

# GOAL 1

## CITY GOVERNMENT

*CREATE A CITY GOVERNMENT THAT EMBODIES PRINCIPLES OF SOCIAL EQUITY, AS DESCRIBED IN THE SOCIAL EQUITY PLAN VISION.*

**Principle 1: Government.** Provide a representative government where citizens feel heard and have a sense of belonging.

**Objective 1.1 Community Liaison support.** Upon completion of the Social Equity Plan, continue the Social Equity Plan Steering Committee or create a Social Equity Plan Implementation Committee or Social Equity Working Group to support the Community Liaison.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
1.1.1 Create a committee or working group to support the Community Liaison on implementation of the Social Equity Plan.	Short Term	City Leadership, Community Liaison

**Objective 1.2 Social Equity Principles Review.** Consider social equity principles when evaluating new legislation and policies that impact equity.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
1.2.1 Review and consider social equity consequences in the passage of legislation or formal city policies.	Medium Term	City Leadership

**Objective 1.3 Participation in Government.** Remove barriers and provide support so that all Oberlin community members have equal access to all City government services and participation in government, whether paid or volunteer.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
1.3.1 Ensure comfort accessing government officials.	Ongoing	City Leadership
1.3.2 Provide easy access to phone numbers and e-mails, identifying appropriate people to contact for various needs/topics.	Ongoing	City Leadership
1.3.3 Continue to provide and advertise City-related boards and commission meeting times, with related live stream and Zoom access information.	Ongoing	City Leadership
1.3.4 Collaborate with the local cable provider to promote affordable internet access options in Oberlin.	Ongoing	City Leadership
1.3.5 Work with the Human Resource Administrator to create a comprehensive onboarding and orientation plan for new employees.	Ongoing	City Leadership, Community Liaison
1.3.6 Work with Department managers to promoted equity training among existing City of Oberlin Staff.	Ongoing	Community Liaison
1.3.7 Develop and implement a plan to educate and recruit participants from under-represented areas of the City to serve on City Council and other City run Boards and Commissions.	Ongoing	City Leadership, Community Liaison, HRC

<b>Objective 1.4 <u>Equitable Policies Addressing Inequities.</u> Create equitable policies that implement the goals of the Social Equity Plan.</b>		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
1.4.1 Continue to work with the Social Equity Steering Committee or Social Equity Working Group to create equitable policies that address the inequities related to housing, transportation, education, economic growth, and other civil rights violations related to protected classes.	Ongoing	Community Liaison, WG
<b>Objective 1.5 <u>Citywide Communications.</u> Continue to improve City communications to ensure that all community members have ready access to information about City policy, community events and other functions.</b>		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
1.5.1 Update the city’s website to be more user-friendly.	Ongoing	City Communications
1.5.2 Collaborate with local nonprofits and community organizations to create a better communication system for all residents.	Ongoing	City Leadership, Community Liaison
<b>Objective 1.6 <u>Town/Gown Relationship.</u> Enhance the relationship between the City and the College to create a more robust, open partnership rather than competition or isolated actions.</b>		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
1.6.1 Encourage collaborative sharing between Carmen Twillie Ambar’s Presidential Initiative on Racial Equity and Diversity and the city’s Social Equity Group so that findings of each, particularly areas of overlap, can be appropriately shared and strategies to address them can be set.	Ongoing	City Leadership, OC
1.6.2 Continue meeting with various Oberlin College departments and the college-led Community Connections group to strengthen the city’s relationship with the College and wider community.	Ongoing	City Leadership, Community Liaison, OC
1.6.3 Implement a plan to recruit members from every area of the City to serve on the City Council and boards and commissions.	Medium	WG, City Leadership, HRC
1.6.4 Continue offering a spot, when appropriate, on City boards or commissions to help bridge communication gaps between the City and Oberlin College. Encourage the College to reciprocate as appropriate. Council and College representation is and will continue to be encouraged for Boards and Commissions.	Ongoing	City Leadership
1.6.5 Review contracts with and applications by organization businesses seeking to do business with or develop land within the City to enable the respective authority to evaluate the impact of the proposed project on the principles of social equity established by the City.	Ongoing	OCIC, OBP
1.6.6 OCIC and Oberlin Business Partnership should continue to work with City Planning and Development and the Community Liaison.	Ongoing	OCIC, Community Liaison, OBP, OPD

**Principle 2: Police Relations.** Work to continually build and improve upon Oberlin’s community policing model to enhance equity and establish relationships of trust between police and all segments of the community, especially African Americans and other traditionally marginalized groups.

**Objective 2.1 Practices.** Ensure that all officers receive adequate training within one year of hire in the following areas, as mandated by the Oberlin Police Department: Mental Health, Medical Health, Anti-Racism, and De-escalation.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
2.1.1 Ensure that all officers receive adequate training within one year of hire, on Mental Health, Medical Health, Anti-Racism, and De-Escalation, and other topics related to Social Equity which may become evident over time.	Ongoing	OPD

**Objective 2.2 Relationships.** Strengthen relationships between Oberlin Police Department personnel and Oberlin community members.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
2.2.1 Establish incentives for officers to live in Oberlin.	Long Term	City Leadership
2.2.2 Encourage diversity in the police department consistent with applicable civil services laws, rules, and regulations.	Ongoing	City Leadership, OPD
2.2.3 Implement outreach programs for Oberlin High School seniors, juniors, and recent graduates from underrepresented groups and encourage them to explore future careers as Oberlin police officers.	Ongoing	City Leadership, Oberlin City Schools, OPD
2.2.4 Continue implementing and promoting joint activity programs between police and local youth to increase knowledge and trust on both sides.	Ongoing	OPD, Oberlin City Schools
2.2.5 Continue to refine the role of the Police Advisory Panel, ensuring that it is well positioned to receive and convey to the Police Chief concerns from the community regarding the police; and that it learns about police training and various issues facing Oberlin police so that the committee is well-positioned to convey police concerns to the community.	Short Term	PAC, City Leadership, OPD
2.2.6 Continue to create opportunities for community and police officers to engage in activities and dialogue.	Ongoing	PAC, OPD

Objective 2.3 <u>Capacities</u> . Increase the capacity of the police department and its staff to respond to community needs.		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
2.3.1 Prioritize the hiring of officers and dispatchers with needed language skills.	Ongoing	OPD, OHR
2.3.2 Establish a hotline and, if possible, downtown storefronts where residents can obtain information about supportive services.	Medium Term	HRC, City Communications
2.3.3 Collaborate or partner with nonprofit organizations that provide confidential counseling programs for officers, staffed by a trained counselor or social worker who also has police experience and is employed on a contract basis. Work to identify programs designed to provide officers with a safe environment to discuss the unique pressures they face as police with someone who understands the job.	Long Term	City Leadership, HRC, OPD
Objective 2.4 <u>Data</u> . Improve the data available to the Police Department and its partners to enable continually improving practices, relations, and capacity.		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
2.4.1 Run an inclusive community outreach program to gather the views of the police and pinpoint specific concerns that require attention.	Long Term	City Leadership, OPD
2.4.2 Continue to use police incident reports to create data that reveals possible social equity concerns related to policing to ensure that individuals in protected classes are not disproportionately and unfairly impacted by policing practices.	Ongoing	OPD, PAC, City Leadership

**Principle 3: Recreation, Arts, and Culture.** Improve the quality of life of all Oberlin community members by providing equal opportunity for a wide variety of leisure and cultural activities, special events, facilities and services.

**Objective 3.1 Facilities Enhancement.** Undertake capital projects that will expand services in underserved neighborhoods of the City.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
3.1.1 Develop new parks on the west side, at the Oberlin Enrichment and Activity Center, and on the east side of town, at Green Acres.	Medium Term	PZD, P&R, PW
3.1.2 Expand the bike path to connect to Walmart, the new school complex, and the west side of town.	Medium Term	PZD, PW

**Objective 3.2 Underground Railroad Center.** Support the continued development and enhancement of the Underground Railroad Center.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
3.2.1 Establish a structure, such as a friends group or a committee, that can promote use and continued development of the Oberlin Underground Railroad Center in cooperation with the Recreation Department and local organizations.	Short Term	P&R, City Leadership, OURC
3.2.2 Evaluate and then develop restroom and modest kitchen facilities that will make the OURC usable for a wider variety of purposes.	Short Term	P&R, City Leadership, OURC
3.2.3 Continue to work with Oberlin College and other local organizations to create and promote programming, and other appropriate uses for this space.	Ongoing	City Leadership, OC, OURC

Objective 3.3 <u>Recreation Programs</u> . Expand and enhance recreation programs to improve recreation opportunities for underserved populations.		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
3.3.1 Complete a formal study and consider the potential expansion of programs to address the needs of seniors.	Long Term	City Leadership, P&R
3.3.2 Work with the Lorain County Metro Parks to evaluate the swim pass and other programs at Splash Zone.	Ongoing	P&R
3.3.3 Work to provide and promote free swimming lessons for all citizens.	Ongoing	P&R
3.3.4 Continue to provide neighborhood enrichment programming that includes enhancements to the Family Fun Night program that encourages neighborhood collaboration.	Ongoing	P&R
3.3.5 Continue to develop partnerships with non-profit and other organizations to enhance the mission of neighborhood enrichment.	Ongoing	PZD, PW

**Objective 3.4 Arts and Culture. Provide a fair and just community culture which is open and transparent, rooted in Oberlin’s unique history, and engages everyone.**

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
<p>3.4.1 Establish a process for acknowledging land in the City of Oberlin to include resident input where possible. Resulting acknowledgments would incorporate a much earlier timeline, and include a wider range of languages and cultures. These acknowledgments could be featured in public venues and on documents.</p>	<p>Medium Term</p>	<p>City Leadership, Arts &amp; Cultural Nonprofits, OC</p>
<p>3.4.2 Enlist the Human Relations Commission or a similar body to continue to collaborate with Oberlin historians to review and propose edits to appropriate documents currently in use or in planning where the language, images, or stories used to tell the Oberlin story of land to restrict or obscure an honest account of the diverse peoples and cultures included in our shared history. Acknowledge and give attention to these changes in events and materials available to the public.</p>	<p>Long Term</p>	<p>HRC, City Leadership, OHC</p>
<p>3.4.3 Lend tangible support, including priority status, to efforts of the Open Space and Visual Environment Commission when it engages in projects that offer artistic expression to the larger Oberlin story and themes addressing social inequity, diversity, and inclusion.</p>	<p>Long Term</p>	<p>PZD, OSVEC</p>

## GOAL 2

# COMMUNITY OPPORTUNITY

*WORK WITH PARTNERS TO ENSURE THAT EVERYONE HAS ACCESS TO OPPORTUNITY FOR EDUCATION, QUALITY JOBS, PHYSICAL AND MENTAL HEALTH, AND A FAIR JUSTICE SYSTEM.*

**Principle 4: Economic Development.** Increase economic opportunity for all in Oberlin through business and workforce development that aims to close the racial wealth gap.

**Objective 4.1 Economic Opportunity.** Foster an economic community that is open and provides opportunity to all businesses and workers.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
4.1.1 Establish adequate City staffing to support economic development.	Ongoing	City Leadership
4.1.2 Continue to support students in Oberlin College’s new business major through local internships with City government and other local businesses.	Ongoing	City Leadership, Community Liaison, OC
4.1.3 Continue collaborating with nonprofits and other organizations that provide resources to small businesses, such as the Small Business Development Center (SBDC) at LCCC, NEO Launch Net, and GLIDE (Great Lakes Innovation and Development Enterprise).	Ongoing	SBDC, NEO LaunchNET, GLIDE
4.1.4 Continue monitoring, updating, and advertising information related to Oberlin’s Business Market Analysis Report.	Ongoing	OBP, City Leadership
4.1.5 Work with LCCC to expand access for Oberlin residents.	Ongoing	City Leadership, LCCC
4.1.6 Continue to work with OCIC and OBP and other partners to understand new business ventures and land development’s impact on the most vulnerable in our community.	Ongoing	OCIC, OBP

Objective 4.2 <u>Minority Business Development</u> . Increase the number of successful minority businesses.		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
4.2.1 Create better awareness of resources available for starting a small business.	Medium Term	PZD, City Leadership, OBP
4.2.2 Encourage publicize state, county, and local resources available to small businesses.	Short Term	City Leadership
4.2.3 Establish a minority-owned business networking group.	Long Term	City Leadership, OBP
4.2.4 Encourage lenders to make loans to small and minority-owned businesses.	Short Term	City Leadership, Local Nonprofits
4.2.5 Develop a cooperative approach to minority business development involving the City, the Oberlin Community Improvement Corporation (OCIC), and the Oberlin Business Partnership (OBP), as outlined in the downtown strategic plan.	Medium Term	OCIC, OBP, City Leadership
4.2.6 Continue to inventory and publicize the city's available first-floor and upper-floor space.	Ongoing	PZD, OCIC
4.2.7 Redefine boundaries of the downtown business district to include businesses beyond the existing boundaries.	Ongoing	PZD

**Objective 4.3 Workforce Development.** Promote workforce opportunities to increase the number of Oberlin residents who are engaged in quality jobs with good pay and benefits, family-friendly employment policies, and opportunities for development and advancement.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
4.3.1 Continue to partner with LCCC, FastTrack and Success Corps to connect companies willing to train workers seeking training.	Ongoing	City Leadership, Community Liaison, LCCC
4.3.2 Continue to promote the Oberlin Social Equity and Skill Development Promise partnership throughout the community in order to attract eligible participants, providing free access to earning short term certificate training in high demand job areas.	Ongoing	City Leadership, Community Liaison, LCCC
4.3.3 Identify local businesses to mentor high school students interested in entrepreneurship.	Medium Term	OBP, Oberlin City Schools, OCIC
4.3.4 Continue to partner with OhioMeansJobs and other local businesses to advertise, promote, and hire local candidates for high-demand fields.	Ongoing	City Leadership, Community Liaison, OMJ
4.3.5 Partner with Lorain County Urban League, LCCC, government and nonprofit organizations to provide education on workforce readiness.	Short Term	LCUL, LCCC, OCS, City Leadership
4.3.6 Enhance cooperation between the JVS, the Oberlin Schools, and the City of Oberlin promoting skilled trades jobs; utilize recent JVS graduates to offer real-world perspectives at the Junior High and High School levels.	Short Term	City Leadership JVS, Oberlin City Schools
4.3.7 Establish basic training in job skills/work ethics through a nonprofit partnership.	Medium Term	City Leadership JVS, LCCC
4.3.8 Improve community access to Ohio Means Jobs for Oberlin residents.	Short Term	City Leadership, OMJ

<p><b>Principle 5: Education in Schools.</b> Ensure social equity in the schools to provide full access to the highest quality educational opportunities for all students.</p>		
<p><b>Objective 5.1 <u>Basic Needs.</u></b> Ensure basic needs are being met for all students</p>		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
5.1.1 Continue to collaborate with the Oberlin Schools and other partners to ensure that basic needs of financial stability, housing, food, health and mental health care, transportation, and emergency needs are met for all students in support of their capacity for deep learning.	Ongoing	City Leadership, Community Liaison
<p><b>Objective 5.2 <u>Communication and Information.</u></b></p>		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
5.2.1 Increase communication between schools, parents, and the community	Ongoing	Oberlin City Schools
5.2.2 Enhance education to Stakeholders on the benefits of college preparatory programs (IB, AP and College Plus, etc) for all age groups.	Short Term	Oberlin City Schools
<p><b>Objective 5.3 <u>Staff Training and Development.</u></b></p>		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
5.3.1 Expand cultural competency and restorative educational training.	Short Term	Oberlin City Schools
5.3.2 Continue recruiting diverse teaching staff while providing appropriate onboarding and cultural sensitivity training.	Ongoing	Oberlin City Schools
<p><b>Objective 5.4 <u>School Planning and Programming.</u></b></p>		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
5.4.1 Continue to offer free full-day preschool to all students in the district.	Ongoing	Oberlin City Schools
5.4.2 Continue to provide equity and excellence of education by implementing best practices and aligning them in a culturally relevant way.	Ongoing	Oberlin City Schools
5.4.3 Continue to maximize collaboration systems between the stakeholders and the school to support teaching and learning.	Ongoing	Oberlin City Schools
5.4.4 Continue to sustain existing services, and seek increased wrap-around services for students and families as needed.	Ongoing	Oberlin City Schools, Local Nonprofits

**Principle 6: Education in the Community.** Create a Beloved Community through individual and collective courage, self-examination, self-determination, compassion, a willingness to reach out across lines of difference and separation, a commitment to cooperation and mutual support, and persistence in working through conflicts and misunderstandings.

**Objective 6.1 Social Equity Disparities Assessment.** Create benchmarks from key data points gathered in the Oberlin Social Equity Assessment and additional data points that become apparent to monitor progress of the plan and social equity in Oberlin.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
6.1.1 Continue to utilize data gathered in the Oberlin Social Equity Assessment to monitor disparities related to housing, economic opportunities, education, healthcare, and other social determinants.	Ongoing	City Leadership, Community Liaison

**Objective 6.2 Community Education/Engagement on Final Social Equity Plan.** Develop and implement a comprehensive education plan for engaging and informing the Oberlin Community in all aspects of the finalized Oberlin Social Equity Plan, including the rationale and need for improving social equity in Oberlin, best practices, and information on resources and opportunities for Oberlin community members.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
6.2.1 Develop a communications network for all issues related to social equity within the City administration and the community.	Short Term	City Leadership, City Communications, Cable Co-op, OPL
6.2.2 Develop a network of community organizations that are willing to provide education on issues related to social equity.	Short Term	City Leadership OCS, WG, HRC, OPL
6.2.3 Develop a communications and programming plan related to social equity.	Short Term	City Leadership OCS, WG, HRC, OPL
6.2.4 Enhance the social equity support information service through the Oberlin Public Library that provides information from local non-profits and other support agencies in Lorain County related to available services, education and community outreach.	Short Term	City Leadership, OPL, WG, HRC

**Principle 7: Justice.** Improve the quality of life for all residents (particularly young people who are the cornerstone of the future and some of the most vulnerable among us) of the Oberlin community by promoting and advocating for the principles of fairness.

**Objective 7.1 Resources Establishment and Awareness.** Establish a coordinated system and communication plan that reaches all Oberlin citizens about available, accessible, public, free & affordable social justice-related mutual aid, services, resources, and contact information and mitigates and rectifies social and physical barriers.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
7.1.1 Continue working with existing community organizations such as Oberlin Community Services, local churches, Oberlin Public Library, and Oberlin College to promote their services, resources, and mutual aid efforts to the community, including resources for residents without homes.	Ongoing	City Leadership, OCS, Local Churches, OC, OPL
7.1.2 Collaborate with the Human Relations Commission and other organizations to host community-wide events to promote these services, resources, and mutual aid efforts for all citizens.	Short Term	City Leadership, HRC
7.1.3 Make informational pamphlets and other materials about human and civil rights available to the public.	Ongoing	HRC, City Leadership, City Communications
7.1.4 Use and distribute Disability Accessibility Fact Sheet to promote accessibility for local businesses.	Short Term	HRC
7.1.5 Share information about existing loans and grants with business owners and landlords to assist businesses in improving the accessibility of their businesses and buildings.	Short Term	PZD, Cable Co-op, City Leadership, OBP
7.1.6 Work with the state of Ohio, Lorain County, and local foundations/grantors to establish funds for helping businesses and organizations improve their accessibility.	Medium Term	CFLC, PZD
7.1.7 Work with the Great Lakes ADA Technical Assistance Center to host training for local business owners and landlords about accessibility and the ADA.	Medium Term	Great Lakes ADA Technical Assistance Center, OCIC, OBP
7.1.8 Collaborate with OCS and promote accessible legal aid services for Oberlin residents to improve access to the court system.	Ongoing	OCS, Legal Aid, OPL
7.1.9 Promote existing resources from Lorain and Cuyahoga counties.	Short Term	HRC, OCS, OPL
7.1.10 Work with local businesses, the City, the college, and non-profit organizations to post legal aid information in their communication networks (as posters, online, etc.).	Ongoing	OCS, City Leadership OBP, HRC, OC

7.1.11 Expand after-school activities for students to engage with other community organizations such as the Oberlin Public Library, the Bridge, and the Art Museum that are affordable, like gaming (video games, computer games, etc.), robotics instruction, technology programming, app development, web design, cooking classes, gardening, chess, other games, etc.	Ongoing	OPL, Art Museum, Schools, P&R
7.1.12 Continue to work with the City Recreation Department continues to facilitate after-school, weekend, and summer programming.	Ongoing	P&R
<b>Objective 7.2 <u>Mediation Process.</u> Provide referrals to third-party mediation services to facilitate the resolution of claims of discrimination based on civil rights violations.</b>		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
7.2.1 Publicize the charge of and access to the Human Relations Commission.	Short Term	HRC, City Leadership
7.2.2 Work with the Human Relations Commission to identify local resources for mediation services and other civil complaints.	Ongoing	City Leadership, Community Liasion, HRC

**Principle 8: Mental health.** Create a community where all people who are affected by mental illness can live healthy and fulfilling lives supported by a community that cares.

**Objective 8.1 Suicide Among Black Youth.**

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
8.1.1 Collaborate with the Human Relations Commission, local non-profits, and other mental health resources to create a group of credible people who have “lived experience,” either as a recipient of mental health services from a private practitioner or a public, non-profit agency.	Short Term	LC Public Health, Community Liasion, HRC
8.1.2 Develop a speakers’ bureau to provide community-based education, self-assessment tools, and mental health screenings.	Short Term	HRC, OPL, OCS
8.1.3 Continue to work with Oberlin City School Student and Family Support Director for youth mental health services.	Ongoing	Community Liasion, SA, Oberlin City Schools
8.1.4 Utilize “Mental Health First-Aiders” to promote mental health awareness and to educate community gatekeepers.	Short Term	HRC, OPL, OCS

<b>Objective 8.2 <u>Mental Health-related 911 Calls.</u> Reduce overreliance on the Oberlin Police Department to handle mental health-related 911 calls and provide a social worker and/or other resources.</b>		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
8.2.1 Collect data on the prevalence of mental health-related 911 calls.	Ongoing	OPD, Community Liaison
8.2.2 Utilize the "Let's Get Real" Program.	Medium Term	City Leadership, LCPH
8.2.3 Utilize posters, informational pamphlets, bookmarks, and other materials to promote community hotline numbers.	Short Term	HRC
<b>Objective 8.3 <u>Disparities Reduction.</u> Reduce disparities in physical and mental health caused by the Pandemic.</b>		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
8.3.1 Create non-traditional approaches for reaching youth to dispel mental health stigmas/benefits of counseling, such as "rap" music.	Ongoing	OCS, Local Nonprofits
8.3.2 Actively promote and publicize mental health services at Oberlin Community Services (OCS).	Medium Term	Community Liaison, HRC, OCS
8.3.3 Work with the school's Family Resource Director to facilitate access to counseling for minors.	Long Term	Oberlin City Schools, SA
<b>Objective 8.4 <u>Promote "Mental Health Parity" laws.</u> Ensure that Oberlin residents know the laws and their rights related to insurance coverage for mental health needs.</b>		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
8.4.1 Educate the public on the "Mental Health Parity" Act (2008) and related barriers.	Short Term	HRC, OPL
8.4.2 Provide community mental health education and how to access local services.	Short Term	HRC, OPL
8.4.3 Utilize online resources for self-assessments, as well as mental health services.	Short Term	HRC, OPL
<b>Objective 8.5 <u>Mental Health Resources Establishment and Awareness.</u> Continue to collaborate and communicate to ensure that all Citizens are aware of and can access available mental health resources.</b>		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
8.5.1 Continue to collaborate with Lorain County Public Health in identifying and communicating about key resources and policies for better mental health in Oberlin.	Ongoing	City Leadership, Community Liaison, LCPH

**Principle 9: Health and Health Care.** Ensure that Oberlin residents have easy, safe access to health care and transportation to health care.

**Objective 9.1 Health Resources Establishment and Awareness.** Continue to collaborate and communicate to ensure that all Citizens are aware of and can access available health resources.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
9.1.1 Collaborate with local healthcare professionals to provide culturally relevant education to the community.	Ongoing	City Leadership, Mercy Health, Local Churches, LCPH, LCHD
9.1.2 Hold community outreach discussions with diverse groups to discuss specified topics through education and collaboration with local agencies and providers.	Medium Term	City Leadership, Mercy Health, Local Churches, LCPH, LCHD
9.1.3 Establish effective, culturally appropriate strategies to address inequities.	Long Term	City Leadership, Mercy Health, Local Churches, LCPH, LCHD
9.1.4 Continue to collaborate with Lorain County Public Health in identifying and communicating about key resources and policies for better health in Oberlin.	Ongoing	City Leadership, Community Liaison, LCPH

**Objective 9.2 Community Center.** Continue to develop and enhance community center functions that would be open to everyone and easy to access..

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
9.2.1 Collaborate with the public library to promote spaces where computer access is available.	Short Term	City Leadership, OPL
9.2.2 Continue to provide and promote educational, social, and cultural activities and meeting space at the Oberlin Enrichment & Activity Center and other local spaces.	Ongoing	City Leadership, City P&R, Schools, OPL
9.2.3 Collaborate with healthcare providers and health educators to promote programs on health-related topics for women.	Short Term	City Leadership, Mercy Health, Local Churches, OPL, LCPH, LCHD

## GOAL 3

# COMMUNITY INFRASTRUCTURE

*PROVIDE A BUILT AND NATURAL  
PHYSICAL ENVIRONMENT WHICH  
REFLECTS OBERLIN'S SOCIAL EQUITY  
PRINCIPLES OF FAIRNESS AND  
JUSTICE, AND IN WHICH ALL OBERLIN  
COMMUNITY MEMBERS CAN THRIVE.*

**Principle 10: Housing.** Ensure a sufficient supply of safe, comfortable, affordable housing for working families and individuals at lower and middle-income levels, and eliminate discrimination and unfair treatment in rental and purchased housing. Oberlin must remain a community that is open and welcoming to residents at various income levels, with affordable homes distributed throughout the City.

**Objective 10.1 Housing in General.** Work actively with nonprofits and developers to increase its stock of affordable owner-occupied homes that will attract persons in protected classes, former residents, young professionals, and senior citizens. Facilitate adequate supply of affordable housing, housing in good condition, and fair housing.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
10.1.1 Increase the supply of safe, affordable housing through City-facilitated new construction and renovation programs in partnership with local nonprofits or other entities, including sheriff sales or land acquired through the county land bank.	Short Term	City Leadership, PZD
10.1.2 Continue with the city's code enforcement to maintain or improve housing conditions where needed.	Ongoing	PZD
10.1.3 Evaluate the city's Fair Housing Ordinance and existing countywide programs to define and implement an approach to education, compliant response, and testing that ensure fair housing in Oberlin.	Short Term	City Leadership, PZD
10.1.4 Create a working group of Oberlin residents from protected classes that will work with the Community Liaison to implement housing strategies in the Social Equity Plan.	Ongoing	WG, HRC, CFLC
10.1.5 Work with the city's Human Relations Commission and the Cleveland Fair Housing Center for Rights and Research to define and implement an approach to fair housing education and awareness of rights and resources.	Ongoing	City Leadership, Community Liaison, HRC, CFHC
10.1.6 Evaluate multi-family, housing cluster options, and housing types that suit the community.	Short Term	PZD

**Objective 10.2 Residential Diversity.** Consciously balance the availability of decent housing of various price points, types and configurations in all geographic areas of the City to support a diverse residential population in all neighborhoods.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
10.2.1 Regularly monitor the city's demographic profile, supplemented by community conversations, to assess progress toward this objective.	Long Term	City Leadership, PZD

Objective 10.3 <u>Homeownership</u> . Facilitate affordable homeownership, particularly for the African American community and seniors.		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
10.3.1 Utilize City-owned land to facilitate affordable housing development in partnership with nonprofits and/or construction companies; City land includes single infill lots acquired through tax foreclosure, the former Green Acres site and former Bait Canteen site.	Ongoing	City Leadership, PZD
10.3.2 Work with developers and other organizations to acquire land for new affordable housing projects.	Short Term	City Leadership, PZD
10.3.3 Engage the OCIC to facilitate affordable housing goals.	Ongoing	PZD
10.3.4 Consider new construction on infill lots involving energy efficient modular homes.	Ongoing	City Leadership, PZD
10.3.5 Consider a city tax abatement strategy designed to incentivize affordable housing developments.	Ongoing	City Leadership, PZD
10.3.6 Continue to incorporate ongoing listening sessions and community discussions into processes of affordable housing development to ensure projects are in accord with community wishes.	Ongoing	City Leadership, HRC, WG
10.3.7 Encourage third-party acquisition of older homes in poor condition for renovation and resale at affordable prices.	Long Term	City Leadership, PZD, Local Nonprofits
10.3.8 Encourage and work with/or support an existing nonprofit community development corporation that is responsive to the needs of Oberlin's minority and lower-income communities; this corporation (new or old) would focus on developing affordable housing, housing renovation, financial literacy, or other social equity issues; or encourage a current local nonprofit, such as POWER, Oberlin Community Services, or the Community Land Trust, to expand its mission.	Ongoing	POWER, OCS, Community OCLT, City Leadership
10.3.9 Establish comprehensive housing stock rehabilitation and maintenance strategies as stated in the Comprehensive Plan.	Short Term	PZD
10.3.10 Establish a city down-payment assistance program.	Short Term	City Leadership, Local Nonprofits

10.3.11 Investigate the value for affordable housing development of establishing a municipal land bank.	Ongoing	City Leadership, PZD
10.3.12 Identify an existing company or nonprofit that provides ongoing financial literacy, budgeting, and homeowner education classes for first-time home buyers or others needing such support; alternatively, the proposed community development corporation includes financial education related to homeownership as a part of its mission.	Short Term	City Leadership, Local Nonprofits, OCS
<b>Objective 10.4 <u>Rental Housing</u>. Ensure safe, affordable and reliable rental housing.</b>		
<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
10.4.1 Publicize the Ohio law (R.C. 5323.02) that require landlords to register rental properties with the county auditor's office	Short Term	PZD, City Communications
10.4.2 Inform residential tenants of existing residential codes and how to engage the Building Department to address code violations.	Medium Term	PZD
10.4.3 Partner with the Fair Housing Center for Rights and Research to educate tenants about fair housing policies and ordinances.	Short Term	City Leadership, CFHC, HRC, Community Liaison
10.4.4 Work with Oberlin Community Services (OCS) to educate tenants about available options for legal representation during the eviction process.	Ongoing	City Leadership, OCS
10.4.5 Actively publicize county programs designed to stabilize families and prevent evictions and homelessness; ARPA funds for this program have been exhausted.	Short Term	City Leadership, HRC, City Communications
10.4.6 Work with the Human Relations Commission to create a referral process to assist with disputes between landlords and tenants.	Short Term	HRC
10.4.7 Explore options for housing regulations to help with the condition of rental properties.	Short Term	PZD, Code Administrator
10.4.8 Create an annual voluntary landlord training program.	Short Term	PZD, Code Administrator

**Principle 11: Transportation and Mobility.** Ensure that all Oberlin residents have access to easy, affordable modes of transportation that allow them to be fully employed, able to take care of medical needs, connect to the airport, visit venues of entertainment within the region; and ensure that walking and bike riding routes are as safe, easy and well-maintained as for automobiles.

**Objective 11.1 Communication and Education.** Ensure all residents have the information to take advantage of existing affordable transportation and bicycling options.

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
11.1.1 Improve communication to residents about all existing modes of public transportation by partnering with the following to publicize this information: Church leaders, Oberlin Community Services, advertise at public events and festivals, and Oberlin Business Partnership.	Ongoing	Local Churches, OCS, City Communications
11.1.2 Educate residents on using existing modes of public transportation (cash only, exact change needed, call to arrange a pickup appointment).	Short Term	City Leadership, City Communications
11.1.3 Collaborate with employers to identify programs available to subsidize employee transportation. Examples are Share Mobility and Commute with Enterprise.	Medium Term	City Leadership, City Sustainability
11.1.4 Continue to educate residents on the availability of the EV Car Share program and charging locations.	Ongoing	City Leadership, City Sustainability

**Objective 11.2 Transportation Infrastructure. Continue to Improve transportation infrastructure by providing more public transportation, bicycling, and walking options for Oberlin community members.**

<i>Strategy</i>	<i>Time Frame</i>	<i>Responsible Parties</i>
11.2.1 Seek partnership with Oberlin College, Kendal at Oberlin, and other transportation stakeholders to discuss how best to use the available resources in the area to provide socially equitable transportation community-wide.	Medium Term	City Leadership
11.2.2 Collaborate with Oberlin College on transportation connections to the Westlake and Cleveland area.	Ongoing	City Leadership, OC
11.2.3 Continue to contract snow removal on sidewalks within the "Safe Routes to School."	Ongoing	Code Administrator
11.2.4 Install sidewalks to Walmart and Drug Mart.	Short Term	City Leadership, PW
11.2.5 Prominently marked bike lanes at intersections.	Short Term	PW
11.2.6 Maintain landscaping/tree trimming on residential sidewalks for accessibility and on streets for public safety.	Ongoing	City Leadership, PW
11.2.7 Enforce the "no bicycle on the sidewalk laws" and make roads safer for bicyclists through PSAs and education	Short Term	City Leadership
11.2.8 Establish a shared portable ramp program with steps at the entrance of local businesses.	Ongoing	OCIC, PZD
11.2.9 Extend the traffic signals so that people have longer to cross the street.	Ongoing	Engineering, PW, OPD, OMLPS