



CITY OF HUNTINGTON WOODS ANTI-RACISM PLAN

Introduction

In response to the tragic and senseless deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, and too many others, on June 2nd our city issued the **Huntington Woods Statement Condemning Acts of Racial Injustice and Commitment for Justice, Fairness and Peace for All.**

It reinforced our commitment to work to make *Huntington Woods a warm and welcoming city, free of fear and turmoil.* Further, our city recognizes the need to take action to ensure diversity, equity, and inclusion in our community. We will now take the next steps to enact this commitment. This begins with a plan, demonstrable actions, and measurable outcomes.

Stating we are “not racist” is simply inadequate; we strive to be anti-racist. To be *anti-racist* is to understand that society has internalized and normalized racism and then be willing to examine and change public policies that may give rise to racial injustice and inequity.

The impact of policies that, actively or passively, led to the institutional oppression of people of color throughout our nation’s history should be changed or eliminated.

Why is this issue relevant to Huntington Woods?

1. **We believe that when the system is more equitable, we all do better.** This is not an easy thing to accomplish. Our actions may seem small, but every act is a step forward to a better future. We would like to build a community that is sensitive to the issues of racial injustice and committed to diversity, equity and inclusion.
2. **Personal interactions between City to residents and neighbor to neighbor can impact whether we are warm and inclusive.** We must recognize that we all have different experiences living here. While we are 95% white in population, this is also home to 5% Black, indigenous, and people of color (BIPOC). While we strive for an inclusive community, it is important to acknowledge that we might not be there yet. From more opportunities for learning, to the way we interact with each other on an individual basis, to the examination of public policies, the better off we will be in our social responsibility to each other.
3. **Our lives extend outside of Huntington Woods and we can make an impact.** As a suburb of Detroit, Huntington Woods became an overwhelmingly white city due to a confluence of historical public policies enacted from all levels of government. Racism runs deep, and it doesn't stop at 11/Coolidge and 10/Woodward. Our lives don't stop at these borders. Parents understand the importance of preparing children for the real world and more importantly, preparing them to become contributing members of society who are equipped with knowledge and truth. Huntington Woods has a history of trying to improve the system, which include the following local legislative actions:
 - 2001 Human Rights ordinance enacted
 - 2017-ongoing Drag Queen Story Time program facilitation & support
 - 2019 Conversion Therapy Ban ordinance
 - 2020 Adoption of *Huntington Woods Statement Condemning Acts of Racial Injustice and Commitment for Justice, Fairness and Peace for All* (led to the creation of the Anti-Racism Plan)

We can do more by turning our words and pledges into actionable plans and measurable outcomes.

4. **This issue is vital to Huntington Wood's future.** The nation's demographics are changing. Half of the U.S. will be "minority white" by 2045.¹ If we want to remain the preferred place to raise a family, we need a plan for a more sustainable future to

¹ The new statistics project that the nation will become "minority white" in 2045. During that year, whites will comprise 49.7 percent of the population in contrast to 24.6 percent for Hispanics, 13.1 percent for blacks, 7.9 percent for Asians, and 3.8 percent for multiracial populations.

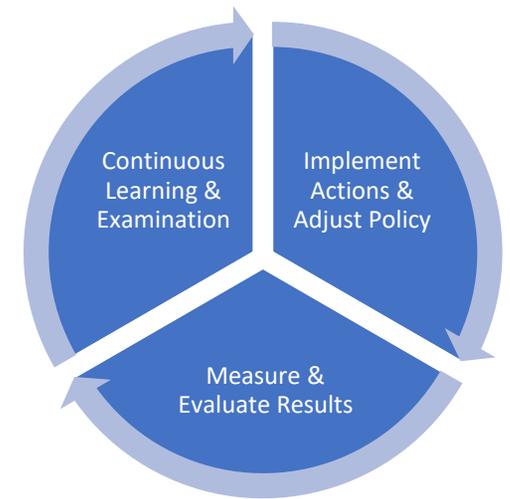
truly be a warm and inclusive community. Huntington Woods aspires to be known as a welcoming community to everyone who lives here, might chose to live here in the future and anyone who spends time here.

The framework below illustrates the process that will produce actionable change and serves as the foundation of our Anti-Racism Plan.

Anti-Racism Framework

The Anti-Racism plan is a framework that provides Huntington Woods a pathway to better understand systemic racism, examine its relationship to our community, and implement actions and or adjust local policies to counter it. This framework includes three distinct approaches:

1. **Continuous Learning and Examination:** A commitment to continuous learning and examination.
2. **Implement Actions and/or Adjust Policy:** Identify opportunities for and implement anti-racist initiatives and actions.
3. **Measure and Evaluate Results:** Measure, evaluate and modify efforts and results on an ongoing basis using SMART metrics (Specific, Measurable, Attainable, Relevant, Time-bound).



Goals & Objectives

The goals and objectives of this plan will likely change over time as the plan is meant to be a framework with the flexibility to evolve with our learning and understanding of anti-racism.

At this time, the three main goals center on Learning & Recognition, Community Relations, and Public Policy

Learning & Recognition

Goal: Help our community understand the history of racism and its relevancy to our individual lives and community by providing accessible learning opportunities

Achieve This Through:

- ⚙️ Programs
- ⚙️ Recognize & increase knowledge of significant events for BIPOC in U.S. history

Community Relations

Goal: Provide an inclusive culture within City Administration to help ensure city programs and services offer warm and inclusive experiences for residents.

Achieve This Through:

- ⚙️ Staff Training
- ⚙️ Development of City Administration's vision, mission, values

Public Policy

Goal: Examine, adjust, and or change local public policies that may unintentionally uphold racism.

Achieve This Through:

- ⚙️ Diversity, Equity, & Inclusion with Master Plan
- ⚙️ Continued training and evaluation of Public Safety policies and procedures

KEY:



City Administration (all departments, DPW included)



Public Safety



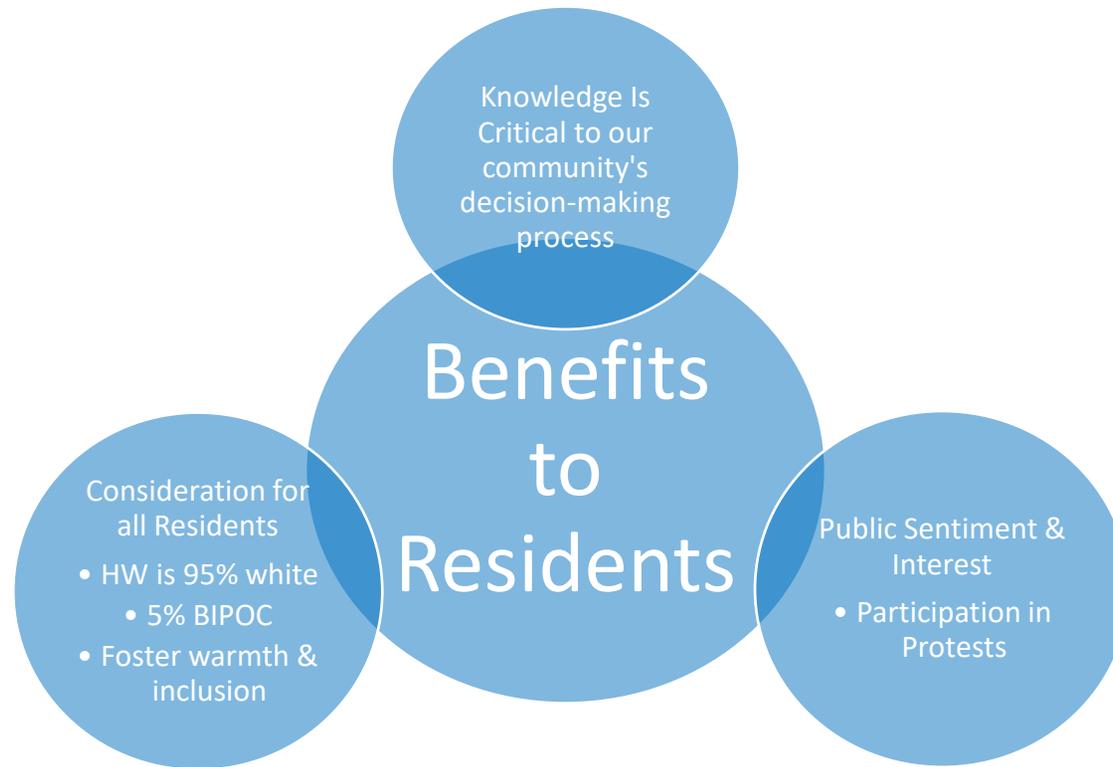
Library



Parks & Rec

Goal 1: Learning & Recognition

Help our community understand the history of racism and its relevance to our individual lives and community by providing accessible opportunities for learning. We also aim for more knowledge and recognition of U.S. and local history and significant events of Black, indigenous, and people of color (BIPOC) in our nation's history.



Objectives

| Area(s) | Objective Description | Timeframe* | Metric |
|---|---|-------------|--|
|  | 1. Make Juneteenth a city-recognized holiday. | 0-3 months | Expand recognition of important U.S. events on social media and track reach of posts by benchmarking year 1 data and improve each year |
|  | 2. Expand the library's Read Woke program for children grade 3+ to expand number of participants & increase media coverage. | 6-12 months | % Increased participation |

| | | | |
|---|--|--------------|--|
|  | 3. Curate lists of anti-racist library materials that teach how to recognize and combat racism. | 0-3 months | # materials listed |
|  | 4. Start an anti-racism book club to invite discussion and interaction. | 3-6 months | # of participants and participant reviews |
|  | 5. Create a speaker series dedicated to anti-racism hosted by the library, virtual & in-person. | 6-12 months | # of attendees and participant reviews |
|  | 6. Create a film series at the library. | 6-12 months | # of participants and participant reviews |
|  | 7. Incorporate anti-racism teaching units into latchkey and preschool curricula. | 12-18 months | Training and adoption by educators |
|  | 8. Encourage the Teen Council to create and leverage anti-racism education programs for adolescents & include this group in other programming efforts. | 0-6 months | # of Teens Involved and participant reviews |
|  | 9. Offer implicit bias workshops for residents. | 6-18 months | # of residents participating and participant reviews |
|  | 10. Curate, fund, and promote a collection of material and related programs that focus on the voices and experiences of people of color. | 0-12 months | # materials acquired |
|  | 11. Find opportunities to highlight diversity & inclusion – such as 4 th of July, Black History month, MLK Day & more. | 0-12 months | # of programs |
|  | 12. Benchmark current demographics of city staff and vendors. | 0 – 3 months | Completed report |

Goal 2: Community Relations

Provide an inclusive culture within City Administration that helps to ensure city programs and services offer welcoming, inclusive experiences for residents. This will include establishing shared vision, mission, & values, and implementing trainings, such as implicit bias, for city staff.



Objectives

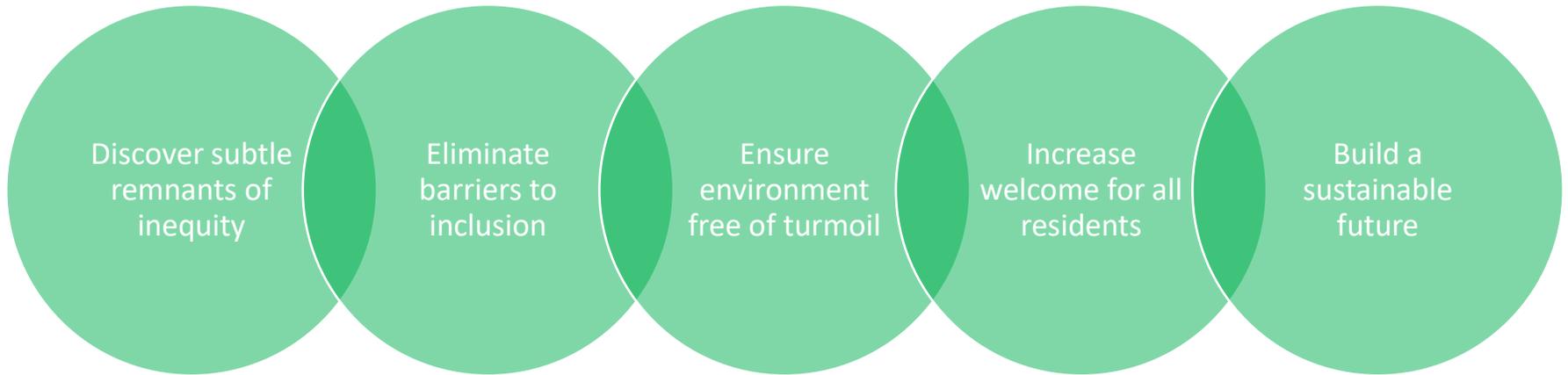
| Area | Objective Description | Timeframe* | Metric |
|---|---|-------------|-------------------------------------|
|  | 1. Develop department vision and mission statements that align with the city's Anti-Racism plan and reflect community values. | 6-12 months | Approval and adoption of statements |

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|---|---|------------|--|
|  | 2. Implement ongoing racial equity and awareness training including implicit bias training for staff and elected officials. | 0-3 months | 100% of all city staff complete at least one relevant training by end of this year |
|  | 3. Maintain CALEA accreditation for Public Safety Department. (The accreditation procedure is rigorous and includes a self-assessment, comprehensive review, and continual monitoring.) | ongoing | Obtain and maintain accreditation |
|  | 4. Public Safety Department to adopt recommended CALEA policy and procedures. (HW is one of 11 CALEA-accredited departments in Michigan.) | ongoing | Adoption of CALEA policy and procedures |
|  | 5. Continue public safety officer training in Use of Force, Bias in Policing, & Police Accountability and Transparency. | ongoing | 100% of public safety staff complete training annually |
|  | 6. Public Safety Department continue to participate in Dialogue Day with the Tri-Community Coalition. | ongoing | Continued annual participation |
|  | 7. Set informal events for residents to meet with City staff & department heads to promote an open-door relationship. | 0-6 months | # of events annually and community participation rate |
|  | 8. Staff responsible for hiring and consultant or vendor selection attend DEI training and make recommendations to increase diversity by working towards a more inclusive workplace culture | ongoing | # attending training |

Goal 3: Public Policies

Examine, adjust, and change local public policies that may unintentionally uphold racism. Through a long-term commitment of learning and self-examination, we aspire to identify and change local public policies that may unintentionally be racist.

Benefits to Residents



Objectives

| Area | Objective Description | Timeframe* | Metric |
|---|--|-------------|---|
|  | 1. Explore diversity, inclusion, and equity with residents during the 2020-21 Master Plan update process to include community-wide meetings. | 6-12 months | Complete DEI session and integrate outcomes with Master Plan by end of 2021 |
|  | 2. Publish a clear description of Public Safety Department policies on Use of Force and other relevant policies. | 0-6 months | Posted on City website |
|  | 3. Prohibit storage of heavy armored vehicles to eliminate the optics of a militarized public safety department. | Ongoing | Advise Sheriff Department of City's commitment |
|  | 4. Continue to advocate for legislation that eliminates excessive fees and fines that are most often felt by poorer members of society and may lead to interaction with the Public Safety Department, which issues warrants for non-payment. | Ongoing | # of advocacy efforts per year |
|  | 5. City staff (City Manager, department directors, and employees involved with hiring decisions) take training on Diversity, Equity, and Inclusion in the workplace to learn about best practices, then make recommendations to amend City's hiring policy by December 31, 2022 with an aim to increase diversity by working towards a more inclusive workplace culture. | 6-12 months | Amendment to HR Hiring Policy completed and adopted by City Commission |

*** Timeframe window represents when the action item is estimated to be completed**

Adopted October 14, 2020