

# RACIAL EQUITY SURVEY REPORT

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# **RACIAL EQUITY SURVEY**

Executive Summary





# Racial Equity Survey Executive Summary July 2021

## Purpose Statement

The City of Kettering's Board of Community Relations (BCR) was established in 1969, with the mission of developing community inclusiveness, diversity, and fair housing. One of BCR's primary goals is to promote inclusive community by fostering equal opportunities and respect for all persons.

In the summer of 2020, there were national protests in response to George Floyd's death. BCR felt that it was our responsibility to better understand race relations in the City of Kettering. It was determined that the best way to understand our community is to gather resident input through a survey. The data from the survey as well as professional analysis allows us to make informed next steps.

## Survey Administration

The survey went live at <https://www.publicinput.com/ketteringbcrraciaequity> on January 11, 2021, and remained open until March 24, 2021. The survey was advertised through several avenues including the City of Kettering's website and social media. However, an article in the Dayton Daily News drew the most attention, visitors, and respondents to the survey.

## Survey Participants

There were 544 unique participants who answered at least one question on the survey resulting in 7,120 total responses and 423 comments. Based on the census estimate of Kettering's population of 54,855 (as of July 1, 2019), this sample is statistically significant at a 95% confidence level and a 5% margin of error. Given that the demographic questions were optional, some survey participants did not provide their personal information. About 92% of respondents provided their age and gender identity. Fewer respondents identified racially or ethnically (84%). Specific questions and their responses can be found in the unabridged version of the Final Report.

## Survey Results

Survey questions focused around the following themes: race relations between Kettering residents and race relations between Kettering institutions and its citizens.

- Respondents from all racial groups perceived education to be the most equitable institution included in the survey.
- Policing and employment was seen as the least equitable among all respondents.
- Residents of color were more likely than other respondents to disagree or strongly disagree that people in Kettering are treated equitably regardless of race, though they perceived less inequality in education and healthcare compared to other institutions.
- Most respondents, regardless of race, believed that racist actions were NOT on the rise in Kettering, ranging from 45% of Black/multicultural participants to 71% of those that did not identify racially.
- The majority of White respondents were less likely than other respondents to have close contacts of color; 49% of White respondents reported that none of the ten people they spend the most time with are people of color.



## Assessment Report

The **Racial Equity Survey** is a tool used to understand perceptions of race relations in the City of Kettering. The related **Assessment Report**, prepared by NineteenEleven Consulting, gives comprehensive suggestions for moving forward. BCR will utilize the results of the Racial Equity Survey, and recommendations in the Assessment Report, for continued education, outreach and training opportunities.

The Assessment Report has three primary elements:

- Summary of the Key Takeaways from the Survey
- What Remains Unknown about Race Relations in Kettering
- Recommendations for Next Steps in the Pursuit for Racial Equity

There were five recommendations outlined in the Assessment Report. They are as follows:

1. Be Transparent about the Results of the Racial Equity Survey
2. Continue Gauging Perceptions of Racism Among Kettering Residents
3. Host Community Conversations Where Residents can Engage in Dialogue about Race, Racism and Racial Equity
4. Draft and Publish a Glossary of Race-Related Terms
5. Adopt a Racial Equity Framework to Identify, Track and Address Racial Disparities in Opportunities and Outcomes

## Next Steps

The next steps for BCR is to follow the Assessment Report recommendations. BCR will develop a timeline for activities, what activities will be initiated, who the audience will be, and what outcomes are anticipated. BCR will collaborate with nonprofit organizations, public and private school districts in Kettering, and the City of Kettering government. The main objective for BCR's next steps is to ensure that Kettering residents and businesspeople feel that they are part of an inclusive community.

## Conclusion

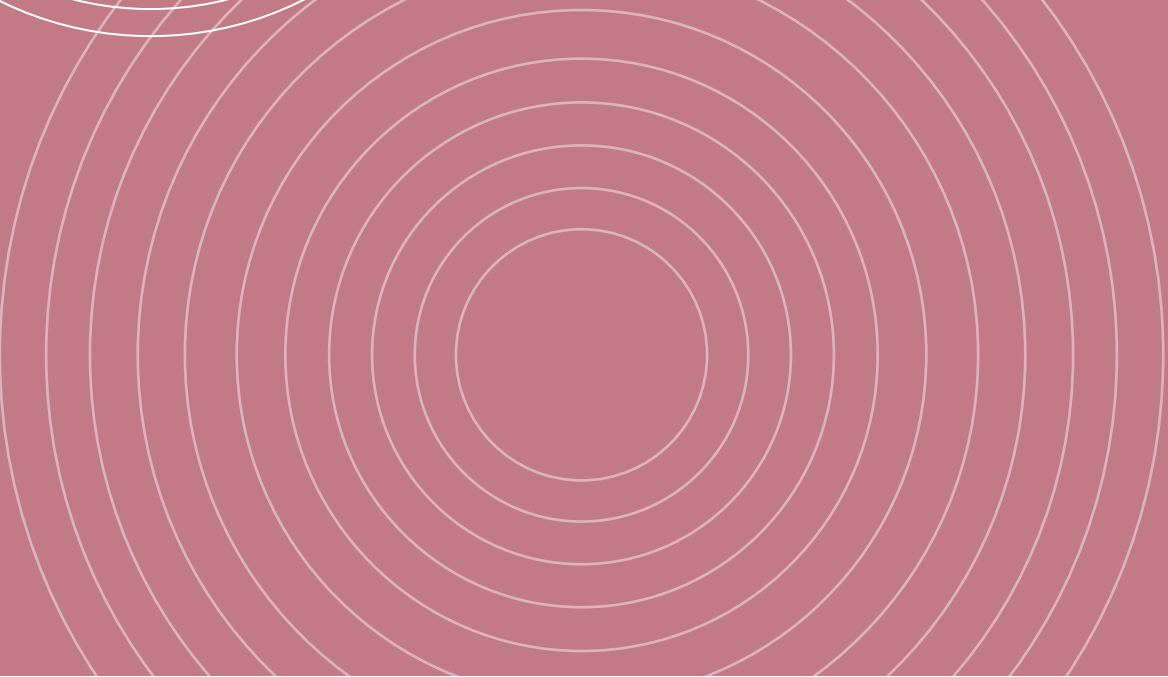
While diagnosing racial disparities is necessary work, it is not sufficient to advance racial equity. Kettering staff will need to implement initiatives in order to close existing racial gaps and create lasting institutional change. This process will be extensive and will require substantial resources and staff capacity. But, Kettering does not have to do this alone. Partnering with community organizations, colleges, and universities that do racial justice research would be advantageous. There are resources specifically designed for local governments undertaking this task, like those provided by the Government Alliance on Race and Equity (GARE). Resources are likely to become even more abundant thanks to the Federal Government's pledge to tackle racial inequity problems.





# **RACIAL EQUITY SURVEY RESULTS**

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## **Purpose of the Survey**

The City of Kettering's Board of Community Relations (BCR) was established in 1969, with the mission of formulating and developing community inclusiveness, diversity, fair housing and positive intergroup interactions within the City and surrounding region.

One of BCR's primary goals is to promote and encourage the creation and maintenance of an inclusive community by fostering equal opportunities and respect for all persons.

In the summer of 2020, there were demonstrations and protests in response to George Floyd's death both locally and nationally. BCR felt that it was the responsibility of the Board to better understand race relations in the City of Kettering. It was determined that the best mechanism, especially during the COVID-19 pandemic, would be to gather resident input through a survey. This survey would be the initial step in identifying resident views on race and would be the foundation for future actions.

## **Survey Administration**

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## **Survey Participants**

There were 544 unique participants who answered at least one question on the survey<sup>1</sup>, resulting in 7,120 total responses and 423 individual comments. Based on the Census estimate of Kettering's population of 54,855 (as of July 1, 2019), this sample is statistically significant at a 95% confidence level and a 5% margin of error<sup>2</sup>.

Given that the demographic questions were optional, some survey participants did not provide their personal information. About 92% of respondents provided their age and gender identity. Fewer respondents identified racially or ethnically (84%)<sup>3</sup>. The percentages presented in the graphs below represent the ratio of people answering a particular way out of the number of people who responded to that question.

Based on the self-reported demographic information, the breakdowns for age, gender identity, and racial identity are as follows:

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1 The survey's project page reports 907 participants; this is the result of some duplication among participants who answered survey questions and left comments. There are 544 unique respondents.

2 The margin of error reflects the range, measured as a percentage, that our population's responses may deviate from the sample. The confidence level is the probability that our sample accurately reflects the attitudes of the population.

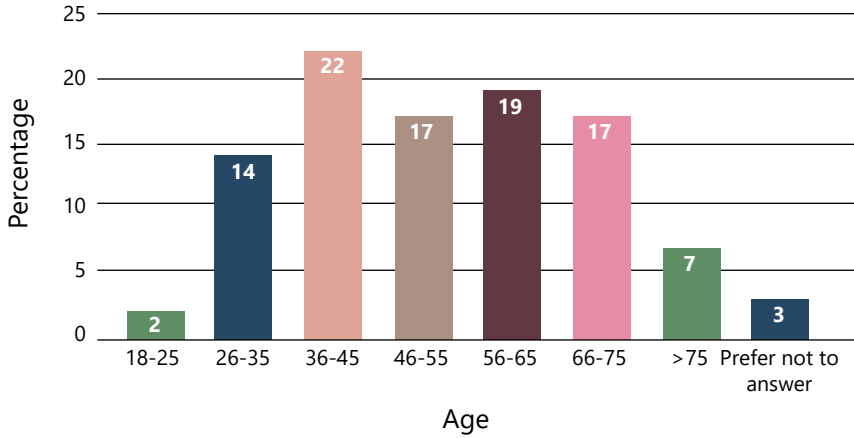
3 Abstention rates include respondents who responded to the questions with the 'prefer not to answer' option and those who did not respond to the question at all. Five percent (5%) skipped the age and gender identity questions; 10% of respondents skipped the racial/ethnic identity question.





## AGE

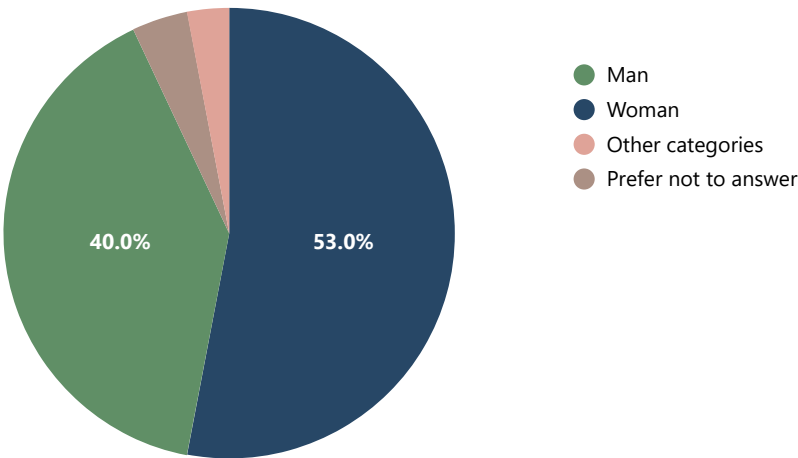
What is your age?  
n=517



A comparison of this survey sample to Census statistics for Kettering, Ohio is difficult because the age categories provided in the survey and those used by the Census do not align. What is clear, however, is that young adults aged 18-25 (2%) and those under the age of 18 (0%) were underrepresented.

## GENDER IDENTITY

What is your gender identity?  
n=516



The majority of survey respondents were women (53%). Forty percent (40%) of respondents were men. A total of 4% of respondents identified as transgender or non-binary, or they reported being unsure of their gender identity. As is the case with age, gauging the representativeness of the sample is difficult because the Census estimates from 2019 only include male/female sex categories, not self-identifiable gender identities.<sup>4</sup>

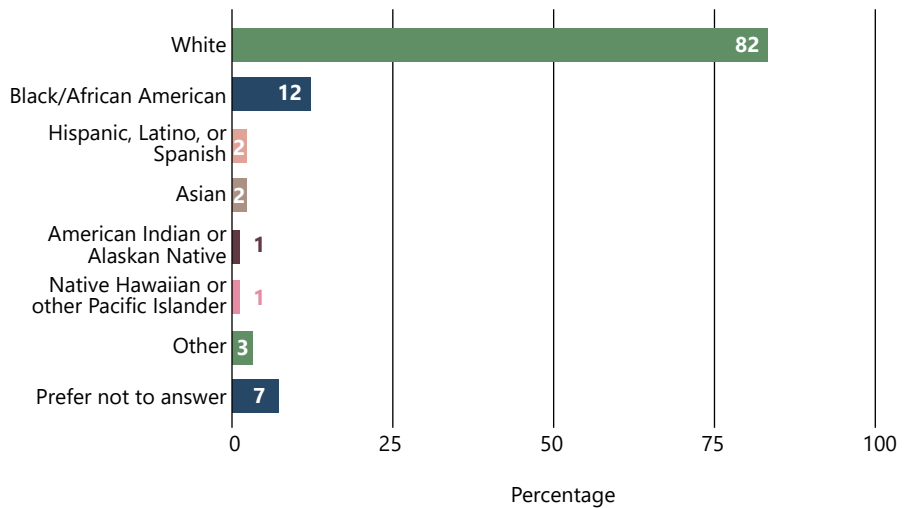
<sup>4</sup> According to 2019 Census estimates for Kettering, OH, 52% of residents are female.



## RACE/ETHNIC IDENTITY

The majority of respondents (82%) reported that they are white, or members of their household are white. Twelve percent (12%) identified themselves and/or members of their household as being Black/African American. The remaining respondents were Hispanic/Latino/Spanish (2%), Asian (2%), American Indian/Alaskan Native (<1%), Native Hawaiian/other Pacific Islander (<1%), or they identified with a racial identity not listed as an option (3%).

What is your race/ethnic identity of all the people in your household?  
n=516

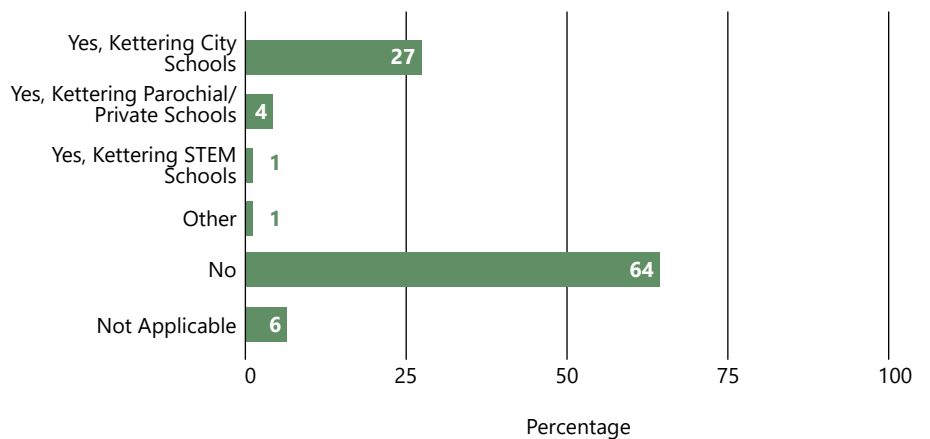


The wording of this question poses problems for direct Census estimate comparisons because respondents were asked to report their individual racial identity, as well as the racial identities of all the people in their household. The Census, on the other hand, reports race and ethnicity on an individual level. Representativeness is also difficult to assess given the number of respondents who indicated that they preferred not to answer the question (n=31) and those who skipped the question altogether (n=54), which totaled over 15% of survey respondents.

## CHILDREN IN SCHOOL

Survey participants were also asked if they had children in Kettering schools and, if so, what type. The majority of survey respondents reported not having children in Kettering schools (70%).<sup>5</sup> Of those who did, their children attend Kettering City Schools (27%). Far fewer children attend parochial or private schools (4%) and even fewer are students at STEM schools.<sup>6</sup>

Do you have children who attend school in Kettering?  
n=479



<sup>5</sup> This includes 64% who responded with 'no' and 6% who said the question was not applicable to them.

<sup>6</sup> Respondents who selected 'other' to this question about children in school (n=5) indicated in the comments that they had children in homeschool, daycare, pre-school, or that they had grandchildren in Kettering Schools.

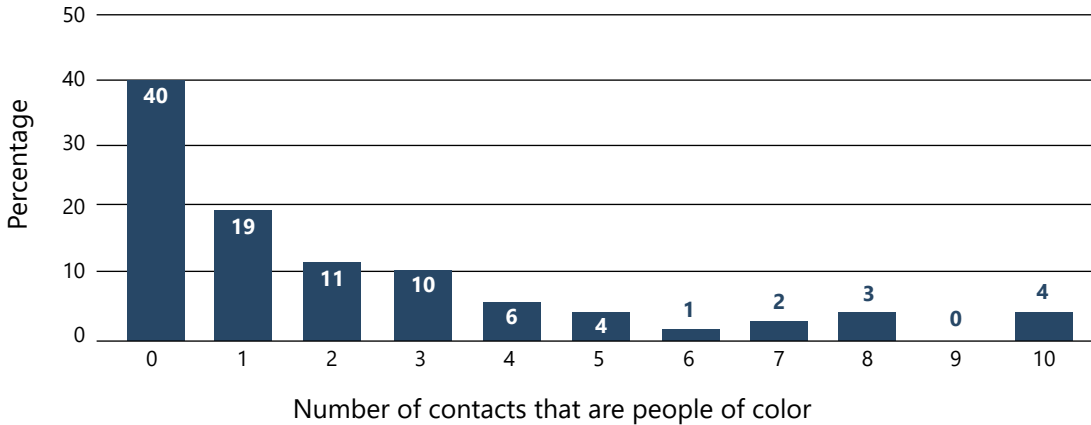


## General Survey Results

### SOCIAL NETWORKS

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

n=486



In an attempt to assess the diversity of social networks in Kettering, the survey asked respondents about the racial composition of their closest connections: "Think of the 10 people you spend the most time with. How many of these are People of Color?"<sup>7</sup>

In general, the results indicate that the social networks of respondents are primarily white, with 40% of respondents indicating that zero out of their ten closest contacts are people of color (POC) and an additional 19% identifying one person of color in that network. A total of 80% of respondents said that three or fewer people in their closest contacts were non-white. People of color comprised the majority of a social network for only 10% of survey respondents.

### RACE RELATIONS

This survey asked four questions to assess perceptions of race relations in Kettering.

1. The first asked respondents to indicate the degree to which race relations between white residents and residents who are people of color are positive or negative in 2020. There are two data points for this question: the average score reported out of 100 and the color-coded continuum chart. The closer the average score is to 1, the more positive the respondents believed relations to be; the closer the score is to 100, the more negative the respondents believed relations to be. Each tint along the continuum indicates the number of responses located at that point between 'mostly positive' and 'mostly negative.' The brighter the green, the more responses on that point along the continuum.

<sup>7</sup> Note the graph is magnified so that the maximum percentage is 50%. This allows for a better comparison given the lower percentages for those reporting five or more close contacts of color.



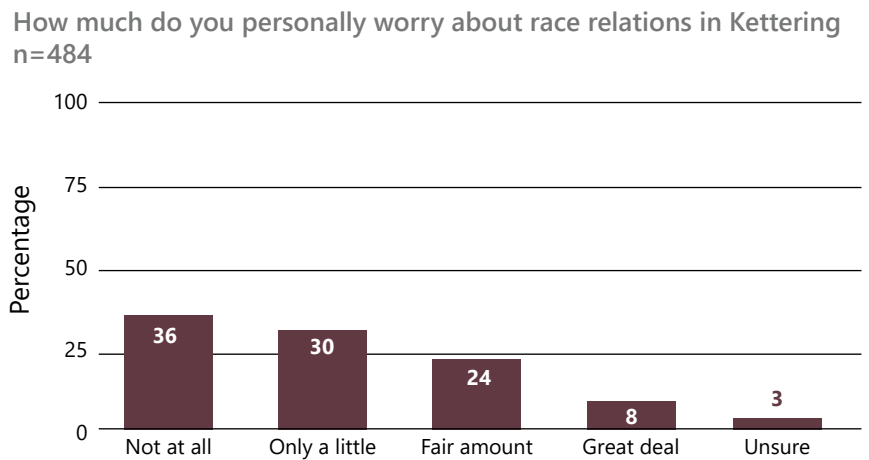
### How would you describe relations between White residents and residents who are People of Color in Kettering in 2020?



The average slider score for this question was 34/100, indicating that, on average, respondents believe that interracial relations in Kettering are generally more positive than negative. The bright green spot at 'mostly positive' shows that to be the most common response, but shading gradations throughout the continuum indicate that not all respondents agreed with that assessment.

2. The second question asked respondents to indicate to what degree they worry about race relations in Kettering.

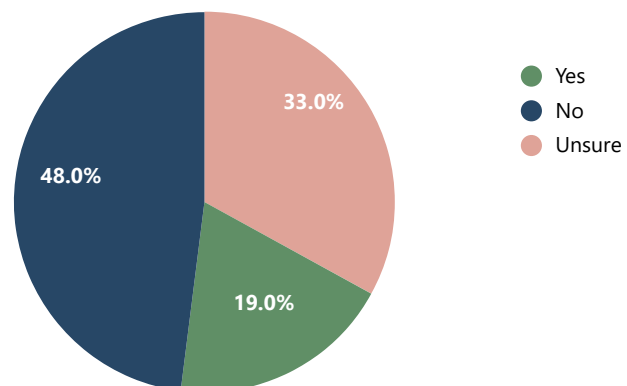
Just over 30% of respondents said that they personally worry about race relations in Kettering more than only a little; 8% of respondents worry a great deal, and 24% worry about it a fair amount. Sixty-six percent (66%) of respondents worry only a little (30%) or not at all (36%). A few respondents (3%) were not sure if they personally worried about these relations.



3. Another question focused on whether respondents believed that racist actions have been increasing in Kettering.

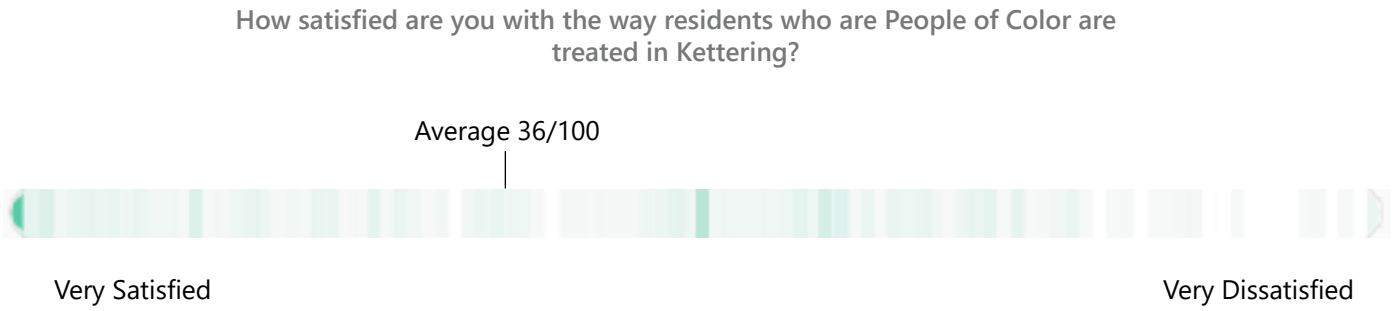
Nearly half of respondents (48%) believed that racist actions are not on the rise in Kettering, while 19% reported an increase. One-third (33%) of respondents were unsure as to whether racist actions are increasing in the area.

### Do you feel that racist actions are on the rise in Kettering? n=487





4. Respondents were also asked how satisfied they are with how residents of color are treated in Kettering.



The average score for this question (36/100) indicates that respondents are generally satisfied with the treatment of residents of color. The bright green spot at the 'very satisfied' end of the continuum indicates that this was the most frequent response but the gradations along the continuum demonstrate that many respondents expressed a degree of dissatisfaction with the treatment of non-white residents.

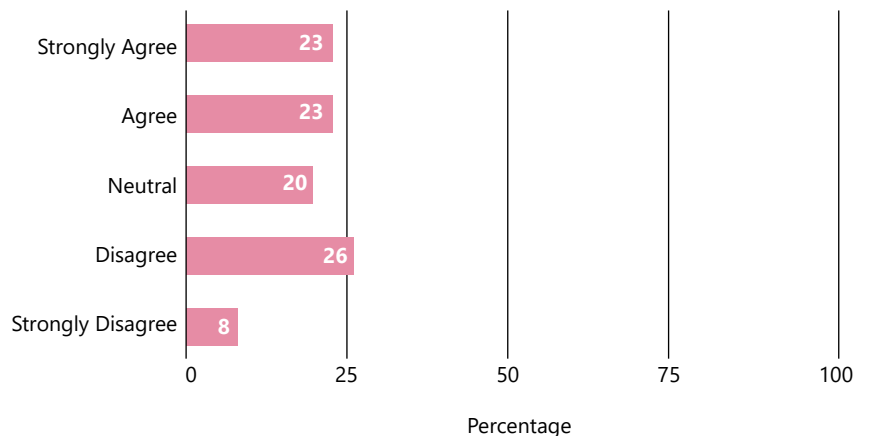
### ***EQUAL OPPORTUNITY***

The Racial Equity Survey included a series of questions measuring perceptions of equal opportunity in Kettering. Specifically, respondents were asked to indicate the degree to which they agreed or disagreed with a set of statements about race-based opportunities with regard to employment, housing, healthcare, and education, as well as institutional interactions with Kettering police and Kettering City staff.

#### **Employment**

When it comes to employment opportunities in Kettering, 46% of respondents agreed to some extent that white and non-white job applicants have similar likelihoods of getting hired for the jobs of their choosing. Thirty-four percent (34%) disagreed with this sentiment, suggesting there is racial bias of some kind in local hiring processes. The other 20% of respondents took a neutral position, neither agreeing nor disagreeing that applicants have equal opportunity regardless of race.

White applicants and applicants who are People of Color have the same likelihood to get any job they want in the City of Kettering.  
n=467

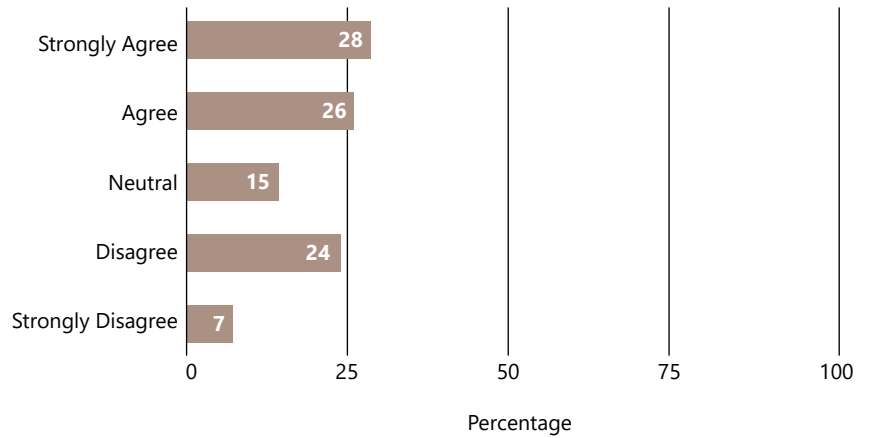




## Housing

A majority of respondents (54%) agreed with the notion that white residents and residents of color have the same opportunity when it comes to securing housing, with 28% agreeing strongly. Fewer respondents (31%) disagreed that there is equal opportunity in housing. Fifteen percent (15%) neither agreed nor disagreed.

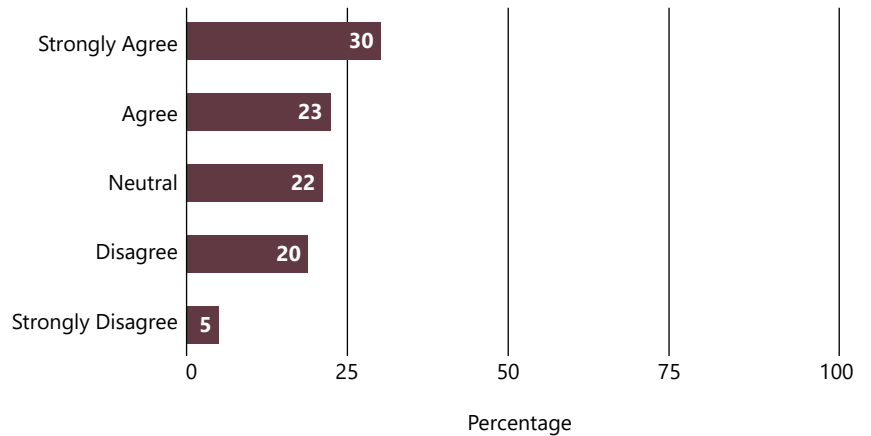
White home buyers and renters have the same ability to buy or rent a home as do People of Color in the City of Kettering.  
n=467



## Healthcare

Thirty percent (30%) of respondents strongly agreed and another 23% agreed that Kettering residents receive similar levels of healthcare regardless of race. Twenty-five percent (25%) disagreed with this assertion, while 22% remained neutral.

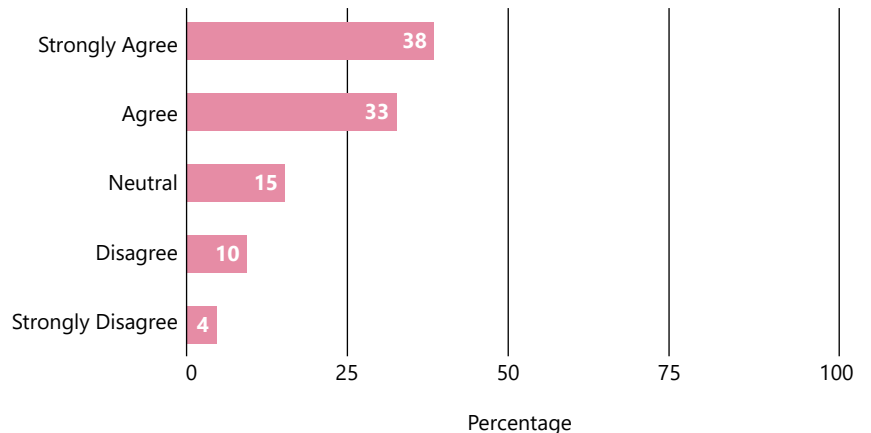
White people and People of Color accessing health services in Kettering receive the same level of treatment.  
n=467



## Education

Over 70% of respondents agreed or strongly agreed that white children and children of color have the same opportunity to get a good education in Kettering. Only 14% of respondents disagreed with the statement to some extent while 15% expressed neutrality.

White children and children who are People of Color have the same opportunity to get a good education in Kettering.  
n=467





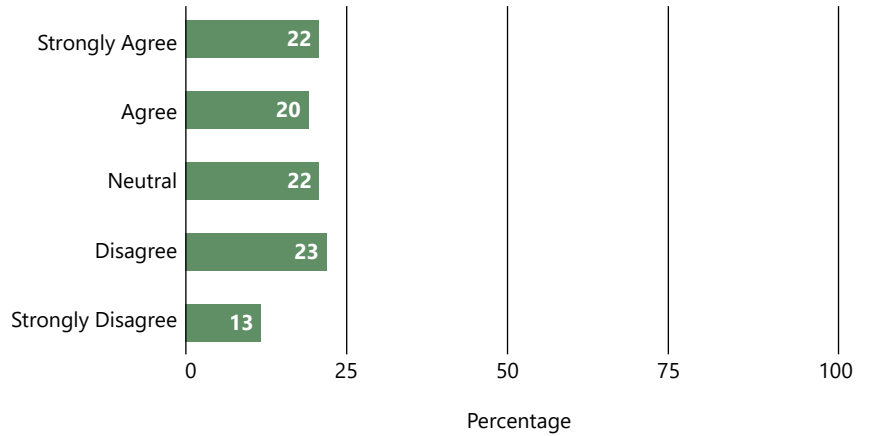
## Interactions with Police

Compared to other measures of equal opportunity, interactions with police were less likely to be seen as racially equitable. While 42% of respondents agreed that residents were treated equitably by the police despite their racial identity, 36% disagreed with this perception. The remaining 22% reported a neutral stance.

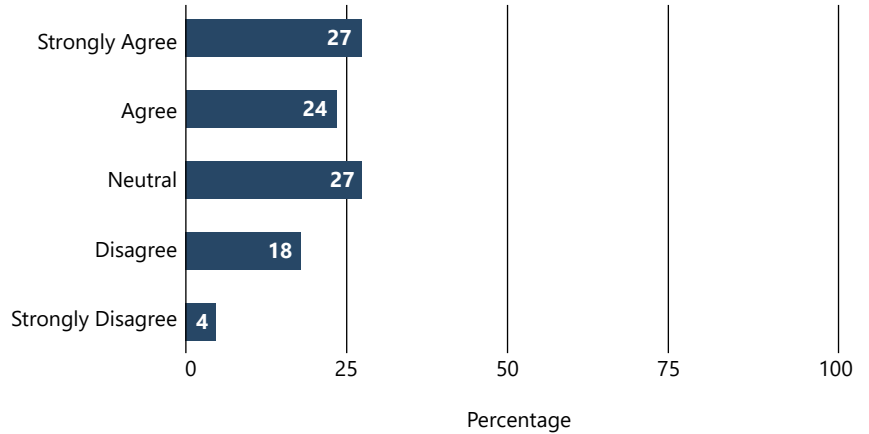
## Interactions with Kettering City Staff

When asked about interactions with Kettering City representatives more generally, a slight majority of residents agreed to some extent (51%) that residents receive equitable treatment, with 27% reporting that they strongly agree. Twenty-two percent (22%) challenged that assertion by disagreeing (18%) or strongly disagreeing (4%). More so than any other equal opportunity measure, this one garnered the largest percentage of neutral respondents (27%)

White people and People of Color have the same interactions with the police in the City of Kettering.  
n=467

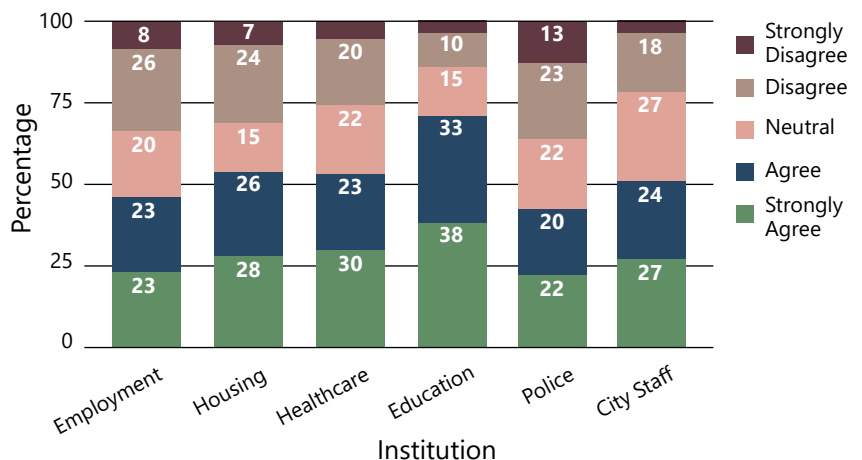


White residents and business owners and residents and business owners who are People of Color have the same interactions with City Staff/departments.  
n=467



Of the institutions included in the survey, education was perceived to be the most equitable. More respondents agreed or strongly agreed with the sentiment that race does not affect opportunities in education than they did for other institutions. The gap was smallest between education and housing (17%) and largest between education and policing (29%). Perceptions of policing were the least favorable, with more respondents disagreeing or strongly disagreeing that people are treated equally regardless of race by the police when compared to the other institutions (with a difference between 2% and 22%). A sizable portion of respondents remained neutral, though more expressed neutrality when asked about race-based interactions with Kettering City Staff (27%) than they did for any other question. Respondents were least likely to take the neutral position when assessing equal opportunity in housing and education.

Degree to which respondents believe people are treated equitably across institutions  
n=467





## **QUALITATIVE FINDINGS**

The Kettering Racial Equity Survey received over 400 unique comments. Using an inductive approach, a consultant coded each comment based on keywords and themes. Below is a review of these comments. Please note that the comments quoted here are provided as an example of a general theme expressed in the survey; they do not necessarily reflect the perspectives of Kettering staff or leadership. Comments were preserved as much as possible, though some quotes may have been shortened and/or slightly edited to correct for typos that detracted from the meaning. Not all comments are included in this report, but they can be found in full at: <https://publicinput.com/Report/sjell0na4rk>.

### **General Themes**

#### ***I. State of Race Relations in Kettering***

Survey respondents expressed a myriad of views regarding race relations in Kettering that fall into three basic categories: positive relations, negative relations, and unsure.

#### **Positive Relations**

Some respondents asserted that race relations in Kettering are generally positive, especially when compared to other communities.

- "I lived in Kettering for many years and I've never witnessed any racial issues. My wife and kids are 'people of color' and have had no issues. Race relations are great in Kettering!"
- "I am glad you asked. As a hispanic who has experienced racism, I feel very safe in kettering. Great place to live, great place to visit."
- "As a black person that has lived in Kettering for 7 year, I would say it has a better atmosphere than other places we've lived."

While this positive perception is shaped by personal experience for some respondents (see quotes above), others expressed a more optimistic view of race relations in Kettering on the basis that they have not witnessed racism.

- "I have seen nor heard of any issues or racist remarks or actions."
- "I see no problems."
- "I haven't seen or heard anything troubling."

According to some respondents, any racial differences can best be explained by a lack of qualifications, an absent work ethic, a propensity toward criminal behavior, or some other perceived cultural difference.

- "I think people of color have as good an opportunity to thrive in Kettering as any one else and are treated fairly as long as they cooperate with the rules and laws like everyone else. I feel that Kettering residents take care of each other no matter what their nationality or color."
- "Stop the witch hunt for so called 'white supremacists' everyone who has the same opportunity in the US. However, certain races have a much higher percentage of criminal behavior."
- "From what I've seen sometimes they live and act a different way. Pride in their property and themselves, is just different."





A few respondents pointed to some successful minorities as proof of racial equity.

- "TV Actress from The Fosters Kettering native Sherri Saum is biracial and grew up in Kettering and graduated from KFHS, Along with many other POC that are successful and community leaders. Please investigate the successes of POCs who grew up in Kettering. Additionally there are a lot of successful Kettering community members of all races and their stories should be highlighted on a website or podcast."
- "My god it has come to all of this. We had an African-American president for 8 years, many caucasians in raw numbers helped elect him! I am tired being told I'm a racist white person and a terrorist."

## Negative Relations

Several respondents reported negative personal experiences that led to the conclusion that Kettering is plagued by racial inequality.

- "My fiance was racially profiled by the cops by driving his own truck he got repainted he has his cdl's and so do I."
- "My son in law who is black is uncomfortable coming into Kettering due to the treatment he receives by other Kettering residents. Until black people are considered equal by all my white neighbors race relations will continue to be an issue."
- "From experience I believe people of color are treated different in shopping and renting in Kettering and not for the better."

Some parents described protecting their children of color and expressed concerns for their kids in the future.

- "My kids are black and have been pretty protected from negative interactions, as I'm with them almost 100% of the time."
- "My adopted son is black. Right now he is little and cute but I very much worry about the future. He is old enough (9) to start riding his bike in the neighborhood by himself, but I worry that within the next few years he will be in danger of being detained, harassed, or shot."
- "As a mother of two black children, I spend a considerable amount of time concerned about race, especially as my children get older and will be in the community more without me."

Racial tensions seem to be particularly heightened in certain communities, according to some respondents.

- "Some parts of Kettering are more friendly than others regarding race relations."
- "I think it depends on which part of Kettering you live in. The Kettering/Oakwood border is harder because Oakwood has a problem with POC and those that live near there seem to have the similar mindset but in other parts of Kettering it's not as prevalent."
- "When discussing these issues with the Black mother of one of my daughter's classmates, her main issues were with Oakwood. She said she can't drive through that town without the police pulling her over for no good reason."

The presence of certain symbols served as an indication to some respondents that racism is thriving in Kettering, including Trump flags, confederate flags, and pro-policing signage (which has often been



used as a counter to the Black Lives Matter movement).

- "I was very upset two years ago to see Confederate flags flying from cars in the high school parking lot which is right around the corner."
- "I've seen a lot of Trump and Blue Lives Matter signs in the city, which is not inherently racist I suppose, but it feeds into the race-based systems in our country."
- "When I saw all the Trump election signs it worried me that so many of our citizens are white privileged and do not understand racism. They say they are not but it doesn't have to be overt to make it racism."

While unaware of racial issues specific to Kettering, some respondents extrapolated from broader racial inequality patterns and assumed that Kettering has the same problems.

- "In the answers where I disagree that white people and people of color have the same experiences, I believe that people of color are at a disadvantage. I do not, however, have data but tend to the assumption that Kettering is similar to other places."
- "I worry a lot about race relations. In the nation as a whole, Blacks and People of Color are treated less fairly than Whites. I don't think Kettering has done anything to set it apart from that trend, so I appreciate Kettering at least sending out this survey. I look forward to seeing the city act to improve race relations."
- "My responses are based in an assumption that the dynamics of white supremacy are as prevalent in Kettering as in any other community, as evidenced by the low percentage of people of color living in Kettering."

Perceptions of negative race relations in Kettering were generally based on the belief that people of color (POC) are at a disadvantage compared to their white neighbors. Some respondents, however, expressed concerns about discrimination against white residents.

- "Why is it that everything is geared toward helping anyone who's not white? We are now the minority."
- "Why this racist agenda against 'white' people for the last 20 years is beyond me. 'People of color' have had program after program available to them at every level for the past 56 years that 'white' people could only dream of."
- "I personally experienced prejudice when affirmative action came about in the 1970's and here we are 50 years later and the cry of equality is still going on. Minorities with less qualifications than myself were hired to make things equal. Just hire the best qualified person."

## **Unsure**

The most prevalent response when asked about race relations in Kettering (especially from white survey participants) was uncertainty.

- "I am not sure I can answer this as a white man in his early 70s. I hope some people of color will respond candidly."
- "This survey has shown me that I have no idea what people of color experience in Kettering."
- "I am honestly unsure if everyone is treated equally. It appears that way, but I am a straight white middle-class female. I have nothing to go off of truthfully."

Such uncertainty was largely attributed to the lack of diversity in Kettering, which has resulted in few



interracial interactions.

- "I'm not sure. There isn't a lot of racial diversity in Kettering."
- "I think there are very few relations of any kind between White and Black residents in Kettering. There are very few Blacks or People of Color here."
- "Since Kettering is predominately white it is hard to answer these questions."

Even when respondents noted some diversity in their neighborhood, they described interactions across racial lines as non-existent or superficial.

- "I feel quite ignorant as I have so little meaningful contact with people of color."
- "I live in a racially diverse neighborhood. We all keep our distance. I believe the distance is not necessarily all because of our skin color. In general, all people seem to keep to themselves except for those that walk their dogs regularly. That's where conversations happen."
- "I really don't know. There are a few people of color in the neighborhood but other than saying 'hello' in passing, I don't have much contact with them as they are not immediate neighbors."

## ***II. Lack of Diversity***

Many respondents acknowledged the lack of racial diversity in Kettering; some even cited Census statistics to make their case.

- "I do see a community that is largely white. I see few community leaders of color, few police of color, very few educators of color, and I think that's a problem for everyone."
- "I think the population is only about 5% People of Color."
- "What race relations? There are none. No POC on City Council. First POC on KCS board in 2020. 4% of Kettering residents are POC."

To make sense of this segregation, some noted the persistence of the white flight legacy and housing discrimination against people of color.

- "If housing opportunity was equitable, I believe that there would be more black and brown homeowners, but the overwhelming majority of the 10% of residents who are POC are renters."
- "The suburbs were created because of white flight."
- "White people here got upset about the apartment building next to the library near the intersection of Stroop and Wilmington Pike because of their inherent bias towards Black people, especially in poverty. They kept complaining on NextDoor, saying that it would lower property values and bring more crime. Y'all need to address that because it's a disgusting variation of white supremacy. And isn't Kettering a white flight town?"

Others attributed the racial uniformity of Kettering to the cultural climate, generalizing the city as 'unwelcoming' to People of Color.

- "People of color need to be invited to live here. The welcome mat is not extended to them in the same way it is for whites. This extends also to Muslims and other non-white groups."
- "I am glad that the city of Kettering is looking at these issues. I hope that the city is serious about doing the difficult but essential work of becoming a city that is welcoming to all. I do not feel that this is the case now."
- "Kettering is not as welcoming to diverse population as it should be. It may not be the administrators that cause this, but many of the people I've encountered in Kettering



neighborhood and in other parts of the city show me by the way they talk about other ethnic groups that they feel they are 'better' than those they describe, and that they think 'those people' should not be allowed in their neighborhood."

Regardless of the cause, most respondents framed this lack of diversity as problematic and expressed a desire for more integration.

- "I'd love to see a more integrated city."
- "My question is why don't we have a more integrated city. What can Kettering do to make all the people of color want to move here."
- "I believe a more concerted effort to make Kettering a more affordable and welcoming community to all people will create a more vibrant and sustainable community for everyone."

### ***III. Definitions of Racism***

Residents answered the survey questions based on their particular definition of racism.

For some, racism is defined as a systemic, pervasive issue rooted in ideas of white supremacy and built into the institutional fabric of the United States. These respondents were likely to say that Kettering has race relations problems, mirroring the rest of the nation.

- "I've observed that many white people don't want to take the time to try to understand systemic racism or explore their contribution to it. It's uncomfortable, emotional and takes time that many of us don't have. However, its necessary to recognize the part we play in other people's lives to ensure that we aren't negatively effecting their live, liberty, or pursuit of happiness."
- "Kettering's race issues are part of a larger problem. That problem is this country was founded by and for white supremacists. Most refuse to acknowledge this and mostly fear not having our demographic be number one."
- "I believe there is the same systemic racial divide in Kettering that we see everywhere in this country."

Other respondents used racial prejudice (i.e., negative attitudes about people based on race) as the measure of racism in Kettering.

- "There are many judgmental and racist people in Kettering, unfortunately."
- "Most people will not admit that they are racist but the majority of Kettering residents are very biased against black people."
- "As a white older male, I see and hear biased opinions and comments from other white Kettering residents. I feel that the majority of residents are reasonably unbiased but certainly not all. Kettering's government and school system seems to be mostly fair and unbiased. I have no reason to believe that the police department is anything but fair though I have no knowledge to support an opinion one way or the other."

Race-based stereotyping and microaggressions were sometimes differentiated from 'racism.'

- "I have interacted with police with no issue. However I do have a ring camera some of the comments when their is a theft is very racial."
- "I have multiple family members who are Korean, or mixed Asian/white. I cannot say that my family has indicated any racial bias against them, but I can say I've had conversation with white



men who have made racist comments.”

- “Luckily they have not experienced any direct racism yet. Just double take and odd stares.”

A small but noticeable segment of survey respondents used a projection technique to say that those who talk about race are the real racists.

- “What a waste of our taxpayer money to do this survey. If you all would see people as people instead of color, the world would be a better place. No one is white or black. We are all just different shades of brown. Dwelling on race is racist.”
- “I feel this survey is very racist and pushing for segregation mindset. Me and my friends passionately hate being referred to anything besides AMERICAN!”
- “It’s not a positive thing for your group to be looking for racists behind every door knob. In fact. You are much more focused on skin color than any residents in this community are, which means you are the ones acting like racists.”

Relatedly, some defined racism as a fictitious concept invented to divide and distract.

- “I’m only taking this survey to let people like you know that YOU are the ones inciting issues in race relations. There aren’t any problems! These are all manufactured by political radicals to divide our country.”
- “What I worry about are people like you using IDENTITY POLITICS to stoke racial division where there is none. This survey is BS.”
- “Contrary to the nonsense the mainstream media and special interest groups spew, race relations in Kettering, and the United States have never been better. Leaders of our country want to continue to stoke racial differences to keep the population divided. And garbage ‘racial equity’ surveys don’t help either. I say all this as a white man happily married to a woman of color for over a decade.”

#### ***IV. Political Under- and Overtones***

Although the survey did not ask questions about political parties or social movements, some respondents used these to frame their views on racial equity. For some, support for Donald Trump functions as a dog whistle.

- “As in most areas in the country, it’s crystal clear from yard signs and flags still flying alone- everyday racists are emboldened, and less embarrassed than ever to flout their white supremacist beliefs. It’s very unattractive, if wholly within their rights, to display items such as confederate flags and Trump flags- and we all know what they signify. There’s no subtlety left. They should be ashamed, but they aren’t- that is a big problem. It leads to violence, and they aren’t ashamed of having that goal, either.”
- “I’ve seen a lot of Trump and Blue Lives Matter signs in the city, which is not inherently racist I suppose, but it feeds into the race-based systems in our country.”
- “Way too many Trump supporters and closeted racist residents in the city.”

For others, racism was not about a particular person; it was more of a defining characteristic of an entire political party. Specifically, some respondents asserted that liberals have a monopoly on racism.

- “The only place where racist actions are on full display is in the Democratic Party.”
- “Only libtards would say yes. You assholes are only looking to blame more problems on Trump supporters and usher in huge waves of poor people into Kettering under the guise of



equity. We don't need equity. We need a fair outlook on everyone and just because there are less POC in the suburbs, doesn't have any bearing on equity or race relations."

- "The theory of systemic racism is a leftist lie to deliberately divide whites and blacks and inflame tensions for political purposes. The death of George Floyd, a violent criminal, convicted felon and drug addict was not because of racism but heart disease and fentanyl. These riots were based on a lie. You succeed and fail based on your parents behavior and your own choices. 'Racial Equity' masks an effort to vilify caucasians to vet public support behind radical transformations of our democratic institutions. This is dangerous and will not lead to progress."

Black Lives Matter (BLM) is a social movement dedicated to fighting racial inequality but, in 2020, it also transformed into a slogan for those seeking racial justice. Some residents of Kettering commented on BLM and what they believe it means for their community.

- "I am not sure, but the fact that there are many 'SUPPORT POLICE' signs in Kettering yards is a code to my family that we perceive those homeowners to be racist. Please understand, we support law enforcement too, but those signs proliferated during Trump's campaign in response to civil unrest in major cities like Chicago, where the situation is very complicated. There are far fewer 'BLACK LIVES MATTER' signs posted."
- "I am very concerned that the typical white response to Black Lives Matter is a willful misunderstanding of what the organization stands for, and a side-stepping of the issue of how Black people are statistically more likely to be treated unfairly in our justice, medical and education systems. There is a depressing lack of curiosity among white people of the real experiences and history of Black people in our community and nation."
- "I only worry about BLM & Antifa (domestic terror groups) and hope they never get a foot hold in our city."
- "The ONLY [racist] actions were those of BLM that were so very poorly demonstrated this last summer."

Given that the protests across the United States in 2020 were sparked by police brutality against people of color and community conversations centered on policing, it is not surprising that law enforcement was the most commonly mentioned institution in the survey comments.

- "We only worry that our police are being vilified when the safety of our community depends on them."
- "Relations seem to be somewhat lopsided. During the protest march last year I saw Kettering police display a great deal of respect for others even though little respect was shown for them."
- "I don't think the Kettering police does enough to protect the people of color in our community. Not from racial discrimination or from crime committed. A white person can berate and call racial slurs with virtually no consequences. I have my next door neighbor yelling racial slurs at my biracial 2 MONTH OLD baby and nothing was done. I believe they don't take it seriously."
- "I have lived in the same neighborhood for 5 years. My neighbors know me, I work for the govt, live a quiet life yet the police always slow down or rubber neck when I'm out for a walk or they see me coming out of my house. Why am i always singled out?"
- "I worry that the potential for violent acts could arise from our police department and I hope we can make sure that a level of accountability exists so as to prevent that from happening."

Of particular concern for survey respondents critical of the Kettering police was the rate at which



residents of color are pulled over compared to white residents.

- "Police need to stop racially profiling they was riding behind me running plates then pulled me over because cop thought I was him. My 2 kids in car was witness and how do you explain why you was pulled over..no ticket it was 6pm and wanted to know where I was going..Why? I can't drive in Kettering my daughter's live in Kettering but I refuse to be scared. So I guess I'll keep getting pulled over..never got ticket or warning."
- "It is an unwritten rule of Kettering and oakwood, that why blacks may work in those areas during the day- you better be gone by night!! DWB [driving while black] is constant in those areas and we people of color don't really feel welcome in those areas to be honest."
- "I can't help but notice how often the Kettering police pull over black folks on South Dixie compared to whites. They seem to be creating a trap at the Budget Inn to catch people leaving Walmart just trying to return home. I see this nearly everyday as I live in the neighborhood. They typically follow people to the city limits near Carillon Park. Given the low percentage of black residents in Kettering, 90% of the people I see pulled over are black. This is disturbing to me."
- "I do worry about our police. I've never had a bad interaction with them. I live along a speed trap and see people being pulled over often. I sometimes note what color they are. Not saying anything explicit or implicit is going on with our police; it isn't as if I'm taking records. I just wonder."

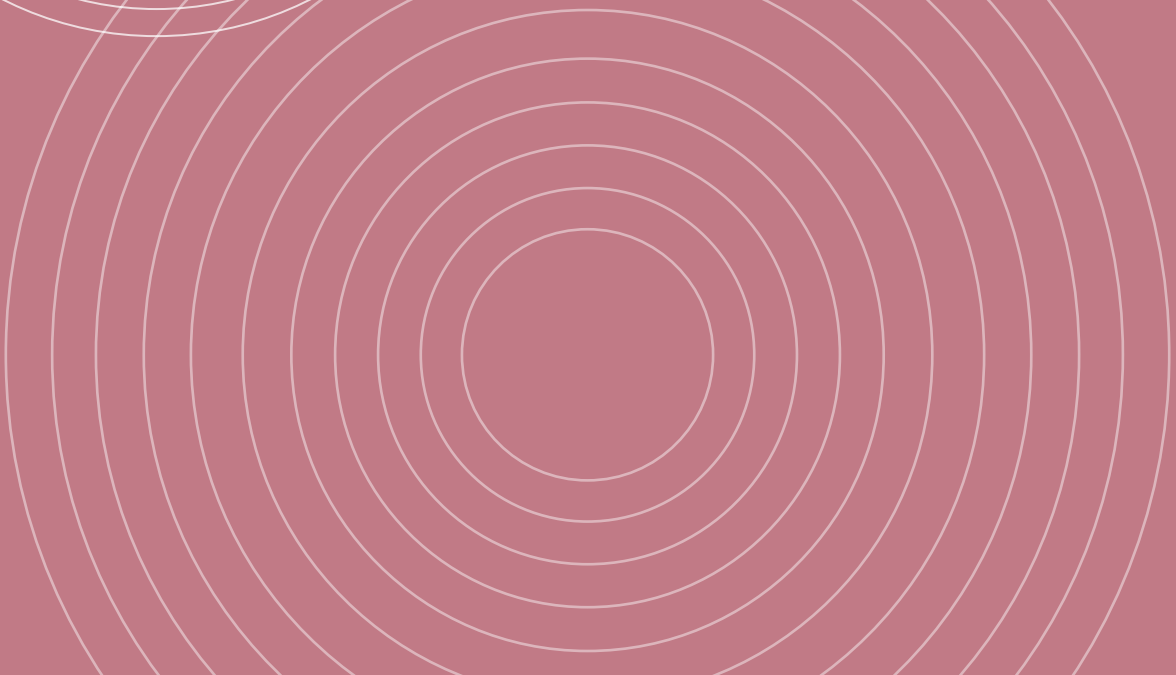
Largely implicated in the comments were the media, either for fabricating racial issues or fanning the flames of the racial divide.

- "Only what the media drums up."
- "Only worry about it when the media throws it in my face 24/7."
- "Only on the rise because the media perpetuates the false agenda of every caucasian is racist."
- "I think polls like this is race baiting. There are many ethnicities throughout Kettering and there are no problems until media stirs up problems where none exist. ALL LIVES MATTER."



# **RACIAL EQUITY RESIDENT REPORT**

Kettering, Ohio







# Resident Results Report

## Purpose of this Report

The City of Kettering released a survey to gauge public perceptions of racial equity at the beginning of 2021. Previous sections of this report have summarized the findings of the survey in full; the purpose of this report is to highlight the feedback offered specifically by respondents living within the legal limits of Kettering, Ohio.

## Purpose of the Survey

The City of Kettering's Board of Community Relations (BCR) was established in 1969, with the mission of formulating and developing community inclusiveness, diversity, fair housing and positive intergroup interactions within the City and surrounding region.

One of BCR's primary goals is to promote and encourage the creation and maintenance of an inclusive community by fostering equal opportunities and respect for all persons.

In the summer of 2020, there were demonstrations and protests locally and nationally in response to George Floyd's death. BCR felt that it was the responsibility of the Board to better understand race relations in the City of Kettering. It was determined that the best mechanism, especially during the COVID-19 pandemic, would be to gather resident input through a survey. This survey would be the initial step in identifying resident views and race, and would be the foundation for future actions.

## Survey Administration

The survey went live on <https://www.publicinput.com/ketteringbccracialequity> on January 11, 2021 and remained open until March 24, 2021. The survey was advertised through several avenues, including the City of Kettering website and social media. However, an article in the Dayton Daily News drew the most attention, visitors, and respondents to the survey.

## Survey Participants

There were 544 unique participants who answered at least one question on the Racial Equity Survey,<sup>1</sup> resulting in 7,120 total responses and 423 individual comments. Of these participants, 417 (77%) were residents of Kettering. Based on the Census estimate of Kettering's population of 54,855 (as of July 1, 2019), this sample is statistically significant at a 95% confidence level and a 5% margin of error.<sup>2</sup>

Given that the demographic questions were optional, some survey participants did not provide their personal information. Over 90% of respondents offered their age and gender identity; fewer respondents identified racially or ethnically (87%).<sup>3</sup> The percentages presented in the graphs below represent the ratio of people answering a particular way out of the number of people who responded to that question.

Based on the self-reported demographic information, the breakdowns for age, gender identity, and racial identity for resident respondents were as follows:<sup>4</sup>

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1 The survey's project page reports 907 participants; this is the result of some duplication among participants who answered survey questions and left comments. There are 544 unique respondents.

2 The margin of error reflects the range, measured as a percentage, that our population's responses may deviate from the sample. The confidence level is the probability that our sample accurately reflects the attitudes of the population.

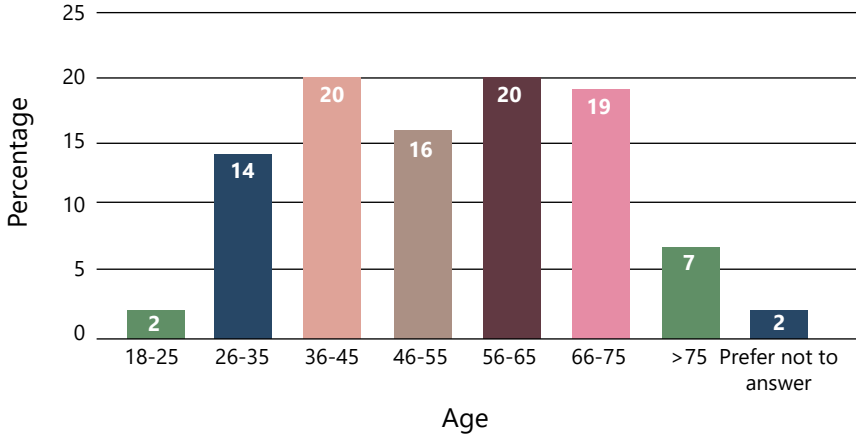
3 Abstention rates include respondents who responded to the questions with the 'prefer not to answer' option and those who did not respond to the question at all. Five percent (5%) skipped the age and gender identity questions; 8% of respondents skipped the racial/ethnic identity question.

4 Some percentages will total over 100% for questions that allowed participants to select more than one option (e.g., racial identity).



## AGE

What is your age?  
n=396



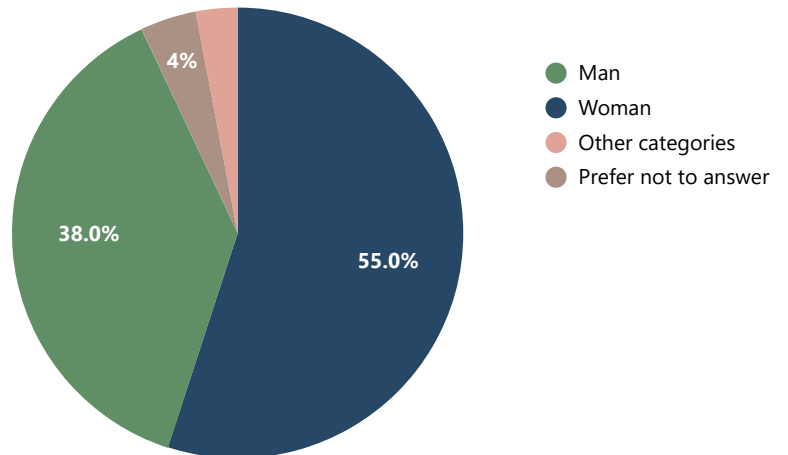
The majority of resident respondents were between 36 and 75 years old (75%). Only 2% of respondents were aged 18 to 25 years. Seven percent (7%) reported being older than 75 years.

A comparison of this survey sample to Census statistics for Kettering, Ohio is difficult because the age categories provided in the survey and those used by the Census do not align. What is clear, however, is that young adults aged 18-25 (2%) and those under the age of 18 (0%) were underrepresented.

## GENDER IDENTITY

The majority of resident respondents were women (55%). Forty percent (38%) of resident respondents were men. A total of 3% of resident respondents identified as transgender or non-binary, or they reported being unsure of their gender identity. As is the case with age, gauging the representativeness of the sample is difficult because the Census estimates from 2019 only include male/female sex categories, not self-identifiable gender identities.<sup>5</sup>

What is your gender identity?  
n=396

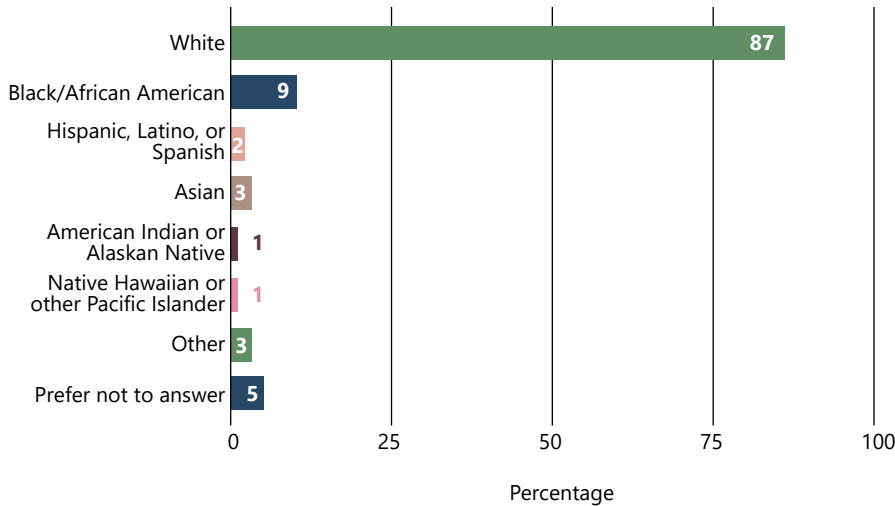


<sup>5</sup> According to 2019 Census estimates for Kettering, OH, 52% of residents are female.



## RACE/ETHNIC IDENTITY

What is your race/ethnic identity of all the people in your household?  
n=516

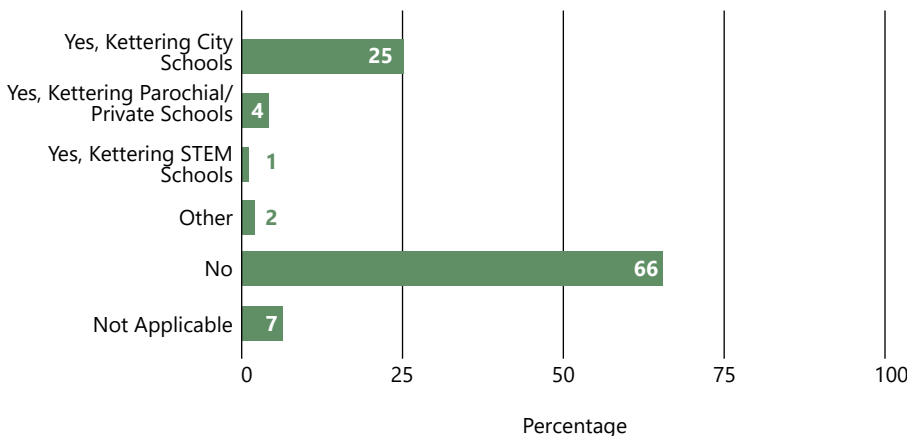


The majority of resident respondents (87%) reported that they are white or members of their household are white. Twelve percent (9%) identified themselves and/or members of their household as being Black/African American. The remaining resident respondents were Hispanic/Latino/Spanish (2%), Asian (3%), American Indian/Alaskan Native (<1%), Native Hawaiian/other Pacific Islander (<1%) or they identified with a racial identity not listed as an option (3%).

The wording of this question poses problems for direct Census estimate comparisons because respondents were asked to report their personal racial identity, as well as the racial identities of all the people in their household. The Census, on the other hand, reports race and ethnicity on an individual level. Representativeness is also difficult to assess given the number of respondents who indicated that they preferred not to answer the question (n=21) and those who skipped the question altogether (n=35), which totaled about 13% of resident respondents.

## CHILDREN IN SCHOOL

Do you have children who attend school in Kettering?  
n=377



Survey participants were also asked if they had children in Kettering schools and, if so, what type.<sup>6</sup> The majority of resident respondents reported not having children in Kettering schools (73%).<sup>7</sup> Of those who did, their children were more likely to attend Kettering City Schools (25%) than other types, including parochial or private schools (4%) and STEM schools (1%).<sup>8</sup>

6 Because respondents could select more than one option, percentages total more than 100%.

7 This total includes 66% who responded with 'no' and 7% who said the question did not apply to them.

8 Respondents who selected 'other' to this question about children in school (n=6) indicated in the comments that they had children in homeschool or daycare, or that they had grandchildren in Kettering Schools.

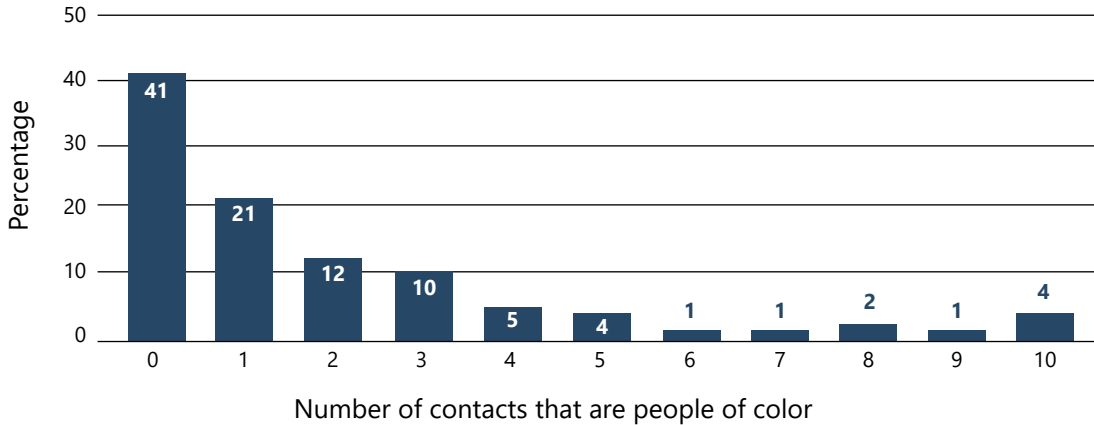


## General Survey Results

### SOCIAL NETWORKS

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

n=382



In an attempt to assess the diversity of social networks in Kettering, the survey asked respondents about the racial composition of their closest connections: “Think of the 10 people you spend the most time with. How many of these are People of Color?”<sup>9</sup>

In general, the results indicate that the social networks of resident respondents are primarily white, with 41% of resident respondents indicating that zero out of their ten closest contacts are people of color (POC) and an additional 21% identifying one person of color in that network. A total of 84% of resident respondents said that three or fewer people in their closest contacts were non-white. People of color made up the majority of a social network for only 9% of resident respondents.

### RACE RELATIONS

This survey asked four questions to assess perceptions of race relations in Kettering.

1. The first question asked respondents to indicate the degree to which race relations between white residents and residents who are people of color are positive or negative in 2020. There are two data points for this question: the average score reported out of 100 and the color-coded continuum chart. The closer the average score is to 1, the more positive the respondents believed relations to be; the closer the score is to 100, the more negative the respondents believed relations to be. Each tint along the continuum indicates the number of responses located at that point between ‘mostly positive’ and ‘mostly negative.’ The brighter the green, the more responses on that point along the continuum.

<sup>9</sup> Note the graph is magnified so that the maximum percentage is 50%. This allows for a better comparison given the lower percentages for those reporting five or more close contacts of color.



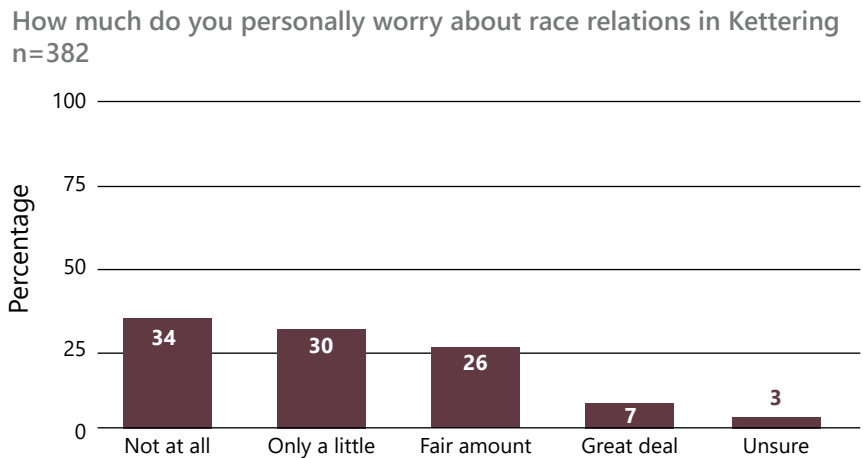
### How would you describe relations between White residents and residents who are People of Color in Kettering in 2020?



The average slider score for this question was 34/100, indicating that, on average, resident respondents believe that interracial relations in Kettering are generally more positive than negative. The bright green spot at 'mostly positive' shows that to be the most common response, but shading gradations throughout the continuum, indicate that not all respondents agreed with that assessment.

2. The second question asked respondents to indicate to what degree they worry about race relations in Kettering.

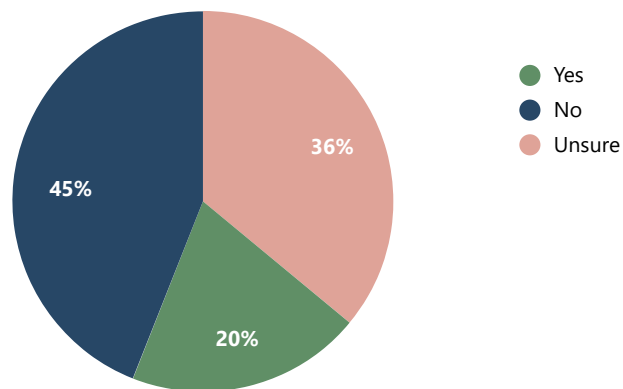
When asked if they are personally concerned with race relations in Kettering, most resident respondents indicated that they were not at all worried (35%) or that they worried only a little (30%). Others expressed more concern, with 26% saying they worried a fair amount (26%) or a great deal (7%). A few respondents (3%) were not sure if they were personally worried about these relations.



3. Another question focused on whether respondents believed that racist actions have been increasing in Kettering.

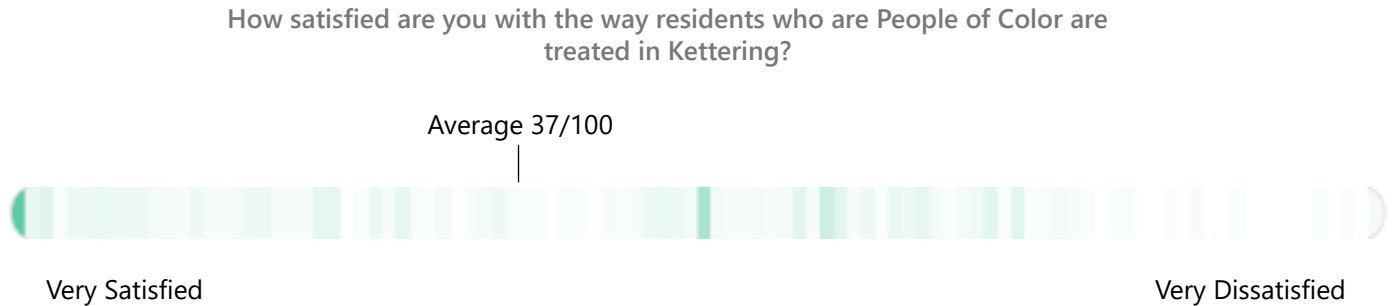
Forty-five percent (45%) of respondents believed that racist actions were on the rise in Kettering. One in five respondents (20%) perceived an increase in racist actions in the area. A sizable percentage of respondents (36%) were unsure.

### Do you feel that racist actions are on the rise in Kettering? n=382





4. Respondents were also asked how satisfied they are with how residents of color are treated in Kettering.



The average score for this question (37/100) indicates that resident respondents were generally satisfied with the treatment of residents of color. The bright green spot at the 'very satisfied' end of the continuum indicates that this was the most frequent response but the gradations along the continuum demonstrate that many respondents disagreed with that assessment, expressing a degree of dissatisfaction with the treatment of non-white residents.

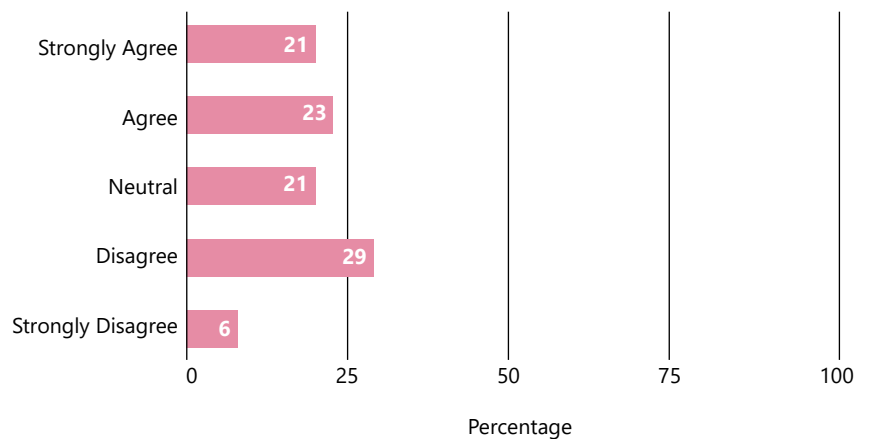
### ***EQUAL OPPORTUNITY***

The Racial Equity Survey included a series of questions measuring perceptions of equal opportunity in Kettering. Specifically, respondents were asked to indicate the degree to which they agreed or disagreed with a set of statements about race-based opportunities with regard to employment, housing, healthcare, and education, as well as institutional interactions with Kettering police and Kettering City staff.

#### **Employment**

When it comes to employment opportunities in Kettering, 44% of resident respondents agreed to some extent that white and non-white job applicants have similar likelihoods of getting hired for the jobs of their choosing. Thirty-four percent (35%) disagreed or strongly disagreed with this sentiment, suggesting there is a racial bias of some kind in local hiring processes. The other 21% of resident respondents took a neutral position, neither agreeing nor disagreeing that applicants have equal opportunity regardless of race.

White applicants and applicants who are People of Color have the same likelihood to get any job they want in the City of Kettering. n=334

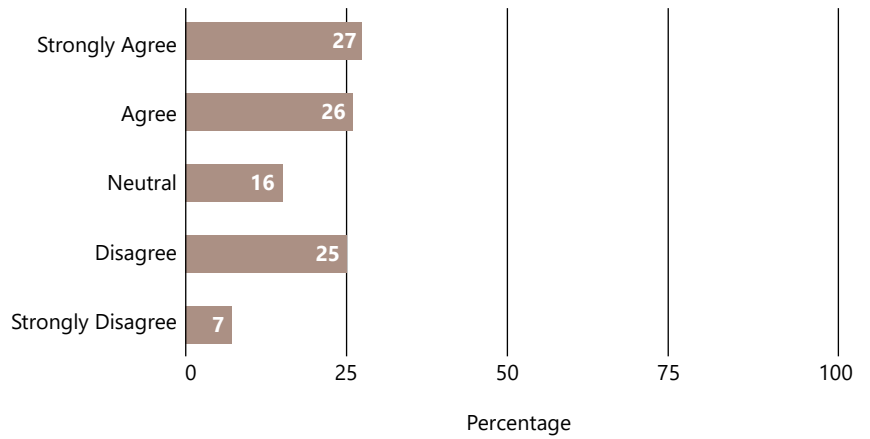




## Housing

Just over half of the resident respondents (53%) agreed with the notion that white residents and residents of color have the same opportunity when it comes to securing housing. Fewer resident respondents (32%) disagreed that there is equal opportunity in housing, with 7% disagreeing strongly. Sixteen percent (16%) neither agreed nor disagreed.

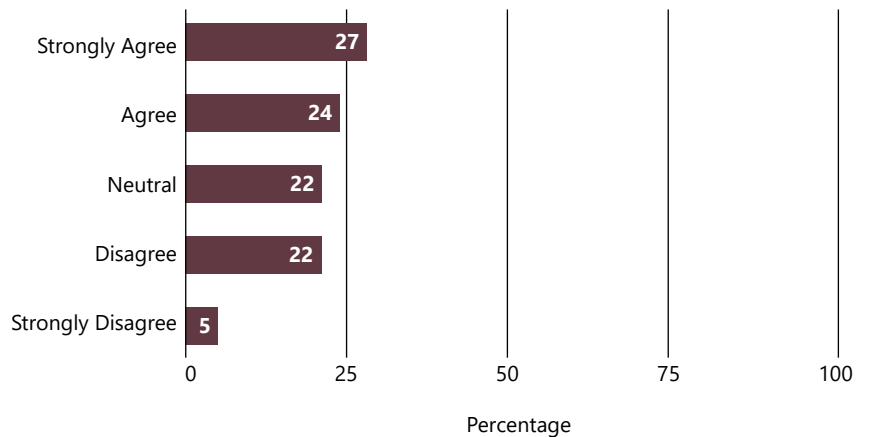
White home buyers and renters have the same ability to buy or rent a home as do People of Color in the City of Kettering.  
n=334



## Healthcare

A slight majority of resident respondents agreed to some extent (51%) that Kettering residents receive similar levels of healthcare regardless of race, with 27% reporting that they strongly agree with this sentiment. Twenty-seven percent (27%) of resident respondents perceived racial bias in the Kettering healthcare system, while 22% remained neutral.

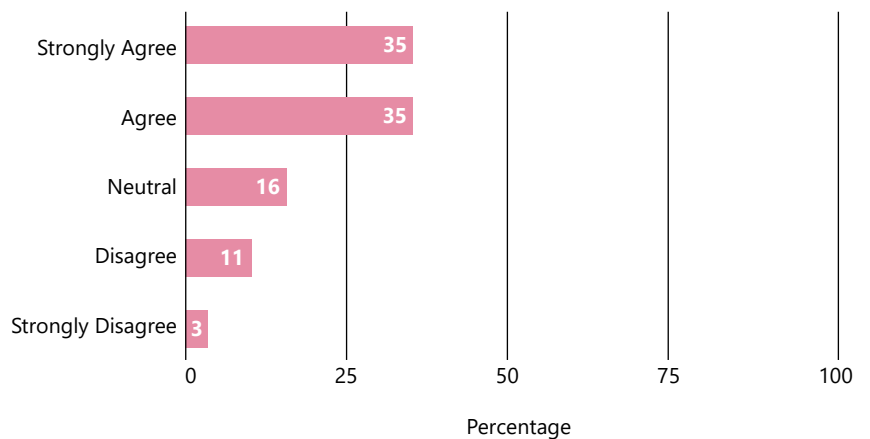
White people and People of Color accessing health services in Kettering receive the same level of treatment.  
n=334



## Education

The majority of resident respondents (70%) agreed or strongly agreed that white children and children of color have the same opportunity to get a good education in Kettering. Only 14% of resident respondents disagreed with the statement to some extent while 16% expressed neutrality.

White children and children who are People of Color have the same opportunity to get a good education in Kettering.  
n=334





## Interactions with Police

Compared to other measures of equal opportunity, interactions with police were less likely to be seen as racially equitable. There was an even split among resident respondents who agreed that the Kettering police treat white residents and residents of color similarly (39%) and those who disagreed with this perception (39%). The remaining 22% reported a neutral stance.

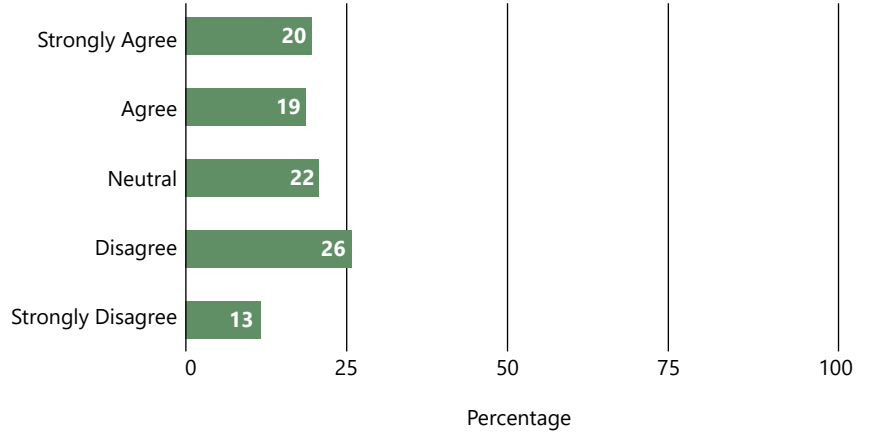
## Interactions with Kettering City Staff

When asked about interactions with Kettering City representatives more generally, 49% agreed to some extent that residents receive equitable treatment, with 26% agreeing strongly. Twenty-two percent (22%) challenged that assertion by disagreeing (18%) or strongly disagreeing (4%). More so than any other equal opportunity measure, this one garnered the largest percentage of neutral respondents (29%)

Of the institutions included in the survey, education was perceived to be the most equitable. More resident respondents agreed or strongly agreed with the sentiment that race does not affect opportunities in education than they did for other institutions. The gap was smallest between education and housing (17%) and largest between education and policing (29%). Perceptions of policing were the least favorable, with more resident respondents disagreeing or strongly disagreeing that people are treated equally by the police when compared to the other institutions (with a difference between 2% and 22%). A sizable portion of resident respondents remained neutral, though more expressed neutrality when asked about race-based interactions with Kettering City Staff (27%) than they did for any other question. Resident respondents were least likely to take the neutral position when assessing equal opportunity in housing and education.

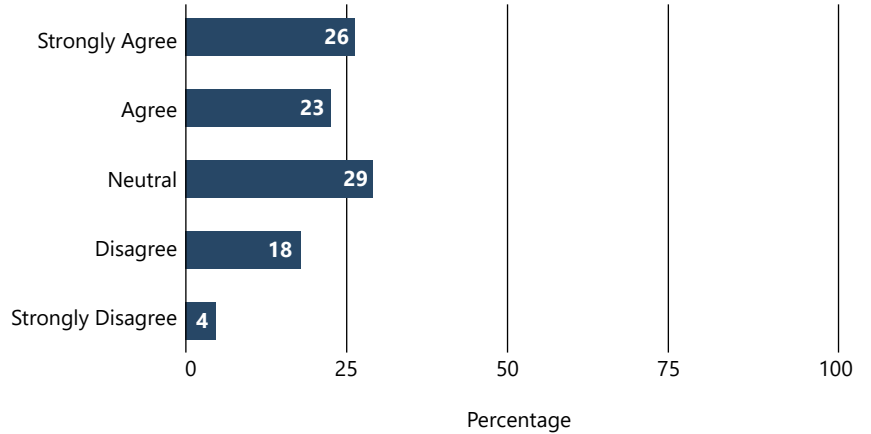
White people and People of Color have the same interactions with the police in the City of Kettering.

n=334



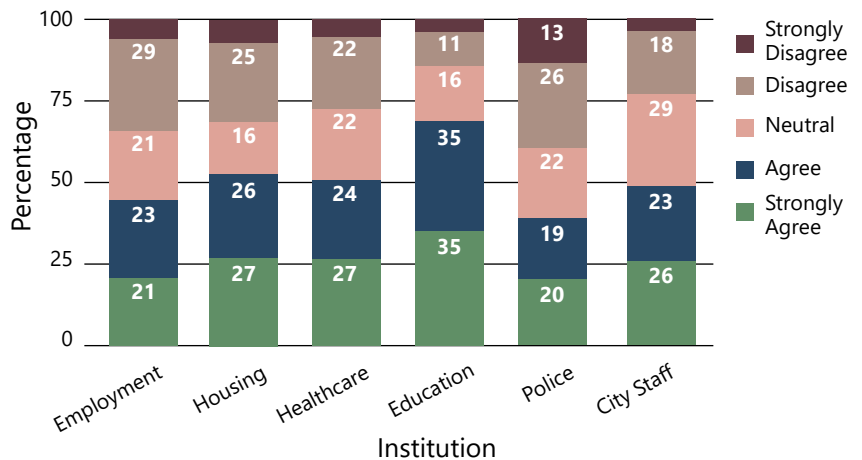
White residents and business owners and residents and business owners who are People of Color have the same interactions with City Staff/departments.

n=334



Degree to which respondents believe people are treated equitably across institutions

n=334







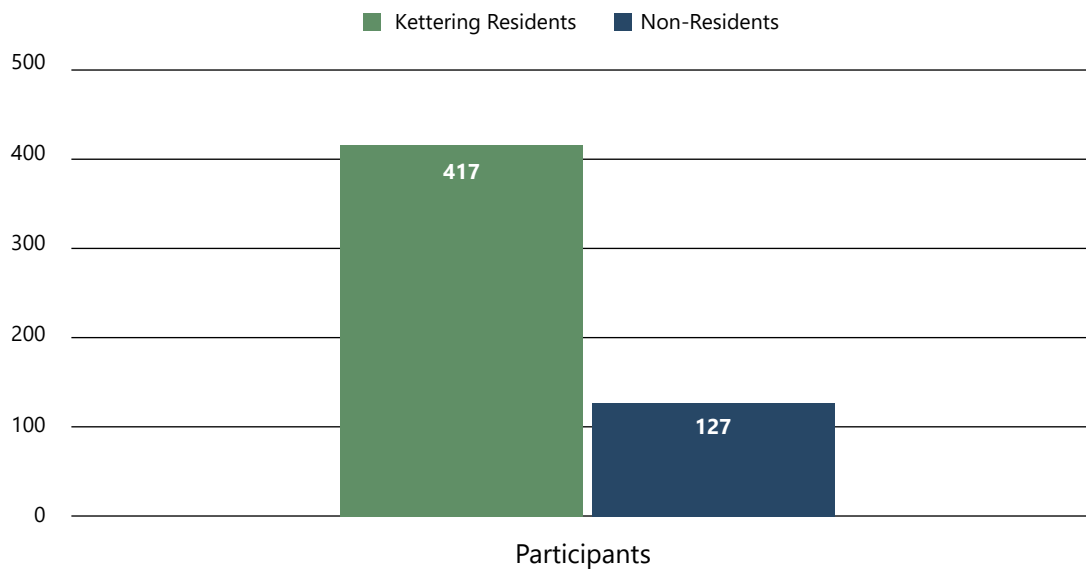
## Comparison to Non-Resident Results

To explore whether responses to the Racial Equity Survey questions differed between residents of Kettering and those living outside the city bounds (non-residents), the general survey results were broken down by residential status.

### Survey Participants

#### *RESIDENTIAL STATUS*

Response Counts by Residential Status  
n=544

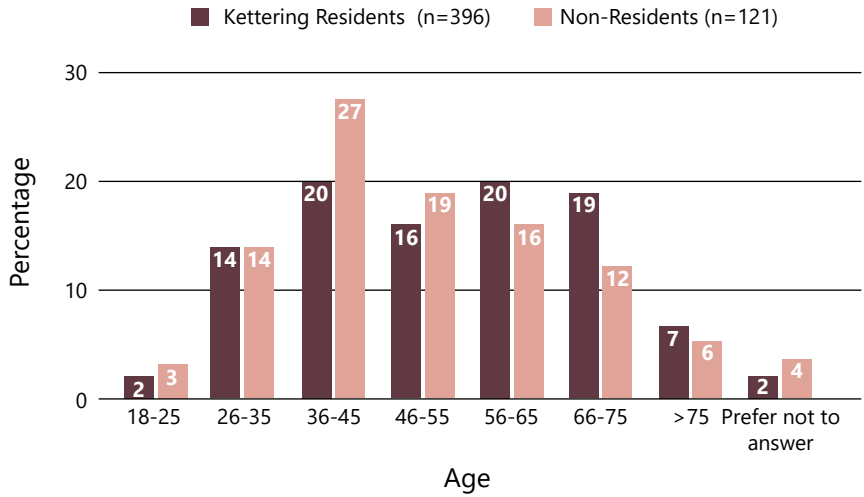


Of the 544 unique participants who responded to at least one question on the Racial Equity Survey, 417 (77%) were identified as residents of Kettering Ohio and 127 (23%) were identified as living outside the Kettering city boundaries. Residential status was determined through several sources. The survey asked respondents for their five-digit zip code. For those who provided this information, their zip code was used to determine whether they lived in Kettering. For those who did not offer their zip code, location data and residential status were inferred by the IP address used to take the survey.



## AGE

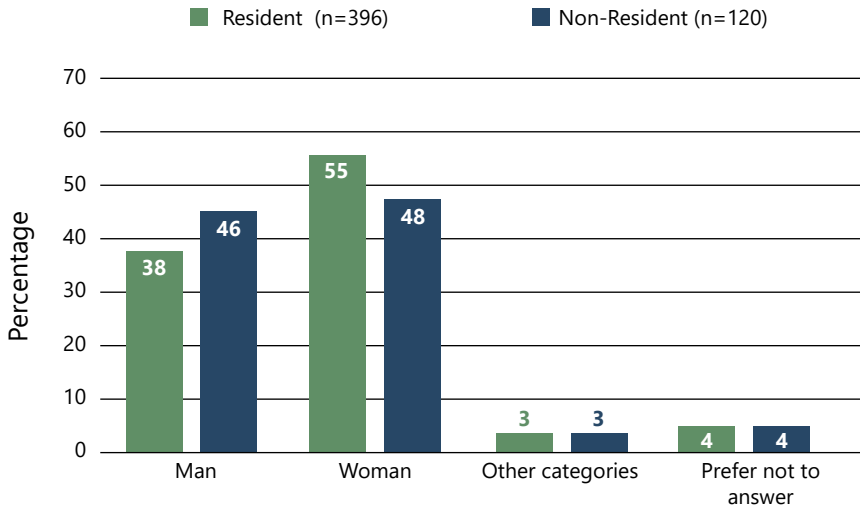
What is your age?



Resident respondents were, on average, older than non-resident respondents. Forty-six percent (46%) of residents reported being over 55 years old, compared to 34% of non-residents. Differences in respondent age between residents and non-residents are most prominent among those aged 36-45 and those aged 66-75. Residents were more likely to provide their age with only 7% abstaining from answering this question altogether or selecting the 'prefer not to answer' option. Nine percent (9%) of non-residents opted out of this question.

## GENDER

What is your gender identity?



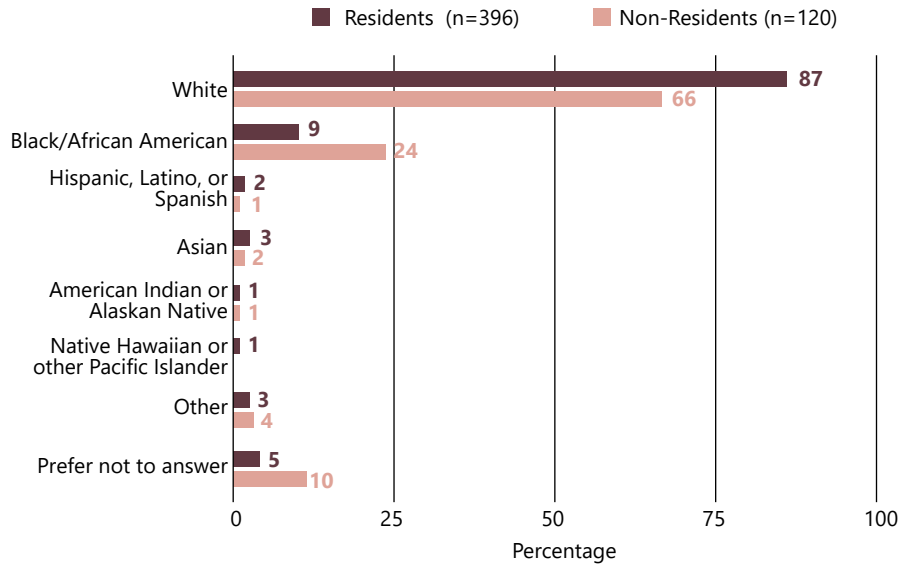
NOTE: The graph is magnified to better display differences among groups.

Resident respondents were more likely to identify as women, while non-residents were more likely to identify as men. Representation among respondents who do not identify as men or women did not differ between the resident and non-resident groups. Approximately 91% of both groups offered their gender identity.



## RACE/ETHNIC IDENTITY

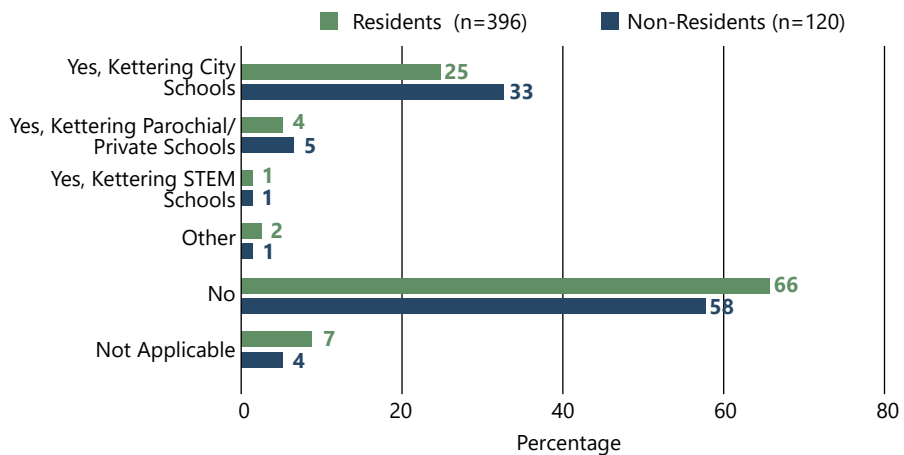
What is your race/ethnic identity of all the people in your household?



The majority of survey respondents identified themselves or members of their household as white, regardless of residential status. However, there are noticeable differences in representation across groups. Resident respondents were more likely to identify themselves or members of their households as white (87%) and less likely to identify as Black (9%) than their non-resident counterparts (66% and 24%, respectively). Although more respondents refused to answer this question than any other question in the survey regardless of residential status, residents were more likely to offer their racial identities. Specifically, 8% of residents skipped this question and another 5% selected 'prefer not to answer', resulting in a response rate of nearly 86%. The response rate among non-residents for this question was only 76%.

## CHILDREN IN SCHOOL

Do you have children who attend school in Kettering?



NOTE: The graph is magnified to better display differences among groups.

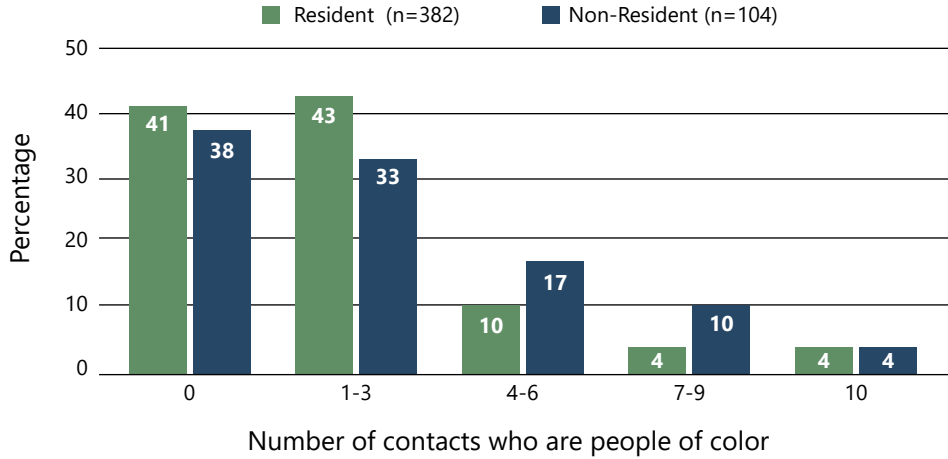
The majority of resident and non-resident respondents reported not having children attending school in Kettering, though non-residents were more likely to say that they had children enrolled in Kettering schools (40%) and that those students disproportionately attend Kettering City schools (33%). Only 32% of residents had children in Kettering schools of any type.



## Survey Findings

### SOCIAL NETWORKS

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



NOTE: The graph is magnified to better display differences among groups.<sup>10</sup>

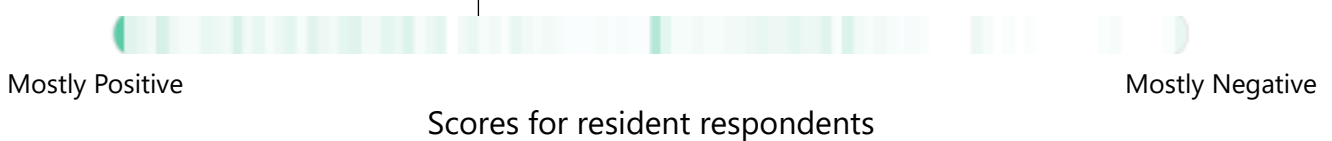
A comparison of social networks between resident and non-resident respondents reveals that residents were less likely to have close contacts of color. Over 40% of residents reported that of the ten people they spend the most time with, none are people of color. The majority of the remaining resident respondents indicated that their social network was limited to three people of color, at most (43%).

Although non-residents, too, were likely to report that their social networks were primarily white, they were more likely to identify more than three people of color in their social networks (31%) than were residents (18%).<sup>11</sup> Considering that non-resident respondents were more likely than residents to identify as non-white, this finding is not surprising.

### RACE RELATIONS

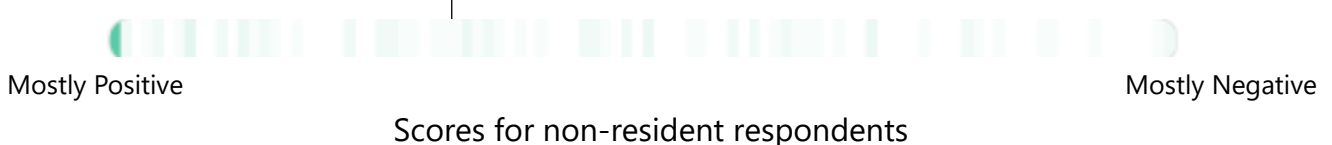
How would you describe relations between White residents and residents who are People of Color in Kettering in 2020?

Average 34/100



How would you describe relations between White residents and residents who are People of Color in Kettering in 2020?

Average 32/100



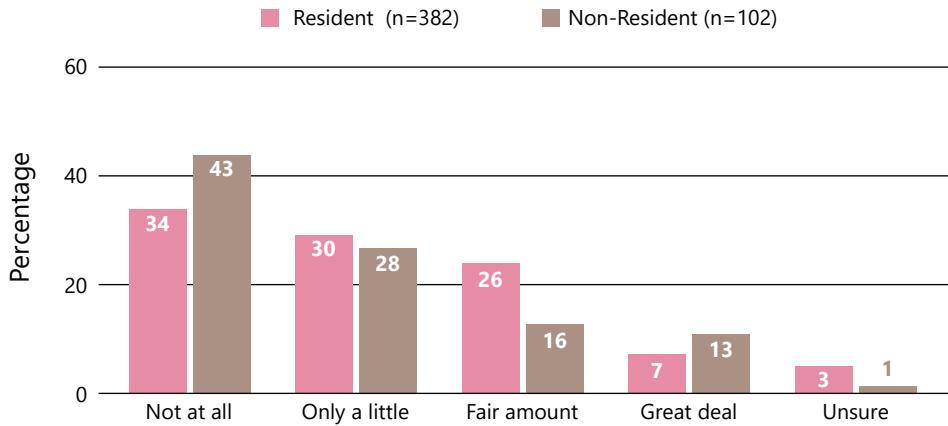
<sup>10</sup> Percentages add up to over 100% due to rounding.

<sup>11</sup> The ambiguity of the question may have biased these results. The implications of the question wording will be discussed in a follow-up report.



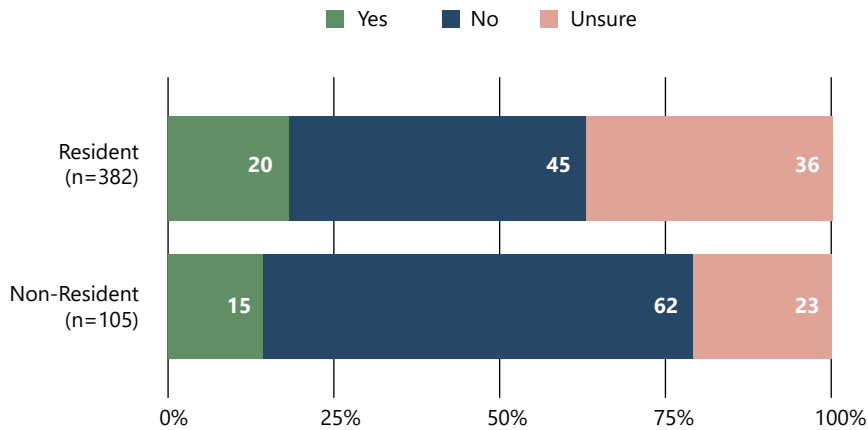
The survey asked respondents how they would describe relations between white residents and residents of color in Kettering in 2020, measured along a continuum from 'mostly positive' (score of 0) and 'mostly negative' (score of 100). The average slider scores for both groups indicate that both residents and non-residents view race relations more positively than negatively, though the score for Kettering residents suggests that they had slightly less favorable views of race relations (34) compared to other respondents (32).

How much do you personally worry about race relations in Kettering?



The majority of respondents expressed minimal or no concern about Kettering race relations whether they were residents of Kettering (64%) or not (71%). Resident respondents were more likely to report worrying a fair amount about race relations (26%) than non-residents (16%). A notable difference between residents and non-residents when it comes to worrying about race relations in Kettering is that non-residents were more likely to respond at the extremes, either worrying not at all (43%) or worrying a great deal (13%), compared to 34% and 7% for residents (respectively).

Do you feel that racist actions are on the rise in Kettering?

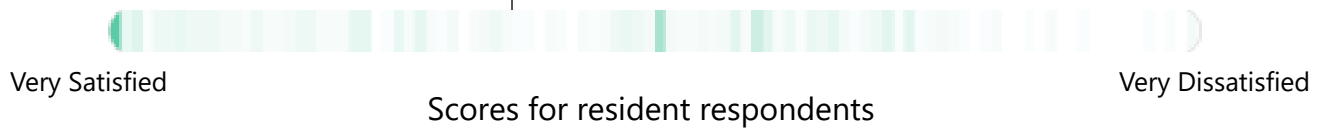


When asked if they felt that racist actions are on the rise in Kettering, respondents generally said they were not. However, residents were more likely to believe that there has been an increase in racist actions (20%), compared to only 15% of non-residents. A sizable percentage of both residents (36%) and non-residents (23%) reported that they were unsure about these trends in Kettering.



How satisfied are you with the way residents who are People of Color are treated in Kettering?

Average 37/100



How satisfied are you with the way residents who are People of Color are treated in Kettering?

Average 34/100



The survey also assessed the extent to which respondents were satisfied with the ways residents of color are treated in Kettering. Scores closer to 0 represent a high degree of satisfaction and scores closer to 100 reflect a lack of satisfaction. On average, respondents indicated that they were generally satisfied with the treatment of Kettering residents of color. However, the various shades of green along each continuum show that many respondents disagreed with this sentiment. The slightly higher average slider score among residents (37) demonstrates that they were more likely to express dissatisfaction than non-resident (34).

## ***EQUAL OPPORTUNITY***

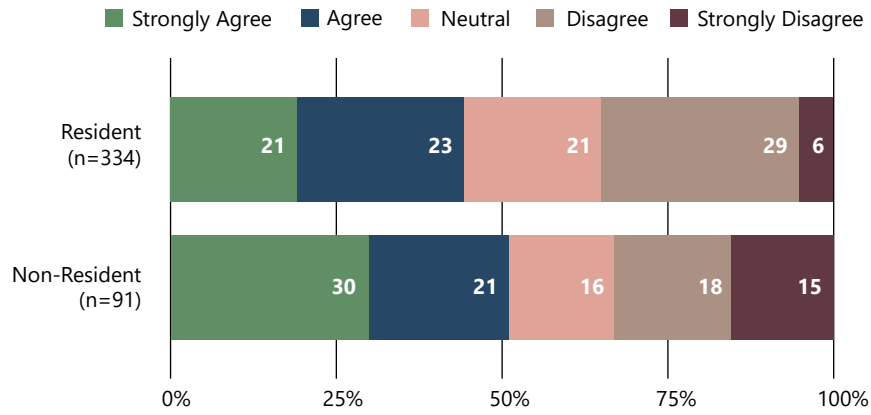
As the graphs below demonstrate, several patterns emerge when examining beliefs about equal opportunity in Kettering's institutions by residential status. Overall, these findings reveal:

- Regardless of the institution in question, non-residents were more likely to believe that white residents and residents of color are treated equitably (51%-74%) than Kettering residents (39%-70%).
- Kettering residents were either just as likely or more likely to disagree or strongly disagree that people in Kettering are treated equitably based on race (14%-39%) than were non-residents (14%-33%).
- Kettering residents were also more likely (if not just as likely) to take a neutral position when asked about their perceptions of equal opportunity (16%-29%) than were non-residents (12%-21%).
- Among the institutions listed in the survey, education was believed to be the most equitable by both residents (70%) and non-residents (74%).
- Residents and non-residents disagreed about which institution was most racially biased; residents perceived policing to be the least equitable (39%) and non-residents believed it to be employment (33%).
- The divide between residents and non-residents was most pronounced about perceptions of equity in the interactions between residents and the Kettering Police Department. Half (50%) of non-residents agreed to some extent that the police treat residents fairly regardless of race, while only 39% of residents agreed with this sentiment.



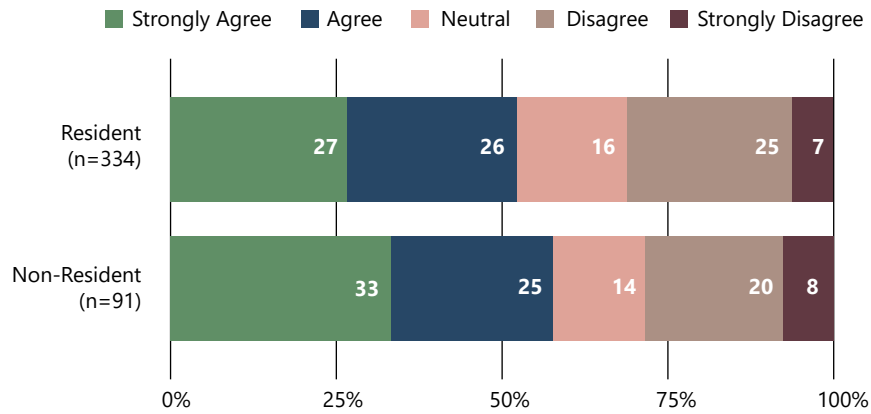
## Employment

White applicants and applicants who are People of Color have the same likelihood to get any job they want in the City of Kettering.



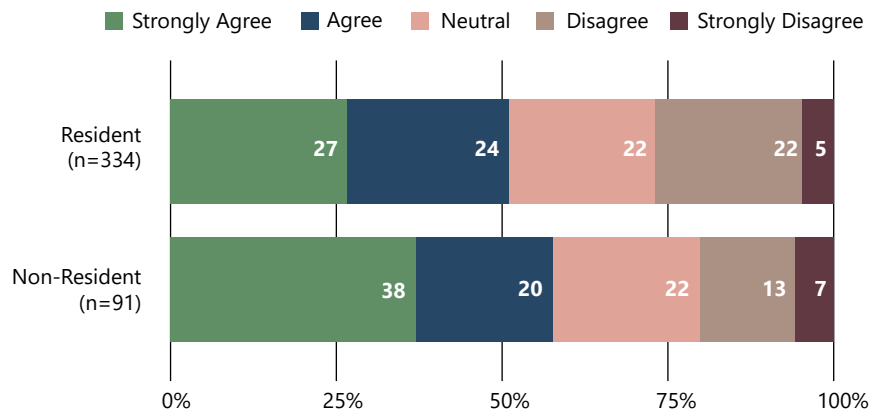
## Housing

White home buyers and renters have the same ability to buy or rent a home as do People of Color in the City of Kettering.



## Healthcare

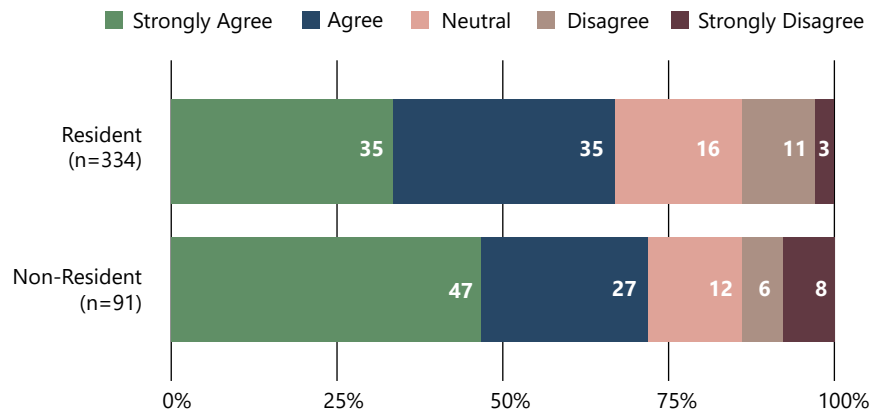
White people and People of Color accessing health services in Kettering receive the same level of care.





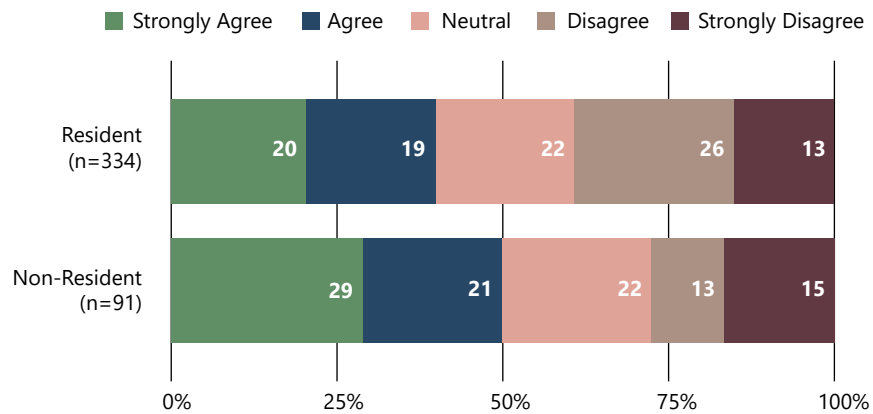
## Education

White children and children who are People of Color have the same opportunity to get a good education in Kettering.



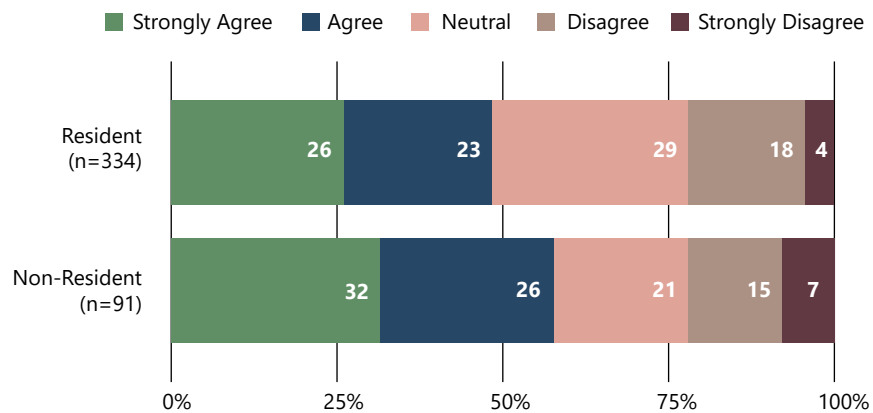
## Interactions with Police

White people and People of Color have the same interactions with the police in the City of Kettering.



## Interactions with Kettering City Staff

White residents and business owners and residents and business owners who are People of Color have the same interactions with City staff & departments







## Qualitative Findings

The Kettering Racial Equity Survey received over 400 unique comments. These comments have been analyzed and summarized in previous sections of this report. To determine if the major themes previously identified differed between residents and non-residents, comments were disaggregated by residential status and analyzed separately. The only major difference between Kettering residents and non-residents was the number of comments they offered. Most of the comments were left by non-residents (371, or 88%), meaning that the qualitative results primarily reflect the perceptions of non-residents. However, an analysis of the relatively few comments left by residents (52, or 12%) reveal a replication of the dominant themes:

- There was no consensus regarding the state of race relations in Kettering; some residents expressed optimism while others doubted that people of color are treated fairly. Several survey participants admitted that they were uncertain about race relations, largely because they are white and have limited interactions across racial lines.
- Residents noted the lack of racial diversity in the area, which some interpreted as evidence of racial inequity.
- Residents defined and measured racism differently from one another. Some respondents focused on interpersonal interactions in their assessments while others explicitly mentioned structural racism.
- Discussions of racism were laced with political accusations, mostly aimed at liberals who some residents perceived as using race as part of an agenda.



**KETTERING  
ASSESSMENT  
REPORT**





# Kettering Assessment Report

Inspired by the racial reckoning occurring during the summer of 2020, the City of Kettering's Board of Community Relations (BCR) set out to explore perceptions of race relations among community residents. The COVID-19 pandemic limited the Board's options for engagement. To adhere to social distancing guidelines, the Board released an online survey through PublicInput.com. The 'Racial Equity Survey' serves as the initial step to better understand resident views on racial equity and to identify possible community interventions to improve race relations.

The Board of Community Relations commissioned this report to appraise the Racial Equity Survey and identify avenues for future engagement. While the protests against racial injustice in 2020 sparked conversations about race and racism across the country, many municipal governments have grappled with how to effectively engage on the topic. The Kettering Racial Equity Survey marks one of the first attempts to start the dialogue between government representatives and their constituents.

This report has three primary goals:

- summarize the key takeaways from the survey,
- discuss what remains unknown about race relations in Kettering, and
- offer recommendations for next steps in the pursuit for racial equity.

## About the Author

Dr. Kristin N. Williams, principal at NineteenEleven Consulting, is a professional social scientist with more than ten years of experience. She holds a Ph.D. in Sociology, with an emphasis in social inequalities and criminology. She is also an expert in survey methodology and a community engagement specialist. For this assessment, Dr. Williams draws on best practices in survey methodology, as well as Sociological literature on race and racism in the United States.

## Survey Takeaways

Over five hundred people (544) participated in the Racial Equity Survey between January 11, 2021 and March 24, 2021 on <https://www.publicinput.com/ketteringbcraciaequity>. The survey was advertised through several avenues, including the City of Kettering website, City of Kettering social media channels, and in a Dayton Daily News article. The five most prominent themes from the results are included below; you can find a full report of the survey's findings here: <https://www.ketteringoh.org/board-of-community-relations/>.



### ***Respondents had polarized perceptions.***

The results of the Racial Equity Survey suggest that Kettering, Ohio is not unlike most U.S. cities in 2020. When it comes to perceptions about racism, there is little consensus. While the majority of respondents denied the existence of racial problems in Kettering, a sizable percentage expressed concern that racism continues to plague the community. Others said they simply did not know the state of race relations or the extent of racial discrimination. This uncertainty is not surprising given that interracial interactions are relatively infrequent; Kettering is a predominately white city with relatively segregated social networks.

### ***Respondents had different definitions of racism.***

One of the reasons for the disparate views about racism is that respondents were using different definitions of racism to frame their responses. Some dismissed racism as an invention of liberal politicians and mainstream media. Among those who recognized it as legitimate, racism took different forms. For some, racism was conflated with racial prejudice (negative attitudes about people based on race), expressed through individual behavior like using racial slurs and staring at people of color. Others minimized these behaviors and, though recognizing their occurrence, were hesitant to label them as racist. Yet others framed racism as a systemic issue that permeates institutions across the country to the benefit of white Americans.

How people understand racism is important because it shapes what they consider as proof of its existence and, thus, what could change their perceptions over time. When individuals conclude that racism is a work of fiction written by politicians and journalists, proof is nearly impossible to provide. The assumption that racism simply does not exist greatly undermines the validity of any statistical evidence that it does.

If racism is narrowly defined as individual actions overtly motivated by racial prejudice, perceptions will be based primarily on personally experiencing or witnessing behavior that they can confidently attribute to racial malice. For white residents, the likelihood of witnessing racist incidents (or even interracial interactions) is, on average, rare considering the lack of diversity in their social networks and in their neighborhoods. Racism is further underestimated by the second qualification: that the individual deems the behavior to be intentionally influenced by race. Not only is intent difficult to prove, but people can draw on common techniques to minimize racism. These techniques attribute the problem to “anything but race”, including supposed cultural deficiencies such as propensity for criminal behavior and laziness.<sup>1</sup>

Those who view racism as a structure of white privilege institutionalized through policies and practices are less likely to rely on individual incidents as proof because, according to this definition, racism is understood as something that is often hidden from plain view and is not always intentional or malicious. As a result, racism can be difficult to see as it is happening. The basis of validation comes from differences in opportunities and outcomes across racial groups uncovered through scientific study.

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<sup>1</sup> Bonilla-Silva, Eduardo. 2015. “The Structure of Racism in Color-Blind, “Post-Racial” America.” *American Behavioral Scientist* 59(11): 1358-1376.



### ***Respondents introduced a political lens.***

Although the survey did not mention politics, the results are not entirely apolitical. Comments included references to political ideologies, with respondents often reducing racism to part of an agenda associated with a particular party. For these respondents, the concept of racial discrimination is merely a concoction used by politicians to distract, divide, and conquer; racial discrimination itself does not really exist. These accusations were overwhelmingly aimed at liberals and Democrats. Also blamed were mainstream media outlets for allegedly fabricating racial problems and partaking in race baiting. Of note, some respondents conceded racism may exist in some cases-- those in which white people are victimized by initiatives like Affirmative Action or demonstrations by Black Lives Matter.

In contrast, those who implicated the Republican Party were more likely to view racism as a real, consequential experience for people of color. The role of politics for these respondents was not about fueling imaginary fires. Instead, they believe political leaders stoke the prejudicial ideologies that underpin racial inequity. Specifically implicated was former President Donald Trump and his use of dog whistles and inflammatory rhetoric to perpetuate racist stereotypes and, thus, embolden white supremacists. One such dog whistle identified by respondents is the use of 'support police' in the quest for 'law and order,' which research has linked to support for Donald Trump, especially among those with high levels of racial resentment.<sup>2</sup>

### ***Respondents were most concerned about racial inequality in law enforcement.***

The Racial Equity Survey asked respondents to indicate the extent to which they agreed or disagreed with a set of statements about equal opportunity in various institutions, including employment, housing, healthcare, education, law enforcement, and municipal services. Of these, respondents were most concerned about a lack of equity in policing. Over one-third of respondents (36%) either disagreed or strongly disagreed that white residents and residents of color have similar interactions with Kettering police. Commenters expressed concerns about racial profiling, especially in traffic stops. Such concerns mirror those of people across the country as the protests taking place in 2020 aimed the spotlight on racial biases in policing.

## **Remaining Questions**

The survey's design and the limitations within left certain questions unanswered. This section outlines five primary questions that require further investigation.

### ***How well do the survey results represent the views of Kettering residents?***

The representativeness of the survey results is unclear. There are several factors that complicate saying whether or to what extent the findings represent views of Kettering residents. The first is that the demographic measures used in the survey for age and

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<sup>2</sup> Drakulich, Kevin, Kevin H. Wozniak, John Hagan, and Devon Johnson. 2020. "Race and Policing in the 2016 Presidential Election: Black Lives Matter, the Police, and Dog Whistle Politics." *Criminology* 58(2): 370-402.



race do not align with those used in the Census, which serves as the standard for making such a determination. More specifically, survey respondents were asked to report their individual racial identity, as well as the racial identities of all the people in their household. The Census, on the other hand, reports race and ethnicity on an individual level. This incongruence makes it difficult to accurately assess how representative the survey sample was because we cannot differentiate between the respondent's race and the racial identities of those in their household.

Another reason to be mindful when using the survey's demographic data, especially those for racial identity, is that over 15% of survey respondents refused to provide information about their race, either by skipping the question or responding with 'prefer not to answer.' The racial composition of this non-identifier group could have significantly altered the relative percentage of respondents by race, had they answered the question. If, for example, white respondents were less likely than respondents of color to respond, the percentage of white respondents would be underestimated in the survey results. This could possibly explain why Black residents appear to be overrepresented among survey respondents: 12% of respondents identified themselves and/or members of their household as being Black/African American, though only 4.2% of Kettering residents are Black according to 2019 Census estimates. The percentage of Black respondents may have also been inflated by the 23% of survey participants who live outside of Kettering's city limits (mostly in Dayton, OH).

The validity of these statistics depends heavily on honesty. Information gathered through an anonymous online survey is difficult to corroborate; there is no way to verify the racial identities of respondents. Further, surveys about polarizing and controversial topics can motivate some respondents to mislead in an effort to skew results in favor of their perspective. While impossible to prove, dishonesty in a survey about racial equity is both possible and plausible.

### ***How do the responses to the survey vary across racial groups?***

Demographic questions are also useful for exploring the ways in which factors like race shape perceptions of racism. Because the survey's question about race asked respondents to report the racial identities of everyone in their household, we cannot draw a direct connection between race and perceptions of equity based on the information gathered through Kettering's Racial Equity Survey. Any attempt to draw such conclusions from these data should be interpreted with caution.

### ***How diverse are the social networks of Kettering residents?***

The Racial Equity Survey used the following question about social networks: "Think of the 10 people you spend the most time with. How many of these are People of Color?"

This question is good for measuring the relative diversity of an individual's social network. By framing the question in terms of whom someone spends the most time with, both respondents and researchers can better distinguish between friends and



acquaintances. This technique can also discourage (but not prevent) respondents from overestimating the diversity of their networks or exaggerating their relationships across racial lines. This question falls short, however, by not differentiating between family and friends. Future iterations of this question should be more specific about whom the respondents should consider when answering the question.

This question would also be stronger with greater specificity as to which racial groups would fall into the 'People of Color' category. It is not clear to some respondents to whom that label applies: "If you're referring to any non-white races as people of color, then my response above stands. If you're referring to people of color as hispanic or african-american, or just african-american, then my response would change." When concepts are not clearly defined, respondents are left to assume meanings, which will affect their interpretation of the question and, consequently, their responses. It also allows respondents to offer their own conceptualizations, like the survey respondents who countered that all people are 'of color.' With such disparate understandings of the question, the results are difficult to interpret and compare across respondents.

These definitional issues are further aggravated by the fact that respondents took this survey during a global pandemic that greatly altered social interactions. For much of 2020, Americans were socially distant, if not socially isolated. Many respondents may have interacted with few people outside of their immediate family. It is unclear the extent to which the results reflect these changes in social behavior during the pandemic, compared to pre-COVID 19 norms.

### ***How well do the survey results accurately capture resident attitudes?***

The survey results affirm that, on average, respondents feel that race relations in Kettering are generally positive and that two-thirds (66%) worry 'only a little' or 'not at all' about race relations. Questions like these uncover how respondents feel about the quality of interracial interactions and the extent to which this is concerning to them personally. What these findings cannot say, though, is why residents perceive race relations in this way, why they don't generally worry, or--for those who do worry--what their specific concerns are.

The survey also asked respondents if they feel that "racist actions are on the rise in Kettering". While this type of question can help appraise perceptions, this particular question is too vague to be of much use. There needs to be more clarity about what is meant by a 'racist action.' Without a clear definition, respondents likely draw on their own understandings of racism. As the survey demonstrated, these understandings vary greatly. This question, or a follow-up question, should more fully investigate impressions of perpetrators and victims. Nineteen percent (19%) of respondents indicated that they think racist actions are on the rise. Not only are their definitions of 'racist actions' unclear, but there is no indication as to who is committing these acts and who is on the receiving end. Some respondents mentioned racism on the part of white residents against people of color, while others attributed racist actions to Antifa and Black Lives Matter.





This question would also benefit from the addition of a temporal reference point so respondents know what time period they should compare to 2020. Respondents were tasked with comparing the frequency of racist actions (however defined) to sometime in the past, but the reference point was left to their discretion. It is likely that participants compared 2020 to different times in history, making comparisons across respondents largely unfruitful.

Another attitudinal measure included in the survey was, “How satisfied are you with the way residents who are People of Color are treated in Kettering?” While satisfaction questions are common in customer reviews and market research, they are rarely used in research about interpersonal relationships. One reason is that satisfaction questions are designed to measure an individual’s opinion about their own experience. The Racial Equity Survey, though, asked people about their opinions on the reality of others, which made some respondents uncomfortable. Further, satisfaction-centered questions are not an appropriate measure of perceptions in this case because it is not clear what satisfactory (or unsatisfactory) treatment of others looks like to individual respondents. Conflating satisfaction with equity assumptively assigns values that respondents may or may not have. A question like, “Do you think residents in Kettering are treated with respect, regardless of their race?” is an example of a stronger question when trying to gather information about equity perceptions in social interactions.

### ***How pervasive is racial inequity in Kettering?***

The Racial Equity Survey was not designed to answer this question because perceptions cannot serve as a valid measure of racial inequity--its existence or its extent. Instead, the City’s Board of Community Relations set out to better understand perceptions of race, race relations, and racial equity among residents. The distinction between these two goals cannot be overstated because perceptions do not always align with the lived experiences of others.

The majority of survey respondents, for example, said that race relations in Kettering are generally positive and that they worry minimally, if any, about them. Just months before the survey’s release, a “racial incident” was caught on video at a United Dairy Farmers gas station during which a patron yelled racial slurs at a black employee.<sup>3</sup> Survey respondents offered their own negative experiences, citing instances of microaggressions, discrimination, and police harassment.

Further, roughly two-thirds of respondents either believed that people of color have equal opportunity in Kettering or remained neutral on the subject. Kettering is a suburb of Dayton, whose growth can be traced back to the white flight movement of the 1960s and that remains a predominantly white (90%) community today.<sup>4</sup> Data from Dayton, Ohio demonstrate extensive housing inequality rooted in a deep history of racial segregation with lower home ownership among black residents compared to their white

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<sup>3</sup> “Kettering Police Investigate Racial Incident at UDF.” WHIO News. June 9, 2020.

<sup>4</sup> “Lasting Scars Part 3: Once ‘Vibrant,’ West Side in Economic Distress.” Dayton Daily News. September 22, 2016.



neighbors.<sup>5</sup> Still, 46% of Kettering residents said that white residents and residents of color have the same housing opportunities.

A larger percentage of respondents (71%) agreed or strongly agreed that white students of color have similar opportunities despite the clear achievement gap in test scores between white and black students.<sup>6</sup> Of note, a school board official resigned in May 2021 after professing that there is no evidence of systemic racism, comparing contemporary conditions to those of slavery.<sup>7</sup> While education was the most trusted institution among survey respondents, law enforcement was the least. Several commenters expressed suspicions that police target people of color, especially in traffic stops. These assertions are substantiated by a 2016 study that found Black drivers overrepresented among those receiving traffic tickets in Kettering.<sup>8</sup> Still, 42% of survey respondents believed that white residents and residents of color have comparable interactions with police.

Zooming the lens out to Montgomery County exposes other types of racial disparities. When it comes to health outcomes, white residents fare better than their Black counterparts. White men in Montgomery County live, on average, six years longer than Black men living in the same county.<sup>9</sup> Infants of Black mothers have a mortality rate nearly double that of infants born to white mothers.<sup>10</sup> Black residents are more likely than white residents to experience unemployment and live in poverty; the median household income for white families is more than \$20,000 higher.<sup>11</sup> If the patterns in Kettering mirror those well documented in Dayton and Montgomery County, there are reasons to challenge the optimism expressed in the survey.

## Recommendations

This section offers five general recommendations for Kettering government leadership and staff as they move forward. These recommendations should not be interpreted as individual steps to be completed in sequential order. Rather, they are elements of a comprehensive approach that are interwoven together and part of a continuous process.

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5 Massey, Douglas S. and Nancy A. Denton. 1988. "Suburbanization and Segregation in US Metropolitan Areas." *American Journal of Sociology* 94(3): 592-626.; "16 Most Segregated Cities in America." 24/7 Wall St. July 21, 2017.; "Cities With the Highest (and Lowest) Minority Homeownership Rates. Construction Coverage. March 19, 2021.

6 "6 Factors That Contribute to the Achievement Gap in Dayton Schools." Dayton Daily News. August 7, 2018.

7 "School Board Official Resigns After Denying Systemic Racism." Associated Press. May 10, 2021.

8 Jacobs, Ellis and Martha Hurley. 2019. "Who Gets Stopped In Oakwood? The Racial Divide." Advocates for Basic Legal Equality, Inc.

9 "Community Health Assessment." 2019. Public Health Dayton & Montgomery County.

10 Resident Birth & Death Files: 2015-2019. Ohio Department of Health, Bureau of Vital Statistics.

11 Census/American Community Survey Estimates. 2015-2019.



### ***1. Be transparent about the results of the Racial Equity Survey.***

In order to have an honest community conversation about racism and to work toward racial equity, Kettering leaders should publicly acknowledge the survey results, in full. There may be a temptation to highlight certain aspects of the survey while downplaying others. Although this technique is sometimes used to avoid controversy, it is neither effective nor ethical. Censoring offensive or divisive comments can be seen as deceptive, fraying the trust of residents. Acknowledging a comment is not the same as endorsing or excusing it; it is an indication that residents were heard and that their contributions matter, even if people disagree with them.

### ***2. Continue to gauge perceptions of racism among Kettering residents.***

The Racial Equity Survey should not function as the only attempt to measure community perceptions about race in Kettering. Further, the survey should not be reduced to an empty, symbolic gesture. Future surveys should address the limitations documented in this report and aim to answer questions beyond perceptions. It is useful to know what people think, but it is also necessary to understand why people hold those beliefs. Subsequent surveys should also include more exploratory data analyses to uncover nuances in the data. Specifically, comparisons of how racial attitudes vary across groups based on factors like age and individual racial identity should be explored.

### ***3. Host community conversations where residents can engage in dialogue about race, racism, and racial equity.***

A survey is a cost-effective tool for gathering information from a large number of people relatively quickly. Surveys can provide snapshots and basic insights, like attitudes about race relations. However, they cannot, and should not, replace community conversations. Putting people in the same room (physical or virtual) creates an environment that can foster genuine dialogue. Not only does this remove the shield of anonymity that makes it easier for people to dehumanize their neighbors, but it also allows people to speak with one another and build empathy.

Undoubtedly, conversations about race can be uncomfortable and contentious. They can open wounds, but they can also open minds. The caveat here is that they must be done well and hosted by professional facilitators. Facilitators are skilled at creating the boundaries necessary for fruitful dialogue without censorship. They are also equipped with the information that can address the common questions about myths about race (e.g., we live in a post-racial society, talking about race is racist, white residents are victims of reverse discrimination, etc.). Over time, residents will become more comfortable talking about race, racial experiences, and racism.

### ***4. Draft and publish a glossary of race-related terms.***

Kettering staff should draft a glossary of definitions for concepts like racism, people of color, and equity (among others). Comments in the Racial Equity Survey demonstrate a clear need for this as many respondents either explicitly questioned the meaning



of certain words or they offered varying definitions of concepts in their responses. These definitions will provide much-needed context for community conversations and help to establish key measures of equity for future research. These definitions should be informed by social scientific understandings rather than personal opinion or misconceptions and they should be reviewed and refined, as needed.

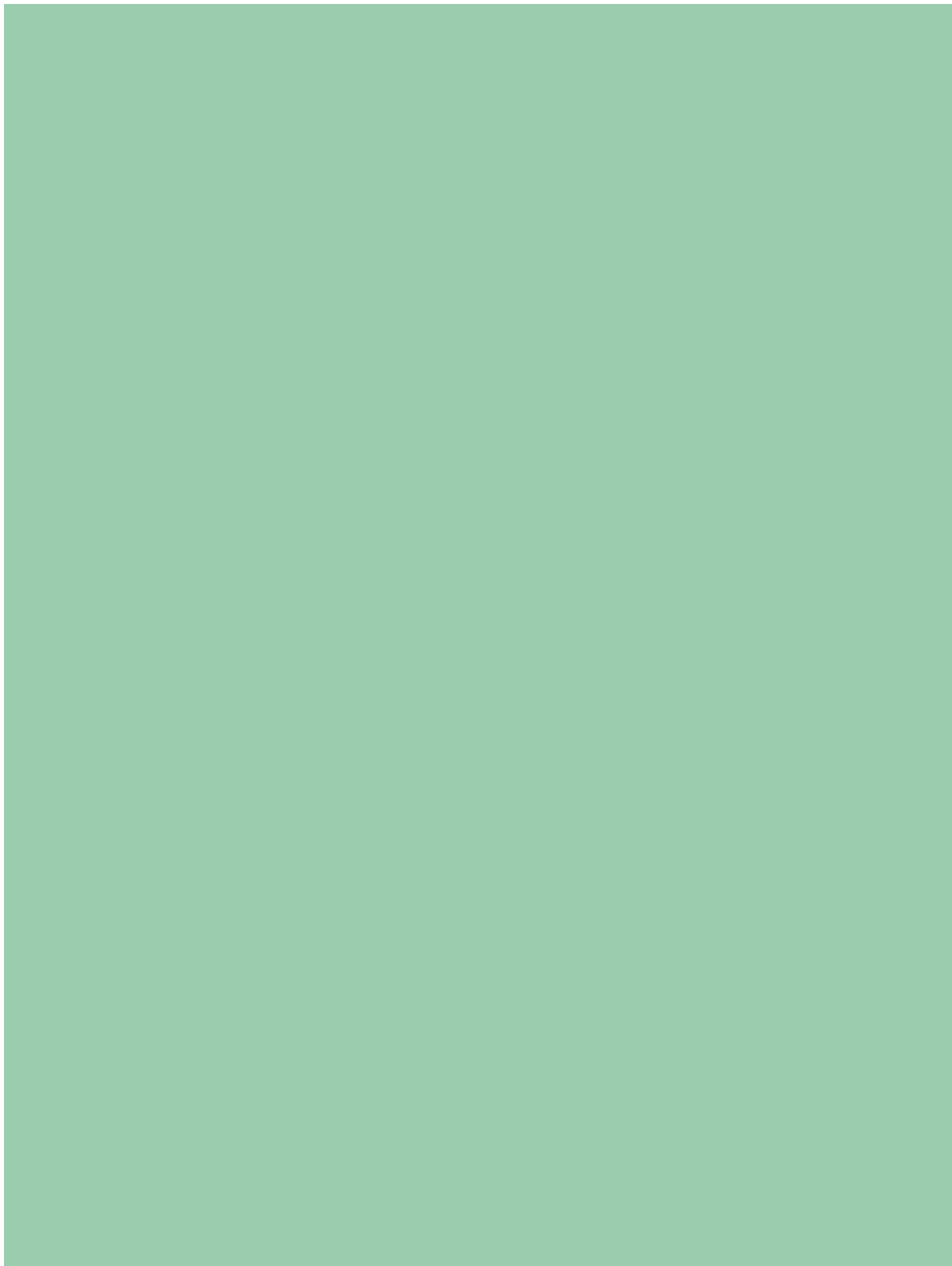
***5. Adopt a racial equity framework to identify, track, and address racial disparities in opportunities and outcomes.***

Kettering staff should adopt a racial equity framework to identify and address racial disparities. This endeavor entails determining ways to measure both inequity (How can we tell that there are racial inequities by looking at the data?) and progress (How do we know if things are getting better?). It involves gathering existing data and collecting new data, and analyzing both through a racial equity lens to determine the extent of racial inequities. Uncovering the sources of these disparities is also critical and requires thoroughly and deliberately scrutinizing the ways in which they are institutionalized through the policies, procedures, and programs guiding municipal business. Examples include (but are not limited to) hiring and promoting practices within the Kettering government system, municipal services delivery, strategic planning, and development codes.

While diagnosing racial disparities is necessary work, it is not sufficient to advance racial equity. Kettering staff will need to implement initiatives in order to close existing racial gaps and create lasting institutional change. This process will be extensive and will require substantial resources and staff capacity. But Kettering does not have to do this alone. Partnering with community organizations, colleges, and universities that do racial justice research would be advantageous. There are resources specifically designed for local governments undertaking this task, like those provided by the Government Alliance on Race and Equity (GARE). Resources are likely to become even more abundant thanks to the Federal Government's pledge to tackle racial inequity problems.<sup>12</sup>

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<sup>12</sup> Executive Order 13985, Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.





# **RACIAL EQUITY SURVEY TAKEAWAYS**

Next Steps



## Next Steps

The **Racial Equity Survey** is a tool to begin understanding perceptions of race relations in the City of Kettering. The related **Assessment Report**, prepared by NineteenEleven Consulting, provides a foundation for a comprehensive approach to move forward. The Kettering Board of Community Relations (BCR) will utilize the results of the Racial Equity Survey, and recommendations in the Assessment Report, for continued education, outreach and training opportunities.

The Assessment Report has three primary elements:

- Summary of the Key Takeaways from the Survey
- What Remains Unknown about Race Relations in Kettering
- Recommendations for Next Steps in the Pursuit for Racial Equity

For BCR's next steps, it is our intent to align most of our proposed activities with the five recommendations outlined in the Assessment Report. They are as follows:

1. Be Transparent about the Results of the Racial Equity Survey
2. Continue Gauging Perceptions of Racism Among Kettering Residents
3. Host Community Conversations Where Residents can Engage in Dialogue about Race, Racism and Racial Equity
4. Draft and Publish a Glossary of Race-Related Terms
5. Adopt a Racial Equity Framework to Identify, Track and Address Racial Disparities in Opportunities and Outcomes

BCR will develop a timeline for activities, what activities will be initiated, who is the audience, and what are the anticipated outcomes. Efforts will be maximized through collaborative relationships with nonprofit organizations, public and private school districts within the City of Kettering, and the City of Kettering. Goals and objectives will be identified that align with the survey results and what steps are needed to ensure that all residents and businesses in the City of Kettering feel they have access to opportunities and feel that they are part of an inclusive community. Some of this will be further developed as BCR initiates activities that are outlined above.

