

## Huber Heights Culture & Diversity Plan

### Priority Areas

The following priority areas were developed as a result of the work completed to date in the development of a Culture and Diversity Plan for the City of Huber Heights. The consulting team will be seeking further community input regarding these priority areas during the upcoming community planning workshop on April 2, 2025, from 6 -8 PM at the Huber Heights Senior Center.

### STRENGTHEN COMMUNITY INCLUSION & ACCESS

<b>Community Belonging &amp; Inclusion</b>	Most community members feel welcome and perceive Huber Heights as inclusive. City staff view the community as more diverse and welcoming, recommending initiatives like welcome packets to further support integration.
<b>Lived Experiences &amp; Community Perspectives</b>	Community members feel welcome and perceive Huber Heights as an inclusive city, with minimal reports of discrimination. However, some notable concerns include racial profiling, LGBTQ+ discrimination, and challenges for people with disabilities.
<b>Accessibility</b>	Huber Heights could improve accessibility for seniors and disabled residents by connecting them with volunteer organizations and other community programs. There have been efforts to enhance physical accessibility, however, some gaps still exist in handicap-accessible sidewalks and crosswalks, while transportation remains a barrier for many seniors. Language barriers are also a growing issue due to a diverse immigrant population, with non-English speakers facing challenges when accessing city services. Key city policies and documents, such as those related to planning and zoning, are often only available in English, which creates barriers for non-English speaking residents.

### IMPROVE COMMUNICATION & CONNECTIVITY

<b>Communication &amp; Engagement</b>	Social media is the primary way residents receive community information, yet they often rely on unofficial community pages. City staff notes a disconnect between where official information is posted and where residents look, suggesting improvements such as a more user-friendly website and expanding the communication channels historically used by the city.
<b>Connectivity</b>	Residents desire increased community connectivity through planned gatherings, public spaces, and cultural events that celebrate diversity and inclusivity while addressing the needs of seniors and marginalized groups.

## SUPPORT GROWTH & DEVELOPMENT WITH EQUITY IN MIND

<b>Growth &amp; Development</b>	According to community members, Huber Heights could boost economic development by reducing bureaucratic hurdles, appointing a small business liaison, and forming public-private partnerships to better support local businesses over chains. As the community grows, residents call for improved infrastructure planning, increased staffing, and new amenities, along with a centralized resource hub to address income inequality and connect residents to essential services. Meanwhile, a rising housing crisis is seen as impacting the quality of life, especially for immigrants and lower-income earners.
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## INVEST IN YOUTH AND EDUCATION

<b>Youth &amp; the School System</b>	There were several comments regarding the “lack of parenting and values” instilled in youth, with some adolescents repeatedly interacting with law enforcement and struggling to change their behavior. Mental health issues among youth are also a growing concern, with the community recognizing the need for more support and resources, particularly after COVID-19. In the school system, bullying, violence, and racial or cultural conflicts were reported, with calls for greater staff diversity and improved responses from leadership to better protect and support students.
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## STRENGTHEN INCLUSIVE GOVERNANCE AND COMMUNITY SAFETY

<b>City Staff &amp; Community Leaders</b>	City leadership recognizes the need for staff training in local cultures to better serve Huber Heights' diverse community, and both the community and city staff desire a more diverse workforce that mirrors the population. There's concern about the lack of diversity on City Council, low voter turnout, and a perception that some diversity initiatives lack genuine commitment or impact. Fire and police departments are working to reflect the community's multicultural makeup, though many feel the lack of minority leadership remains an ongoing issue.
<b>City Equity Policies and Employee Experiences</b>	Huber Heights currently lacks a clear mission or performance metric related to equity and inclusion, with no staff member dedicated to advancing these goals. While most city employees feel the city is responsive to the community's diverse needs and supportive of varied cultural programming, some staff members oppose or are skeptical of further Diversity, Equity, or Inclusion efforts.



<b>Public Safety &amp; Policing</b>	Many residents feel safe in Huber Heights, though a mixed sense of security remains, particularly in the LGBTQ+ community, expressing concerns about targeted acts of vandalism or discrimination. The community raised issues regarding racial profiling and a lack of diversity in the police force, which have affected trust among certain groups. Despite these concerns, police are actively engaging in community outreach—including a cadet program—and overall public support for law enforcement remains strong.
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