been cut by 45 percent. Property crime rates are also sharply down.

Dayton has benefitted from the same trends and continues to see a decrease in crimes over the last decade. While there are spikes within the number, the overall trend is downward.

There is a common majority narrative that indicates the disproportionate incarceration of Black people is not the result of systemic racism, but rather of shortcomings within the Black community.

It is also common to hear the supposedly neutral statement that “Black people commit more crimes than White people.” This “fact” is used to justify a belief that Black people have a natural criminal propensity, or that a “culture of violence” is to blame for problems faced by Black people in America.

This perception runs deep within agencies and fuels the disparity problems that exist within systems both nationally and locally.

**The Reality of Racially Disparate Youth Crime:** Those who believe that African-American or Latino youth are more “criminal” than any other ethnic groups are simply wrong. The real facts tell us much more than stereotypes, or musings – both of which obscure the well-documented disparate treatment accorded African-Americans compared to Whites within the justice system. These comments on racially disparate crime also overlook the area of “corporate crime.”

For more than a decade, the Justice Department has been working to reduce the racial disparity seen in juvenile and adult arrests and imprisonment, a fact that underscores the existence of racially disparate arrests and sentences. African-American arrest rates for drug violations, assaults and weapon

offenses are higher than arrest rates for Whites even though both report similar rates of delinquency.

### **The Impact of the “Race Effect”:**

In a seminal meta-analysis conducted by researchers Carl Pope and Richard Feyerherm for the Justice Department, two-thirds of the studies of state and local justice systems analyzed found that there was a “race effect” at some stage of the justice process that affected outcomes for minorities for the worse. Their research suggested that “the effects of race effect may be felt at various decision points, they may be direct or indirect and they may accumulate as youth continue through the system.”

In 2016, the City of Dayton published a survey of city services and included a section on the perception of neighborhood safety. Nearly every neighborhood within the city reported, at a 50 percent rate or higher, feeling unsafe in their neighborhood. The perception of criminal threats in neighborhoods increases the likelihood of instability and result in flight. The movement of middle-class Black families out of Dayton has led to greater concentrations of poverty in inner-city neighborhoods. These predominantly Black communities of concentrated poverty have a host of interrelated problems that impact the lives of families and children, decreasing opportunity and increasing the likelihood of crime.

### **Feeling Safe in Neighborhoods During the Night**

Neighborhood	Safe (very safe + somewhat safe)	Unsafe (very unsafe + somewhat unsafe)	Not sure
Downtown	43%	53%	4%
F.R.O.C	40%	60%	0%
Innerwest	41%	59%	0%
Northwest	63%	34%	3%
Southeast	51%	47%	3%
Southwest	39%	60%	1%

Here is the thing about perception: As we change our internal perspective, the world around us also shifts. We call into our experience new situations, new interactions and new events because we have shifted our focus and allowed “new data” into our awareness, which changes everything. The opportunity to change and challenge what may or may not have been a reality at some point rests squarely on the shoulders of the community.

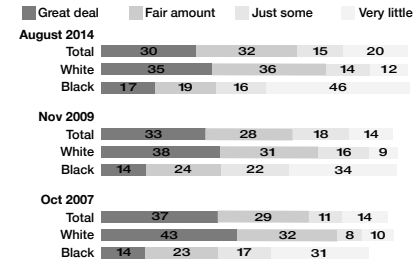
## 1. Distrust

Many in the Black community distrust the police. There is no question that police serve an important role for the citizens of Dayton. But African-Americans, particularly males, are too often targeted by police, and arrested and jailed.

As the chart from the PEW Research Center shows, Blacks, who are disproportionately victimized by crime, have relatively little trust that police will treat them fairly. By contrast, the population overall has a good deal of faith in equal treatment by law enforcement.

### Blacks Express Less Confidence than Whites in Local Police to Treat Blacks and Whites Equally

Confidence in local police to treat whites and blacks equally (%)



Survey conducted Aug 20–24, 2014. Whites and blacks include only those who are not Hispanic. Don't know responses not shown.

PEW RESEARCH CENTER/USA TODAY

The issue has gained new prominence in the wake of angry protests that followed the police killings of African-American males, including here in the Dayton suburb of Beavercreek, and across the country.

As President Barack Obama noted, “Too many young men of color feel targeted by law enforcement, guilty of walking while Black or driving while Black, judged by stereotypes that fuel fear and resentment and hopelessness. We know that, statistically, in everything from enforcing drug policy to applying

the death penalty to pulling people over, there are significant racial disparities. That's just the statistics.”

Further, while the police agencies believe that the incidents are isolated, the majority of the public believe it speaks to a broader issue.

**Majority of police say fatal police-black encounters are isolated incidents; majority of the public says they point to a bigger problem**

% saying the deaths of blacks during encounters with police in recent years are...



Note: No answer category not shown.

Source: Survey of law enforcement officers conducted May 19–Aug. 14, 2016; survey of U.S. adults conducted Aug. 16–Sept. 12, 2016. "Behind the Badge"

PEW RESEARCH CENTER

This problem is not unique to Dayton but is an issue that permeates the nation. Dayton is a microcosm of the national experience.

## 2. Opportunity

On the horizon of what appears to be a bleak outlook on the State of Black Dayton are several citizen-led groups in the community and the police agencies that have taken on the task of challenging the status quo and

the perception that had plagued the community.

### Potential Alternatives: Police-Free Communities

Some community members take the position that it is realistic to question the ability of our criminal justice system to police itself when it comes to law enforcement reform. When faced with the issue of police brutality, should advocates suggest that the community seriously consider a world without police?

The assumption is often made that law enforcement and modern police models have been a staple in our society. This is not the case. Modern policing finds its roots and creation within the context of population control. More specifically, control of newly freed slaves and the urban poor. Many people believe that a call for a police-free state is actually a wholesale call for anarchy. This is a misconception. A police-free state can be a very real alternative when the community has lost its trust in the apparent ability of law enforcement agencies to engage in honest and equitable protection of the community.

**a. Decriminalization**

The laws and criminal codes throughout the country need reform and recodification. In 2015, the 130th General Assembly created the Ohio Criminal Justice Recodification Committee to study the state's existing criminal statutes, with the goal of enhancing public safety and the administration of criminal justice throughout the state of Ohio. The committee was charged with accomplishing its mission by recommending a plan for a simplified criminal code. Other groups such as the American Civil Liberties Union (ACLU) of Ohio and the Ohio Justice and Policy Center have introduced their own criminal justice reform reports to address this issue as well.

The backdrop to these efforts is simple: Criminal justice reform should mean less crimes on the books rather than an increase in legislation. The reality for Black urban communities, as the statistics bear out, is that more crimes does not equate to safer communities.

Violent offenses account for only a fraction of the millions of arrests every year, yet our prisons continue to hemorrhage Black and brown citizens from urban communities such as Dayton. Federal Bureau of Prisons statistics reveal that more than half of our nation's prisoners are serving time for non-violent crimes while violent crime only accounts for approximately 11 percent of our nation's prisoners.

Much of this is the result of more frequent contact with law enforcement in communities where a warrant is unnecessary to conduct "investigations." Plainly stated, decriminalization or elimination of non-violent crimes currently on the books would result in less need for more police in urban communities. Consequently, the resources previously allocated to increase in police "boots on the ground" could be redirected toward things like public education, economic investment or mental health care.

## The State of Child Protection and Juvenile Justice

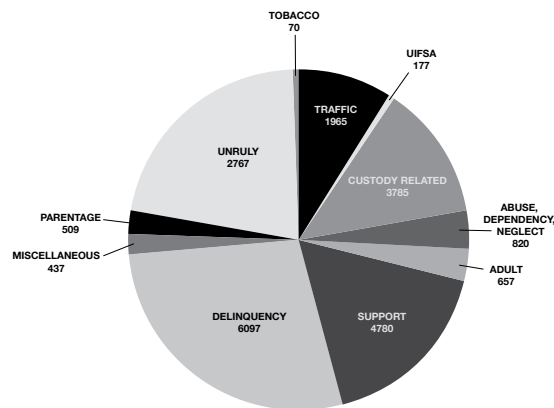
“We are willing to spend the least amount of money to keep a kid at home, more to put him in a foster home and the most to institutionalize him.”

— *Marian Wright Edelman*

There are approximately 120,000 young people aged 18 and under in Montgomery County. This represents nearly one-fourth of the county’s population. Juvenile delinquency is defined as an act, which if committed by an adult, would constitute a crime, such as aggravated robbery, felonious assault, misdemeanor crimes such as theft and criminal damaging, as well as status violations (unruly offenses), such as runaway behavior, truancy and curfew violations. In most states, including Ohio, the age of majority is 18 while in some states, the age of majority is as low as 16.

In 2015, 21,407 cases were referred to Juvenile Court. Montgomery County Children Services jointly served 900 of those youth and their families. Allegations of abuse, neglect and dependency accounted for 872 of the referrals before the court, while 5,825 of the referrals were on delinquency

matters. Recent numbers show that slightly more than 2,200 youngsters in Ohio live in juvenile residential facilities, 331 of which are Montgomery County youth. In the years 2014 and 2015, 348 and 355 youths, respectively, were placed in treatment facilities. Most of the offenses committed by youth were serious felonies such as sexual assault, theft and assault. (Source 2012–2016 PCSAO Factbook, 12th edition; Montgomery County Juvenile Court Annual Report, 2015)



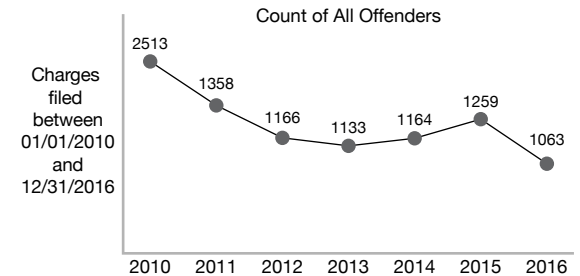
Arrest rates for violent crimes have continued to fall for youth aged 10–17, according to the National Center on Juvenile Justice. However, the number of females in the juvenile justice system has increased dramatically, reaching



a two-decade high. In a recent report, the Mother Jones news organization reported that the numbers have climbed significantly at all levels of court involvement: the point of arrest, detention and probation. One explanation for the previous low numbers of females represented in the system was that juvenile justice maintained a paternalistic stance toward females and was more likely to divert them to alternative options, but the increase in violent crimes and addiction associated with girls eradicated that notion. African-American females are reportedly 20 percent more likely to be placed in treatment centers than White females and Native Indian females are 50 percent more likely. (Hannah Levintova, Mother Jones, October 2015).

Montgomery County's rates of disproportionately minority youth represented in juvenile justice centers mirror the national statistics, though we have targeted resources and programming to address this issue.

## Montgomery County Juvenile Court (MCJC) - Date of Crime



Demographics

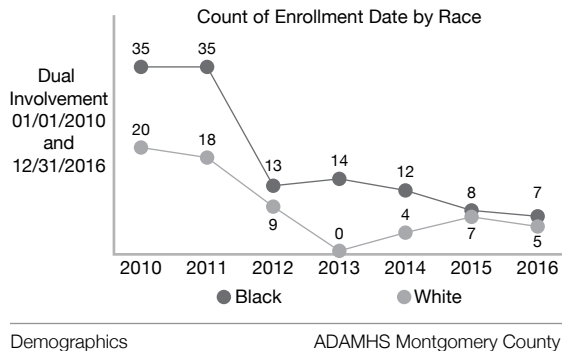
ADAMHS Montgomery County

Montgomery County Juvenile Court developed a Disproportionate Minority Contact Diversion Program in 2009 as the result of a Juvenile Justice and Delinquency Prevention Program grant from the Department of Youth Services. The program began upon recognition of the numbers of minority youth who were being detained as opposed to majority youth who were being offered diversion services in disproportionate numbers. The court developed a plan to divert first-time minor offenders, youth with little or no previous court contact. The program's success rests in the focus on connecting young people to community programs and reducing the likelihood of

repeat arrests. Since 2009, 1,161 African-American youth have participated in the program, with a 91.6 percent success rate.

Montgomery County Juvenile Court is a Juvenile Detention Alternative Initiative (JDAI) site funded by the Annie E. Casey Foundation and the Ohio Department of Youth Services. Our JDAI site has successfully reduced its detention admissions by 49 percent for all youth and 50 percent for children of color over a seven-year period.

### (Job & Family Services) - Date of Enrollment Race



Our community has also seen a marked increase of children with substance use disorders and dually diagnosed mental

illness, triggering higher caseloads and detention alternatives in both child welfare and juvenile justice cases. Beginning in 2015, our community has faced an unparalleled increase in referrals resulting almost exclusively from the opioid epidemic. Montgomery County Juvenile Court has developed both a Juvenile Treatment Court, as well as a Family Treatment Court to address the drug epidemic.

Locally, there is evidence of poorer outcomes for African-American youth who participate in Treatment Court. For example, Montgomery County participates in Ohio's Behavioral Health Juvenile Justice (BHJJ) Initiative, which is a diversion program for juvenile justice-involved youth with behavioral health issues. Outcome data indicates that while 65 percent of White youth completed the BHJJ program successfully, 55 percent of African-American youth completed successfully. In addition, African-American youth were significantly more likely to be charged with a new felony 12 months after program completion (21 percent vs. 10 percent), were more likely to be sent to a state operated juvenile justice facility following programming (4.5 percent to 0.7 percent) and were more likely to be

identified as “high risk” for out-of-home placement at the end of services (34 percent vs. 23 percent). (Kretschmar, Butcher, & Flannery, 2014.)

Thanks in part to an OJJDP grant, Montgomery County Juvenile Court offers enhanced services to African-American youth that are more focused on the needs of the African-American community. In the two years prior to the implementation of the enhancement grant, the successful completion rate for non-White youth in Treatment Court was 39 percent. Since the enhancement grant, the youth of color success rate in Treatment Court has grown to 69 percent.

The Alcohol, Drug Addiction and Mental Health Services Board for Montgomery County (ADAMHS) created Children Matter! The program engages young people ages 5–14 and offers specialized services to families whose children have been diagnosed with complex mental health illness and are involved in the juvenile justice and/or child welfare system. The program aims to reduce deeper system penetration and to aid participating families with better parenting skills and social networking skills.

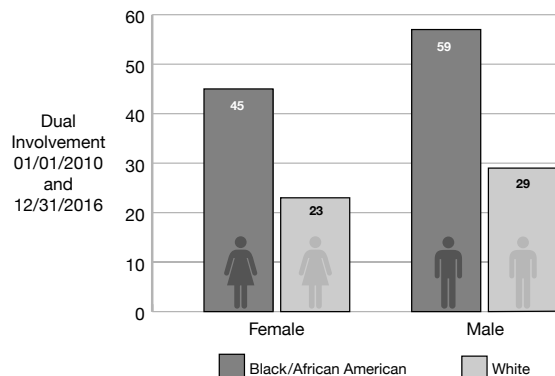
The drug epidemic is also fueling an increase in rates of trauma along with a rising trajectory in co-morbidity, meaning “evidenced” trauma matched with at least one other mood, anxiety or behavior disorder. In 2013, it was reported that 93 percent of youth with PTSD who were detained in juvenile detention centers met criteria for at least one co-morbid disorder. Taking into account the myriad psychosocial factors that influence the lives of children of color, the high correlation between their Adverse Childhood Experiences (ACES Study) scores and their overrepresentation in juvenile justice and child protection systems, this statistic is not surprising. Awareness of this correlation, however, can be beneficial to providers in developing culturally competent programs and services.

While historically Post-Traumatic Stress Disorder was not a term associated with the juvenile justice and child protection systems, it now undergirds all assessments and decisions relative to the services provided and is a challenge presented to juvenile systems nationwide. National research holds that youths who have been detained by the juvenile system are 90 percent more likely

to have experienced at least one potentially traumatic event, such as exposure to a dangerous weapon, witnessing a violent crime or experiencing an assault. Added to that list for females is the higher likelihood of sexual assault and domestic violence. Matched with similar studies from the field of child welfare, the data is consistent, showing violent physical, sexual and/or family trauma or the non-violent trauma perpetuated by emotional abuse or neglect.

Finally, as intolerance for youth misbehavior has risen, law enforcement's response to complaints has become more aggressive, necessitating additional training and options to avoid interrupting, or potentially eradicating, a youth's options for navigating a successful path in life. Montgomery County Juvenile Court and Children Services are continuing to work with local law enforcement and first responder agencies to address these concerns.

**(JFS) - Gender & Race (2010–2016)**



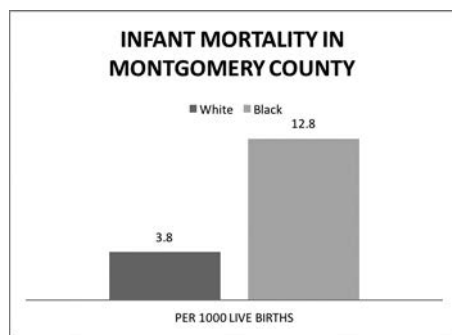
Decades of institutional apathy, whether deliberate or not, are now starkly evident and present challenges to current efforts to shift the cultural landscape. The result of work to move the needle is less obvious; not because of lack of effort or desire for change, but because of the extent to which the problem became the norm across the country for multiple decades. Where we go from here is dependent upon the consistent focus and clarity of leadership to make system changes a priority for the next several years to guarantee the elimination of remaining disparities across youth service systems.



*“Black Dayton’s infant mortality rate is higher than the United States average.”*

# THE STATE OF HEALTH FOR AFRICAN- AMERICANS IN DAYTON

Black Daytonians are far from healthy. Life expectancy at birth for Blacks is worse than in many developing countries. Black Daytonians' top five causes of death are diseases that chronic racial stress can cause or worsen. Inequalities in all other systems contribute to the ill health and make it difficult to be healthy. Black Dayton's infant mortality rate is higher than the United States average and the rate for White infants in Dayton and Ohio. In addition, the percentage of low birth weight babies is higher than many poor African countries.



“A healthy community reflects a sense of mental and physical well-being and is the foundation for achieving all other goals.” As a community that has suffered past and current deprivation, good health is

necessary for the building and rebuilding of Dayton's Black communities.

### Health Outcome Measures

International measures of quality of life in a country include life expectancy at birth (male/female), neonatal mortality rate, infant mortality rate and low birth weight infants.

### Life Expectancy at Birth

*Life expectancy at birth is a measure of overall quality of life in a country.*

Life expectancy at birth compares the average number of years to be lived by a group of people born in the same year if mortality at each age remains constant in the future. While the quality of life and life expectancy at birth are two different measurements, the Central Intelligence Agency (CIA) has used life expectancy to compare the quality of life between countries. Life expectancy at birth summarizes the mortality at all ages. The most significant measure of the quality of life in a country is life expectancy. By comparing the life expectancy of different racial groups to countries, we can evaluate the quality of the life these groups are living in the United States.

**Male Life Expectancy:** Of the 194 countries compared, San Marino had the highest life expectancy at 83 years, and Sierra Leone had the lowest at 46. White American males ranked 38<sup>th</sup> with 76 years; White Ohio males ranked 50<sup>th</sup> with 73.8; White Montgomery County males ranked 71<sup>st</sup> with 72.3 years; Black Montgomery County males ranked 113<sup>th</sup> with 68 years. This difference in life expectancy at birth indicates that the quality of life of Black males in Dayton is worse than those in Cuba, Barbados, Bahamas, the Dominican Republic, Mexico, Jamaica, Egypt, Iraq and Trinidad and Tobago. At 65.8 years, Black male Daytonians have shorter lives than males in Namibia. Black men in Dayton live an average of 17 years less than men in San Marino, 10 years less than White Ohioans and 1.1 years less than White male Daytonians.

**Female Life Expectancy:** Of the 194 countries, Japan had the highest life expectancy at 87 years, and Sierra Leone had the lowest at 46. White American females would be ranked 36<sup>th</sup> with 81 years; White Ohio females ranked 88<sup>th</sup> with 77.3; White Montgomery County females ranked about 95<sup>th</sup> with 77.3 years; Black Montgomery County females ranked about 117<sup>th</sup> with 73.5 years. White and Black Daytonian females both ranked about 119<sup>th</sup> with 72.8 and 72.9 years, respectively. The quality of life of Black females in Dayton is worse than that of females in Cuba, Barbados, the Bahamas, Mexico, Jamaica and Iran. Black female Daytonians live an average of 14 years less than women in Japan, four years less than White Ohioans and live one-tenth of a year longer than White female Daytonians.



# Why race matters

Race is a social construct that has biological consequences primarily because of social isolation and racism. Claiming there is only one biological race is about as meaningful as saying that there is only one world. Countries are social constructs that have geopolitical consequences. Races, like countries, are real phenomena with real consequences.

To make a class comparison, one controls for race by comparing data for the same race but different classes. If class is a factor, then one would expect to see a difference between classes. So one would compare middle-class Blacks to low-income Blacks to determine the impact of class on the disparity. To determine the impact of race, one must compare people of the same class but different races. If race is a factor, then one would expect there to be a difference between poor Blacks and poor Whites. Finally, to determine the impact of a history of slavery, segregation and racism,

one would compare Blacks who have that history to first- or second-generation Blacks.

However, other studies show that race may matter more than class. A study on the percentage of low birth weight babies found that women with less than a high school education had fewer low birth weight babies than did Black women with college and graduate degrees. A study by the Akron Beacon Journal found that low-income Whites in Summit County live three years longer than low-income Blacks, and that middle-income Whites live 10 years longer than middle-income Blacks.

## Slavery, Segregation and Racism

### Systemic Behavior and Individual Choices Matter

The definition of health is both mental and physical. Health outcomes are the result of genetics and biochemistry. When

addressing improving health outcomes, the focus is often on the presence or absence of disease. Thus, improving health depends on eliminating the diseases that cause death.

For instance, for Black Daytonians, the causes of chronic disease and death are heart disease, cancer, diabetes, chronic lower respiratory disease and stroke.

**Black Males in Dayton:** The death rate per 100,000 for heart disease was 330.7. For cancer, it was 255.9. For diabetes, it was 66.3. For chronic lower respiratory disease, it was 62.3. For stroke, it was 48.8. Blacks had a higher death rate than White males in the top five causes except cancer and chronic lower respiratory disease. Furthermore, although White males had a higher cancer death rate, Black males had a higher death rate from prostate cancer (41.8 compared to 23.6).

**Black Females in Dayton:** The death rate per 100,000 for heart disease was 207.8. For cancer, it was 195.0. For diabetes, it was 41.6. For chronic lower respiratory disease, it was 62.3. For stroke, it was 42.9. Blacks had a higher death rate than White females in heart disease and diabetes. Although White females had a higher death rate from

cancer, more Black females died of breast cancer (39.5 to 27.9) than Whites.

### **Role of Individual Choice versus Systemic Changes**

Disease prevention strategies often focus on changing behavior through counseling and education. For instance, people are encouraged to change their eating habits to prevent obesity, preventing cancer by not smoking, and preventing heart disease by becoming physically active. Certainly behavioral change is necessary to changing individual outcomes. However, the problem with that approach is twofold. First, it ignores the fact that individual behavior is a result of the choices people can make based on their circumstances and communities. Second, there is no evidence change in habits can significantly reduce disease. That disease may be independent of habits and more related to history and stress.

For Black Daytonians, the individual behavior approach ignores the impact of 546 years of oppression and deprivation through slavery, legal apartheid (Jim Crow), racism and neo-slavery. Changing individual behavior ignores that historical and current oppression has resulted in embedded

social and racial inequalities. Those racial inequalities affect what is available in a community and consequently, what an individual can do.

Every Black person has experienced some oppression. Slavery, legal apartheid, racism and neo-slavery that affect wealth and income, education, criminal justice, environmental, health care, housing and land targeting, employment and food and water. The systemic inequalities embedded in these systems limit individual behavior and choices.

The City of Dayton, home to about 140,000 people, is a food desert. Inside the city, there is only one grocery store. Mainstream grocers have been replaced by fast food restaurants and Dollar General stores. This is the kind of structural issue that will have a greater impact on health than individual counseling. No one denies that individual choice in behavior is important. It is also important to ensure that the structures in which people live will allow them to make that individual choice.

### **Chronic Stress of Racism**

The chronic stress of racism is why there are

racial disparities between Black and White Americans and why the health status of Black Daytonians is bad. There is probably little difference between the behavior of poor Whites and poor Blacks. When we see a difference based on race, what may be showing is the difference in class.

What is the difference? It's the added stress of racism. It's the cultural racism, when one watches television and one must read constantly. One cannot watch a television show that doesn't make racial innuendos and isn't based on stereotypes. Similar kinds of stereotypes are broadcast daily. These kinds of stresses are called microaggressions. They occur every day in a Black Daytonian's life. How does that impact health?

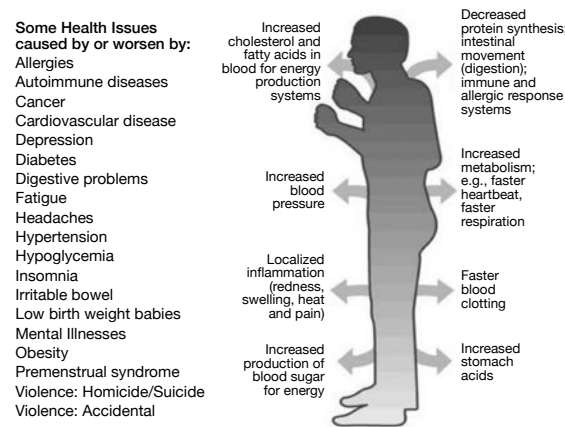
Chronic stress increases cholesterol and fatty acids in the blood for energy production system. It decreases protein synthesis, intestinal movement and digestion. Chronic stress increases immune and allergic response systems. It increases blood pressure, increases metabolism, heartbeat and respiration. It localizes inflammation. It's swelling, heat and pain. It causes faster blood clotting. It increases production of

blood sugar for energy and it increases the production of stomach acids.

What this means is that chronic racial stress can lead to many of the leading causes of death in the Black community: Cancer, cardiovascular disease, depression, diabetes, digestive problems, hypertension and obesity. Chronic racial stress may predispose Black Daytonians to mental illness and violence. That includes suicide, homicide and accidents.

To eliminate racial health disparities, we must focus on all important issues, simultaneously and for everyone. We must ensure that administration, design and outcome address issues of race and minorities. We must eliminate systemic racial disparities and chronic stress. We want to both improve health and eliminate inequalities. There will continue to be significant racial health disparities if we cannot change the generational impact of chronic racial stress.

#### Impact of Chronic Stress of Racism



Professor Emerita Vernellia Randall (2006)





*“Minority firms in Dayton grew by 31 percent.”*

# **ECONOMIC DEVELOPMENT IN THE BLACK COMMUNITY**

## Small Business Development

### Dayton's Business Landscape

In 2014, the Census Bureau reported 11,983 firms in the Dayton metro area. Of those firms, 92 percent of the companies are considered "small businesses," according to the U.S. Small Business Administration guidelines, and 91 percent have been in existence for more than five years. Dayton is home to 2,570 manufacturing companies with a total of \$44.4 billion in annual revenue.

Dayton Defense reports 400 firms in the region doing business with federal, state and local buying organizations. Continued growth in the advanced manufacturing sectors is anticipated in aerospace, electronics, chemical, plastics/rubber, metalworking and machining enterprises.

Minority and women business owners are especially underserved in the Dayton market. Dayton leads the country with more than 3,200 Black-owned firms, exceeding national averages by a wide margin, totaling nearly 30 percent of all firms in the Dayton MSA. Between 2007 and 2012, Black-owned firms grew by 57 percent, according to the

U.S. Census Survey of Business Owners. This comes as no surprise to the Dayton market, where African-Americans make up 43 percent of the population and the overall minority populace is approaching 50 percent. In 2014, the State of Ohio reported the Dayton region was home to about 10 percent of the 1,226 certified Minority Business Enterprises statewide. NerdWallet named Dayton No. 44 on its top 50 Best Places for Black-Owned Businesses.

It is important to note that the Dayton market outperforms the Ohio market, which ranks in the bottom third of the country for minority-owned and newly established firms, according to the U.S. Census Annual Survey of Entrepreneurs (ASE). Using national data from the U.S. Census in 2007, minority-owned firms are well distributed among industry types (Figure 2). Economic data from the U.S. Census shows a 35 percent of gross receipts increase for minority-owned firms from 2007 to 2012. Drawing parallels from national percentages of minority-firms, we assume Dayton has 1,318 women-owned firms and 983 veteran-owned firms in the market.



**According to the 2012 ASE Data:**  
National Data Findings (Figure 1):

- There are 8 million minority-owned firms in the U.S. – a 38 percent increase since 2007.
- Minority-owned firms generated \$1.4 trillion in annual gross receipts in 2012.
- Combined gross receipts of minority-owned firms increased 35 percent between 2007 and 2012 but average receipts per firm declined 2 percent during the same period.
- Eleven percent of minority-owned firms have paid employees, compared to 22 percent for non-minority firms.

**Figure 1.**



**Figure 2.**

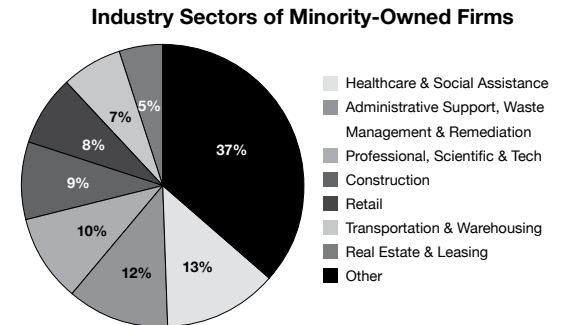


Figure 3.

	Black/African American	American Indian & Alaska Native	Asian	Hispanic	Native Hawaiian & Pacific Islander	All Minority Firms	Non-Minority Firms	Classifiable Firms*	All U.S. Firms
Number of firms	2,584,403	272,919	1,917,902	3,305,873	54,749	7,952,386	18,987,918	27,179,380	27,626,360
Combined gross receipts	\$150.2 billion	\$38.8 billion	\$699.5 billion	\$473.6 billion	\$8.1 billion	\$1.4 trillion	\$10.5 trillion	\$11.9 trillion	\$33.5 trillion
Average gross receipts	\$58,119	\$142,306	\$364,717	\$143,271	\$148,614	\$173,552	\$552,079	\$440,190	\$1,213,944
Number of firms with employees	109,137	26,179	481,026	287,501	4,706	908,800	4,156,683	5,136,203	5,424,458
Combined receipts of firms with employees	\$103.5 billion	\$31.7 billion	\$627.5 billion	\$380.0 billion	\$6.5 billion	\$1.2 trillion	\$9.7 trillion	\$11.0 trillion	\$32.5 trillion
Average receipts of firms with employees	\$947,905	\$1,209,143	\$1,304,571	\$1,321,717	\$1,374,831	\$1,227,983	\$2,337,043	\$2,134,765	\$5,990,509
Number of paid employees	975,052	208,178	3,572,577	2,329,553	39,001	7,165,151	48,255,649	56,058,563	115,249,007

Source: U.S. Department of Commerce, 2007 and 2012 Survey of Business Owners; and American Community Survey 2012 population estimates.

\*Classifiable firms are those for which gender, ethnicity, race, and veteran status has been determined. Classifiable firms do not include business subsidiaries, employee stock ownership plans, cooperatives or clubs, estates, trusts, tribally owned firms, nonprofit organizations, and businesses with no individual owning 10 percent or more of the rights, claims, interests, or stock. \*\*Other includes repair and maintenance; personal and laundry services; religious and civic organizations; and private households.

### Dayton Region Findings:

Using the same Census data comparisons (2007 vs. 2012), the local trends for MBE firms in the Dayton MSA and across Ohio were analyzed:

- Minority firms in Dayton grew by 31 percent compared to 49 percent for Ohio and 38 percent nationally.
- Minority firms in Dayton generated \$1.9 billion in annual gross receipts in 2012.
- Combined gross receipts of minority-owned firms in Dayton increased 45 percent compared to 62 percent for Ohio and 35 percent nationally.

- Number of paid employees increased for the Dayton firms by 8 percent compared to 33 percent for Ohio and 23 percent nationally.

### The Challenge

Although minority firms are growing in the Dayton MSA, our progress lags in comparison to the state average. Of particular concern is size and scale of our firms (combined receipts and number of employees/payroll), which impacts their ability to grow faster, create jobs and strengthen the local economy. The three

areas that are critical to the growth of any business, but tend to be more acute for minority-owned businesses are:

- Access to Capital
- Access to Contracts
- Access to Coaching and Counseling

## The Strategy

### *Access to Capital:*

Small Business lending information is not readily available to the public, and the unknown has the potential to create misperceptions about the lending environment in the market. Understanding the size of the company, size of credit request and total project costs, geographic location, desired uses of funds, demographic profiles of business owner, industry and range of terms and conditions of financing/investment. This creates an opportunity to create products that are unique to our community, so a thoughtful assessment of the gap is critical. The following strategies are critical to understanding and satisfying the capital needs for minority-owned businesses.

- **Outreach:** An increase in community engagement by organizations that support small business ownership will boost the awareness of opportunities for capital

and help the recruitment of minority firms seeking opportunities for growth capital. This must be a coordinated effort, saturating the marketplace to reach all firms within the region with the intent of reducing redundancy.

- **Education:** Anecdotal evidence suggests that minority firms lag behind majority firms when it comes to their knowledge of financial products and services, and their savvy in using financial products and services. Service providers can improve the outcomes by providing financial education assisting with the development of financial strategy.
- **Introductions:** Traditional lenders and products are often averse to working with the credit-challenged and low- to moderate-income borrowers. Service providers can help to increase the success of applicants by making introductions to alternative sources of capital, including angel investors, venture capitalists and peer-to-peer lenders. Knowing alternatives and options are just as important as building relationships with financial institutions.
- **Assistance:** Technical assistance providers offer loan packaging assistance to help borrowers better understand the language in financial applications, better explain

- credit challenges and better ensure the inclusion of essential documents.
- **Advocacy:** The negotiation of Community Benefits Agreements (CBA) with financial institutions serves to develop shared community plans that address key community-wide, transformational issues. The CBA seeks to build upon existing investments and relationships by leveraging partnerships with financial institutions to support entrepreneurship in the historically underutilized, low- to moderate-income communities and enterprises.

#### *Access to Contracts:*

Strong frameworks exist in our region for connecting minority-owned firms with local, state and federal organizations. A combination of meetings, public opportunity exchanges, small focus-group events and one-on-one business introductions have been used to strengthen the business relationships. Additionally, several economic inclusion initiatives have reached record spend results. For example;

- The State of Ohio achieved its second consecutive year of meeting its targeted spend goals for 2016. Regional data results requested from the state was unavailable/not reportable.

- The City of Dayton Procurement Enhancement Program (PEP) exceeded its 2016 spending targets with minority-owned businesses.
- The Minority Business Partnership corporate partners (Committed Buying Organizations) continue to increase spending with minority-owned firms. For the first time since the program's inception, all 29 corporate partners were able to report their spend results.
- Collaborative commitments with significant regional projects include memorandums of understanding that establish participation targets for minority-, women-, local- and regional-owned firms. Such agreements supported the Hollywood Gaming at Dayton Raceway and Dayton Metro Library projects.

Additionally, industries in which certified minority-owned firms are still lacking include plumbing, masonry, site grading, lime kiln repairs, video inspection, media, janitorial (with special equipment), sanitary liner and manhole rehab, and hydraulic and mechanical cleaning. These can be seen as potential growth opportunities for minority-owned firms.

*Access to Coaching: (Counseling/ Consultative Services/Technical Assistance):*

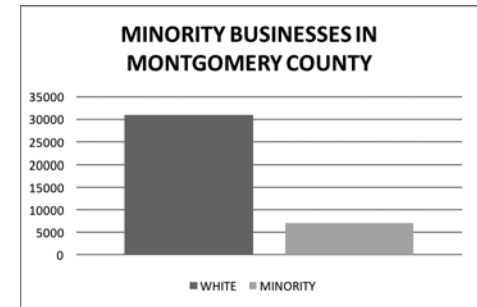
Providing technical assistance for firms is a priority for our region to support the development and acceleration of minority-owned businesses. There is also a need for a mentor-protégé program where experienced contractors would work hand-in-hand with less-experienced firms to help them build capacity and successfully navigate the procurement process. While some programs do exist to connect Tier 1 and Tier 2 contractors, there is a need for programs to foster mentor-protégé relationships between Tier 2 and Tier 3 contractors as well.

**Regional Partners Driving Change:**

- City of Dayton Procurement Enhancement Program
- Dayton Area Chamber of Commerce Minority Business Partnership
- Greater Dayton Minority Business Assistance Center
- Ohio Development Services Agency Minority Business Development Division
- Ohio Minority Supplier Development Council
- Small Business Development Center at The Entrepreneur Center

- Small Business Development Center at Wright State University
- Small Business Administration

While the data reflect progress is being made, the progress has been stymied by limited resources to provide the appropriate levels of support for minority-owned businesses and corporate partners. This work requires dedicated resources to drive systemic change in our region.



**Information Sources**

1. 2012 National Data prepared by the U.S. Department of Commerce Minority Business Development Agency; State Data prepared by Dr. Richard Stock, University of Dayton (2016).



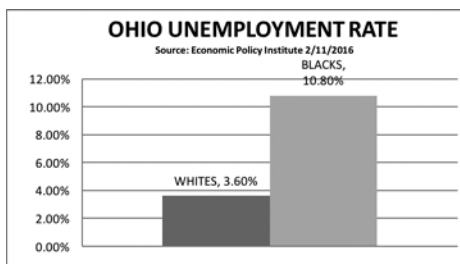
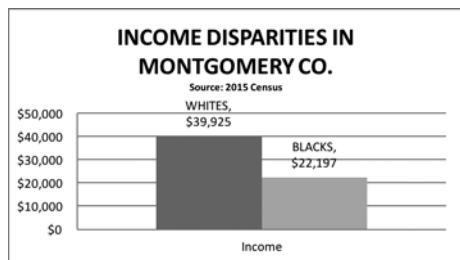


*“Income for Whites in Montgomery County exceeded income for Blacks by more than \$17,000.”*

# THE STATE OF BLACK EMPLOYMENT AND WORKFORCE DEVELOPMENT



The 2015 Census reported that the median annual income for Whites in Montgomery County exceeded the median annual income for Blacks by more than \$17,000.



In addition to a higher unemployment rate for Blacks, the income disparity also attributed to fewer Blacks working in skill areas and job categories that provide higher wages and salaries. Some of the employment areas that offer above average pay include health care, engineering, government, machine trades, management and

administration, all areas in which Blacks tend to be underrepresented. Education, training and workforce development efforts in this community must focus on preparing workers for careers in these and other higher-wage jobs. Over time, these efforts can help address the income disparities as well as the unemployment disparities and offer greater opportunities to improve the net worth of Black families in Dayton.

Our challenge is how to narrow and eventually close the significant gaps in education, economic conditions, poverty, health care and other areas between Blacks and Whites. Quality education is the most important first step toward achieving gainful employment necessary to provide for a good quality of life and self-sufficiency for families. We have many people and organizations that want to do the right thing. **But the issue of diversity and inclusion does not often get on the public and private agendas. There is sometimes a lack in a sense of urgency.** Often, there is a reluctance or failure to explore and to change systems that inhibit progress, or a failure to provide adequate resources to implement meaningful improvements. Some disparities and gaps

are a result of systems, but many of these disparities fall to the responsibility of everyone, including the Black community, and to take charge and do whatever it takes to address these gaps.

To bring about the inclusion for African-Americans in Dayton and across our nation,

we must focus on our youth, and demand and assume responsibility for greater inclusion and equity for African-American youth in quality education and job programs to close racial disparities and gaps, and lead Black Daytonians to the level of self-sufficiency and success envisioned by our forefathers.





*“The African-American community has an amazing opportunity to help demonstrate our leadership and value.”*

# **BIOGRAPHICAL SKETCHES - STATE OF BLACK DAYTON AUTHORS**

### **Shelia Burton**



Shelia Burton, an associate superintendent at Dayton Public Schools, has held numerous district positions ranging from the executive director of assessment, accountability and research, director

of psychological services to licensed school psychologist. She earned her Bachelor's degree from Wittenburg University, Master's from Bowling Green State University and Doctorate from Miami University.

### **Judge Anthony "Tony" Capizzi**



Judge Capizzi has served as Montgomery County, Ohio Juvenile Court Judge since 2005. He acts as President-Elect of the National Council of Juvenile and Family Court Judges Association (NCJFCJ), and

Secretary of the Ohio Supreme Court Judicial College Board of Trustees.

His lectures focus on judicial leadership, juvenile treatment courts, guardians ad litem, juveniles' rights in delinquency court, abuse, neglect and dependency, racial and ethnic disparity, and mental health issues.

### **Michael Carter**



Michael Carter was appointed as Senior Advisor to the President and Chief Diversity Officer in 2015, having previously served as Sinclair's first Superintendent of the Division of School and

Community Partnerships where he was the driver for the dramatic increase of college credit options for high school students.

Over his 16-year career at Sinclair, Michael served as Senior Vice President, Senior Director of High School Linkages, and Director of the Fast Forward Center. A former public school teacher, administrator and coach, Michael has more than 35 years of experience working with youth.

### **Catherine “Katy” Crosby**



Catherine “Katy” Crosby is the Executive Director of the City of Dayton’s Human Relations Council. The Council conducts civil rights enforcement; provides business and technical assistance

including certifying minority, women and small disadvantaged companies; and administers the Welcome Dayton initiative and programs to improve community-police relations and reduce gun violence.

### **William Gillispie**



William Gillispie served as the Assistant City Manager of Dayton from 1994 to 1997, and as the Deputy City Manager for five years. He has a strong history and a wealth of knowledge about the

Dayton community. William is currently a community servant, and is a visiting instructor for Wright State University teaching Public Administration courses.

### **Robert Gresham**



Attorney Robert Gresham holds a Bachelor of Arts Degree in African-American Studies from Purdue University and a Doctorate of Jurisprudence from Capital University Law School. Robert was

one of the youngest members to serve as a commissioner on the Supreme Court of Ohio Board of Commissioners on Grievances and Discipline. His practice includes Police Brutality Claims, Criminal Defense, and Business Litigation. Robert speaks frequently and extensively on the issue of Miranda Rights and Community-Police Interactions throughout Ohio. He frequently lectures and speaks to middle school, high school and college students on a wide variety of educational issues.

### **Helen E. Jones-Kelley**



Helen Jones-Kelley earned her Juris Doctor from the University of Dayton. Her leadership experience includes a Gubernatorial Cabinet appointment, Children Services director,

and service on numerous Boards including the Dayton Foundation, Sinclair Community College, Urban League, Opera Guild and Dayton Children's Foundation, among others. She was Special Assistant to the President and Interim General Counsel at Central State University, is currently Director of Alcohol, Drug Addiction and Mental Health Services for Montgomery County, and a faculty consultant at Georgetown University.

### **Jim McCarthy**



Jim McCarthy is the President/CEO of the Miami Valley Fair Housing Center, Inc. Jim is responsible for the implementation of the fair housing enforcement and fair housing

education projects throughout the respective metropolitan areas and many contiguous rural areas in Ohio. He has traveled to many communities across the country to present about the problems of housing discrimination including red-lining of African-American and minority communities, fraudulent and discriminatory lending practices, the lack of quality and fair REO management and

many fair housing issues facing inner city communities and rural areas.

### **John E. Moore, Sr.**



John E. Moore, Sr. has given more than 50 years of voluntary leadership to corporate, nonprofit, local government and grassroots organizations. As a former chair of The Dayton Foundation Governing

Board, he had a hand in developing the African-American Community Fund. He served on the Governing Board from 1972 to 1991. John also is credited with a leadership role in the creation of The Job Center, the largest one-stop employment and training center in the country.

### **Vernellia Randall**



Professor Emerita Vernellia Randall retired from the University of Dayton in 2013. She taught a wide variety of courses including Torts, Criminal Law, American Health Care Law, Race and

Racism in American Law.



### **Debbie Watts Robinson**



In 2010, Debbie Watts Robinson became the CEO of Miami Valley Housing Opportunities, an organization providing housing to formerly homeless individuals with disabilities. She

is dedicated to addressing the needs of vulnerable citizens. Debbie serves on the Federal Home Loan Bank of Cincinnati Advisory Council and Montgomery County's Homeless Solutions Policy Board and Housing Advisory Board.

### **Cheryl Scroggins**



Cheryl Scroggins has worked for Public Health – Dayton & Montgomery County for more than 30 years. She is the Coordinator of Montgomery County's Local Offices of Minority Health, which is

the Dayton Council on Health Equity. Cheryl monitors the health status of Montgomery County's minority populations and works to inform, educate and empower people and organizations about health disparities

and the social determinants of health, and advance health equity.

### **Belinda Matthews Stenson**



Belinda Matthews Stenson is a senior leader that is "Passionate About Linking People, Processes and Performance." She is the Director for the Dayton Area Chamber of Commerce's Minority

Business Partnership (MBP). In this role, she champions the Chamber's efforts to grow the region economy and strengthen area minority businesses.

### **Gregory Taylor**



Gregory Taylor is currently the Associate Director of Assessment, Accountability & Research at Dayton Public Schools. Prior to his current position, Gregory was a Special Education teacher

in DPS. He is a graduate of the University of Cincinnati and Harvard Graduate School of Education.

### **Mary E. Tyler**



Mary E. Tyler is the executive director of The National Conference for Community and Justice of Greater Dayton, Inc. In her role, she serves as the community's equity officer.

Mary and her team design

diversity and inclusion curriculum and provide organizational support to companies and organizations throughout Southwest Ohio.

### **C. Ralph Wilcoxson**



C. Ralph Wilcoxson is a native Daytonian and product of Dayton Public Schools. He is an alumnus of The Ohio State University where he received his Bachelor of Science Degree, and he received his JD

from St. Mary's University School of Law. He currently operates as a solo practitioner with an office in Vandalia. He also serves as an Adjunct Professor at Central State University. Ralph has a heart for the community, specifically the youth and is committed to service within those populations.



*“We envision strong African-American families that are well-educated, healthy and contributing significantly to our communities.”*

# ABOUT THE URBAN LEAGUE OF GREATER SOUTHWESTERN OHIO



## Urban League of Greater Southwestern Ohio

### **Our Mission**

Transforming generations by promoting personal empowerment and economic self-sufficiency.

### **Our Vision**

Vibrant communities with thriving individuals, families and businesses.

In late 2012, the Greater Cincinnati and Greater Dayton Urban League service areas were combined to form a regional organization. We named the agency The Urban League of Greater Southwestern Ohio with the Greater Cincinnati Urban League and the Miami Valley Urban League as two divisions. Our service region covers the Greater Cincinnati (inclusive of Boone, Kenton and Campbell counties in Northern Kentucky) and Greater Dayton areas. We are one of 88 Affiliates of the 107-year old National Urban League movement that covers 32 states across the country.

The Dayton Urban League's earliest efforts focused on helping African-Americans who had migrated from the South to northern cities and industrial centers in search of jobs and opportunity. Through the years, following its incorporation in 1947, the local Affiliate has worked to help African-Americans and others living in poverty in five areas: job training and placement, advocacy, health, youth development and leadership. Those elements are the basis of everything the League does today as it envisions strong African-American families that are well-educated, healthy and contributing significantly to our communities.



## Urban League of Greater Southwestern Ohio

The Urban League of Greater Southwestern Ohio today works in five major program areas:

- Workforce Development and Training
- Youth Development
- Business Development and Entrepreneurship
- Promoting an Inclusive Community
- Public Policy and Advocacy

## **Workforce Development and Training Initiatives**

*Our workforce initiatives offer the unemployed and underemployed opportunities to enter the workforce, earn industry recognized credentials and advance in careers that provide economic self-sufficiency.*

**Employment Connections<sup>SM</sup>** – This seven-step, two-hour program teaches participants how to connect with potential employers. Topics range from writing a career goal to preparing for the interview.

**SOAR<sup>SM</sup> (Solid Opportunities for Advancement and Retention)** – SOAR, our flagship workforce development program, was established in 1998. SOAR has a history of securing employment for the unemployed and underemployed. This three-week (72 hours) program offers day and evening classes that simulate an actual job. Program components include self-exploration, financial literacy, understanding employer expectations, resume writing, completing online applications, professional job placement and retention assistance. Collectively, SOAR graduates contribute annually an average of \$4 million to the local economy. SOAR has a recent four-year graduation rate of 81 percent, with

76 percent of graduates finding full-time employment.

**Construction Connections** – A six-week (121 hours) Pre-Apprenticeship Training Program designed to prepare participants for a career in the construction industry. This collaboration between the Greater Cincinnati Urban League and Allied Construction Industries focuses on technical instruction, as well as soft skill development. Upon completion of the SOAR and the Construction Connections programs, students are equipped with National Center for Construction Education and Research (NCCER) Core Curriculum Certification, registration into NCCER's National Registry, Bobcat Certification and OSHA 10 certification. Graduates earn an average wage of \$17.77 per hour in heavy industrial, new home building, renovation and commercial construction. The placement rate is 80 percent. The program has 17 employer partners, ranging from construction and concrete companies to electricians and carpenters.

**ACE<sup>SM</sup> (Accelerated Call Center & Customer Service Education)** – ACE is an intensive training program focused on

the customer service industry. Participants develop the skills necessary for meaningful and stable employment and are equipped with a balance of technical and soft skills, including communication, problem solving and information technology. ACE has been recognized by businesses throughout the region for providing superior employee candidates and has received the Ohio Nonprofit Excellence Award from the Ohio Association of Nonprofit Organizations (OANO). ACE enrolls about 200 people each year, with 90 percent graduating. And 76 percent of graduates find jobs paying an average starting wage of \$11.02 per hour or \$22,923 annually.

**Financial Opportunity Center (FOC)** – Established to help low- to moderate-income families boost earnings, reduce expenses and make appropriate financial decisions that lead to asset building through an integrated service model approach. We provide individuals and families with services across three critical and interconnected areas: employment services, financial coaching and access to income supports. We served more than 700 households in a recent 12-month period: 654 people received employment coaching, 521 financial coaching, and 325

became eligible for income-support benefits. Another 178 received free tax preparation.

### **Youth Development Initiatives**

*Children who are academically prepared and who have developed the skills to succeed in life make up the first building block of a healthy and vibrant community. The League works to secure equity in access to opportunities and better futures for all youth in the Greater Cincinnati and Greater Dayton areas, particularly those most often left behind. Our Youth Services Department offers the following programs:*

**After School League<sup>SM</sup>** – Provides a safe supportive environment for students and is designed to support increased student academic skills in reading and math while closing the achievement gap for minorities and economically disadvantaged youth. Cultural enrichment and academic opportunities are intertwined with the development of leadership skills, conflict resolution and civic responsibility while emphasizing the important role education plays in their future success. We partner closely with Cincinnati Public Schools to deliver programming through the Community Learning Centers for students

in Grades 7-12. **Urban Champions Afterschool** is currently working with two schools in Dayton's most economically depressed neighborhoods. Utilizing mentors and the Peace Builders philosophy, seventh- and eighth-graders are given assistance with tutoring, conflict resolution and necessary life skills.

**Ohio Urban Youth Empowerment Program** – Provided by the Urban League and community partners, and funded by the U.S. Department of Labor, we seek to improve the long-term labor market prospects of both juvenile offenders and court-involved youth prior to adjudication. Through diversion and record expungement, as well as education, training, job placement assistance and supportive services, this program gives youth a chance to avoid the stigma of a juvenile record by leaving past transgressions behind so they can secure employment and are positioned for success in the workplace.

**Summer Youth Employment Programs** – We provide people ages 14–24 with employment experiences that teach responsibility, organizational skills, time management and good work habits through job experience.

**Year Round Youth Employment Program** – This initiative offers youth a perspective on what is necessary to be successful in school, work and their career path. People ages 16–21 develop a good work ethic, employment skills and get on-the-job experience in subsidized internships. Prior to working, they participate in career assessment, leadership and work readiness activities to build their confidence and prepare them for opportunities that lead to long-term employment.

**Urban Youth Empowerment Program** was launched in January of 2013 and now serves 200 youth and young adults. Targeting juvenile offenders in high-poverty, high-crime communities, UYEP is funded by the U.S. Department of Labor. Its purpose is to help develop the necessary skills to obtain employment in high-growth areas by providing case management, mentoring, education and training and career development. One of the program's unique components is the integration of restorative justice. This approach rehabilitates ex-offenders by creating accountability to themselves and the communities to which they belong. This process is facilitated through service learning projects, which



includes opportunities for young people to pay it forward and help reduce crime in their communities.

### **Business Development & Entrepreneurship Initiatives**

*The Business Development and Entrepreneurship Division operates three programs that serve a broad range of diverse businesses. Our mission is to help established entrepreneurs increase their capacity to take advantage of new business opportunities and qualify for financing that will lead to higher levels of business growth. BD&E provides assistance through the following programs:*

#### **Small Business Development Center –**

The SBDC is a one-stop center for business and technical assistance, counseling, business plan preparation, strategic planning, financial forecasting and analysis, market planning and much more. Last year, we served 370 clients that resulted in the creation of 64 new businesses, 188 contracts (worth \$26 million) and received nine loans (worth \$2.1 million). Program participants were responsible for creating 129 jobs and saving 60 positions.

#### **African American Business Development Program –**

The AABDP is a comprehensive

seven-month program designed for African-American business owners who want to build sustainable companies that help to create employment opportunities for the community. We provide business, organizational management and skills training to existing Minority Business Enterprises (MBE). Since the program's creation in 2012, more than 60 minority-owned firms have completed the course. These participating firms increased their spending with other Minority Business Enterprise companies from \$503,000 in 2013 to \$2 million in 2015. Acting as a pipeline to the Cincinnati USA Chamber's Minority Business Accelerator, we have coached, counseled and assisted more than nine of the businesses currently involved with the MBA.

#### **Ohio River Valley Women's Business**

**Council –** ORV~WBC is a program operated by the Urban League under the authority of Women's Business Enterprise National Council (WBENC) providing women business owners certification, opportunity, resources and engagement in the Ohio River Valley. The collaboration between WBENC and the Urban League allows for the leveraging of two strong organizations, one dedicated to building businesses in our community, the other dedicated to the

economic empowerment of women owned businesses not only in Cincinnati but throughout the ORV~WBC region. We serve more than 1,000 female-owned businesses in Ohio, Kentucky and West Virginia. These companies average \$7.5 million in sales and employ 59,000 people.

### **Promoting an Inclusive Community**

**Urban Leaders** – Urban Leaders is a 24 year-old program the League created in response to the growing need in the Greater Cincinnati region for multicultural leaders to address the goal of increasing diversity and inclusion among corporate and community leadership. The program addresses the need for increased leadership from the ranks of typically under-represented groups of professionals in the Greater Cincinnati region. The program has more than 600 active alumni. The program attracts and builds a strong network of effective leaders who model the characteristics needed to build personal leadership capacity, to serve their respective organizations and to engage in developing solutions to societal issues in Greater Cincinnati communities.

### **Community Police Partnering Center** –

The Partnering Center was created in Cincinnati in response to civil unrest and the feeling of disconnection between the community and law enforcement. In 2003, the Collaborative Agreement clearly spelled out that Community Problem Oriented Policing (CPOP) and the problem-solving SARA model (Scanning, Analysis, Response & Assessment) would be the methods used by the Partnering Center to engage and train both citizens and law enforcement. The Partnering Center works in partnership with community stakeholders and members of the Cincinnati Police Department to develop and implement effective strategies to reduce crime and disorder while facilitating positive engagement and increased trust between police and neighborhoods. Together, the police and residents worked to solve drug dealing and loitering problems in Madisonville, drug sales in Kennedy Heights, thefts from a Downtown pharmacy, juvenile truancy issues at the Main Branch of the Public Library of Cincinnati and Hamilton County, metal theft in Northside, a spate of aggravated burglaries in Bond Hill and shootings and drug-related activity in Avondale.

**Urban League Young Professionals and Urban League Guild of Greater Southwestern Ohio** are regional auxiliaries with two divisions.

Volunteerism, philanthropy and membership development advance the Urban League Movement through the efforts of our YP and Guild Auxiliaries. Using a regional approach, this group harnesses the talent, drive and compassion of young people, ages 21 to 40 and those over 40 who are charged with generating direct and consistent support for the mission of the Urban League of Greater Southwestern Ohio. The result is a greater impact in the Greater Cincinnati and Miami Valley region through service and development of our members. We provide these volunteers a platform to exchange ideas as they learn to expand their professional network.

### **Public Policy and Advocacy**

The League monitors laws, regulatory measures, courses of action and funding priorities of importance to the community. Like many organizations, the League recognizes the importance of public policy in the development and attempts to shape public policy through education, advocacy or mobilization of interest groups.

Our advocacy efforts include periodic publications such as “The State of Black Dayton: Opportunities Lost” in 2017 and “The State of Black Cincinnati: Two Cities” in 2015. In both Cincinnati and Dayton, the League chronicles many of the devastating disparities found in the African-American community. The Cincinnati Childhood Poverty Collaborative used information contained in this publication to help bring the Cincinnati community together to address the issue of poverty.

# Urban League of Greater Southwestern Ohio Board of Trustees 2017 Roster

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