## Pre-survey Responses and Themes

### Original Responses to Question 1

**Regional Equity Initiative Vision Statement:** Contribute your perspective on the Regional Equity Initiative Vision Statement by completing this sentence: "Successful outcomes of the Regional Equity Initiative’s work would include…”

- Infrastructure, technology, and program investments that remove social inequity from our Region.
- An inspirational vision of hope and unity for all.

**Opportunities Resources**

- Equity is achieved when we remove barriers, change community systems, and create intentional inclusion for underrepresented groups so that no disparities in outcomes exist for young people and families based on their race.
- Improving the diversity of the upper levels of Workforce in this community.
- System and policy changes that result in increased opportunities and measurable results for people of color. Strategies that incorporate the voices of impacted populations along with meaningful participation.
- Community-informed goals and outcomes are set that increase and change access and opportunity for people of color.
- Creating a place where everyone has equitable opportunities to thrive.
- Acknowledging the inequities in our community and developing strategies to overcome them.
- Reductions in the disparities and inequities between the region’s black and white communities.
- A community where each voice is valued and heard; where investment decisions are made benefiting the greater good; where the greater good is expanding exponentially to include ALL in the community.
- Mirroring what AARP indicates a “Livable Community” is
- We understand and reflect the community we serve.
- All personas would equal opportunity for fulfillment and well-being.
- A detailed plan for our path forward.
- Economic mobility via wealth and income equity, just & equitable economy, equal pay for equal work.
- A Dayton region that provides meaningful opportunity and equitable quality of life for all residents.
- Visible promotion and demonstration of racial and economic equity throughout the region.
- All people throughout the region have a high quality of life.
- That we have a sustainable, deliberate and persistent structure to align and work on issues of equity in our larger community.
- Centering the work and voice within the most affected communities.
Response Themes from Question 1 – Vision Statement

Theme 1.1: Through community engagement the Regional Equity Initiative will develop processes to address inequity.

- Strategies that incorporate the voices of impacted populations along with meaningful participation.
- Community-informed goals and outcomes are set that increase and change access and opportunity for people of color.
- Acknowledging the inequities in our community and developing strategies to overcome them.
- An inspirational vision of hope and unity for all.
- A community where each voice is valued and heard; where investment decisions are made benefiting the greater good; where the greater good is expanding exponentially to include ALL in the community.
- We understand and reflect the community we serve.
- A detailed plan for our path forward.
- Visible promotion and demonstration of racial and economic equity throughout the region.
- That we have a sustainable, deliberate and persistent structure to align and work on issues of equity in our larger community
- Centering the work and voice within the most affected communities

Theme 1.2: The Regional Equity Initiative’s work will create meaningful, equitable opportunities.

- Creating a place where everyone has equitable opportunities to thrive
- System and policy changes that result in increased opportunities and measurable results for people of color.
- Opportunities Resources
- All personas would equal opportunity for fulfilment and well-being
- A Dayton region that provides meaningful opportunity and equitable quality of life for all residents.

Theme 1.3: The Regional Equity Initiative’s work will result in equitable outcomes.

- Infrastructure, technology, and program investments that remove social inequity from our Region.
- Improving the diversity of the upper levels of Workforce in this community.
- Equity is achieved when we remove barriers, change community systems, and create intentional inclusion for underrepresented groups so that no disparities in outcomes exist for young people and families based on their race.
- Reductions in the disparities and inequities between the region’s black and white communities.
- Mirroring what AARP indicates a “Livable Community” is
- Economic mobility via wealth and income equity, just & equitable economy, equal pay for equal work
- A Dayton region that provides meaningful opportunity and equitable quality of life for all residents.
- All people throughout the region have a high quality of life.
## Regional Equity Initiative Mission Statement

Contribute your perspective on the Regional Equity Initiative Mission Statement by completing this sentence: "The core functions and services of the Regional Equity Initiative should include…"

| All 9 sectors of livability as identified in the Institute's Mission Statement. |
| To create high-quality of life opportunities for every citizen. |
| Racial and social equality |
| A leadership team comprised of leaders from a diverse cross section of the community, a full time Equity Manager expert on diversity inclusion and equity responsible for leading complex projects of social justice and system inequities, effective communications with listening sessions to identify concerns and issues from underrepresented populations, embracing a common theory of change for identifying and achieving community wide equity outcomes, conducting regular climate surveys of Dayton/Montgomery County organizations and institutions to understand how sub populations perceive equitability in the workplace environment, providing equity training for business, educational and organizational leaders. |
| Exposing and correcting institutional racism |
| Engaging the broader community to actively participate in altering existing systems and policies to better meet the needs of minority populations and create meaningful opportunities to improve outcomes (health, education, housing, employment, justice) |
| (See TDF/MVRPC MOU.) |
| Advancing equity through development and implementation of a strategic plan; and policy and systems change advocacy |
| Identify hurdles to equality and coordinate organizations and activities to bring necessary services to overcome problems. |
| Data, historical trends, discussion of moral imperatives |
| Identifying investment (human capital, physical plant, and other financial) opportunities in our communities and a framework for their implementation to build unstoppable momentum to resolve issues from long term systemic inequality. |
| Ensuring that zip code does not determine one’s ability to receive essential needs |
| Evaluating and improving community services to ensure they are effective, accessible and equitable for everyone living or working in Montgomery County. |
| Regional data on equity; Forums to discuss inequities in the region |
| Instilling equity awareness and guiding implementation |
| Public Policy Advocacy to remove barriers, Compiling and analyzing data to present the current landscape of our region as it relates to demographics, businesses, employment, housing, and establish and track KPIs for advancement of goals. Quarterback for strategic action plan to eliminate inequities and disparity. |
| Equitable economic opportunity, racial justice, and the social determinants of health |
| Aligned strategies to build livable and equitable communities throughout the Greater Dayton Area |
| Leading a collective effort between public and private organizations to enhance livability and equity throughout the region |
| Aligning resources to work on our region’s most complex and perplexing issues of equity. These should be issues that no others are equipped to handle and where the Regional Equity Initiative is uniquely positioned to lead |
| Gather the stories and experience of those most affected, focus on structural changes |
Response Themes from Question 2 – Mission Statement

Theme 2.1: The Regional Equity Initiative aspires to end disparity in the Region.

- To create high-quality of life opportunities for every citizen.
- Racial and social equality
- Exposing and correcting institutional racism
- Ensuring that zip code does not determine one's ability to receive essential needs
- Equitable economic opportunity, racial justice, and the social determinants of health

Theme 2.2: The Regional Equity Initiative supports organizations working to address inequity.

- Policy and systems change advocacy
- Data, historical trends, discussion of moral imperatives
- Regional data on equity; Forums to discuss inequities in the region
- Instilling equity awareness and guiding implementation

Theme 2.3: The Regional Equity Initiative develops and supports processes to address inequity.

- Advancing equity through development and implementation of a strategic plan
- See TDF/MVRPC MOU
- Identifying investment (human capital, physical plant, and other financial) opportunities in our communities and a framework for their implementation to build unstoppable momentum to resolve issues from long term systemic inequality.
- Evaluating and improving community services to ensure they are effective, accessible and equitable for everyone living or working in Montgomery County.
- Aligned strategies to build livable and equitable communities throughout the Greater Dayton Area
- Gather the stories and experience of those most affected, focus on structural changes

Theme 2.4: The Regional Equity Initiative addresses equity on a sector-by-sector basis.

- All 9 sectors of livability as identified in the Institute's Mission Statement.
- Create meaningful opportunities to improve outcomes (health, education, housing, employment, justice)

Theme 2.5: The Regional Equity Initiative achieves equity goals through collaborative work among organizations working on equity.

- Engaging the broader community to actively participate in altering existing systems and policies to better meet the needs of minority populations
- Identify hurdles to equality and coordinate organizations and activities to bring necessary services to overcome problems.
- Leading a collective effort between public and private organizations to enhance livability and equity throughout the region
- Aligning resources to work on our region’s most complex and perplexing issues of equity. These should be issues that no others are equipped to handle and where the Regional Equity Initiative is uniquely positioned to lead
Theme 2.6: The Regional Equity Initiative is the primary lead for equity work in the Region.

- a leadership team comprised of leaders from a diverse cross section of the community, a full time Equity Manager expert on diversity inclusion and equity responsible for leading complex projects of social justice and system inequities, effective communications with listening sessions to identify concerns and issues from underrepresented populations, embracing a common theory of change for identifying and achieving community wide equity outcomes, conducting regular climate surveys of Dayton/Montgomery County organizations and institutions to understand how sub populations perceive equitability in the workplace environment, providing equity training for business, educational and organizational leaders.

- Public Policy Advocacy to remove barriers, Compiling and analyzing data to present the current landscape of our region as it relates to demographics, businesses, employment, housing, and establish and track KPIs for advancement of goals. Quarterback for strategic action plan to eliminate inequities and disparity.
### Original Responses to Question 3

**Who does the Regional Equity Initiative serve?**

Ultimately, the Miami Valley; however, the historical barriers in the inner cities and townships must be addressed first.

- The entire Dayton region
- Those marginalized due race and socioeconomic status.
- All segments of the Regional Community
- The people of the Miami Valley
- Our community
- Initial focus on racial equity
- Marginalized groups and underserved communities
- the entire community
- All of us.

The Regional Equity Initiative serves the community: when 100% are able to actively participate and efforts are valued, the entirety of our community benefits.

- Underserved populations
- start with Montgomery County then the larger Miami Valley
- Everyone in the region
- The entire community
- The citizens/residents, businesses, and entities of the Dayton MSA (Montgomery, Greene, & Miami Counties).
- The people of the Dayton region.
- Greater Dayton Area residents
- Citizens throughout the region.
- residents and organizations in the greater Miami Valley
- areas labeled as low opportunity
Response Themes from Question 3 – Who does the Regional Equity Initiative serve?

Theme 3.1: The Regional Equity Initiative serves everyone in the Region.

- Ultimately, the Miami Valley
- The entire Dayton region
- All segments of the Regional Community
- The people of the Miami Valley
- Our community
- the entire community
- All of us.
- The Regional Equity Initiative serves the community: when 100% are able to actively participate and efforts are valued, the entirety of our community benefits.
- Everyone in the region
- The entire community
- The people of the Dayton region.
- Greater Dayton Area residents
- Citizens throughout the region.

Theme 3.2: The Regional Equity Initiative addresses inequalities faced by all underserved communities.

- Marginalized groups and underserved communities
- Underserved populations

Theme 3.3: Inequities based on race are the first focus of the Regional Equity Initiative.

- Those marginalized due to race and socioeconomic status.
- Initial focus on racial equity

Theme 3.4: The Regional Equity Initiative defines its service area by a specific geography.

- the historical barriers in the inner cities and townships must be addressed first.
- start with Montgomery County then the larger Miami Valley
- The citizens/residents, businesses, and entities of the Dayton MSA (Montgomery, Greene, & Miami Counties).
- areas labeled as low opportunity

Theme 3.5: The Regional Equity Initiative serves organizations working on equity.

- residents and organizations in the greater Miami Valley