DEI Assessment and Recommendation Report
for City of Huntington Woods

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Overview
Scope of Work

LEAD	▶	**ASSESS**	▶	**REPORT**	▶	**REVIEW**
Conduct **Leadership visioning session** with the City Commission.		**Assess** current and desired DEI state of Huntington Woods		Develop report of **assessment findings** and recommendations for **next steps**		Discuss report with key stakeholders

Key Guiding Principles:

- **Provide transparency** and clarity of timeline, dates, roles and responsibilities.

- **City Staff and Commission are well informed and prepared** for a successful project.

- Ensure productive and effective DEI conversations and outcomes that are **aligned with the Master Plan and the Anti-Racism Framework**.

- Due to COVID-19 and the sensitive topic of DEI, **a community-wide engagement session is not feasible or recommended**.

- **Provide community multiple ways to engage** that are safe both physically and emotionally, understanding that one size does not fit all.

- Provide opportunity for **ALL residents to easily provide anonymous feedback.**

- Huntington Woods includes many resources such as the Gillham Recreation Center, Public Safety, the Huntington Woods Library, City Hall, and the Department of Public Works. These are all **critical touchpoints that either reinforce or rebuke a community of warmth and welcome that need to be factored into the assessment process.**

Sources:

✓ City Commission Visioning Session
  - Ensured that work began with clear understanding of DEI direction
  - Solicited individual and collective perspective on how to define diversity, equity, and inclusion

*Data used to make calculation: (due to minimal response rate from 18 or younger and most reliable target residents' data available):
- 2019 census data: 4479 residents 18 or older
- 551 of survey respondents were 18 or older.

✓ Anonymous and Customized Community-Wide Survey
  - Distributed via email blasts and on website
  - Used easy format and software: Survey Planet
  - Hard-copies provided at City Hall and Library
  - 553 respondents: 546 online, 7 hardcopy
  - Response rate (18 or older)*: ~12%

✓ 6 Focus Groups with Targeted Demographics:
  - Staff
  - Seniors
  - Community leaders
  - Parents
  - Youth
  - Minorities
- Total of 36 participants

✓ 1-1 Discussions
  - Conducted 3 one-on-one discussions with residents/staff who were not able to participate in Focus Groups but felt strongly about sharing their perspectives.

Key Findings & Recommendations

This section provides an analysis of all the different data and feedback that was received by residents via the survey, the Focus Groups and the one-one conversations. It provides the key outcomes and then provides recommendations for next steps.

Key Findings with Residents

Value of Diversity

- LARGE majority of HW residents who provided feedback via survey, focus groups, and one-one conversations desire diversity in Huntington Woods.
- Majority of participants in the focus groups identified HW lacks diversity in race, ethnicity, politics, socioeconomics, and religion beyond Judaism and Christianity. Age and LGBTQ+ representation was not highlighted.
- Several people in the survey mentioned a lack of political diversity and their discomfort in the community for their political beliefs.

- In every aspect of diversity, survey respondents expressed a higher individual desire than what they think HW community desires (see charts to right). For example, 83% of respondents indicated that they want more racial/ethnic diversity. But only 66% think that is what the entire community wants. The aspects of diversity where there is the largest disconnect are income level, race/ethnicity, and persons with disabilities.
- When aggregating the different data inputs (survey, focus groups, and one-one discussions), residents expressed that the areas most lacking in diversity are race/ethnicity and income.
- There is a pervasive misconception amongst many residence (regardless of their race/ethnicity) that racial diversity and socioeconomic diversity are dependent on each other (this will be highlighted again later in this section).
- Every focus group had consensus that racial diversity was the most desired.
- According to survey responses, the top compelling reasons for diversity are:
    1. Creating an inclusive environment for every resident
    2. Attracting new residents
    3. Modeling the community's moral responsibility
    4. Preparing children to effectively appreciate and navigate an increasingly diverse world

"I'm uncomfortable with how homogenous our community is. Changing this is a big part of if we choose to stay here now that our kids are done with school."

Resident feedback in survey
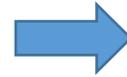
- Develop a clear DEI Mission for the City of Huntington Woods that will include:
    - HW specific definitions for Diversity, Equity, and Inclusion (leverage from City Commission DEI Visioning Session).
    - Residents overwhelming desire for diversity.
    - The priority areas of focus for the City based on this report.
    - Why diversity is an important priority for the City.
    - A clear explanation that racial/ethnic diversity and income diversity are not the same, nor does one create the other. They are separate aspects of diversity that need to be approached and discussed independently.
- To date, data confirms that the City is a Jewish majority. However, Volar Consulting, LLC recommends a further analysis into this data and/or additional sources to ensure that the City has the most accurate data. Current sources:
    - Per Wikipedia, the Jewish population in Huntington Woods is 65 percent. Wikipedia on Jewish Population in HW
    - Per The 2018 Detroit Jewish Population Study: A Portrait of the Detroit Jewish Community, page 81, there are 1,575 Jewish households Main-Report-Volume-I-Detroit-2018.pdf (amazonaws.com)

....desire a diverse Huntington Woods community in terms of	Personally Desire	Believe resident of HW desire	Delta
Age	85%	80%	5%
Race/Ethnicity	83%	66%	17%
Gender identity	72%	58%	14%
Income Level	65%	43%	22%
Persons with disabilities	75%	60%	15%
Religion	80%	69%	11%
Sexual orientation (e.g., lesbian, gay, bisexual)	77%	68%	9%
None of the above	6%	7%	-1%
Other or additional (please explain below)	9%	9%	0%

Key Findings with Residents

Public Communication

- The city events over-rely on word of mouth, assuming everyone knows the norms. There is a disconnect between what the city explains explicitly and what is implied, to the detriment of residents who are not "in the know" from family or friends who have been a part of the city for years, often spanning generations.

"There are small pockets of diversity in HW. The way the City communicates and organizes events and programs doesn't recognize that diversity"
Resident quote from focus groups
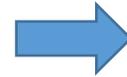
- The City needs to continue its work on conducting a Communication Audit and developing a Communication Plan that ensures the City is intentional in how it communicates, what it communicates and who it is communicating with. This plan must assume that every resident is new to Huntington Woods and needs ALL the information. Whenever possible, communication must leverage multiple channels of communication to ensure messaging is reaching as many residents as possible.
- The City should have a full-time Communications resource who is a key part of leadership and is consistently "in the know".
- Additional resources:
  - City of Modesto Communications Plan
  - 10 tips to level up your city's communication strategy

- Participants from three demographically different focus groups mentioned the existence of exclusive social cliques which are difficult to join. Some of the clubs and committees were associated with these cliques and an "invitation only" process, e.g., Men's Club.

- Have a consistent and equitable process for joining ALL committees.
- Provide better transparency, communication and outreach to all residents about how to join EVERY committee/club.
- ENCOURAGE and SOLICIT participation by ALL.

Branding

- Photography at events and promotional materials are not inclusive of diverse populations. Makes residents who are not the majority feel "othered".

The city's public photos and imagery should be more intentional in representing diversity and the community.

- Invest in an official photographer.
- Make it a priority to capture and include a wide variety of participants in pictures and branding materials. Let people see themselves and/or others like them reflected in the City's visuals.
- Website needs to be redone so it is more welcoming and user friendly. See the following examples and resources:
  - City of Berkley Michigan
  - City of Auburn Hills Michigan
  - Best municipal state websites *(in particular, Chatanooga, TN)*

Key Findings with Residents

Key Outcomes:

Recommended Next Steps:

Resident Programming & Accessibility

- City sanctioned/sponsored events are key opportunities for residents to interact and offer the opportunity for the most inclusive interactions between residents.
- Many events unintentionally send biased messages and exclude participation. Examples from residents include Daddy-Daughter Dance, Santa Claus event, and the 4th of July parade (using "token" Black performers at the end with no context or explanation of who they were).
- Although survey responses indicated that Age is one of the City's strongest areas in terms of promoting equity and diversity, many of the general comments in the survey focused on the need for improving older adult/senior programming and accessibility especially when compared with what is provided for youth.

- Own the importance of City events in helping to provide an inclusive and welcoming culture. Be intentional and structure opportunities for residents to mingle and meet new people at these events.
- Be mindful and purposeful with all programming. Ensure that you have a DEI lens during the entire lifecycle of an event: developing, communicating, and implementing. Be neutral, transparent, and consistent in working with community stakeholders to prevent perceived preferences that could be mistaken for City endorsement or special privileges.
- Move beyond "this is the way it has always been done" mindset and conduct an audit of current programming to eliminate existing biases and inequities. Then determine what programming should be added/enhanced. Communicate your findings with residents for full transparency of where the City needs to improve and to debunk any misperceptions from reality,

Neighboring Cities Programming & Accessibility

- Every focus group expressed a desire to give more access to residents of neighboring cities. They suggest it will provide 2 key benefits central to improving DEI within HW: 1. Provide opportunities for HW residents to meet and interact with more diverse populations; 2. Provide a welcoming and inclusive approach to bordering neighbors.

- Demonstrate a true interest in having participation from other communities and work to find ways to include them in City amenities such as Recreation Center offerings, parks, senior trips/services, pool, events. Options to explore:
  - Starting with the cities who are part of Berkley School District— Oak Park and Berkley.
  - Preserving a certain percentage of registration for non-residents.
  - Opening registration to non-residents the day after.
  - Investigating Southfield approach where registration is open to all at the same time, but they charge more to non-residents.

- HW should be thinking about how to leverage and share neighboring city DEI programs and events. Should be asking "What do we do well and can share?" And vice versa, "What do our neighboring cities do well and can share?" For example: the City could actively participate with Southfield and/or Ferndale with their already established Juneteenth programming; or HW partner with other cities for DEI/Anti-racism trainings.

- Begin by sharing the Anti-racism Plan and Calendar of Events with neighboring cities and see where HW can collaborate and share offerings.
  - City of Southfield Celebrates Juneteenth
  - City of Ferndale Celebrates Juneteenth

Key Findings with Residents

Key Outcomes:

Recommended Next Steps:

Government Leadership

- Every Focus Group expressed a sincere interest in taking action to become a more diverse and inclusive community, but they don't know how to do that and seek guidance from the City,
- City Commission is all white males except for one woman of color.
- City Commission is not turning over to get new thought leadership and diversity.
- Youth (15-21) feel like they are an ignored voice by the City government. They also have a strong conviction that their perspective and suggestions are extremely valuable.
- There was a complaint about how women are treated by all levels of government and although it was just one, it should be taken seriously and addressed.

"My female friends and I have experienced sexism during commission meetings, zoning meetings, the master plan open-house, and general attitude from city employees and representatives."
Resident quote from survey

- Develop a collective DEI Vision that includes the who, what and why of DEI to provide the vision and guidance.
- Be intentional in mentoring and supporting diverse candidates in leadership positions, including the City Commission, boards, and committees. Create a diverse pipeline of leadership. The value for of diverse leadership for ALL stakeholders is well documented. Article below provides a good summary:
  Important benefits of a more diverse leadership team
- Be more proactive in soliciting youth involvement and incorporating their participation and input into committee/commission meetings and actions.
- Follow up with acknowledgment and replies within 48 hours to all constituents.
- Leadership starts at the top so the City Commission and the City Administration should participate in ongoing trainings such as an unconscious bias, ally-ship, etc. to identify and address some of their own blind spots and areas where they may not be as inclusive and equitable as they can be, such as age and gender.

Anti-Racism Plan

- Residents want clarity around:
  - Specific action items that will be integrated into City practices and policies.
  - How progress will be tracked and evaluated.
  - How residents will know the actions and progress that is being made.

- DEI and anti-racism become a standing agenda topic for the City Commission meetings.
- City needs to keep the Anti-racism Plan up to date with progress, issues, and outcomes. The Plan has identified "Timeframe" and "Metrics". However, they are not being updated so stakeholders cannot determine if Objectives have happened, are happening, and if the "Timeline and Metrics" are being tracked and progress is being made and/or if there are issues.

"Words are important as the first step in deciding what the policy is. My hope is that (the policy) isn't just meaningless words, but that there's action."
Resident quote from Focus Group

Key Findings with Residents

Key Outcomes:

Recommended Next Steps:

City Services

- Overall, survey participants ranked the City significantly higher in promoting equity than diversity. However, income was the biggest pain point for both diversity and equity (see charts below).

- Despite the overall positive scores regarding equitable treatment, there was some negative feedback regarding being treated with respect.

  "The majority of the employees that work at city hall begrudgingly help me when I have needs that require a trip to city hall. This has been my experience nearly every time I present to the front desk and sometimes at the rec center. I have spoken to other residents with similar experiences."
  Resident comment in survey

- Additionally, as there were comments complaining about senior programming, there were also several comments about senior services and special needs deserving more attention such as railings at the Rec Center entrance, providing a larger park area than Hassig Park, and special pool hours for individuals with special needs.

- Focus group input highlights that penalties and fees may be unintentionally inequitable. For example, the preschool is inexpensive but speeding tickets are expensive. Is this benefitting/targeting certain populations?

- Need to make sure that part of policies and practices for staff is treating everyone with respect. Also see Staff page for recommendations regarding a review of unconscious biases since these may be impacting how residents are being treated.

- Take a look at services with regards to age and physical disabilities and ensure that the City is providing equitable and inclusive access and services .

- Penalties and service fees should be audited and addressed for potential inequities. If particular fines/fees cannot be controlled by the City, that should be clarified to residents.

  "There should be inclusive programming for kids/adults w/ special needs (autism, etc).
  A support group for parents with special needs in the neighborhood would be a great idea.
  Recommend dedicated time during pool hours for people w/ special needs (less crowded, music off, etc)."
  Resident comment in survey

I think the City of Huntington Woods' policies and practices proactively promote a diverse community in terms of	Total Number	Percentage
Age	409	74%
Race/Ethnicity	274	50%
Gender identity	280	51%
Income Level	172	31%
Persons with disabilities	268	48%
Religion	321	58%
Sexual orientation (e.g., lesbian, gay, bisexual)	325	59%
None of the above	54	10%
Other or additional (please explain below)	62	11%

I think the City of Huntington Woods' policies and practices proactively promote equitable treatment of all residents, regardless of their	Total Number	Percentage
Age	433	78%
Race/Ethnicity	353	64%
Gender identity	356	64%
Income Level	292	53%
Persons with disabilities	349	63%
Religion	395	71%
Sexual orientation (e.g., lesbian, gay, bisexual)	372	67%
None of the above	44	8%
Other or additional (please explain below)	60	11%

Key Findings with Residents

Public Safety
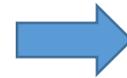
- During the resident focus groups there were several experiences shared where people of color were treated differently and/or more harshly by police.
- There was also feedback about a police officer who is patronizing to women.
- There is a disconnect between the Staff's perception of and experiences with Public Safety and some residents' perceptions and experiences.

Feedback from Staff Focus Group:
Public Safety has general orders, rules and regulations, and a mission statement that speaks to fair treatment.

"I'm the only female within this department. There's always a stigma with women within this profession. It's a predominantly male career… but coming here, I never felt looked down upon. I was always included –even with residents, city hall, the other officers – it was never a factor."

Resident quotes from survey and focus groups:
"I live close to 11 Mile and I see firsthand that Public Safety disproportionately stops more people of color"

"My neighbor expressed fear that his Black son might be harassed by Public Safety because of his skin color and considered taking him down to the station just to introduce him. It was very sad."

"My biggest complaint is that the HW Police perform too many traffic stops on black drivers. We also need more black officers in our police department. The merger with Berkley also exacerbates the driving while black traffic stops. And it seems that when they pull over a black driver, they have 2-3 police cars respond. I do not see such a response with white drivers."

"I was uncomfortable walking my child to school when I saw a public safety officer wearing a Betsy Ross/Blue Lives Matter ski cap with his uniform as we crossed the street. I have noticed that this officer does not speak to me and sometimes looks away when my child and I are walking. We are people of color."

"There's one public safety officer that women find patronizing and misogynistic and that they dread being pulled over by."

- It is perfectly aligned with CALEA principles of Integrity, Transparency, and Accountability to take these comments and concerns seriously by conducting productive and potentially anonymous opportunities for Public Safety to **listen and learn** from these stories. (note: the open forum for CALEA certification on Monday, October 18th although potentially very informative, does not address these specific concerns and comments)
- Go beyond feedback in this report provided and continue to be intentional in building community relationships and trust. Some effective practices include:
  - Communicate: Establish a PIO (Public Information Officer) to be the conduit between Public Safety and the community in a way that builds open communication and trust.
  - Acknowledge: It is hard to deny that the social justice system is riddled with conscious and unconscious biases. It is critical that HW acknowledge this and make it clear to the community that it is willing to work with residents to learn and address.
  - Act: In addition to CALEA and former trainings, continue education and improvement around implicit biases, community engagement, and police practices.
- Recommended articles/resources:
  - Bridging the gap
  - Three ways to reduce implicit bias in policing
  - Sensitivity training for law enforcement

"It is imperative now, more than ever, that law enforcement agencies have a consistent, proactive presence in conversations (both online and, when possible, in person) to listen and create a place not just for education, but for an exchange of experiences and ideas. The conversations both on a national and local scale around police reform—the questions, the concerns, and even the misinformation around the profession—will not go away".
Bridging the gap, Katie Nelson, Public Information Officer, Mountain View Police Department, California

INTEGRITY
TRANSPARENCY
ACCOUNTABILITY

Adapted from CALEA website, https://www.calea.org/benefits-accreditation";
Increased Community Advocacy" graphic, retrieved 10-19-2021

Key Findings with Residents

Key Outcomes: **Recommended Next Steps:**

Land Use

- When able to create the necessary distinction between socioeconomic diversity and racial diversity, residents demonstrate more acceptance of racial diversity than socioeconomic diversity, the latter creating concerns about property values.
- However, there is still a lot of recognition that housing costs are a huge barrier to entry into Huntington Woods and many participants suggested the need to provide affordable housing, especially for younger families and older adults.
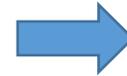
- Per resident feedback, suggest that the City investigate 2 options:
  1. Allow for mixed-use land and make the City's interests public.
  2. Create public-private partnerships in property development.

Home Purchasing Process

- Many of the home buying processes in HW enable and encourage a lack of diversity and make it difficult for people without community connections to buy a home.
- Per the survey, 80 percent of respondents were introduced to HW via their own experience, (growing up, living nearby, driving or running through), or learning about the City from friends and family. Only 12 percent first learned of the City from a real estate agent. It highlights how strongly word-of mouth and personal experience currently determine the City's population.

- Since the City does not have jurisdiction over the home buying process, further discussion and collaboration with residents, potential residents, realtors, the anti-racism advisory committee, and the DEI Consultant is recommended to identify opportunities for more diversity, equity, and inclusion in the home buying process.

Socioeconomic Diversity vs. Racial/Ethnic Diversity

- There is a pervasive misconception amongst many residents (regardless of race/ethnicity) that racial diversity and socioeconomic diversity are dependent on each other. The most common example that was consistently referenced was providing more affordable housing as a means of attracting under-represented/minority populations.

"Unlike Troy, Huntington Woods is not a community of choice for minority families because it lacks diversity"
Resident quote from Minority Focus Group

- This City and Planning Commissions should lead by example and make it clear that socioeconomic diversity and racial/ethnic diversity are NOT the same and need to be addressed separately. This important distinction should be incorporated into the City's Master Plan both in its verbiage and its approach.
- Investigate why BIPOC are CHOOSING not to live in HW. There are people of color who have the income to live in HW but are choosing to live elsewhere. For example, Bloomfield Township: Median Income is $132,929 (HW 136,331), Median Value of Owner-Occupied Housing is $427,700 (HW 362,900), and population is 81.5% White while HW's is 93.7% according to 2019 Census data..

Key Findings with Residents

Key Outcomes: **Recommended Next Steps:**

Education

- Every focus group was grateful for the opportunity to share, listen, and learn. They want more dialogue and learning amongst each other.
- People of color are often asked if they live in the neighborhood whereas white people are not.
- Many white parents are eager to embrace diversity and have important conversations with their children, but do not feel equipped to do so. Additionally, BIPOC parents have sited the imperative for white parents to have those conversations.
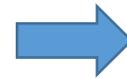
- Host additional, structured and intentional DEI conversations with residents. Specific requests were:
  - Have them expertly facilitated.
  - Leverage format that breaks-up the "cliques" and provides an opportunity to meet other residents.
  - Enable sharing of stories and experiences in HW.

- There is a lack of racial and cultural competency by staff and administration at Burton.
- Residents want Burton and the Berkley school district to take an active role in modeling effective DEI principles and embedding it within their schools' curricula and culture.
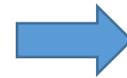
- Berkley School District and Burton need to be brought into the conversation around Huntington Woods DEI findings and become a proactive participant in identifying and implementing solutions. Parents with all kinds of identities and personal characteristics need to be a part of the conversation and outcomes. These conversations should include whether School of Choice is a viable option for Burton.

"When we moved here in 2010, our 2 African American children practically doubled the # of AA kids here. We sent them to Norup rather than Burton because Burton was just too white, didn't reflect the broader world we and they grew/live in."

Resident feedback from survey

Opposing Viewpoints

- Although they were the minority in the attached data and research, there is opposition to DEI efforts. Consistent messages are:
  - Huntington Woods is diverse enough.
  - Waste of City resources and time to focus on this.
  - Increasing diversity will decrease property values.

- DEI Mission statement that defines that value of diversity, leveraging the importance that residence have already highlighted.
- Use the research in this document to show how residents are looking to the City for direction on how to create a more diverse and inclusive community. Therefore, it is relevant and important for the City to address.

Key Staff Findings

Internal DEI Commitment & Engagement

- Staff appears to be mostly unaware of residents/employees experiencing any feelings of being unfairly treated or denied equitable access. Every focus group had a story to tell but the Staff Focus Group.
- Staff seems to lack a consistent understanding of why DEI is important for HW, what the terms mean, and how the City's processes and procedures directly impact DEI.

"You really cannot conclude that something is successful unless you're measuring it. Otherwise, it's just a feeling."

Quote from Staff Focus Group

- Facilitate a DEI Strategy debrief session with staff.
- Revisit key points from previous training sessions, such as unconscious bias, blind-spots, the benefits of diversity, equity, and inclusion.
- Staff needs a unified and clear understanding of why DEI is important for the City and the critical roles staff plays.
- Staff-wide review of internal and external policies and procedures to ensure that they are unbiased.
- Establish accountability for consistently following policies and procedures.
- Conduct a DEI education audit that identifies the gaps in existing curriculum plans and then develop a DEI education curriculum for staff with recommendations to fill the gaps.
- Develop individual and departmental DEI performance metrics.

- Staff has expressed interest to learn more about how to be "anti-racist" beyond books and programs which may be useful, but "sounds like acceptance and inclusion" and not necessarily being anti-racist.

- As the face of the City, the staff can and should embark on this journey individually and collectively via specific "Anti-racism" education, training, and conversations. The Anti-racism Plan should be revisited to ensure that it is aligned with this staff goal.
- Potential anti-racism training and education providers include:
    - NEW.org: Based in Ann Arbor (Jewish Family Services was a recent client.)
    - New Detroit.org: Different than above. (Recommended by Shirley Stancato, former New Detroit CEO and current Wayne State University Board member)

Key Staff Findings Continued

Talent Recruitment and Development

- All staff at Rec Center, City Hall, and Library are white. Residents pointed it out in Focus Groups, but staff did not mention it.
- Although City has expanded its recruiting efforts to include additional media postings, there are still some that see the hiring process as closed and "cloaked in secrecy."
- There is a misconception among some staff that if the City wants to hire more diversity, it will have to change the job criteria. This implies a common unconscious bias that increasing diversity means decreasing candidate quality.
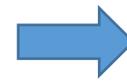
New hire postings are being placed in more spaces,
but the challenge is that the criteria doesn't change.
Feedback from Staff Focus Group

- Hire underrepresented/minority professionals for leadership positions.
- Be INTENTIONAL in seeking out more diverse hires. These include leveraging professional associations, residents' diverse networks, and a variety of social media platforms. Eliminate the closed process of hiring.
- The City should review its job descriptions to ensure it isn't unintentionally screening out diverse candidates.
- City should consider "scrubbing" resumes before reviewing them– such as taking out names, universities attended, and years graduated to remove some common unconscious biases.
- Educate the staff that when seeking qualified candidates, it isn't quality vs. diversity. There are qualified candidates that represent all types of diversity. It just may take more intentionality and changes to City's recruitment approach.
- Begin collecting data around diversity to assess recruitment and retention patterns. Collect this data from both job applicants and existing employees.
- Implement a consistent exit survey and interview process for all employees that resign. This process should include data and metrics around DEI. Continue to assess these inputs for patterns and opportunities to improve retention.

Note: Anti-racism Plan has hiring objective on page 11 that is aligned with these recommendations

Vendors

- Diversifying vendor relationship was mentioned in the Staff focus Group as a key priority, but staff seems to not yet have a clear direction or approach.

We're trying to figure out how to address vendors. It's important for the city –
(since) it's the goal – to put our money where our mouth is by spending
money on businesses that reflect our values.
Feedback from Staff Focus Group

- Develop a Supplier-Diversity Program for the City. Depending on the scope of suppliers, it might be best to pilot within a certain department. Then assess, refine, and roll-out to additional departments. Helpful resources to get started include:
  - Why you need a Supplier-Diversity Program
  - Municipal Supplier Diversity Program Example: Massachusetts
  - Michigan Minority Supplier Development Council

Custom DEI Survey

To provide an opportunity for ALL residents to easily provide anonymous feedback, Volar Consulting LLC and Jade Strategies Inc. developed a custom survey for the City of Huntington Woods. The survey was available from June 18 through July 8. A crucial component of the survey was to keep as short and simple as possible, while also collecting valuable data. The survey has a total of 18 questions, which included the voluntary demographic data include on this page. Other important highlights include:

- ✓ Distributed via email blasts and on website
- ✓ Used easy format and software: Survey Planet
- ✓ Hard-copies provided at City Hall and Library
- ✓ Very high response rate with 553 surveys submitted

- ✓ Provided question for participants to express additional thoughts/comments. There were 69 additional comments. Many of which have been included throughout this report.

Age
Responses 553   Answered 544   Unanswered 9

Choice	Totals	Percentage
18 and under	2	0.4%
19-30	9	1.7%
31-40	117	21.5%
41-50	120	22.1%
51-60	97	17.8%
61-70	94	17.3%
71 and over	105	19.3%

Gender
Answered 544   Unanswered 9

Choice	Totals	Percentage
Male	164	30.1%
Female	367	67.5%
Non-binary	5	0.9%
I prefer (please explain)*	8	1.5%

*Only explanations provided were along lines of "why asking"

3 Jewish
2 Eastern European
1 Mixed
1 white/indigenous/Native American
1 Half Lebanese.

Race Ethnicity
Answered 539   Unanswered 14

Choice	Totals	Percentage
Asian/Pacific Islander	7	1.3%
Black/African American	6	1.1%
Indigenous/Native American	1	0.2%
Latinx/Hispanic	8	1.5%
Two or more races	12	2.2%
White/Caucasian	474	87.9%
Other (please explain)	31	5.8%

Huntington Woods Community Engagement Survey Questions

Q1: Personally, I desire a diverse Huntington Woods community in terms of

Q2: I believe residents of Huntington Woods, in general, desire a diverse community in terms of

Q3: I think the City of Huntington Woods' policies and practices proactively create a diverse community in terms of

Q4: I think the City of Huntington Woods' policies and practices proactively promote equitable treatment of all residents, regardless of their

Q5: I think the City of Huntington Woods' policies and practices demonstrate a negative bias towards

Q6: Because of aspects of my identity and/or physical characteristics, I feel like I am not treated fairly by City employees and/or I do not have equitable access to resources

Q7: That unfair treatment or inequitable access refers to my

Q8: I think City resources (e.g., rec-center, library, city-wide events) are actively welcoming and accessible to all residents in Huntington Woods

Q9: I feel like City employees treat everyone with respect, regardless of residents' identities and/or physical characteristics

Q10: I think Huntington Woods is a welcoming community, regardless of people's identities and/or physical characteristics

Q11: As a resident of Huntington Woods, in some circumstances, I feel uncomfortable within the City about aspects of my own identity and/or physical characteristics

Q12: That personal discomfort refers to

Q13: I think the presence of diversity and the practice of equity and inclusion are important for the Huntington Woods community in terms of

Q18: I was initially introduced to the Huntington Woods community by

Below are the options from which respondents chose their answers:

- □ Age
- □ Race/Ethnicity
- □ Gender identity
- □ Income Level
- □ Persons with disabilities
- □ Religion
- □ Sexual orientation (e.g., lesbian, gay, bisexual)
- □ None of the above
- □ Other or additional (please explain below

- □ Strongly Agree
- □ Agree
- □ Neutral
- □ Disagree
- □ Strongly Disagree

- □ Attracting new residents
- □ Creating an inclusive environment for every resident
- □ Eliminating barriers to living in the City
- □ Engaging more residents in community events and activities
- □ Ensuring the City's future and sustainability
- □ Increasing resident involvement in local government

- □ Maintaining competitiveness in the housing market
- □ Modeling the community's moral responsibility
- □ Sustaining a positive reputation in the region
- □ None of the above
- □ Other or additional (please explain below)

- □ Realtor/real estate agent
- □ Family member- resident
- □ Family member- non-resident
- □ Friend- resident
- □ Friend- non-resident
- □ Other (please explain below)

Q1: Personally, I desire a diverse Huntington Woods community in terms of

Responses 553　　**Answered 553**　　**Unanswered 0**

Choice	Total Number	Percentage
Age	468	85%
Race/Ethnicity	461	83%
Gender identity	399	72%
Income Level	359	65%
Persons with disabilities	413	75%
Religion	442	80%
Sexual orientation (e.g., lesbian, gay, bisexual)	426	77%
None of the above	31	6%
Other or additional (please explain below)	51	9%
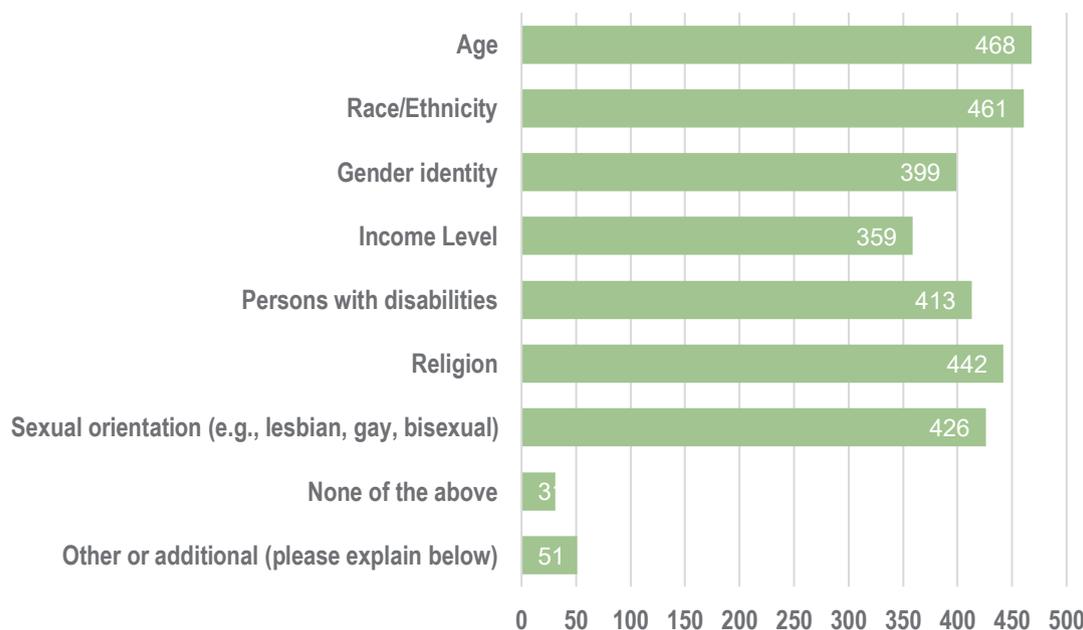
Key Individual Comments:

- Any people who want to live here are fine with me, as long as they are "good neighbors."
- Culture/country of origin (above and beyond "race/ethnicity," which truly conflates disparate concepts and often negates the second one.
- It is not the place for the City to get involved in who buys houses. We are plenty diverse as it is.
- I moved to HW because of it was a safe place to raise a family. Diversity had nothing to with! Leave it alone.
- 1. Anyone selling their house in Huntington Woods is (and should be) the only determinant of who buys the house. It is not up to the city, the 'community,' or anyone else for that matter, to be involved in the transaction (directly or indirectly) in order to fill quotas or satisfy anyone else's preferences. 2. If the City Of Huntington Woods is considering taking Federal or State taxpayer money (our money!) to build 'affordable housing' in our city and using that housing as a social experiment in diversity, then shame on you, the mayor, the city council, and any other elected or appointed official in Huntington Woods.
- The appeal for HW for me is the nice curb appeal and well kept yards.
- Totally irrelevant. If someone wants to live here, great. You can live here
- And also political points of view (democrats and republicans)
- I would like the civil rights act of 1864 to be followed as it has been
- None of these matter, why are we trying to divide people based on these factors?
- National origin
- critical thinkers
- Immigrants

Key Insights:

Significant majority of residents desire diversity in all of the areas specified. Age, race and religion are the most desired in that order and with 80 percent or more respondents selecting those.

The diversity least desired is income level, however, it is still a significant majority at 65 percent.

Age — 468
Race/Ethnicity — 461
Gender identity — 399
Income Level — 359
Persons with disabilities — 413
Religion — 442
Sexual orientation (e.g., lesbian, gay, bisexual) — 426
None of the above — 3
Other or additional (please explain below) — 51

Q2: I believe residents of Huntington Woods, in general, desire a diverse community in terms of

Responses 553   **Answered** 553   **Unanswered** 0

Choice	Total Number	Percentage
Age	442	80%
Race/Ethnicity	367	66%
Gender identity	320	58%
Income Level	236	43%
Persons with disabilities	331	60%
Religion	382	69%
Sexual orientation (e.g., lesbian, gay, bisexual)	375	68%
None of the above	36	7%
Other or additional (please explain below)	49	9%

Chart:
- Age: 442
- Race/Ethnicity: 367
- Gender identity: 320
- Income Level: 236
- Persons with disabilities: 331
- Religion: 382
- Sexual orientation (e.g., lesbian, gay, bisexual): 375
- None of the above: 36
- Other or additional (please explain below): 49
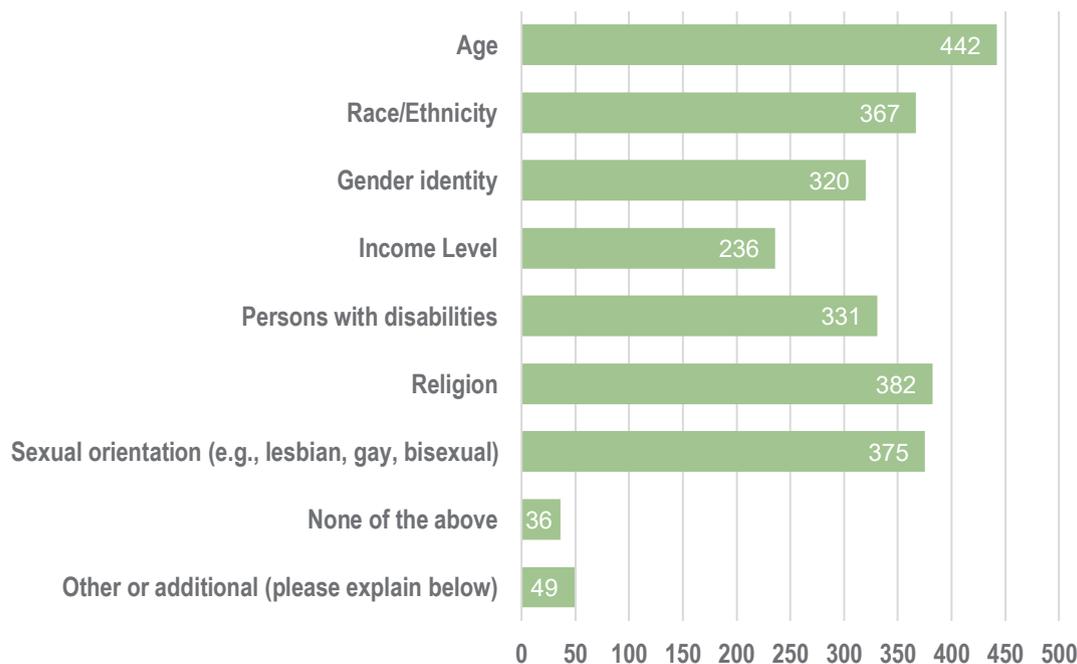
Key Comments:

- Many people say they believe in diversity in theory but when it comes to execution they don't follow through.
- The "mob" of this community only desires to live amongst people who THINK exactly the same way they do. Any difference of opinion from the majority is shouted down and canceled. there is zero tolerance for diversity of thought in this neighborhood
- People move here because they like it the way it is. I do not hear neighbors saying that they want to change it to meet some arbitrary idea of "diverse." People are people, not labels.
- All is fine.
- It is not for the City to change the housing codes to satisfy any of these things. HW is not meant to be an "affordable" housing community People need places to strive to achieve. HW is one of those places. .
- If residents desire diversity that is not in HW, they should move to a place that has the diversity they desire. They should have taken that into consideration when they chose to buy a home in HW.
- immigrants
- I'm not sure why we have to have a DEI survey in HW. Anyone who wants to move here is welcome and it's our job to ensure everyone feels welcome.
- Every individual has the right to live in Hunting Woods as long as they can afford it? So, what is your real purpose of this survey?
- Totally irrelevant. People live here now because they like it.
- Huntington Woods residents desire a safe, clean, prosperous community with freedom to live peacefully
- This town only wants people that think like they do with their many political signs and lack of tolerance of anyone who disagrees with them.

Key Insights:

Respondents believe that residents desire a diverse community. However, not as much as they desire it themselves since all responses to this were a lower percentage than the corresponding Q1 percentages.

At 80 percent, Age is significantly higher than the other diversity categories. Income, is the lowest with a significant disparity from the others at 43 percent.

Q3: I think the City of Huntington Woods' policies and practices proactively create a diverse community in terms of

Responses 553   Answered 553   Unanswered 0

Choice	Total Number	Percentage
Age	409	74%
Race/Ethnicity	274	50%
Gender identity	280	51%
Income Level	172	31%
Persons with disabilities	268	48%
Religion	321	58%
Sexual orientation (e.g., lesbian, gay, bisexual)	325	59%
None of the above	54	10%
Other or additional (please explain below)	62	11%

Key Comments:

- I believe the problem of lack of diversity has nothing to do with the city's policies and practices. It is the residents.
- The policies and practices of this city focus solely on leftist agenda and are anything but inclusive. It is VERY oppressive to have conservative values in this city.
- I don't think it is the business of government to "recruit" people of any socioeconomic group. Just don't hinder them.
- Everyone is welcome, but not everyone wants to live here.
- Property taxes are so high that only those with a good income can live here.
- The City Housing Codes already allow for people to have beautiful homes that anyone no matter if they are in those categories, as long as they can pay for the house, they can live in HW. There is NO diversity issue here. HW should not cheapen itself or the housing just to let others come here to live. We do not want to have cheap structures in HW. Don't change the Zoning Codes. Don't allow for Garage apartments. We do not want all the dense populations that come with that.
- The city policies are fine and don't need to be changed. Anyone that wants to live here can, anyone that wants to move out can. If you can't afford to buy a house here, than you can't afford a house here.
- I believe the city welcomes anyone who can afford to live here.
- No. None of this has anything to do with some bureaucrats' social engineering desires on how others should live.
- I think you already give advantage to some of the categories you list above. For instance Cross dressers reading to children. Would you allow a conservatives speaker? Which by the way, is not one of your catagories...
- The practice of enforcing fair housing laws ensures that anyone who can afford a home has the opportunity to purchase one
- Nothing this city does supports diversity of thought. Think like the woke leftist mob or get out.

Key Insights:

A large majority (74%) of respondents think the City's policies and practices proactively create a diverse community in terms of Age. However, after that there is a significant drop to 59% for sexual orientation and 58% for religion. After that it drops again to 51% for Gender Identity and 50% for Race/Ethnicity. Persons with Disabilities is less than the majority at 48% and Income is last with only 31%. These are some of the weakest percentages in the survey, and are lower than the equity responses. Therefore, respondents appear to believe that the City is more proactive creating equity than diversity.

As is apparent in the comments above, many of those who selected "other" and/or "none of the above," do not think DEI should be in the City's scope.

Q4: I think the City of Huntington Woods' policies and practices proactively promote equitable treatment of all residents, regardless of their

Responses 553   **Answered** 553   **Unanswered** 0

Choice	Total Number	Percentage
Age	433	78%
Race/Ethnicity	353	64%
Gender identity	356	64%
Income Level	292	53%
Persons with disabilities	349	63%
Religion	395	71%
Sexual orientation (e.g., lesbian, gay, bisexual)	372	67%
None of the above	44	8%
Other or additional (please explain below)	60	11%

Key Comments:

- The City policies and practices are not the problem.
- The practices are so discriminatory it is painful to live here. there is definitely not equitable treatment of all residents. If you are conservative, you are hated, called names and shouted at. It's the most oppressive place I've been.
- As indicated before taxes are so high that average income people cannot live here. Home prices are much higher than other communities.
- yes we already include everyone.
- The city policy is fine!
- HW welcomes all and embraces a community atmosphere.
- But not inclusive or tolerant of political views including republicans
- You have to make enough money to afford the taxes and the homes in Huntington Woods.
- If you're not an open Democrat, you are shouted down in this city. They only care about people that support their ideas - there is no diversity

Key Insights:

- Overall, the majority of respondents think the City of Huntington Woods' policies and practices proactively promote equitable treatment of all residents.
- Except for those who highlighted their political/conservative beliefs above, the majority of comments for "Other or additional" were people that were unaware or didn't know.
- Age is the area where respondents think that the City is most proactive with policies and practices. Then religion, sexual orientation, race and gender identity, and then persons with disabilities. Income level is the weakest in terms of treatment. Income is significantly lower than these. Some of those responses may be due to similar thinking like the one above that is related to people not being able to live here and not direct treatment of residents.
- Consistent pattern with age being the highest and income the lowest. All these percentages are higher than the previous question regarding diversity. Therefore, respondents appear to believe that the City is more proactive creating equity than diversity.

Bar chart:
- Age: 433
- Race/Ethnicity: 353
- Gender identity: 356
- Income Level: 292
- Persons with disabilities: 349
- Religion: 395
- Sexual orientation (e.g., lesbian, gay, bisexual): 372
- None of the above: 44
- Other or additional (please explain below): 60

Q5: I think the City of Huntington Woods' policies and practices demonstrate a negative bias towards

Responses 553   **Answered** 553   **Unanswered** 0

Choice	Total Number	Percentage
Age	48	9%
Race/Ethnicity	101	18%
Gender identity	37	7%
Income Level	158	29%
Persons with disabilities	43	8%
Religion	28	5%
Sexual orientation (e.g., lesbian, gay, bisexual)	28	5%
None of the above	306	55%
Other or additional (please explain below)	55	10%

Key Comments:

- There is a huge negative bias towards people with conservative views/values. I don't feel comfortable expressing my opinion for fear of attack (verbal or otherwise)
- I believe the current government neither promotes nor discriminates against any group. That's how it should be.
- critical thinkers
- someone said that we do not have a place for poor people to live here. well there are always going to be communities that people cannot afford to live in. that is not HW problem. If someone wants to live in HW they need to find a way to increase their income or find a different community. That is the American way of life.
- Yeah. A bias toward individuals living their lives and making their own decisions without some bureaucrat sticking their nose in other people's lives.
- And conservative orientated thinking and way of life
- Republicans
- Homes here are more expensive, and taxes are higher than surrounding cities that are more diverse
- Don't dare to be a conservative in this city, it's very dangerous.

Key Insights:

Majority of respondents do not think the City of HW policies and practices demonstrate a negative bias towards the diverse populations sited. Most of the comments include in "other" are again about politics and beliefs.

However, 45% do believe there is negative bias in policies and practices, the most being towards income level at 27% and Race/Ethnicity at 18%.

Q6: Because of aspects of my identity and/or physical characteristics, I feel like I am not treated fairly by City employees and/or I do not have equitable access to resources.

Q7: That unfair treatment or inequitable access refers to my

Responses 553   **Answered** 553   **Unanswered** 0

Responses 553   **Answered** 91   **Unanswered** 462

Choice	Totals
● Strongly Agree	16
● Agree	19
● Neutral	56
● Disagree	140
● Strongly Disagree	322

2.9% 3.4% 10.1% 25.3% 58.2%

Choice	Total Number	Percentage
Age	18	20%
Race/Ethnicity	9	10%
Gender identity	6	7%
Income Level	10	11%
Persons with disabilities	7	8%
Religion	9	10%
Sexual orientation (e.g., lesbian, gay, bisexual)	4	4%
None of the above	32	35%
Other or additional (please explain below)	18	20%

|	Value
Age	18
Race/Ethnicity	9
Gender identity	6
Income Level	10
Persons with disabilities	7
Religion	9
Sexual orientation (e.g., lesbian, gay, bisexual)	4
None of the above	32
Other or additional (please explain below)	18

Key Comments:

- Our family is biracial and often have uncomfortable interactions with other residents.
- I am unable to wear a mask, and I have felt hatred and division, because of it I feel ostracized from a community that I once loved
- Women are treated differently in our city
- Not growing up in HW and/or having kids in HW
- Not "progressive" enough
- There is a democratic club but not a republicans club/committee Medical decisions, religious and political views
- My (and other residents) desire to not have some bureaucrat impose their views on my life, or who my neighbors should be.
- Interests

Key Insights:

- Overwhelming majority (84%) either Strongly disagree or disagree with the statement.
- For those who do feel treated unfairly or don't have equitable access, most selected none of the above and several provided comments different from previous comments:
  - Discomfort being biracial family
  - Negative bias towards not wearing a mask
  - Treatment of women
  - Not growing up in HW or having kids in HW
- The next most common reason was age with 20%, Next in order was: Income level 11%, then both Religion and Race/Ethnicity at 10%, Persons with Disabilities 8%, and Gender Identity 7%.

Q9: I feel like City employees treat everyone with respect, regardless of residents' identities and/or physical characteristics.

Responses 553   **Answered** 553   **Unanswered** 0

Choice	Totals
● Strongly Agree	228
● Agree	184
● Neutral	101
● Disagree	30
● Strongly Disagree	10

41.2%
33.3%
18.3%
5.4%
1.8%
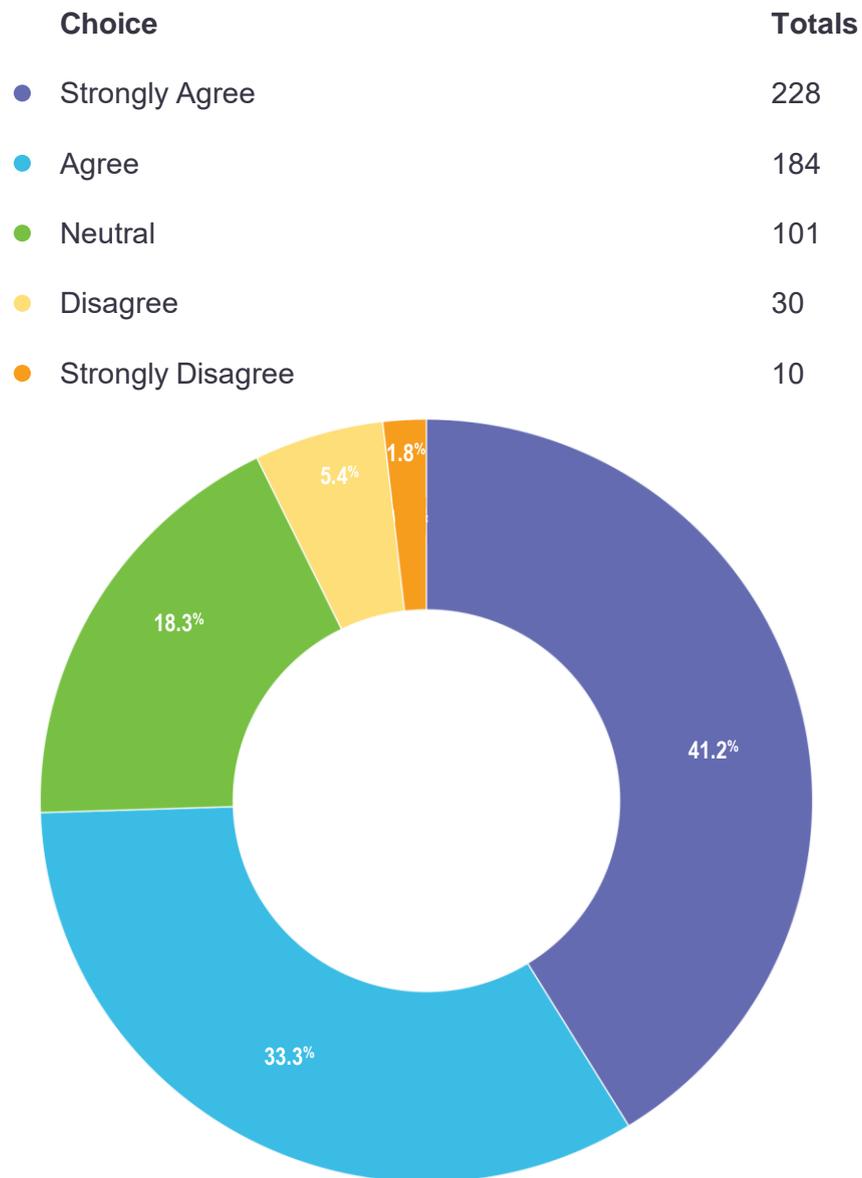
Key Comments:

- I have not interacted with that many City employees to be able to comment here.
- Snide comments were made because of my political beliefs.
- The majority of the employees that work at city hall begrudgingly help me when I have needs that require a trip to city hall. This has been my experience nearly every time a present to the front desk and sometimes at the rec center. I have spoken to other residents with similar experiences.
- I was uncomfortable walking my child to school when I saw a public safety officer wearing a Betsy Ross/Blue Lives Matter ski cap with his uniform as we crossed the street. I have noticed that this officer does not speak to me and sometimes looks away when my child and I are walking. We are people of color.

Key Insights:

Significant majority of respondents (74%) believe they are treated with respect. However, the comments above and others in general comments are extremely important to take into consideration.

Q10: I think Huntington Woods is a welcoming community, regardless of people's identities and/or physical characteristics

Responses 553   **Answered** 553   **Unanswered** 0

Choice	Totals
● Strongly Agree	190
● Agree	190
● Neutral	102
● Disagree	59
● Strongly Disagree	12

34.4% 34.4% 18.4% 10.7% 2.2%
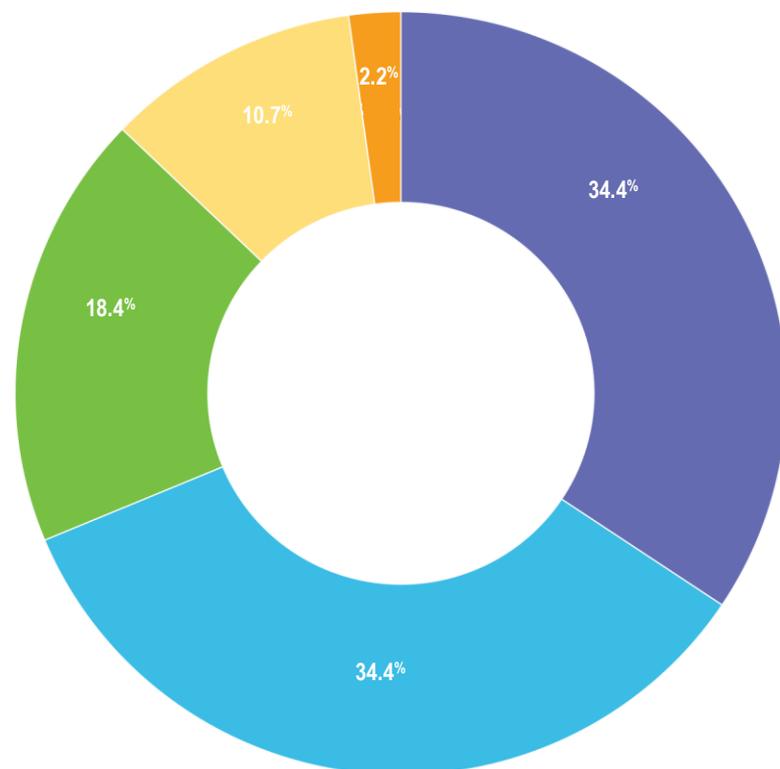
Key Comments:

- The City needs to work on being more inclusive, especially as it relates to race/ethnicity. I am white but do not like living in a community that is so lacking in diversity. The extremely high property taxes and lack of multi-family and senior housing units are a major barrier for including lower-income people.
- For the amount of talk (and yard signs) proclaiming how everyone is welcome, it is not put into practice by residents. We have experienced several incidents of discrimination over the years.
- This is a "think like us or get out" city. It is not welcoming if you don't agree with the angry leftist mob.
- As a POC, I don't feel very welcome here....Many home sales seem not to be posted in the MLS, which is discomfiting. Is there really equal access to POC who want to move to this community? Had we understood how it worked before we bought our home, we would not have moved here. It reminds of stories of HW and Grosse Pointe etc in the 1930s.
- I have been asked multiple times if I live in the neighborhood and if my children attend school in the city. I am a person of color. When I ask white residents if they routinely are asked if they belong, via the questions I am asked, they say that they never are asked. I also find the clerk at city hall to be unfriendly at best, which makes me question if this is bias because of my identities. A third challenge I experience is over-reliance on word of mouth to know what is happening in the city and how things work, such as sign up priorities for HWAC swim team or that the new residents' evening reception does not include children.
- People are welcoming, but we dont have any income diversity because we dont have enough low income housing. Also, our taxes are so high, even if you happen to find a home, many diverse people will not be able to afford it.
- Stop trying to make the Woods into a place it is not! It is the quality of the people who matter...nothing more!
- Do not seem tolerant/accepting of republicans/pro trump
- It is not at all welcoming if you are Christian and hold conservative values.

Key Insights:

- Although the majority of respondents think that HW is welcoming, there are clearly residents who are having very different and even painful experiences. The comments above have the following common aspects where HW is not a welcoming community:
  - People of color
  - Republicans
  - Christian and conservative values

Q11: As a resident of Huntington Woods, in some circumstances, I feel uncomfortable within the City about aspects of my own identity and/or physical characteristics

Responses 553   **Answered** 553   **Unanswered** 0

Choice	Totals
● Strongly Agree	21
● Agree	60
● Neutral	56
● Disagree	157
● Strongly Disagree	259

(Donut chart: 3.8%, 10.8%, 10.1%, 28.4%, 46.8%)
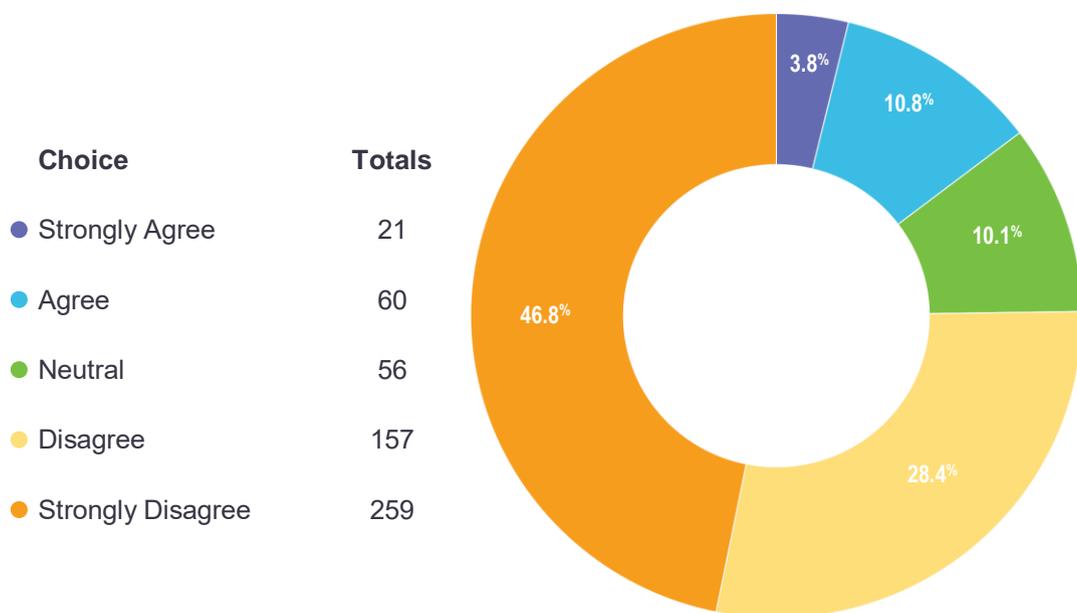
Q12: That personal discomfort refers to

Responses 553   **Answered** 137   **Unanswered** 0

Choice	Total Number	Percentage
Age	26	19%
Race/Ethnicity	32	23%
Gender identity	12	9%
Income Level	36	26%
Persons with disabilities	8	6%
Religion	27	20%
Sexual orientation (e.g., lesbian, gay, bisexual)	10	7%
None of the above	29	21%
Other or additional (please explain below)	24	18%

(Bar chart)
- Age: 26
- Race/Ethnicity: 32
- Gender identity: 12
- Income Level: 36
- Persons with disabilities: 8
- Religion: 27
- Sexual orientation (e.g., lesbian, gay, bisexual): 10
- None of the above: 29
- Other or additional (please explain below): 24
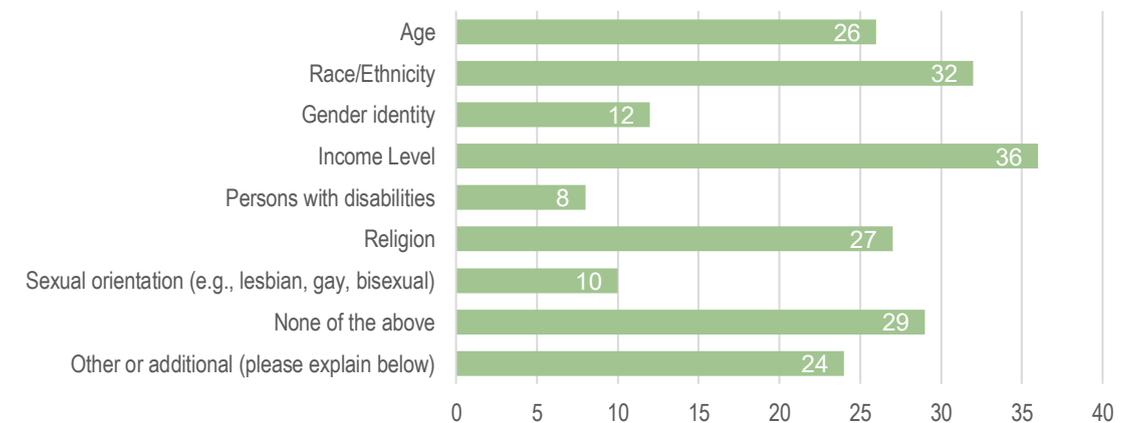
Key Comments:

- My conservative values
- Political beliefs
- As a young resident, sometimes it is apparent that if you do not have a family or you're middle aged, you aren't as welcome in certain settings.
- Political affiliation/views
- I'm uncomfortable with how homogenous our community is. Changing this is a big part of if we choose to stay here now that our kids are done with school.
- Being an inter-racial couple

Key Insights:

75% of respondents do not feel uncomfortable within the City. However, 15% of respondents feel uncomfortable. The primary reasons for their discomfort are income level 26%, Race/Ethnicity 23%, Religion 20%, and Age 19%.

There were also 3 people commented that their discomfort refers to their political affiliation and beliefs, and one their conservative values.

Q13: I think the presence of diversity and the practice of equity and inclusion are important for the Huntington Woods community in terms of

Responses 553   **Answered** 553   **Unanswered** 0

Choice	Total Number	Percentage
attracting new residents	206	37%
creating an inclusive environment for every resident	380	69%
eliminating barriers to living in the City	129	23%
engaging more residents in community events and activities	144	26%
ensuring the City's future and sustainability	161	29%
increasing resident involvement in local government	56	10%
maintaining competitiveness in the housing market	35	6%
modeling the community's moral responsibility	170	31%
sustaining a positive reputation in the region	114	21%
none of the above	43	8%
other or additional (please explain below)	35	6%
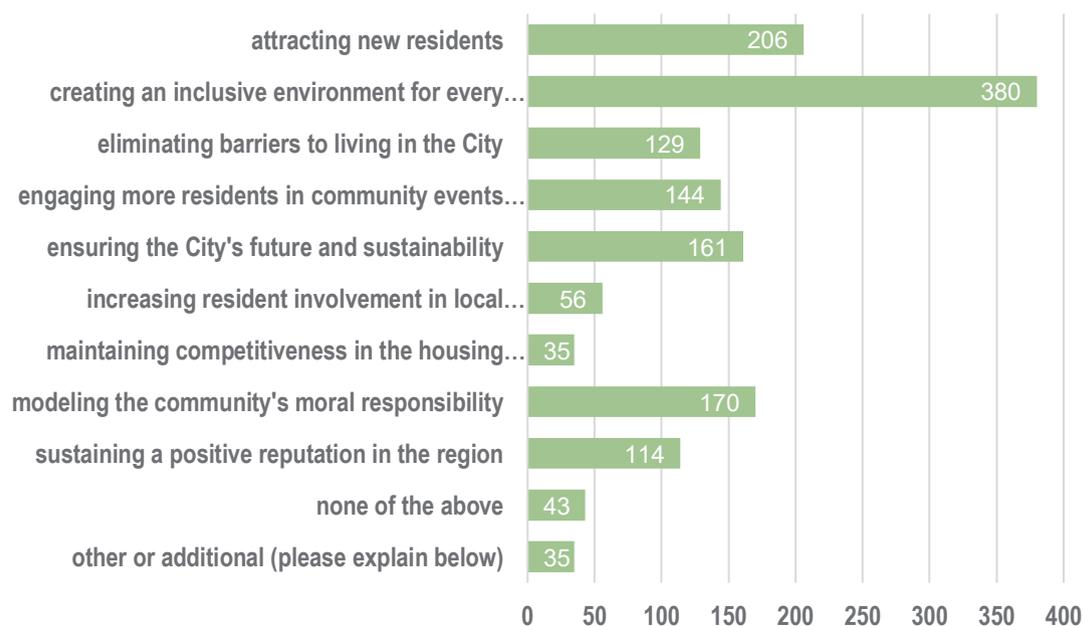
Key Comments:

- Because it is the right thing to do.
- Raising my children in a diverse neighborhood
- I think government policies seeking equity will ultimately fail, they fail to take into consideration that humanity consists of individuals and individuals act differently so outcomes will always be unequal regardless of how much the government tries to change that
- this is a ridiculous endeavor, equity can not be achieved and only serves to divide us and should not be anyone's goal
- I think that the high price of housing is the biggest barrier to diversity. I think it's hard to truly be "diverse" when every family is upper middle class or above.

Chart

Category	Value
attracting new residents	206
creating an inclusive environment for every…	380
eliminating barriers to living in the City	129
engaging more residents in community events…	144
ensuring the City's future and sustainability	161
increasing resident involvement in local…	56
maintaining competitiveness in the housing…	35
modeling the community's moral responsibility	170
sustaining a positive reputation in the region	114
none of the above	43
other or additional (please explain below)	35

Key Insights:

Per the survey results, top 3 reasons for DEI:

1. Creating an inclusive environment for every resident
2. Attracting new residents
3. Modeling the community's moral responsibility – interesting that this was third – shows the community values and may explain why some feel so uncomfortable

Q14: Please feel free to provide additional comments and/or feedback about your answers.

Diversity

"We are a mixed race family that so far feels very comfortable(welcome) living here but as our kids get older we may move to a community that has more diversity in the neighborhood and school for our kids sake"

"While I do not often feel unwelcome or disrespected as a white Christian woman, I often hear from neighbors (BIPOC, LGBTQ+, non-Christian or non-Jewish) that there is not enough diversity. It's also very difficult for lower-income families to buy homes in HW. (general)"

"As a person of color, I feel disappointed by the lack of diversity in the community. At times, I feel isolated in my own community, and I feel the city has a moral obligation to ensure diversity of race/ethnicity and income levels in the city. "

"As a majority Jewish city, I think it is important to address religious diversity and ways to attract families of different religious backgrounds (ie Muslim, Hindu, Christian). (religion)"

"Another reason I would love to see more racial diversity in our city is for the sake of my children, so they can have friends of different ethnic backgrounds, be able to recognize and appreciate difference, and feel comfortable around people from different racial backgrounds"

Equity

"Wish there were more resources devoted to seniors , such as pool hours, senior exercise areas and equipment There is so much available for young children , pool, playgrounds, skate park etc."

"I strongly suggest that the Men's and Women's clubs be examined since they are modeled after traditional gender roles. Also, I appreciate the new efforts by the city to gather feedback, examine its practices and goals around DEI. Thank you."

 "The city has always been a very friendly place but a mostly homogenous white community that is hard to move into if you don't know someone already. Since houses rarely stay on the market for long and are often scooped up within friend networks."

""HW will never be diverse in any measure until zoning is approved for all-ages multi-unit housing."

"The designated Historic District has brought unnecessary disruption, division, and disputation among residents and city management. The whole city should have uniformity and equity. This Historic District has not brought that about."

"Single family zoning is definitely a barrier to enabling income and age diversity in the city, as it becomes a place that only is suited for certain kinds of families - or in many cases, retired adults whose children have long moved out and whose house is now too large for them to comfortably enjoy/maintain (I don't blame them for wanting to stay in HW, but this makes it harder for new families and diverse populations to move in)."

"My female friends and I have experienced sexism during commission meetings, zoning meetings, the master plan open-house, and general attitude from city employees and representatives."

"My biggest complaint is that the HW Police perform too many traffic stops on black drivers. We also need more black officers in our police department. The merger with Berkley also exacerbates the driving while black traffic stops. And it seems that when they pull over a black driver, they have 2-3 police cars respond. I do not see such a response with white drivers."

"There is a huge indifference to the needs and support of our seniors - pls compare amt of $$ and time($$) spent towards Seniors as compared to children in this community a very backward community!!!"

Inclusion

"This city has certainly become one I don't feel comfortable in due to my conservative values. I have found a very small group of like minded friends, but we all fear expressing our opinions in this city.. "

"Huntington Woods is a great place to live. I just wish there was more opportunity for older adults to continue their residence in the city, as they get older and are in need of less house and more social services."

"Huntington Woods government should focus on maintaining a safe and clean environment and allow the market decide who moves in. Anyone who can afford to live here should be and is allowed and welcomed here. To wish for more of certain classes of people takes away from those who have worked hard to get here for the reasons currently available."

"Whether people in the City want to admit it or not, the City is non-welcoming to people of Muslim or Christian faith. If you are NOT a liberal, Jewish American of affluency, your opinions are not welcome here."

"There Should be inclusive programming for kids/adults w special needs (autism, etc). A support group for parents with special needs in the neighborhood would be a great idea. Recommend dedicated time during pool hours for people w special needs (less crowded, music off, etc)."

"We love this community and feel that the residents provide a welcoming environment for all people. People move here because it is a safe community with a fantastic police department that protects all residents. It has a good reputation as being open to all. Nothing more need be done."

"I think our community thinks they're welcoming - but they're not. The micro aggressions are fierce and often - and the elite cliques make it feel like high school"

"I probably haven't been here long enough to comment, but it feels like this community is run by a group of old white friends from the country club (not sure which religion's country club). I have been told that as an unconnected newcomer, I wouldn't be able to get involved in local government/policymaking even if I tried (which I haven't, so I'm not airing a grievance, just relaying the perception that the official City channels don't seem very inclusive or welcoming to people who didn't grow up here). That seems like a public relations nightmare or a significant failing or both."

Q18: I was initially introduced to the Huntington Woods community by

Responses 553   **Answered** 553   **Unanswered** 0

Choice	Totals
● Realtor/real estate agent	69
● Family member- resident	135
● Family member- non-resident	27
● Friend- resident	127
● Friend- non-resident	23
● Other (please explain below)	172
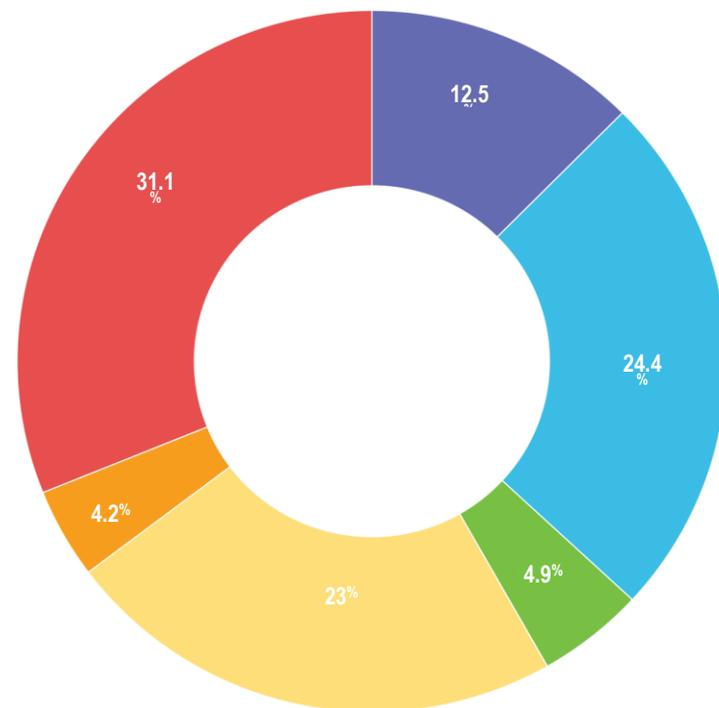
Key Comments:

Comments regarded why respondents answered "other". Here are the most common patterns from their answers:

Patterns with "Other" Responses:	
Grew up here	47
Lived nearby	37
Driving or running through	20
driving through	16
Reputation	13
Spouse grew up	5
Worked nearby	5

Key Insights:

80 percent of respondents were introduced to HW via their own experience, (growing up, living nearby, driving or running through), or learning about the City from friends and family. Only 12 percent first learned of the City from a real estate agent. It highlights how word-of mouth and personal experience determine the City's population.

Focus Groups

On behalf of the City of Huntington Woods and in partnership with Volar Consulting, JADE Strategies conducted six, 90-minute focus group interviews in July 2021. The next series of documents were prepared by and submitted by Jade Strategies. The findings have been incorporated throughout the Key Findings and Recommendations section.

Contents

Community Engagement
Diversity | Equity | Inclusion
Focus Group Research Project

30

Research Project Overview

On behalf of the City of Huntington Woods and in partnership with Volar Consulting, JADE Strategies conducted six, 90-minute focus group interviews in July 2021.

The purpose of the research project is to gain insights from listening to thoughts, feelings, and recommendations from Huntington Woods residents and stakeholders that will help the City build and sustain an effective Diversity, Equity, and Inclusion Strategy.

Project results are designed to inform the City's Master Plan, provide a basis for action planning, and identify benchmarks from which to measure progress going forward.

Note: Focus group responses have been summarized for the purposes of this report.

Stakeholder Focus Group Schedule

	Date	Group	Location
1	Tues., July 20, 2021	City Staff	
2	Weds., July 21, 2021	Youth Residents	
3	Thurs., July 22, 2021	Community leaders	Virtual
4	Tues., July 27, 2021	Parent Residents	
5	Weds., July 28, 2021	Minority Residents	
6	Thurs., July 29, 2021	Senior (55+) Residents	Hassig Park

Community Engagement:

Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.

-Margaret Mead

Thirty-Six Focus Group Participants

WHERE THE HW PARTICIPANTS LIVE...

11 Mile Rd.	2	Kingston Ave.	1
Balfour Ave.	2	Lincoln Dr.	3
Borgman Ave.	3	Ludlow	1
Concord Rd.	2	Nadine	2
E. Roycourt	1	Talbot Ave.	1
Elgin	1	Vernon	5
Hart	3	Wareham	2
Hendrie	1	York	3
Huntington Rd.	2	Outside HW	1

RACE/ETHNICITY

- Asian/Pacific Islander 10%
- Black/African American 6%
- Caucasian/White 81%
- Other 3% (S. Asian Indian)

AGE RANGE

18 & under	5
19-30	1
31-40	6
41-50	11
51-60	4
61-70	1
71+	8

YEARS LIVING IN HW

- 1-10 yrs. — 22%
- 11-21 yrs. — 46%
- 21-30 yrs. — 15%
- 31-40 yrs. — 6%
- 41-50 yrs. — 11%
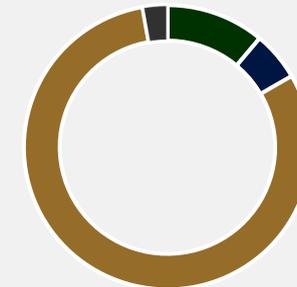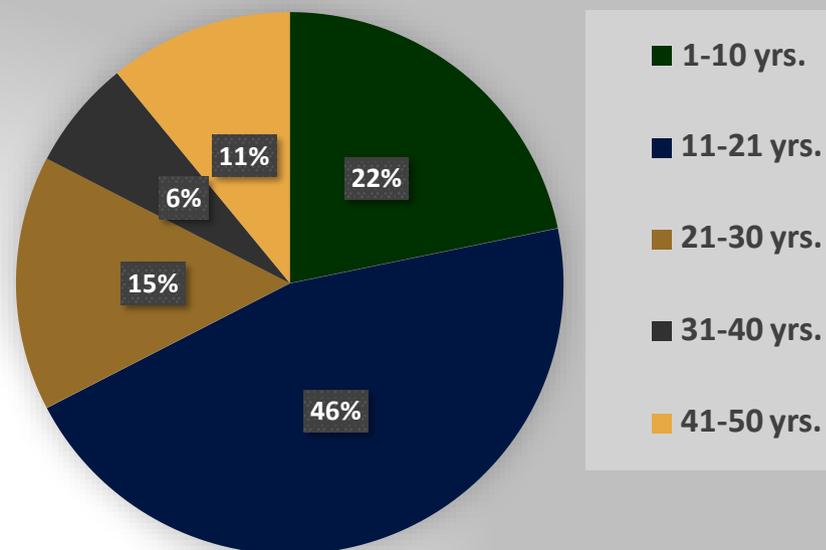
RESIDENTS LIVING AT HOME

1	11%
2	78%
3	5%
4	3%
5	3%

GENDER IDENTITY

Female	26
Male	9
Non-binary	1

KIDS AT HOME

0	36%
1	20%
2	36%
3	8%

Focus Groups | Demographic Data | City Staff

Nine Focus Group Participants

Huntington Woods Resident?

Yes	4
No	4
Former	1

Age Range

19-30	1
31-40	3
41-50	3
51-60	1
61-70	1

Race/Ethnicity

■ Caucasian/White 100%

Years of Employment

- ■ 0-2 yrs.
- ■ 3-5 yrs.
- ■ 6-10 yrs.
- ■ 10+ yrs.
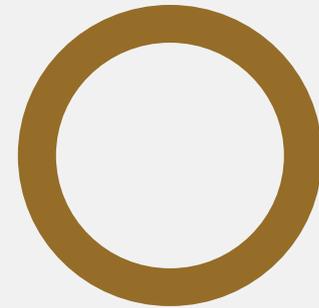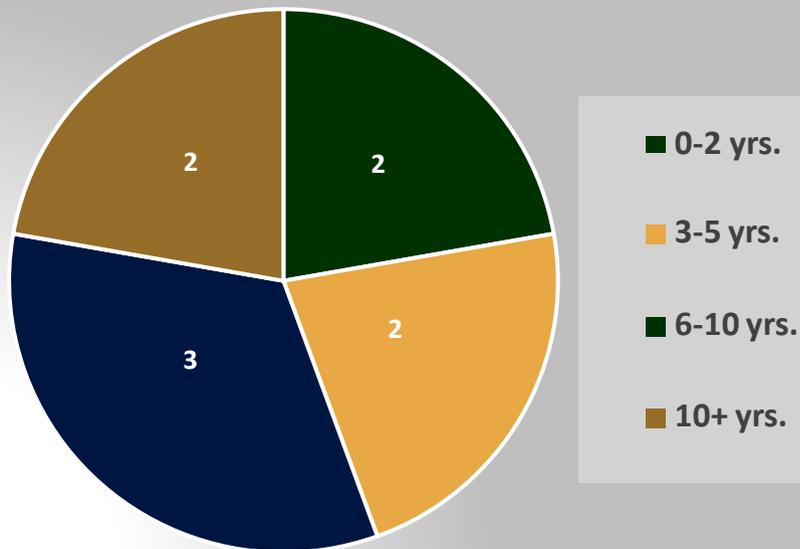
Gender Identity

Female	6
Male	3

How Did You Hear About Your First HW Position?

Another Employee	3
City Website	1
Friend	1
MML	1
Flyer, News Ad	1
Website (Non-City)	2

Focus Group Discussion Guide

Each focus group addressed the following five topics.

City staff addressed two, additional questions: (#6 and #7).

1. **What are some of your thoughts and/or concerns about diversity in the Huntington Woods residential community? In what ways does diversity strengthen or weaken the Huntington Woods community (and how might *increasing* diversity strengthen or weaken the community)?**

2. **What are some of your thoughts and/or concerns about the act or practice of inclusion in Huntington Woods?**
   a. What could the City do to be more inclusive of diverse resident populations to *increase* participation in community activities, such as recreational events or volunteer opportunities (e.g., boards, commissions)?
   b. Do you believe residents *socialize* with diverse populations within the Huntington Woods community (e.g., in their homes and/or at community events?) Why or why not?

3. **What are some of your thoughts and/or concerns about the City's administrative policies and practices related to the fair treatment of all stakeholders? What efforts are working well and what efforts need improvement? What resources, if any, should the City devote to addressing a lack of diversity and/or inclusion in the community?**

4. **If relevant, please briefly share a time when you or someone you know expressed feeling unfairly treated or denied equitable access to resources in Huntington Woods because of identity or physical characteristics.**

5. **What, if any, expectations do you have regarding the City's stated position on anti-racism?**

City Staff Only

6. **What are some of your thoughts and/or concerns about the City's administrative policies and/or practices related to diversity in hiring staff, contractors, and vendors? What efforts are working well? What efforts need improvement? In what ways?**

7. **Relative to City administration, do the current systems, policies, processes, supports, and tools enable and promote fair access to opportunities? Please explain.**

NOTE: To reduce repetition, responses to the following question have been collapsed into the other topics:
"What recommendations do you have to increase diversity and/or inclusion in Huntington Woods?"

Focus Group Responses

1. **What are some of your thoughts and/or concerns about diversity in the Huntington Woods residential community? In what ways does diversity strengthen or weaken the Huntington Woods community? How might *increasing* diversity strengthen or weaken the community?**

COMMON VIEWPOINTS

- Huntington Woods lacks diversity in almost every area – race, ethnicity, politics, socioeconomics, and even religion (beyond Christianity and Judaism). Participants generally found Huntington Woods diverse in terms of age and LGBTQ representation.

- Many expressed the importance of children growing up in a diverse community in preparation for the real world and the opportunity to enhance their abilities to connect and communicate with different people.

- Lack of affordable housing deters diversity and inclusion efforts. HW homes are expensive and difficult to obtain (since families tend to stay in the community for many years and in some cases, for generations). Affordable housing options can create an entry point for young families and lower-income residents and sustainability for seniors.

- Some believed that increasing diversity would decrease property values, especially due to adding multi-family homes and/or affordable housing to the community.

KEY INSIGHTS

"We do have some diversity here. Our diversity issues are about lack of race and ethnicity."

"It would strengthen the community if we had more diversity – different cultures, races, religions. It would be a more realistic view of the world at large."

"The lack of diversity is a sacrifice for me as a parent in terms of the experience I want to provide for my kids."

"Diversity helps teach people how to see things from other points of view and gives you a better lens on the world with insight beyond the bubble."

"Some people hold the belief that increasing diversity would decrease property values…. We want to be able to share our investment with our children. Diversity is important, but economic stake is also important."

"If HW was more like the region around us, we would feel more like a community, less isolated, and become a more desirable place to live."

"Huntington Woods does a great job at making Jewish people feel welcome, but I did lose a neighbor based on religion."

"Unlike Troy, Huntington Woods is not a community of choice for minority families because it lacks diversity."

"Growing up surrounded by diversity helps kids with their own self-awareness and understanding of other people."

"I feel as if other people feel diversity weakens the community. It feels very much like 'their' community instead of 'our' community."

KEY QUOTE: **"Our diversity issues are about lack of race and ethnicity."**

Focus Group Responses

2. What are some of your thoughts and/or concerns about the act or practice of inclusion in Huntington Woods?

COMMON VIEWPOINTS

- Children often experience culture shock when moving from Burton Elementary to Norup Middle School where there is a bit more diversity. HW parents struggle with having difficult conversations with their children about race and inclusion and felt their children miss out on the experience of interacting with children with different backgrounds.

- Most of the focus groups discussed at length the role of the Berkley school system in perpetuating issues related to a lack of diversity and inclusion. Parents want Burton and the Berkley School District to be more proactive and champion diversity, equity, and inclusion. School of Choice was brought up as a potential consideration for Burton.

- Several residents referenced affordable housing as a means of attracting underrepresented populations to the community under the assumption that minorities cannot afford to live in Huntington Woods. However, two participants suggested the existence of affluent families and individuals of color who can afford to live in Huntington Woods but choose to purchase homes in other communities and what that might mean about external perceptions of Huntington Woods. Similarly, a participant commented that, although the City now includes additional media in posting for open positions, it's still challenging because the "criteria doesn't change." This assumes that in order to attract underrepresented candidates, the job qualifications need to be different in some way.

KEY INSIGHTS

"I reject the idea of diversity being harmful to the community. The only thing we should not tolerate is intolerance."

"Some fear that the more diverse we become the more threat there is to our current policies. It comes down to who's willing to give up power."

"When it comes to all of this DEI work, the amount of existing bias, stereotypes, and prejudice in our community feels almost impenetrable."

"Collaboration is a good place to start. We should reach out to other more diverse local governments to learn more about their inclusion methods."

"Building cheap housing doesn't guarantee diversity.... Nobody wants their home value to drop. If we build inexpensive houses, that will happen."

"There are wealthy Black families choosing to live other places because in HW because they don't see anyone who looks like them or their children."

"Black and brown residents are often questioned when visiting the park. We have a culture of not being inclusive. "

"Inclusion needs to be a conscious process for residents."

KEY QUOTE: "The only thing we should not tolerate is intolerance."

Focus Group Responses

2. **(a) What could the City do to be more inclusive of diverse resident populations to increase participation in community activities, such as recreational events or volunteer opportunities (boards, commissions)?**

COMMON VIEWPOINTS

- Recognize diversity in the way events and programs are planned and executed. Move beyond the attitude that "this is the way it's always been done," especially those events that currently demonstrate bias, e.g., Daddy-Daughter Dance, Santa Claus event, annual parade (traditionally using "token" Black performers at the end)

- Participants believe that leaders stay in positions too long making cultural change difficult.

- Although every group expressed interest in taking action on becoming a more inclusive community, they also agreed that they didn't know how to do that and welcomed guidance from the City.

- Education is key. Host additional, structured and intentional conversations with residents. Separate resident cliques at those events and encourage inclusion through appropriate event facilitation.

- Address how residential properties are listed and sold in Huntington Woods. Realtors/agents rarely list properties, instead brokering "backroom deals," which makes it difficult for anyone outside of the community to purchase a home.

KEY INSIGHTS

"The Daddy-Daughter Dance and Santa Claus event, for example, aren't inclusive. This is the City offering sanctioned (biased) events."

"We need to find out why minorities who can afford to live here aren't coming here."

"Municipal governments are pretty limited in what they can do. What's actually within the City's purview?"

"Our leaders tend to be the same people, leaving no room for newer residents to participate in government, no room for something different to occur."

"You have to have connections with the "(real estate) mafia" of Huntington Woods to get into a house here."

KEY QUOTE: "We need to find out why minorities who can afford to live here aren't coming here."

2. (b) Do you believe residents socialize with diverse populations within the Huntington Woods community (e.g., in their homes and/or at events)? Why or why not?

- Groups supported by the City (either through hosting or marketing), like Men's Club and Teen Council, provide diverse social interaction. However, there exists some biases about Men's Club that could be addressed with simple marketing, e.g., some who believe it's an invitation-only club for Jewish members only, while others believe Jewish membership is unwelcomed.

- The most inclusive interactions between residents of different cultural backgrounds happen at City-hosted events, such as Rec Center and library events, and the annual parade.

- Although diversity increases at the high school, the youth focus group shared that it's rare for students to socialize outside of their racial and/or religious cliques.

- Participants from three focus groups mentioned the existence of exclusive, social cliques in the community, which are difficult to join. They also expressed finding their "social communities" outside of Huntington Woods.

- Diversity is scarce at Burton Elementary and Norup MS, so children aren't socializing with diverse populations.

- Participants pointed out that although several residents claim to support inclusive community culture – for example, placing out yard signs with ally messaging – it often seems performative without intentional action toward real community change.

KEY INSIGHTS

"(As a minority) I feel like an outcast, and I've lived here for more than 25 years."

"Neighbor-to-neighbor on an interpersonal basis, the sense of inclusion isn't terribly strong in our community."

"(As a minority) I don't seek my social support in Huntington Woods because I feel invisible here."

"It seems that white residents socialize with other white people in their homes and experience diversity at work."

"Human nature is such that we first gravitate toward people of similar appearance. Then when we have some reason to relate – like children of the same age – we have something shared to relate to one another."

"Many minorities in this space assimilate."

"It feels like there's a 'scarcity issue' because diversity in HW is minimal. So, having a voice at all is hard. But we (minorities) aren't monolithic either. Some may want to be identified by their race or ethnicity; others not. Whatever each of us feels is valid."

KEY QUOTE: "I feel like an outcast, and I've lived here for more than 25 years."

Focus Group Responses

3. **What are some of your thoughts and/or concerns about the City's administrative policies and practices related to the fair treatment of all stakeholders? What efforts (by the City) need improvement and what efforts are working well? What resources, if any, should the City of Huntington Woods devote to addressing a lack of diversity and/or inclusion in the community?**

COMMON VIEWPOINTS

- Hire underrepresented/minority professionals in higher level positions.

- Eliminate the closed process in hiring and appointments, e.g., the librarian replacement process was "cloaked in secrecy."

- Allow for mixed-use land and make the City's interests public; create public-private partnerships in property development.

- Eliminate barriers caused by existing residency rules and open City amenities to other communities – perhaps starting with the communities in the Berkley school district, which also has potential to serve as a positive revenue decision for the City, e.g., pool (with food service), recreation center, parks, senior services/trips

- City-supported events should reflect DEI ideals, e.g., more diverse photography.

- Under the former librarian, new programs worked well: more organized inclusive events. The "bring your ethnic dish" event, however, did not work because of the insensitive way residents were approached to participate.

- Local government is very responsive in terms of providing equal services to all residents. However, penalties and fees need to be reviewed for potential inequities. An example cited was that the preschool program is inexpensive, but speeding tickets are exorbitant.

KEY INSIGHTS

"The City has the most direct control over internal policies and hiring. We need more diverse hiring in positions of power."

"Residents of color often feel 'othered,' unwelcomed here, and experience microaggressions (by Public Safety and other residents). I feel pretty welcome here, but I worry about some of my neighbors and their children."

"The Anti-Racism Plan, for example, is an attempt to address issues effectively. It has some traction."

"There are small pockets of diversity in HW. The way the City communicates and organizes events and programs doesn't recognize that diversity."

KEY QUOTE: "I feel pretty welcome here, but I worry about some of my neighbors and their children."

Focus Group Responses

4. If relevant, please briefly share a time when you or someone you know expressed feeling unfairly treated or denied equitable access to resources in Huntington Woods because of identity or physical characteristics.

KEY INSIGHTS

"My neighbor expressed fear that his Black son might be harassed by Public Safety because of his skin color and considered taking him down to the station just to introduce him. It was very sad."

"Friends of color refused to even consider HW because of the lack of diversity. They chose to buy in Bloomfield instead."

"Public Safety has responded to calls on Black people who were said to "look suspicious" while doing nothing."

"There have been a number of Facebook posts about people who don't look like me not being treated well in the park (by residents)."

"There's one public safety officer that women find patronizing and misogynistic and that they dread being pulled over by."

"People have been targeted at the Rec Center because they were thought not to belong there (due to their 'otherness')."

"An Indian neighbor, who has a son with his wife who is white, said that one day someone shouted at him that he was walking too close his son, assuming they weren't related. He was devastated."

"My sister would only get stopped by HW Public Safety when riding in the car with her Black friend."

"A Black family with three children rented a home. When the children played in the yard or rode bikes, I saw other residents pass by and noticeably look at them with disdain – no smiles or waves, looking at them suspiciously. The family eventually moved away."

"A Black family on my street visited the park and was assumed not to live there. They were questioned by white residents."

"The Teen Council Black History Month calendar was extremely offensive. Adults should have had more oversight."

"I live close to 11 Mile, and I see firsthand that Public Safety disproportionally stops more people of color."

"A realtor told a resident friend that the community was integrated. However, he meant Jewish and Christian."

"A few years ago, there was talk about building a basketball court in HW. But several residents were opposed because of stereotypes they had about Black kids from other communities using the court."

"Drag queen story time was a useful experience, but our problems came from outsiders."

"A Muslim family moved away from HW on feeling 'othered' and unwelcomed."

"(HW minority) parents feel obligated to teach their children that they won't get the same consideration or fair treatment by HW Public Safety."

"One black, elementary student had the police called on him several times for using City amenities, which is one of the reasons the family moved away to West Bloomfield."

"There was big controversy when a black mother was referred to as 'angry' on Facebook (by a City employee/consultant) who didn't address 'angry' white moms. In fact, she sounded the least angry out of everyone."

KEY QUOTE: "They say, 'That person doesn't look like they belong here'."

Focus Group Responses

5. **What, if any, expectations do you have regarding the City's stated position on anti-racism?**

COMMON VIEWPOINTS

- Participants want to see "real progress" on developing and implementing the City's Anti-Racism Plan, which requires a comprehensive way to evaluate progress and a regular way to communicate that progress to residents. One participant suggested that the DEI strategy and Anti-Racism Plan become a standing agenda item for the City Commission, which is addressed at every meeting.

- Action items need to be identified and clear on how they will be integrated into City practices and policies.

- Participants from all focus groups were open to guidance on how to activate the Plan and discussed the need for continued community conversation – more focus groups and listening, surveys, questions, and youth engagement.

- Community and staff members expressed interest in learning more about how to be "anti-racist" beyond adding books and programs to the library, which "sounds like acceptance and inclusion" but not necessarily anti-racist.

KEY INSIGHTS

"Words are important as the first step in deciding what the policy is. My hope is that (the policy) isn't just meaningless words, but that there's action."

"Racism is a systemic issue. The Plan is designed to get to systemic issues."

"The Anti-Racism Plan isn't robust. The work seems performative. It looks good on paper but not much is being done."

"When it comes to all of this DEI work, the amount of existing bias, stereotypes, and prejudice in our community feels almost impenetrable."

"There's never been a time when there was more energy to make change. This needs to start with the City and continue with community conversations."

"We have to be careful not to move too fast to be inclusive of the people who are resistant to change."

"(Anti-Racism Plan activities that have been identified to date) sound like inclusion and acceptance. Actively anti-racist sounds like an action to root out racism and counteract it. And I honestly don't know what that would look like.

KEY QUOTE: "The (Anti-Racism) Plan is designed to get to systemic issues."

Focus Group Responses | City Staff Only

Q1. Diversity

- As a resident, I don't really think about (diversity) that much. I live near who I live nearby.
- We treat everyone the same.
- People do make assumptions and comments about minority staff, e.g., assuming they're interns.
- **In one sense, we are very inclusive, but not diverse.**
- We're a welcoming community, but we're a pretty white community.
- It would strengthen us to be more diverse – different viewpoints, ideas, and how other people experience the world on a daily basis instead of living in a bubble.

Q2. Inclusion

- I feel like part of a family here. I think that's what inclusion is – when you don't single people out.
- We include everyone of any race, any gender or religion. We don't think of it as we have to practice it (inclusion), we just do it.
- The more people learn about different cultures, the more likely they are to include those cultures.
- Many residents have lived here 50–60 years, and their homes are recycled to family members. This is a community that's been here forever, and no one leaves.
- I'd like to see more programming at the Rec Center and library.
- **I feel like everyone is included, but maybe they just don't know they're included.**

Q3. Community Policies/Practices

- Policy doesn't change the way people think. You either are welcoming and inclusive or you aren't. And the "are not's" don't belong in public service.
- Public Safety has general orders, rules and regulations, and a mission statement that speaks to fair treatment.
- **Policies exist. DPW and PS are governed by their union contracts; non-union employees are governed by the personnel manual.**
- We're diversifying where jobs are posted to get as many applicants as we can and ensure we're attracting the best possible candidates.

Q4. Ex.

(No responses)

Q5. Anti-Racism Plan

- We need to track progress. It should be measurable.
- **Not sure how to become actively anti-racist. Need clarity and examples of what the City can do.**
- There doesn't seem to be anything in the Plan to address racial injustice (as inferred), just initiatives to add more library books and programs at the Rec Center. These activities sound like inclusion and acceptance, but actively anti-racist sounds like action to root out racism and counteract it. Not sure what that would look like.
- We switched Columbus Day for Juneteenth. We now fly a Juneteenth flag. We have MLK Day off. Perhaps those days would be better used as opportunities for education about the occasions.

Q6. Fair access: What are some of your thoughts and/or concerns about the City's administrative policies and/or practices related to diversity in hiring staff, contractors, and vendors? What efforts are working well? What efforts need improvement? In what ways?

- We're trying to figure out how to address vendors. It's important for the city – (since) it's the goal – to put our money where our mouth is by spending money on businesses that reflect our values.
- **New hire postings are being placed in more spaces, but the challenge is that the criteria doesn't change.**

Q7. Internal Policies/Practices:

Relative to City administration, do the current systems, policies, processes, supports, and tools enable and promote fair access to opportunities? Please explain.

- **For anything to be valid, it has to be measurable.**
- Public Safety can measure by policies in place and hiring.
- "You really cannot conclude that something is successful unless you're measuring it. Otherwise, it's just a feeling."

KEY QUOTE: "This is a community that's been here forever, and no one leaves."

One-on-One Discussions

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There were several individuals who could not attend their corresponding Focus Group, but felt strongly about providing their experience and perspective. Volar Consulting, LLC conducted one-one sessions with each of these individuals. Unlike the focus groups or the anonymous survey, the conversations were intentionally less specific to enable the participants to share what was on their minds regarding diversity, equity, and inclusion. In order to do that, we spoke about each of those terms individually in the context of the City of Huntington Woods.

Individual Discussions

Identified for Focus Groups but could not participate. Each participant requested additional method for providing their input

Resident
**Minority Focus Group
5-year resident**

Key Themes

- The bounds of being a "city" feels like a barrier of inclusion that prevents us from collaborating with our neighboring cities, i.e.,Oak Park, Royal Oak, and Berkley. We should be thinking about how to leverage these local connections– what do we do well and what can we share? For example, Juneteenth event– work with Southfield and/or Ferndale; partner with other cities for trainings.
- Has been asked if lives in neighborhood. White parents tell them that they are not asked the same question.
- Chose HW because of location, size, and large Jewish population which has both a history of systematically being discriminated and of alliances with the Black community
- In terms of inclusion– you don't know what you don't know. If they are an outsider, they don't know what the insiders are experiencing
- Teachers are welcoming but not culturally competent
- ALL parents need to hold that space of cultural competence– not just for minorities to own
- Don't feel threatened or unsafe

Resident
**Parent Focus Group
3-year resident**

Key Themes

- In City meetings and surveys was actively pushing for ADA compliant playground/park
- Library ramp freezes
- Voices of parents with younger children are lost because they can't attend when meetings scheduled during bed-times
- Parks and programming suggestions fall on deaf ears. Loudest voice gets most response
- Has found more than 1 staff unfriendly, includes Recreation Center, library, and City Hall
- Berkley friendlier and more welcoming. They smile, say hello– have better people skills
- Wants to see more people who don't look like them. There are benefits.
- Younger people denied on committees.
- Should be thinking of more ways to ask, listen, and provide more transparency and communication: i.e. Facebook
- The City is not inclusive of other communities. Should offer up our services to others
- Think outside the box in terms of programming, communication, and services
- Engage the City in the city manager and librarian search

Staff
Staff focus group

Key Themes

- Jewish feels like predominant religion
- Seems like more same sex couples over the years
- Liberal, open community that cares deeply about everyone
- Seems like more young orthodox Jewish communities coming into the City
- Have 10 to 15 orthodox families attending Fruit Camp. They came with kosher requests. One particular parent worked closely with staff to help identify places to obtain kosher food. Were able to incorporate their needs at camp
- Multiple generations live in the City. Younger generations come back to raise their kids
- Seniors don't think City does enough for them. They seem to yell the loudest
- Youth are more in tune with being inclusive, especially Teen Council

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