To continue the work of building a formal structure for the Regional Equity Initiative (REI) and the equity work envisioned for the Institute for Livable and Equitable Communities (ILEC) a facilitated discussion was held virtually on Tuesday, May 26, 2020, hosted by the Miami Valley Regional Planning Commission (MVRPC). The session lasted two hours and at its peak had 30 participants in attendance. A recording of the session is available to review through MVRPC.

Intended originally to be an in-person compression planning session, the COVID-19 emergency forced a change of meeting design. It was decided that a pre-survey, sent to all invitees in advance of the meeting was a good way to capture the input from all who wished to participate, including those who would be unable to participate at the scheduled time of the meeting. This method also saved time that would have been spent in the cumbersome environment of a virtual meeting attempting to gather input from all participants. In all, 24 responses were received to the pre-survey, and all of the responses are compiled at the end of this summary.

The two goals of this session were to have the participants reach consensus on critical content or themes of the Vision Statement and the Mission Statement of the REI. Vision and mission statements, for purposes of this discussion were defined as follows:

A **vision statement** outlines what an organization would like to ultimately achieve and gives purpose to the existence of the organization. A good vision statement should be short, simple, specific to your work, leave nothing open to interpretation. This is the “why.”

A **mission statement** is a short statement of why an organization exists, what its overall goal is, identifying the goal of its operations: what kind of product or service it provides, its primary customers or market, and its geographical region of operation. This is the “how.”

In other words, the vision describes the world as the organization would like it to be, and the mission details how the organization will work to achieve the vision.

By way of presentation, facilitator Matt Lindsay from MVRPC staff, provided an outline of the session purpose, and background information on the REI, ILEC and organizations and committees that preceded it. Participants were sent a document in advance that listed all the responses to the pre-survey, which were also presented during the session. To provide a method of digesting the many responses, MVRPC staff also reviewed the responses in advance and sorted them into broad themes for the review of the participants. These themes were also provided in advance and served as the basis of polls conducted through the Zoom platform through the session. Open discussion about themes for the Vision and Mission statements resulted in editing some of the themes before votes were taken. The results of the polls are presented here, and these results informed the proposed Vision and Mission Statements designed for the pre-survey for the June session.

**Poll Question 1**

For the Regional Equity Initiative’s Vision Statement my preferred theme is:

- The Regional Equity Initiative recognizes the existing inequities, acknowledges the causes and involves those who are most impacted as critical partners (19 votes)
- Through community engagement the Regional Equity Initiative develops strategies and goals to address inequity. (5 votes)
• The Regional Equity Initiative’s work will result in equitable outcomes. (1 vote)
• The Regional Equity Initiative’s work will create meaningful, equitable opportunities. (No votes)

Poll Question 2

For the Regional Equity Initiative’s Mission Statement my preferred primary theme is:
• The Regional Equity Initiative develops and supports processes to address inequity. (10 votes)
• The Regional Equity Initiative achieves equity goals through collaborative work among organizations working on equity. (6 votes)
• The Regional Equity Initiative aspires to end opportunity disparity in the Region. (5 votes)
• The Regional Equity Initiative addresses equity on a sector-by-sector basis. (1 vote)
• The Regional Equity Initiative supports organizations working to address inequity. (No votes)
• The Regional Equity Initiative is the primary lead for equity work in the Region. (No votes)

Poll Question 3

For the Regional Equity Initiative’s Mission Statement my preferred supporting theme is:
• The Regional Equity Initiative will work to end racial disparity in our Region. (9 votes)
• The Regional Equity Initiative aspires to end opportunity disparity in the Region. (5 votes)
• The Regional Equity Initiative achieves equity goals through collaborative work among organizations working on equity. (3 votes)
• The Regional Equity Initiative supports organizations working to address inequity. (2 votes)
• The Regional Equity Initiative develops and supports processes to address inequity. (1 vote)
• The Regional Equity Initiative addresses equity on a sector-by-sector basis. (1 vote)
• The Regional Equity Initiative is the primary lead for equity work in the Region. (1 vote)

Poll Question 4

On the question of who the Regional Equity Initiative serves my preferred theme is:
• Inequities based on race are the first focus of the Regional Equity Initiative. (9 votes)
• The Regional Equity Initiative addresses inequalities faced by all underserved communities. (7 votes)
• The Regional Equity Initiative serves everyone in the Region. (6 votes)
• The Regional Equity Initiative defines its service area by specific geography. (No votes)
• The Regional Equity Initiative serves organizations working on equity. (No votes)
### 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 fulfilment 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 |
| The development of a comprehensive and clearly defined equity plan for the region; one that achieves broad buy-in; clear goals and objectives; who’s responsible for what, and by when; and a structured/formal annual progress reporting process and assessment process. |
End racial disparities within the city/county, strengthen the way the city/county and institutions engage the community and provides services, address race-based disparities in our community.

Equality of Opportunity For All, regardless of race, gender, religion, ethnic origin, disability or sexual orientation. I have a particular interest in seeing the Initiative foster and promote true understanding and trust across the racial divide.

Original Responses to Question 2

**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

Measurable/achievable goals and objectives aimed at identifying and closing persistent racial disparities and a process involving a study/assessment of historic and current policies and practices that contributes to the persistence and widening of these gaps.

Advocacy/public policy change, capacity building and technical support for community organizations; education on disparities to larger public

Equality of Opportunity For All, regardless of race, gender, age, religion, ethnic origin, nationality, disability and/or sexual orientation. I have a particular interest in seeing the Initiative foster and promote true trust and understanding across the racial divide.

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.
<table>
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<tr>
<th>Greater Dayton Area residents</th>
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<td>Citizens throughout the region.</td>
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<tr>
<td>residents and organizations in the greater Miami Valley</td>
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<td>areas labeled as low opportunity</td>
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<tr>
<td>Everyone but with special attention to marginalized and minoritized populations throughout the region.</td>
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<tr>
<td>The entire community</td>
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The entirety of the community. Our wonderful community, with all of its strengths and accomplishments, has for too long been hampered by an absence of trust and understand of what it means to share our life’s experiences, too walk in the other person’s shoes. If we could bridge that gap with trust and understanding of each other’s perspectives, each other’s experiences, then the trust and understanding need to build an equitable community will follow to the benefit of all.
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
- The development of a comprehensive and clearly defined equity plan for the region; one that achieves broad buy-in; clear goals and objectives; who’s responsible for what, and by when; and a structured/formal annual progress reporting process and assessment process.

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.
- Equality of Opportunity For All, regardless of race, gender, religion, ethnic origin, disability or sexual orientation. I have a particular interest in seeing the Initiative foster and promote true understanding and trust across the racial divide.

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.
- End racial disparities within the city/county, strengthen the way the city/county and institutions engage the community and provides services, address race-based disparities in our community.
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
- Equality of Opportunity For All, regardless of race, gender, age, religion, ethnic origin, nationality, disability and/or sexual orientation. I have a particular interest in seeing the Initiative foster and promote true trust and understanding across the racial divide.

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
- Advocacy/public policy change, capacity building and technical support for community organizations; education on disparities to larger public

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
- Measurable/achievable goals and objectives aimed at Identifying and closing persistent racial disparities and a process involving a study/assessment of historic and current policies and practices that contributes to the persistence and widening of these gaps.

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.

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.
● The entire communityThe entirety of the community. Our wonderful community, with all of its strengths and accomplishments, has for too long been hampered by an absence of trust and understand of what it means to share our life’s experiences, too walk in the other person’s shoes. If we could bridge that gap with trust and understanding of each other’s perspectives, each other’s experiences, then the trust and understanding need to build an equitable community will follow to the benefit of all.
Theme 3.2: The Regional Equity Initiative addresses inequalities faced by all underserved communities.

- Marginalized groups and underserved communities
- Underserved populations
- Everyone but with special attention to marginalized and minoritized populations throughout the region.

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