



MIAMI VALLEY

Regional Planning Commission

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MEMORANDUM

To: MVRPC Board of Directors
From: Brian O. Martin, AICP, Executive Director
Date: September 21, 2020
Subject: Resolution Ensuring Equity, Diversity, and Inclusion in all MVRPC Staff, Committee, and Board of Directors Actions

The purpose of this memo is to provide answers to questions that I've received since we last discussed the MVRPC resolution on equity, diversity, and inclusion in order to clarify the agency's intentions with the attached resolution. In doing so, I hope to receive your support so that our Region can make a strong statement to the world, other regions in Ohio, and locally. When I say this resolution applies to MVRPC, what I mean is the resolution applies to the agency's hiring and business practices and board actions.

For clarification, I submit the following information:

1. The attached resolution applies to MVRPC staff, hiring and business practices, Board of Directors and other committee decisions.
2. The resolution does not require adoption of a similar resolution or statement by our members. We do encourage all members to make similar statements when they are ready to do so. Every member organization is encouraged to adopt similar resolutions and action steps to increase diversity on its boards or in its hiring practices. In so doing, our region becomes more equitable and more desirable.
3. MVRPC is here to help you along the way to increase diversity, inclusion, and equity. Through the work of MVRPC's Institute for Livable and Equitable Communities, we will provide you with a menu of options based upon sound research and best practices from communities and academia within and beyond our Miami Valley. Working with all member jurisdictions, we will be effective in increasing diversity and inclusion throughout the Region and you will see the benefits in your local community or business.
4. As Executive Director, I serve at the pleasure of the Board of Directors. During my tenure, I have had 6 reviews of my performance conducted by the Executive Director's Review Panel. During each review, we discuss accomplishments for the year and we agree on a set of broad goals for the upcoming year. The MVRPC Executive Committee receives an update on the review and provides feedback on the goals and approves any recommended salary adjustment.
5. MVRPC's responsibilities are far broader than transportation planning and funding. Since 1964, the agency has taken positions on the issues that bind our communities together into the Miami Valley Region. We have adopted resolutions that support all aspects of quality of life including clean drinking water, our expansive trail network, fair share of federal and state funding, ensuring

maintenance of the transportation network, clean air, and other broad concerns that impact all communities and residents of the region. Equity and improved opportunity for all is a very important regional concern during this heightened era of social unrest and the COVID-19 pandemic. MVRPC's Vision, Mission, and Goals are aspirational and broad for our Region.

You may read the agency's Strategic Plan and Bylaws and Constitution to learn more.

- The agency's strategic plan: <https://www.mvrpc.org/sites/default/files/StrategicPlan.pdf>
- The agency's Bylaws and Constitution: <https://www.mvrpc.org/sites/default/files/mvrpcconstbylaw.pdf>

6. The MVRPC Board of Directors represents and advocates for a better Miami Valley Region, sets policy, and promotes cooperation to benefit the entire region. Your local entities may choose to follow the recommendations from MVRPC or you may choose to create your own policy or statement.
7. The reference to Racism as a Public Health Crisis has been removed from the amended resolution. The statement in the motion to table the resolution included opposition to the mention of Racism as a Public Health Crisis. While the data and research released by the state of Ohio shows that racism and public health are linked, the agency doesn't need to mention or support this position to accomplish the equity, diversity, inclusion and race goals. To learn more, please read the Governor's letter inside of "Ohio's Executive Response: A Plan of Action to Advance Equity" <https://coronavirus.ohio.gov/static/MHSF/Executive-Response.pdf>.

The State of Ohio has firmly committed to its position and MVRPC should also take action to increase equity, diversity, and inclusion as well as denounce racism. The attached amended resolution takes this action.

8. Lastly, as the current president of the Rotary Club of Dayton, recently I had the pleasure of hosting and interviewing on Zoom teleconference General Arnold Bunch, Jr. from WPAFB as our club's speaker. General Bunch, leader of the Air Force Materiel Command (AFMC), mentioned Diversity and Inclusion as a top 5 goal for AFMC and the communities in the Miami Valley to ensure that all airmen and employees are treated fairly in their communities. As you are all well aware, WPAFB is the largest single site employer in our Region as well as the state and aligning goals with their command is critical.

In July 2017, MVRPC published the Miami Valley Equity Regional Profile. In October 2017, MVRPC launched the Miami Valley Equity Initiative and in 2019, it launched the Institute for Livable and Equitable Communities (ILEC). In 2020, we held our first meeting of the Regional Equity Initiative (REI), an effort that is charged with developing strategies and funding initiatives that reduce racism and increase access to opportunity for all.

Adoption of the attached resolution will further support the agency's work in this area. It will confirm that the MVRPC Board of Directors is highly supportive of MVRPC, the Miami Valley, and our partners in this work. It confirms that collectively, the Miami Valley denounces all forms of discrimination and racism and it works to increase equity, diversity, and inclusion in all communities. The staff will proudly work with all Miami Valley communities, businesses, and organizations to assist each and every one with designing the custom approaches to assist with reaching their equity, diversity and inclusion goals as well. Please contact me if there are any additional questions as you read the attached resolution.

RESOLUTION

Ensuring Equity, Diversity, and Inclusion in all MVRPC Staff, Committee, and Board of Directors Actions

WHEREAS, the Miami Valley Regional Planning Commission is designated as a Voluntary Association of Local Governments by Ohio Revised Code Section 713.21; and

WHEREAS, the Miami Valley Regional Planning Commission was formed in 1964 through the cooperation of locally elected officials from Greene, Miami, Preble, and Montgomery Counties and later to include Carlisle, Franklin, Springboro, and Franklin Township in Warren County; and

WHEREAS, in addition to units of local government, the MVRPC Board of Directors is made up of other government organizations, business, education, and community regional interests and it serves as the policy and decision making body for the Miami Valley Region through which local governments work cooperatively to guide important regional matters on behalf of the residents and businesses of the Miami Valley Region; and

WHEREAS, the Equity Regional Profile published by the Miami Valley Regional Planning Commission in July 2017 found that systemic, institutionalized segregation based upon race was implemented by the Federal Housing Authority from 1910 through 1950 through housing covenants to keep African Americans and immigrants from living in any part of the Miami Valley besides the west side of Dayton; and

WHEREAS, this practice of institutional and systemic segregation and racism has harmed certain neighborhoods as better jobs, education, health, food, and housing opportunities have been located in other parts of the Miami Valley and have allowed those who could move to these areas to have increased access to opportunity; and

WHEREAS, racism causes persistent discrimination and disparate outcomes in many areas of life including housing, economic opportunity, infant mortality, employment, food access, environmental protection, and criminal justice; and an emerging body of research demonstrates that racism itself is a social determinant of health; and

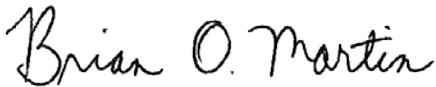
WHEREAS, the MVRPC Board of Directors and its partners formed the Institute for Livable and Equitable Communities on September 5, 2019 which dedicated funding for staff, programs, and projects that address racism and other disparities, increase access to opportunity, and improve livability for Older Americans throughout the Miami Valley; and

WHEREAS, numerous MVRPC governmental and associate members have adopted or considered adopting diversity, inclusion, equity, and antiracism policies including the City of Dayton, Village of Yellow Springs, Montgomery County, City of Piqua, City of Trotwood, City of Fairborn, City of Oakwood, Greater Dayton Area Chamber of Commerce, Dayton Development Coalition, University of Dayton, Sinclair College, Dayton Metropolitan Library, Greater Dayton Regional Transit Authority, Five Rivers Metroparks, and others.

NOW THEREFORE BE IT RESOLVED, that Miami Valley Regional Planning Commission's Board of Directors hereby:

1. Denounces discrimination of any group or in any form based upon race, income, jurisdiction, ability, national origin, age, religion, sexual preference or gender;
2. Directs the Executive Director to work with requesting member organizations to increase equity, diversity, and inclusion in their communities and organizations;
3. Requests that the Executive Director develop proactive policies, training programs, and other strategies that increase the understanding of racism, equity, access to opportunity, and diversity among MVRPC staff, boards, committees, and communities;
4. Encourages all members in their own time to develop letters, statements or resolutions and implement activities that increase equity, diversity, and inclusion in their communities;
5. Encourages all MVRPC member local governments and organizations to utilize any policies or tools developed to this end so that MVRPC through its Institute for Livable and Equitable Communities shares this information with members, tracks national best practices, and develops strategies to assist member local governments and organizations;
6. Advocates and supports the continued active involvement of the Institute for Livable and Equitable Communities as the regional and community entity that works to address racism, increase equity, provide access to opportunity, and increase livability in the communities and organizations of the Miami Valley;
7. Supports the agency's involvement in local, state, and federal purchasing programs that ensure fairness and equal opportunity programs for minority and women owned businesses;
8. Directs the Executive Director to develop a business plan, metrics, and provide annual updates to the Board of Directors on the success of these programs, projects, and policies prepared to address racism and increase diversity, inclusion, and equity throughout the Miami Valley Region.

BY ACTION OF THE Miami Valley Regional Planning Commission's Board of Directors.



Brian O. Martin, AICP
Executive Director



Chris Mucher, Chairperson
Board of Directors of the
Miami Valley Regional Planning
Commission

10/1/2020
Date