



CITY OF HUNTINGTON WOODS ANTI-RACISM PLAN

Revised 8.1.2020

In response to the tragic and senseless deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, and too many others, on June 2nd, our city issued the **Huntington Woods Statement Condemning Acts of Racial Injustice and Commitment for Justice, Fairness and Peace for All.** It reinforced our commitment to work to make *Huntington Woods a warm and welcoming city, free of fear and turmoil.* Further, our city recognizes the need to take action to ensure equity, inclusion, and diversity in our community. We will now take the next steps to enact this commitment. This begins with a plan, demonstrable actions, and measurable outcomes.

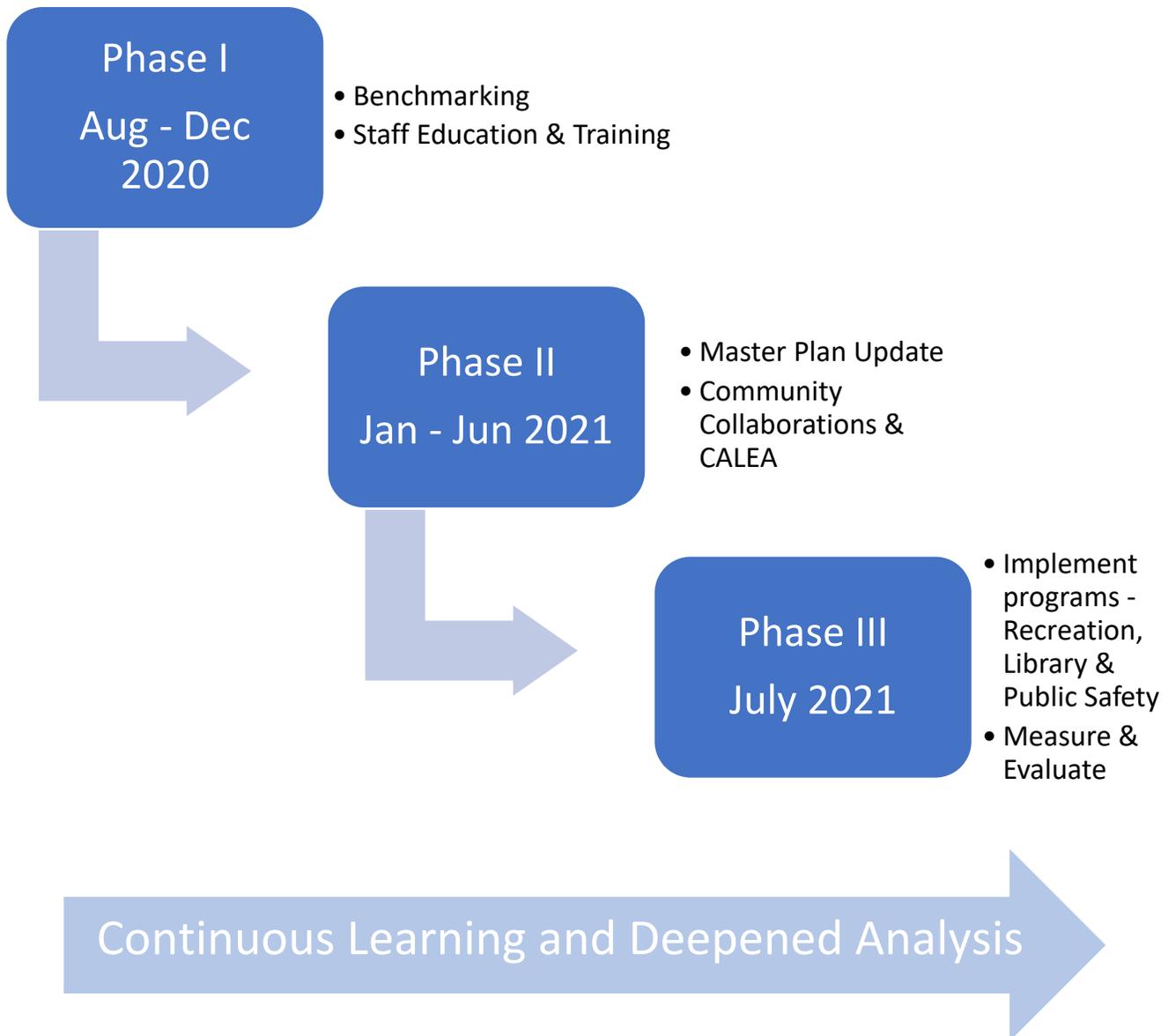
Stating we are not racists is simply inadequate; we must be anti-racist. To be *anti-racist* is to understand that society has internalized and normalized racism and then be willing to examine and change public policies that may give rise to racial injustice and inequity.

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

Our actions may seem small, but every act is a step forward to a better future. We would like to be partners on a mission to help build a community that is sensitive to the issues of racial injustice and committed to diversity, equity and inclusion.

The framework below will be the basis for our Anti-racism Plan. Our plan is a living document that lays out the anti-racist initiatives and actions our city will implement; those initiatives and actions be measured, evaluated and modified on an ongoing basis.

Framework for Anti-racism Plan



Examples of actions Huntington Woods can take to support anti-racism efforts:

Library and Recreation Department:

1. Expand the library's Read Woke program for children in grades 3 and up to expand the number of participants, seek media coverage and greater resident participation.
2. Curate lists of anti-racist library materials for each age group that teach how to recognize and combat racism.
3. Start an anti-racism book club to invite discussion and interaction.

4. Create a speaker series dedicated to anti-racism hosted by the library, whether virtual or in-person.
5. Create a film series at the library.
6. Incorporate anti-racism teaching units into latchkey and preschool curricula.
7. Encourage the Teen Council to create and leverage programs dedicated to anti-racism education for young people and to include this group in other programming efforts.
8. Develop department vision and mission statements that align with the city's Anti-Racism plan and reflect the values of our community.

City Administration

1. Implement ongoing racial equity and awareness training for staff and elected officials.
2. Explore diversity, inclusion, and equity with residents during the 2020-21 Master Plan update process to include community-wide meetings.
3. Continue to advocate for legislation that eliminates excessive fees and fines that unfairly impact lower income individuals and may lead to unnecessary interactions with the Public Safety Department, which issues arrest warrants for non-payment of fines and costs
4. Develop a comprehensive vision and mission statement that reflects the values of our community.

Public Safety

1. The Public Safety Department will maintain CALEA accreditation (Commission on Accreditation of Law Enforcement Agencies). Huntington Woods is one of 11 public safety departments in Michigan accredited by CALEA, out of 580 departments statewide. The accreditation procedure is rigorous and includes a self-assessment, comprehensive review, and continual monitoring.
2. The Public Safety Department will adopt recommended policy and procedures from CALEA.
3. Publish a clear description of Public Safety Department policies on Use of Force and other relevant policies.
4. Continue ongoing training for public safety officers in Use of Force, Bias in Policing, and Police Accountability and Transparency.
5. The Public Safety Department will continue to participate in Dialogue Day with the Tri-Community Coalition.
6. Prohibit storage of law enforcement vehicles to eliminate the optics of a militarized public safety department.