

# Advancing Racial Equity in the City of Kettering

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**Community Development Division**

# Where is Kettering, OH?





# Great Things in Kettering



Adventure Reef Water Park



Kettering Fairmont High School



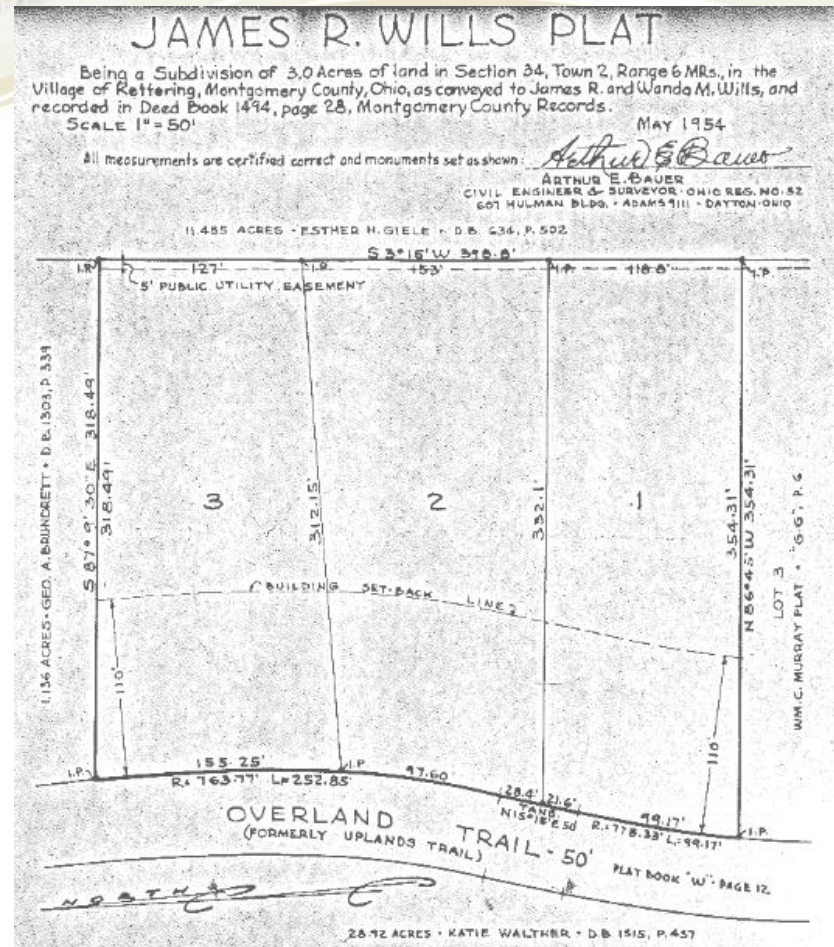
Neighborhood Pride Winners



Hills & Dales MetroPark

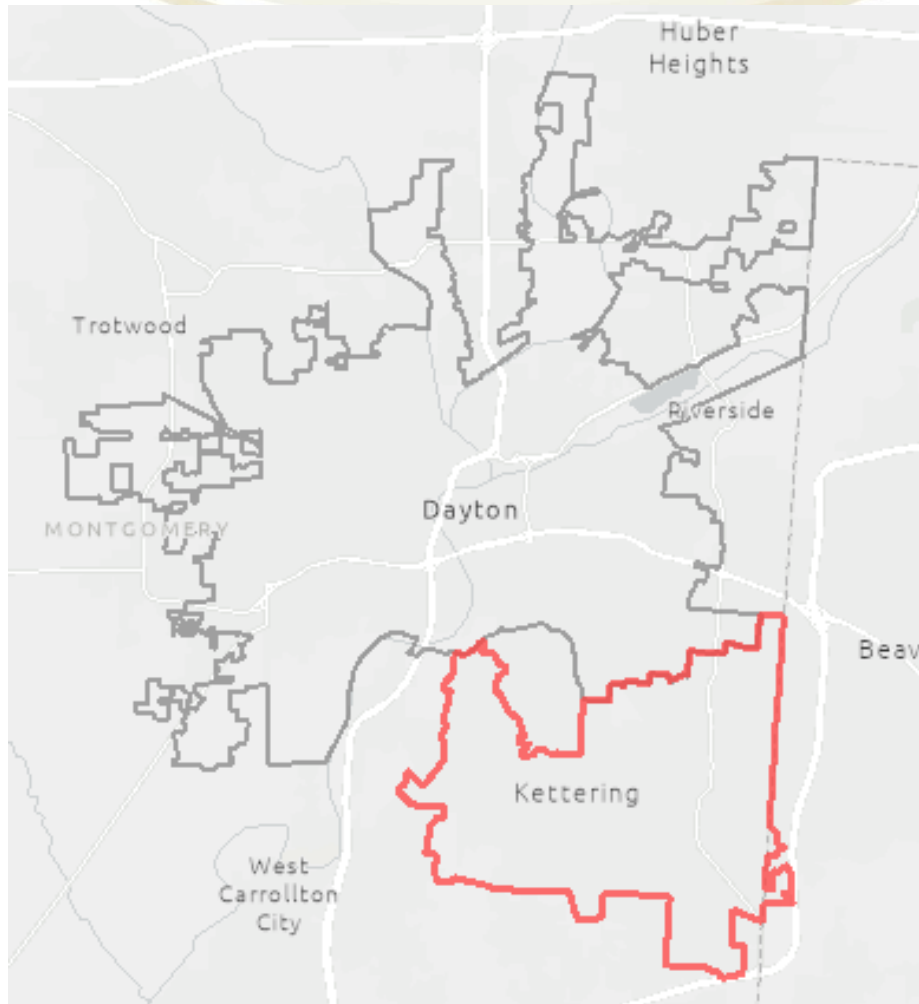


# Historic Pattern of Development



## PROTECTIVE RESTRICTIONS

No. 6- That no building shall be erected on said premises to be used for other than residence purposes only, and not more than one (1) single residence shall be constructed or maintained on each lot in said subdivision. Also that this property shall not be occupied by any people other than the Caucasian Race.

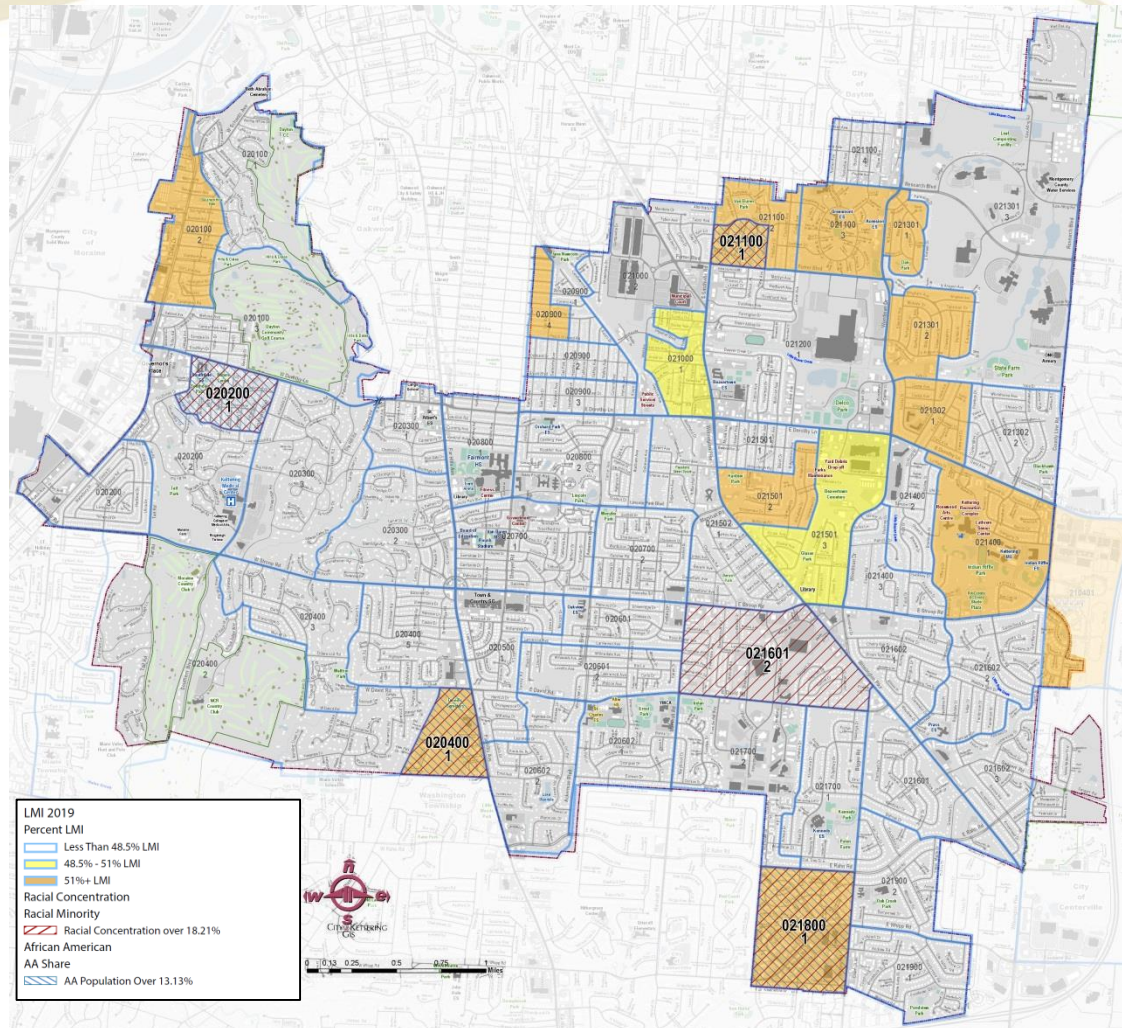


# Kettering's Place in the Region



# Areas of Concentration

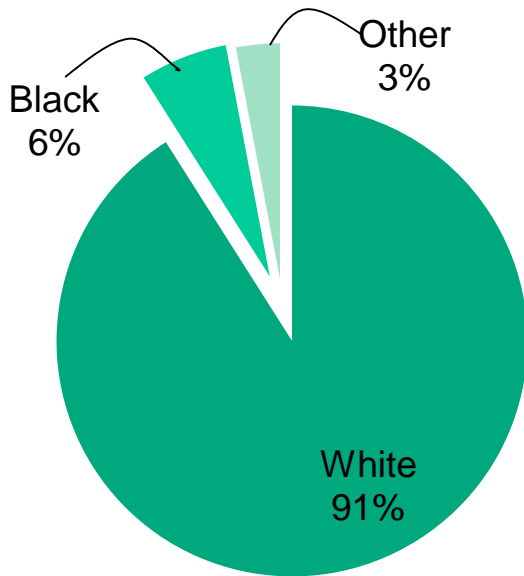
### Kettering LMI by Block Group and Areas of Racial Concentration



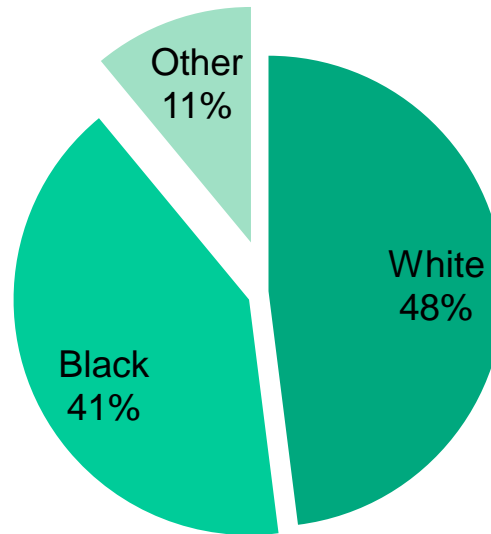
Data Sources: US Department of HUD's CPD's 2019 LMI data & 2020 Decennial Census (racial data)

## Racial Diversity

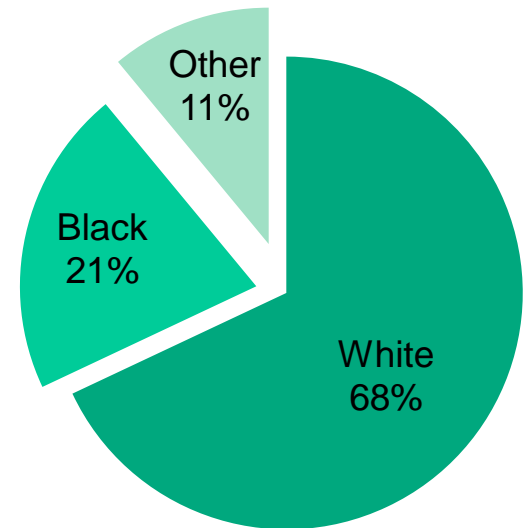
Kettering



Dayton



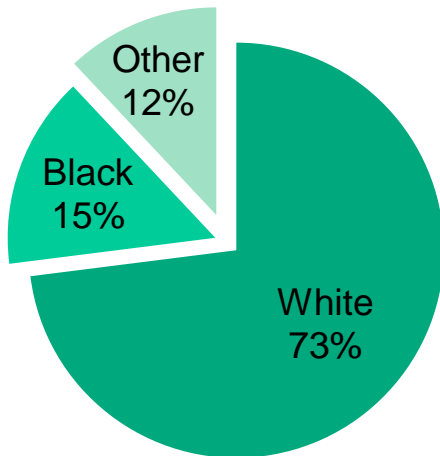
Montgomery County



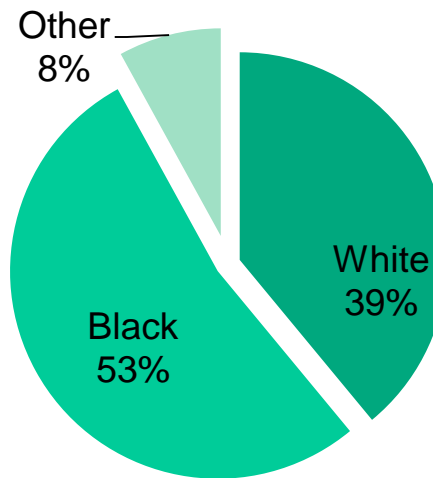
# Regional Poverty

## Poverty by Race

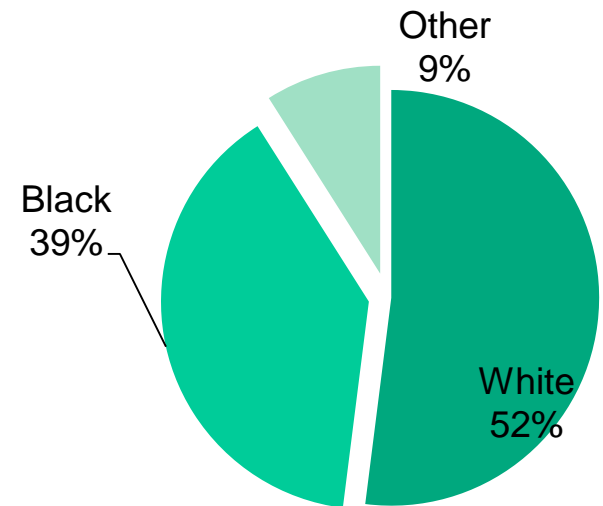
Kettering



Dayton

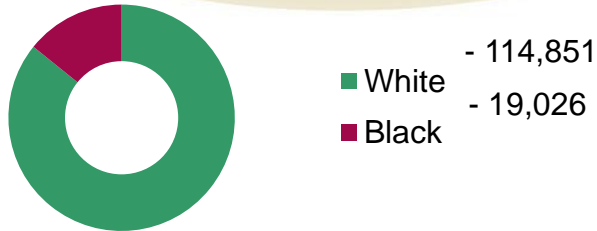


Montgomery County

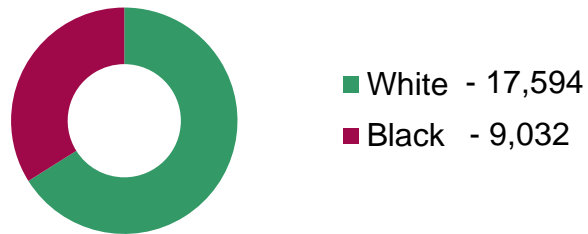




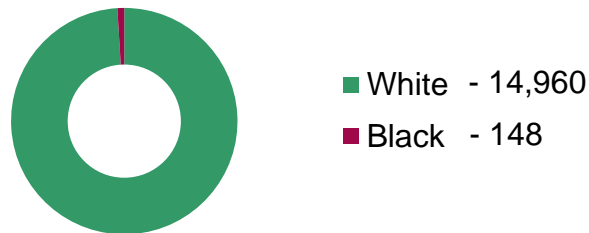
## Montgomery County



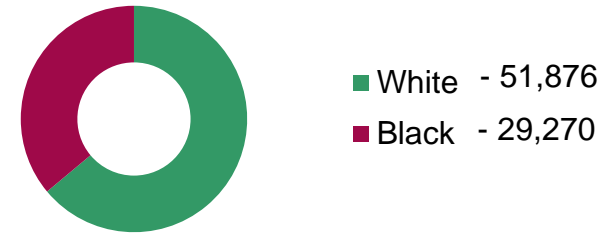
### Dayton



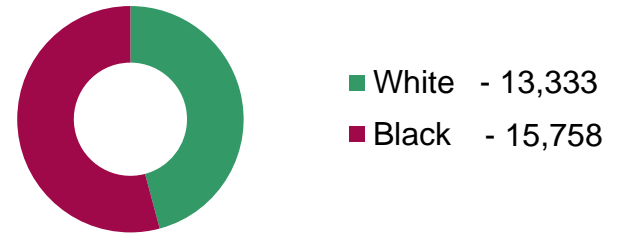
### Kettering



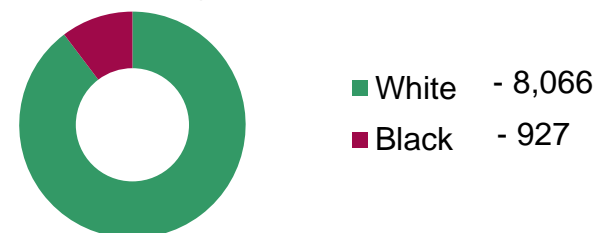
## Montgomery County



### Dayton



### Kettering



## Owner Occupied Households

## Renter Occupied Households

# Racial Equity in a White Space

**Dayton Daily News**  
**Complete. In-Depth. Dependable.**

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## Kettering conducting racial equity survey of residents



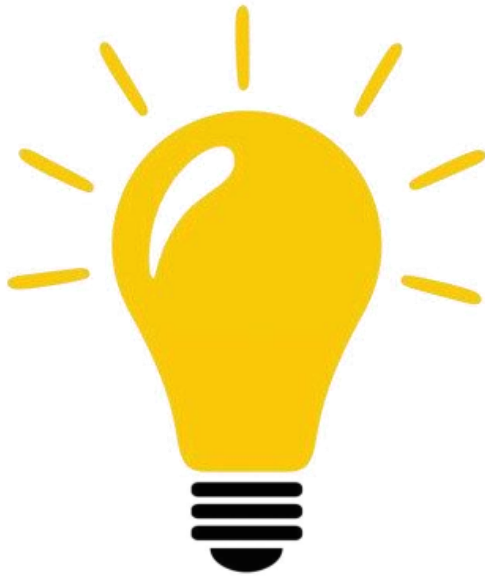
In early 2021 the City of Kettering published the Racial Equity Survey with the goal of understanding race relations in Kettering.



Link to survey  
and report



# How it Happened

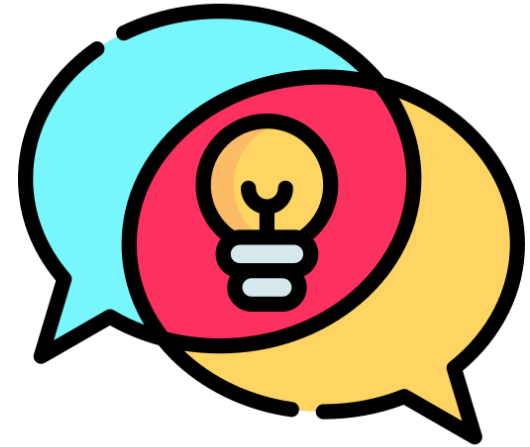


The bright idea came from the City's Board of Community Relations during the racial reckoning that occurred as the result of George Floyd's murder in 2020. With City Council's buy in and funding, the survey was developed.

In the end nearly 550 unique residents responded to the survey giving us confidence at the 95% level, with 400 unique comments.

# While Waiting on the Analysis....

- Reached out to minority business owners to hear from them
- Started thinking about what the results really meant and what we could do about them
- Researched best practices from other communities



LOCAL AND REGIONAL  
GOVERNMENT ALLIANCE ON  
**RACE & EQUITY**



# Qualitative Findings

- There are conflicting views on race relations in Kettering, though on average residents believe they are more positive than they are negative.
- Many agreed that there is a lack of diversity.
- Some attempted to redefine of racism, arguing that those who talked about race were the real racists. Others brought up systemic issues that have influenced all U.S. cities.



# Race Relations



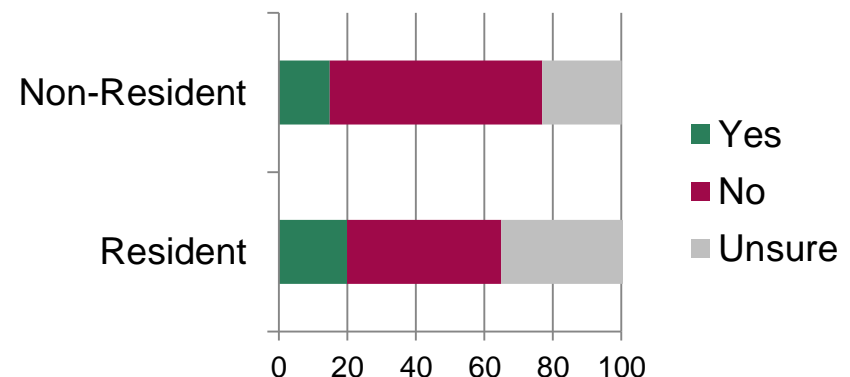
## What we asked:

- For respondents to indicate the degree to which race relations between white residents and residents who are people of color are positive or negative in 2020.
- Whether respondents believed that racist actions have been increasing in Kettering
- How satisfied respondents are with how residents of color are treated in Kettering

**66%**

of the population in Kettering worries at least a little about race relations.

## Do you feel racist actions are on the rise?



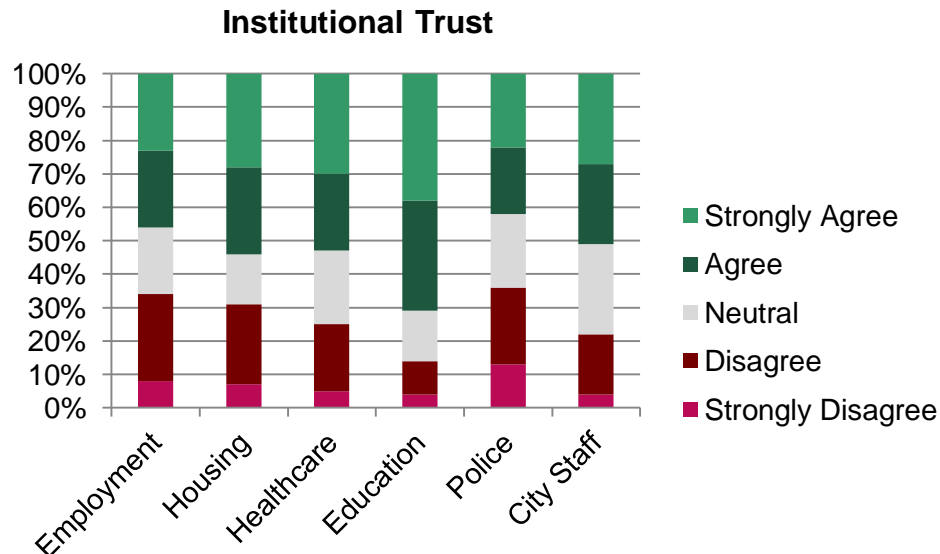


# Diversity

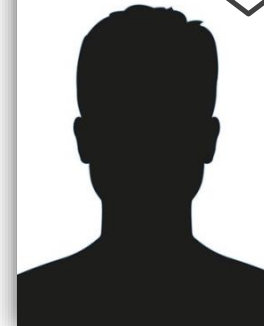


## What we asked:

- Degree of equitable treatment by institutions experienced by white applicants and applicants who are People of Color in the City of Kettering

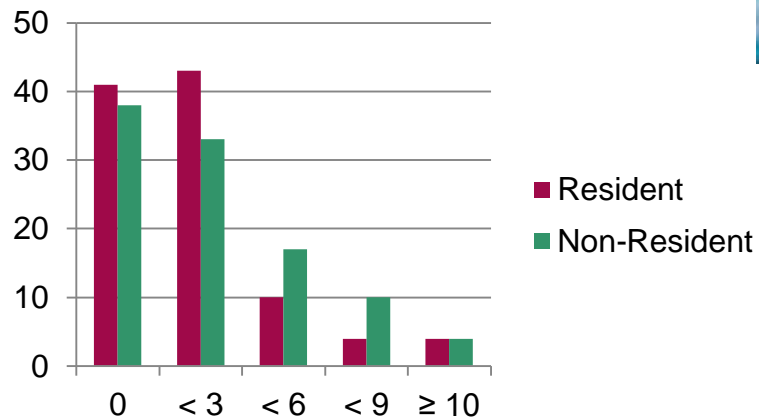


"I see few community leaders of color, few police of color, and I think it's a problem for everyone."



# How Diverse Are Your Networks?

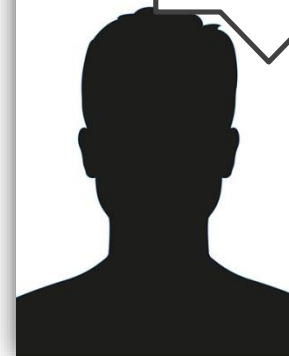
Think of the 10 people you spend the most time with.  
How many of these are People of Color?



40% of residents reported that of the 10 people they spend the most time with, none are People of Color. In total 80% said that they had 3 or fewer close contacts of color .



“There are a few people of color in the neighborhood but other than saying ‘hello’ in passing, I don’t have much contact with them”



Residents have described a lack of diversity and representation in the city



# Potential Overtones

Respondents pointed out directly that there is a lack of understanding a trust between races. This was further showcased by the way other respondents reacted to questions about race.

**I believe POC are treated different in shopping and renting in Kettering, and not for the better.**

**My adopted son is black... I very much worry about the future. I worry he will be in danger.**

**My wife and kids are 'people of color' and have had no issues.**

**As a Hispanic who has experienced racism, I feel very safe in Kettering.**

**As a mother of two black children, I spend considerable time concerned about race.**

**My son who is black is uncomfortable coming into Kettering due to treatment he receives...**

**Stop the hunt for so called 'white supremacists' everyone has the same opportunity...**

**I am tired of being told I'm a racist white person and a terrorist**



# Next Steps

- Community Events: Un-design the Redline & Local Redlining Movie, Juneteenth, MLK Jr. Day Breakfast
- Training for the Community & Staff on Equity Concepts
- Outreach – Listening Sessions & Racism Dialogues
- Anti-Racism Statement & Proclamation
- Equity Statement, Racial Equity Glossary Tool & Organizational Equity Plan
- Programming

## Training title

Social Change: Where Do I Fit in?

## Implicit Bias

Understanding Privilege and the Responsibility of Being an Ally


Inclusive Leadership



## Racial Equity



# Programming




## STAY ON

### PANDEMIC UTILITY ASSISTANCE

Administered by the City of Kettering

**What Is It?**

- Payment of up to 5 months in arrears plus current utility bill for a maximum of \$2500
- Utility bills included: Water/ Sewer, Electric & Gas



**Who's Eligible?**

- All households in Kettering (renters and homeowners)
- Income should be less than the limits listed in the chart below and the resident needs help with their utilities due to Covid-19
- Housing payments must be current

**How To Apply**  
Submit application and include the following:


- Current Utility Statements showing any past due and current amounts
- Current Housing Statement showing current in rent/mortgage
- Previous 2 months of paystubs and bank statements

**Household Income Eligibility 50% of Area Median Income :**

Household Size	1	2	3	4	5	6	7	8
Household Income	\$26,500	\$30,300	\$34,100	\$37,850	\$40,900	\$43,950	\$46,950	\$50,000

**Act Fast, Limited Funds Available**

Phone: (937) 296-3247  
Email: STAYON@ketteringoh.org  
Deadline: June 30, 2022



## Dayton Daily News

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### Man evicted after applying for rental aid: 'Just feel like my community let me down'



LOCAL NEWS  
By Josh Sweigart  
June 27, 2021

Daniel Sizemore says he has applied for rental assistance three times in the past year and received no aid. Most recently, he called the hotline for assistance, "211," and was told someone would be in touch within five days.

Five days later he sat on a chair lined up on the curb with his other furniture in front of his Kettering home. Most of his belongings were packed in a U-Haul or strewn in the yard as the Kettering Municipal Court bailiff pulled up to make sure he had vacated the premises as his eviction order demands.

"I haven't gotten an email, not a phone call, not anything and this is the third time it's happened," Sizemore told the Dayton Daily News.



## STAY PUT

### EMERGENCY RENTAL ASSISTANCE

Administered by the City of Kettering

### Having Trouble Paying Rent? Help is Available!



If you have suffered COVID-related financial impact:

- loss of job
- reduction in hours
- increased childcare, etc.


**You may be eligible for rental assistance!**

Montgomery County is providing \$1,000,000 in rental assistance to eligible residents of Kettering, Moraine, Centerville and Washington Township.

**Application and information available at:**  
[www.STAYPUTSouthDayton.org](http://www.STAYPUTSouthDayton.org)  
Or apply by text: Send the message STAYPUT to 73224

**Rest easier in your home tonight!**

Contact  
Phone: 937-296-2441 ext. 4025  
Email: stayput@ketteringoh.org  
Deadline to apply is January 10, 2021.




# Microenterprise Programming



## 3 Prong Approach:



Education



Connection



Funding







# QUESTIONS?

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