



## MEETING MINUTES

### COMMUNITY INCLUSION ADVISORY COMMITTEE

Tuesday, April 23, 2024

#### CALL TO ORDER

Imran Malik, Chair, called the Community Inclusion Advisory Committee (CIAC) meeting to order at 6:05 p.m.

#### ROLL CALL

Members Present: Chair Imran Malik, Vice Chair Niki Lombardo, Noor Amara, Michael Haynes, Isao Shoji, Peggy Kilty, Max Xu, Kristine Aldemir, Ming Yu (arrived at 6:12 p.m.)

Members Absent: Vineet Goel, Katawi Cato

Staff Present: Christine Nardecchia

#### APPROVAL OF MINUTES

Mr. Haynes stated that the March 26, 2024 minutes looked very different from previous Committee minutes and inquired if the different format was by intent.

Ms. Nardecchia responded that staff has been working on the meeting minutes process for the newer advisory committees. A contract transcription service compiled the minutes for the last Committee meeting from audio the City provided. The product was a high-level meeting summary. In the future, the Office of Legislative Services will be clerking the Committee meetings and completing the minutes.

Mr. Haynes requested confirmation that the understanding is that the quality of the minutes was not of the previous standard, and the City will not be using the contract service going forward.

Ms. Nardecchia responded that she could not say the service never would be used, as it could remain as a back-up plan. She agrees that the minutes did not provide the detail to which the members are accustomed.

Ms. Amara stated that she has noticed a couple previous sets of CIAC minutes were provided to members but were not uploaded to the City's web, as others have been. Will those minutes be included at the CIAC web page, as well?

Ms. Nardecchia responded that they would be uploaded to CIAC's webpage.

Ms. Aldemir moved, Mr. Shoji seconded approval of the March 26, 2024 CIAC meeting minutes. The motion was approved with 9 ayes and 1 nay.

## **RECAP OF MARCH 26, 2024 CIAC MEETING**

Vice Chair Lombardo stated that last month, the Committee had a very robust discussion with City Manager Megan O'Callaghan and Assistant Law Director Phil Hartmann regarding the Committee's role. A memo is anticipated from Ms. O'Callaghan and Mr. Hartmann providing clarification of details discussed at that meeting. She inquired if members had any additional comments regarding that discussion or desired further clarity of the Committee's role.

Ms. Kilty stated that for clarification to the Committee, the direction received was that if a Committee member would like to have a topic included on the agenda of an upcoming Committee meeting, the members must ask for it to be added prior to the meeting.

Ms. Nardecchia stated that the intent is that the draft memo from Ms. O'Callaghan and Mr. Hartmann will be completed by May and will be scheduled on the Administrative Committee of Council's upcoming agenda for review. Subsequent to the Administrative Committee's review, CIAC can anticipate receipt of the memo.

Ms. Amara inquired if the memo would address the role and responsibilities of CIAC and how they pertain to the D.E.I. Framework.

Ms. Kilty stated that at the previous meeting, Mr. Haynes requested clarification regarding the Priority Area Items listed in the Framework and the appropriate process for bringing forward an item for the Committee's agenda. Legal's memo will clarify that process.

Ms. Nardecchia responded that the intent of the memo is to clarify the Committee's advisory role to City Council.

Mr. Haynes inquired the preferred way for a Committee member to communicate a desire to add a topic to the future month's agenda.

Ms. Lombardo responded that the preferred way would be an email to the Committee chair, vice chair and staff liaison. With regard to Mr. Haynes' recent request for inclusion of an agenda topic, she inadvertently neglected to communicate that in the pre-meeting agenda planning meeting. Therefore, the topics Mr. Haynes requested will be addressed under New Business on tonight's agenda. Those agenda items are a follow-up on the Speaker Series and a proposal that Council issue a proclamation or resolution for Pride Month, similar to what has been provided previously for Earth Day.

Mr. Malik stated that his understanding is that in addition to the advertised agenda topics, additional topics can be added under New Business on the agenda, if there is an emergency need.

Ms. Nardecchia encouraged Committee members to attend or watch online another board or commission meeting. Those bodies have been established for some time and are good examples of bodies operating according to their stated Rules of Order. The new advisory committees are continuing to experience growing pains.

## **D.E.I. FRAMEWORK REVIEW**

Ms. Nardecchia distributed copies of the Diversity, Equity & Inclusion (D.E.I.) Framework, noting that it also is available at CIAC's City webpage. The intent tonight is for the Committee to review the D.E.I. Framework by chapter. As she was reviewing the document beforehand, she was

impressed with what the Committee already is doing and has accomplished. The review tonight will cover Priority Areas #1, #2 and #3. She stated that to begin, it is helpful to have clarity regarding the people the Committee is serving. She referred to the City's race and age demographic analysis provided on pp. 6-7. Charts are provided that show the racial demographics of the school districts that Dublin students attend (Dublin City Schools, Hilliard City Schools and Jonathan Alder Local Schools). The City of Dublin consists of 24.5 square miles; the Dublin school district is 47 square miles.

Mr. Haynes inquired how the demographic graphs are representative of "who we are serving." Ms. Nardecchia responded that the charts reflect the demographics of our resident base.

Mr. Haynes stated that a person could look at this information and come to different conclusions about how it relates to the Committee's work. Are the demographic charts information only, or do they provide guidance?

Ms. Nardecchia responded that the demographic charts provide understanding of the City's resident base. As a local government, it is critical to have that information in considering provision of City services to the residents. The Dublin City School demographics are similar to the City's resident demographics; Hilliard City and Jonathan Alder Local Schools demographics are different.

Ms. Amara stated that in these type of surveys, she checks the race box as "white." There is no opportunity for her to indicate her authentic ethnicity. It would be nice if Dublin could identify a way to narrow that information more specifically.

Ms. Kilty stated that other than the 10-year census, which was used for the Framework demographics, she is not aware of any other resources.

Ms. Nardecchia stated that Dublin conducts community surveys, which also request City demographic information. Perhaps the City could attempt to measure the demographics more specifically with the next community survey. She believes the information in the D.E.I. Framework was as specific as possible at the time the D.E.I. Task Force was formed. The Task Force was formed during the pandemic, but the City's demographics have not changed much during the last three years.

Mr. Shoji confirmed that the demographic information was as detailed as was possible at that time.

Ms. Lombardo pointed out that if the census data was used, it probably reflects the Federal classifications.

Mr. Haynes stated that when we look at the definitions on the following page, the definition of equity provided is, "equity takes into consideration the fact that the social identifiers (race, gender, socio-economic status, etc.) do, in fact, affect equality. In an equitable environment, an individual or a group would be given what was needed to provide them equal advantage. This would not necessarily be equal to what others were receiving." He would hope that no one would suggest that the racial demographics should lead to the division of D.E.I. efforts on a percentage basis based on those numbers. For instance, if the demographics reflect that Dublin is 71.6% white, it would not mean that 71.6% of D.E.I. efforts should be geared to the white percentage.

Ms. Nardecchia stated that these type of demographics are used to understand how the needs might be changing.

Ms. Lombardo stated that she believes the demographics reveal the different populations within our City who should be represented in the Committee's work. She does not believe the intent is to divide the Committee's efforts.

Ms. Aldemir stated that she understand that Mr. Haynes' concern is that it might be said that the majority of the resources should be spent on the majority group.

Mr. Haynes responded that his comment was intended as a caution against that type of interpretation.

Mr. Shoji stated that he agrees the demographics should not be considered in that manner. Per the discussions of the Task Force, that was not the intent nor ever implied that the Committee's efforts should be focused in that manner.

Mr. Malik inquired if the census data used was inclusive of the school districts or the City of Dublin.

Ms. Nardecchia responded that the different graphs reflect each of the school districts.

Mr. Malik noted that a heavy concentration of a certain ethnic group might be reflective of a school district but not the City of Dublin.

Ms. Nardecchia responded that the charts are a representation of Dublin citizens, since that is the purview of this Committee and Dublin City Council.

Mr. Malik stated that he wanted to ensure the information was focused on the City of Dublin constituency in those school districts.

Ms. Nardecchia stated that she would look into the question of whether the demographic information in the school district charts is representative of City of Dublin residents only or of their entire school districts.

#### Definitions

Ms. Nardecchia read the Framework definitions of the following:

*Diversity* – "The wide variety of visible and invisible, shared and different, personal and group characteristics among human beings."

*Equity* – "Equity takes into consideration the fact that the social identifiers (race, gender, socioeconomic status, etc.) do in fact, affect equality. In an equitable environment, an individual or a group would be given what was needed to provide them equal advantage. This would not necessarily be equal to what others were receiving. It could be more or different. Equity is an ideal and a goal, not a process. It ensures that everyone has the resources they need to succeed."

*Inclusion* – "Authentically bring traditionally excluded individuals and/or groups into processes, activities and decision/policy making in a way that shares power."

Ms. Kilty stated that definitions can evolve over time and she would suggest the word, "belonging" be added to the definition.

Ms. Nardecchia responded that at this point, the document is not flexible. The Framework was approved by City Council, and direction from City Council would be required before making any revisions. The objective of tonight's discussion is to take a look at what has been accomplished and a look forward at what yet needs to be done.

Ms. Amara referred to the definition of inclusion and asked how that currently is being addressed. What is the current structure for bringing excluded individuals into the processes, activities and policy making of our government?

Ms. Nardecchia responded that it is the definition of an ideal. She is not prepared at this time to provide examples of how the City demonstrates diversity and equity. She is prepared only for

discussion, chapter by chapter, of what the original D.E.I. Task Force set forth. The definitions are not a description of what the City currently is doing but clarification of the meaning of the terms.

Priority Area 1 – General Recommendations (page 11)

1. Establish an Ongoing Diversity, Equity and Inclusion Advisory Committee

Indicators of Success:

- Dublin City Council establishes a Diversity, Equity and Inclusion Advisory Committee comprising 13 to 16 residents and community members appointed with staggered, two to three-year terms and consisting of diverse members of the community.
- The Dublin D.E.I Advisory Committee effectively collaborates with City Council and City staff to facilitate, monitor and evaluate the implementation and expansion of the Community Task Force’s recommendations.
- The Dublin D.E.I. Advisory Committee serves as a public-facing community resource that enables two-way communication between the City of Dublin and community members representing diverse interests throughout the community.
- The Dublin D.E.I. Advisory Committee is composed of a number of ex officio representatives, for example local school districts, the Dublin Chamber of Commerce, and other relevant community organizations.

2. Pass an Anti-Discrimination Ordinance

Indicators of Success:

- Dublin City Council adopts an ordinance that bars housing discrimination on the basis of an individual’s income.
- Dublin City Council adopts an ordinance that prohibits housing, public accommodations and employment discrimination on the basis of sexual orientation, gender identity or gender expression.

Ms. Nardecchia stated that City Council passed an anti-discrimination ordinance on November 15, 2021, which was a bold move at that time.

Mr. Haynes stated that under the D.E.I. Committee, the second indicator is, “the implementation and expansion of the Community Task Force’s recommendations.” He pointed out that “expansion” is an important word. The fourth indicator indicates that the Committee would be composed of a number of ex officio representatives. That indicator has not been accomplished. More importantly, the second and third indicators imply a very active advisory role for the Committee. The Committee was not intended to be a body that responds only to questions posed to it. He would consider this item incomplete.

Ms. Nardecchia stated that when CIAC became an official committee of Dublin City Council, the clock was re-set with the intent that “the Committee shall be comprised of 11 City of Dublin resident members serving staggered terms. All members shall be appointed...” The Task Force was replaced by a permanent advisory committee to City Council. Local government boards and commissions typically do not have ex officio members or representatives from other organizations.

Mr. Haynes inquired if the D.E.I. Framework was presented to City Council for approval.

Ms. Nardecchia responded that it was formally accepted.

Mr. Haynes stated that even if not typical, Council accepted the Framework, including its stated intent for ex officio members. The Task Force agreed and Council presumably agreed with them that this item would be germane to this Committee.

Ms. Nardecchia stated that Council accepted the Task Force Framework, but later, Council determined that the one-time task force should be replaced with a permanent committee. For permanent committees of Council, Rules and Regulations are established. In local government, members of Council's boards, commissions and committees are appointed by Council.

Mr. Malik stated that based on this discussion, it would seem that there may be a need to revise this document, particularly after the Committee receives the clarification of roles memo from the City Law Director's office. The Committee can compare the Law Director's memo with the D.E.I. Framework and make any necessary changes.

Ms. Nardecchia responded that going through the Framework document chapter by chapter at this point is timely in considering a potential recommendation to Council that the Framework be revised.

Ms. Amara stated that if the Law Director is re-defining the Committee's role, that could mean some of the Priority Area Items in the D.E.I. Framework will need to be re-defined. Perhaps with that edit, the Committee can include the word "belonging."

Ms. Nardecchia clarified that the Committee's role is not being re-defined but clearly defined. Once the Committee understands the role clarification provided by Legal, it should provide clarity on how the Committee might address a revision to the D.E.I. Framework.

### Priority Area 2: Public Engagement

#### 1. Improve Communications and Outreach

The City should work continuously to understand the communal diversity within Dublin, while promoting a welcoming environment by building relationships and trust.

Indicators of Success:

- The City releases official City statements, materials and digital content in several different languages.
- Dublin's communications team reevaluates its communication channels to ensure that it is reaching all racial demographics and communities in Dublin.
- The City seeks opportunities to amplify voices and communities through official City of Dublin content, such as Dublin News and social media messaging.
- The City evaluates its inventory of key navigational signage and infrastructure assets in and around City buildings and the community at large in an effort to update them to increase the use of icons, multilingual and gender-neutral language.
- The City leverages diverse community leaders to expand communication efforts regarding City practices and electoral engagement.
- The City increases the number of interpreters at City events to promote engagement in multilingual communities and expand accessibility options for those who may be blind, deaf or mute.

Ms. Nardecchia pointed out that the Indicators of Success are not goals, but ways in which we might see progress in communication and outreach. The City releases official City statements, materials and digital content in several different languages. The CIAC webpage is translatable in many different languages. Materials are translated upon request. Dublin's communication team reevaluates its communication channels to ensure they are reaching all racial demographics within the City.

Ms. Lombardo inquired if the City adds a statement to its communications that directs residents to a source, should they need the document translated.

Ms. Nardecchia responded that the City does not; however, at all 7 City buildings, interpreter services are available at the front desks. At some City buildings, including Courts, Police and the

Recreation Center, some documents are available in several languages. The interpreter services the City uses provides interpretation in 200 different languages.

Ms. Lombardo stated that she would think that if members of the public were attempting to read the CIAC agendas and meeting minutes at the website, they should be aware of the availability of the documents in another language.

Ms. Nardecchia responded that after completing review of the D.E.I. Framework, that may be a recommendation the Committee can make.

Mr. Haynes suggested that hospitals do a good job providing notices and intake forms in many languages. Some of those community partners might be able to provide guidance to the City.

Ms. Amara responded that Dublin City Schools has a robust language interpretation program. Perhaps the City could use their services for the translation of City documents.

Ms. Nardecchia responded that the City has met with them, and it has also tested several interpreter systems. Ultimately, the City has selected an interpretation system that is used by the medical community. The service selected uses certified translators. Police officers in the field are able to access that language line for immediate translation service. We also have a database of 80 volunteers who are willing to provide translation services in times of emergency need. She noted that Council Chamber and Abbey Theater of Dublin now have assisted listening devices, and ASL sign language is provided at some City events.

## 2. Support Leadership Development

The City must promote understanding of Dublin government and the community at large by recruiting diversity into City leadership development and education efforts.

Indicators of Success:

- The Citizen University, Dublin Citizens' Police Academy and Washington Township Citizens' Fire Academy programs incorporate acknowledgement of Dublin's diversity in their curriculums.
- The total number of diverse Citizen University, Dublin Citizens' Police Academy and Washington Township Citizens' Fire Academy program alumni increases annually.
- The City supports training programs for historically under-represented communities and young people about what it takes to run for local elected office or to staff a board or commission.
- The City institutes a process for facilitating shadowing experiences and mentorships with elected City of Dublin officials for diverse community leaders and young people.
- The City sponsors community leaders from diverse backgrounds to complete the Dublin Chamber of Commerce's "Leadership Dublin" program.

Ms. Nardecchia pointed out that the City now has a Citizen University Jump Start program for teens. The City also offers a formalized shadowing experience of City employees, not City officials. The City's elected officials are not full-time officials, but volunteer their time.

Ms. Amara stated that she was unaware of the opportunity to access the shadowing experience.

Ms. Nardecchia responded that the City only has 400 full-time employees, so there is limited capacity.

Mr. Haynes stated that although some of the items are happening, there are no metrics available for evaluating progress. He would recommend there be metrics available.

## 3. Facilitate Youth Engagement

The City should treat the young people of Dublin as relevant stakeholders, engaging and including representatives as much as possible.

Indicators of Success:

- The City includes four positions on the future Dublin D.E.I. Advisory Committee that will be filled by one senior representative from each high school and one from the Emerald Campus. Each member will represent schools within their “high-school track” alongside an informal deputy of junior standing to ensure succession planning.
- The City forms a formal Youth Advisory Committee, their informal deputies, and any other interested parties to effectively open communication between the City and Dublin youth regarding concerns and perspectives that lie outside the scope of D.E.I.
- The City works with Syntero, the Dublin Community Recreation Center, Dublin Arts Council, Dublin-based athletic teams and clubs, and Dublin City Schools to build and advertise diverse events and innovative approaches in an attempt to attract diverse interest in opportunities to engage youth in D.E.I. efforts and training.
- The City works with school representatives to strategically engage with Dublin youth at City events, roundtables and youth-dedicated town halls.

Ms. Nardecchia stated that these are not charges but indicators of success. It would be possible to provide four examples that indicate how very involved Dublin youth are in the community and the City. Although representatives from the Dublin high schools, including Emerald Campus, served on the original D.E.I. Task Force, they were not appointed to the official committee of Council.

Ms. Lombardo stated that the Task Force included representation from Dublin high schools. What has been missing is representation from the Hilliard High School, the Jonathan Alder Local School District and the home schools within the City’s jurisdiction.

#### 4. Insure Reflective Government and City Practices

City officials and staff’s goals, values and decisions should be informed by perspectives provided by diverse Dublin residents and communities.

Indicators of Success:

- City staff/City Council/boards and commissions participate in Dublin-specific D.E.I. and cultural competency training.
- City staff/City Council/boards and commission leverage the perspectives of the future D.E.I Advisory Committee.
- The City will organize and facilitate a series of town halls to engage with specific communities. Staff/City Council/boards and commissions leverage these annual town halls as opportunities to engage with the concerns of diverse communities and engage with their perspectives.
- City leadership and elected officials meet with community leaders in an informal setting regarding their perspectives throughout the year.

Ms. Nardecchia stated that if these were objectives and goals, we could provide different ways we have ensured reflective government practices. Throughout this country, she is not aware of more opportunities citizens have to engage and be involved than in Dublin. She believes the City’s practices are reflective of the perspectives of CIAC. These are some great suggestions, however, that would fall within Council’s purview to direct boards and commissions to do.

Mr. Malik stated that there is no way to measure the success of these focus items. The easiest way to measure it will be with the community engagement aspect of the Committee’s work. If the Committee’s work is acknowledged and appreciated by the community, that will be the measure of



our success. When we finish our terms on the Committee, we should have other community members who would be interested in applying for appointment to the Committee.

Mr. Haynes stated that he is hearing inconsistency regarding the malleability of this document. Initially, we were told we could not edit it to include the word “belonging,” yet Dublin City Council chose to place the following words at the beginning of the document: “This Framework serves as the measured foundation by which all of our actions and practices will be developed and evaluated.” It outlines specific indicators of success and measurable goals to evaluate our progress.

Ms. Amara stated that in her opinion, measuring success would involve actually sitting down with the diverse community groups we are trying to engage and hearing their input. For example, she recently organized a PTO coffee meet and received more input from those parents than she has received previously in the year. Those are the type of conversations the Committee should be having. She believes the Committee’s role is to understand the community groups it is representing and bring back their concerns for Committee discussion. There may be needs of which the City is unaware. Hopefully, the Law Director’s memo clarifying the Committee’s role will provide flexibility for the Committee to engage the community groups we represent and bring back any needed information.

Ms. Lombardo stated that the D.E.I. Framework document was created at one point in time, but as time passes, there may be revisions that need to be made periodically.

Mr. Shoji stated that as the Task Force was working on the document, they recognized that at some point in time, there would be a need for Version 2.0. It was expected that the Framework would be updated at some point in the future, although we anticipated that it would be longer than 3 years. He would caution against nitpicking about little things so quickly. Instead, we should try to honor the entire document and the intent with which it was created and attempt to work with it for a period of time.

Ms. Aldemir stated that she believes the Committee is trying to confirm that it is going in the right direction without deviation.

Ms. Kilty noted that there are two sentences in the fourth paragraph on p. 2 that stand out: “Authentic progress can’t be achieved with short-term focus, trendy statements or laudable one-time investments. It is a constant and dynamic community effort.” We hope Dublin City Council and other Dublin residents agree. The final paragraph invites every Dublin community member and individual who cares about Dublin to read through the document and participate in some way.

Ms. Lombardo indicated that the Committee would defer continuing discussion of the Framework document to the next meeting to permit adequate time to address the New Business items Mr. Haynes had requested be added to the agenda.

## **NEW BUSINESS**

- **City Council Proclamations**

Mr. Haynes stated that he would like to discuss proposing a City proclamation in support of the LGBTQ+ community. His suggestion relates to Priority Area 8 of the Framework – Support the LGBTQ+ Community, where one of the indicators of success is: “The City takes public stances in favor of LGBTQ+ equality, including Dublin Link Pedestrian Bridge lighting for significant community holidays, publicly supporting related legislation, issuing proclamations and resolutions and treating

the LGBTQ+ community as a stakeholder.” He would like to discuss the opportunity for advising Council to issue a proclamation or resolution in support of the LGBTQ+ community between now and Pride Month. There are several other possibilities we could advise Council to provide statements concerning, including:

- House Bill 68, which goes into effect at the end of April, is a new law that will negatively affect Ohio’s transgender youth and their families. He assumes that Council could choose to condemn this new law via proclamation or resolution.
- Senate Bill 132 is the Ohio Fairness Act, which would add sexual orientation and gender identity or expression to the laws that make discrimination illegal in Ohio. Consistent with Priority 8 of the Framework, Council could choose to publicly support this bill.
- Pride Month in June could be celebrated via a proclamation, similar to the one that was issued for Earth Month.

He noted that all three items are time sensitive, so he would like the Committee to discuss the possibility of providing a recommendation to City Council.

Ms. Kilty stated that she is supportive of asking City Council to consider issuing proclamations or resolutions responsive to those issues.

Ms. Nardecchia pointed out that City Council has a Proclamation and Recognition Policy and Procedure in place. It is posted on the City’s website. Any citizen may request a proclamation. Unless the role clarification from Legal states otherwise, she does not believe recommending a proclamation or resolution of support is consistent with the role of an advisory committee to Council. Ms. Lombardo inquired if any committee member could individually request a proclamation for Pride Month by following Council’s Policy and Procedure for Proclamations.

Ms. Aldemir inquired if an individual Committee member could request a proclamation, but the Committee, as a group, could not.

Ms. Nardecchia responded that it is not consistent with the Committee’s role, unless it is in response to a City Council request for Committee feedback on the matter.

Ms. Kilty stated that the Framework indicates that, “the City takes public stances in favor of LGBTQ+ equality.” This would be an opportunity for the City to do that.

Ms. Nardecchia clarified that the City does do that.

Mr. Haynes stated that he could not disagree more strongly with staff’s interpretation. One of the indicators of success in Priority Area 8 – Community Building and Inclusion is that the Committee should “further assess and determine actions to be reviewed and approved by City Council.” That is precisely what he is proposing the Committee do.

Ms. Lombardo stated that Pride Month is coming up in June, so in the interest of time, she would recommend that an individual Committee member request the proclamation in support of Pride Month.

Mr. Malik stated that before the Committee’s recent discussion of its role, perhaps the Committee could have used its leverage to recommend the proclamation, but now that we are waiting on Legal’s clarification of the Committee’s role, it would not be appropriate to request the proclamation at this time.

Ms. Nardecchia stated that in view of the anticipated memo from Legal regarding the Committee’s role, this particular discussion is timely. She believes City staff has made significant good faith efforts to put in place many of the D.E.I. Framework indicators.

Ms. Amara stated that she appreciates all of the efforts underway. However, it seems that anytime the Committee proposes something that might be inconvenient or rub someone the wrong way, staff indicates that it is essential to check with Legal before pursuing it further. That defeats the purpose of the Committee. This Committee is meant to be a forum for uncomfortable conversations. Unfortunately, every time we attempt to respond to the issues that are important to our community, we are advised either to pause or edit the idea.

Ms. Aldemir inquired if it would be possible for the Committee to invite speakers on specific issues to speak to the community.

Ms. Nardecchia responded that CIAC could not formally contract or informally engage a speaker to speak on issues.

Mr. Shoji inquired if it would be appropriate for the Committee to inquire Council's stance on a Pride Month proclamation due to the timing issue.

Ms. Nardecchia responded that she would inquire if a proclamation in support of Pride Month is being considered for June 2024 and will provide a response to the Committee Chair and Vice Chair.

Mr. Malik requested Mr. Haynes to clarify the dates associated with H.B. 68 and S.B. 132.

Mr. Haynes responded that H.B. 68 was scheduled to go into effect at the end of April. He believes S.B. 132 is a bill proposed for discussion.

- **Speaker Series**

Ms. Nardecchia stated that the Abbey Theater has reached its 200-seat capacity for the upcoming Ohio University – City of Dublin event in the Speaker Series on "the Art of Aging with a Healthy Brain," which will be held April 24 at 6:30-8:30 p.m.

Mr. Haynes stated that as he understood it, this agenda topic was intended to give the Committee opportunity to brainstorm topics the Committee would consider appropriate for inclusion in the Speaker Series based on the matrix given. He will provide his suggestions to the Chair, Vice Chair and staff liaison.

Ms. Aldemir requested earlier notification be provided regarding New Business agenda topics for future agendas.

Mr. Haynes stated that for future agendas, the more clarity on an agenda topic that can be provided Committee members the better, so that they can be prepared for discussion.

Ms. Nardecchia stated that the next CIAC meeting is scheduled for Tuesday, May 21. The agenda planning meeting is scheduled for Thursday, May 9.

- **Upcoming Events**

Mr. Malik extended invitations for Committee members to participate in the following events:

- National Day of Prayer, Thursday, May 2. There will be a breakfast event at the Indian Run Methodist Church. Mayor Amorose Grooms and other City officials will be in attendance.
- 2024 Memorial Tournament will be held the first week of June.
- Juneteenth Holiday. He inquired if any City events were anticipated for this holiday.

Ms. Nardecchia stated that the City would be unveiling the Brown-Harris Cemetery, an African American cemetery discovered during land surveying for the new O.S.U. Wexner Medical Center. The cemetery dedication will not occur on Juneteenth, however, as descendants of both the Brown and Harris families remain in the area but are not available on that date. The City will be dedicating this culturally significant cemetery with family members present on June 28, which will be the City's Juneteenth celebration.

- **Envision Dublin**

Mr. Shoji stated that the Envision Dublin Steering Committee has not met since the last CIAC meeting. The Steering Committee will have its final meeting next week to discuss the Draft Envision Dublin Plan, and he will provide an update at CIAC's May meeting.

- **Committee Member Haynes' Comments**

Mr. Haynes stated that when he went through the Framework in preparation for this meeting, he was impressed with the passion, commitment, care and thought that went into creation of that document. Many hours of volunteer work were invested in its creation, and he does not want to minimize the progress that has been made. He believes that it is important for the Committee to define a way to provide an accurate measure of progress and communicate that progress on a regular timeframe to City Council. For example, the Framework calls for the City to develop an education Speaker Series around D.E.I. and cultural awareness. The Committee has been discussing this goal for a year. At this point, we primarily have an inventory of what other institutions are doing, in many cases at City buildings, but there has not been the progress that was anticipated. He stated that on a second topic, the watch he wears daily contains several photos that represent matters of significance to him; 1/12<sup>th</sup> of those are reflective of the City of Dublin's stance in support of the LGBTQ+ community. Those memories will always be important to him, but tonight, he is disappointed. Although it is clearly stated in the Framework, there is no indication that the City considers inclusion to be a driving force. There is no appetite for any bold assertion showing a commitment to D.E.I. He is certain that in recent meetings, his frustration has been visible, but tonight, it has reached a new peak. He believes in this work and his fellow Committee members. He hopes the members will have the passion to continue this work. In the years to come, he hopes to hear about the great strides in D.E.I. that the City has taken. If the City's stance has changed and no longer is supportive of large swaths of this Framework, if the value of this Committee is no longer recognized, and the Committee will not be empowered to truly advise City Council, then he hopes City Council will have the courage to make that publicly clear by either amending its role or disbanding the Committee. He thanked Committee members for listening to his concerns.

- **Committee Reflections**

Mr. Malik stated that he hopes that the relationship and friendships Committee members have formed with Mr. Haynes will continue going forward. He wishes Mr. Haynes and his family success with their new endeavors in Denver. He is certain the personality and passion that Mr. Haynes provides will continue to thrive and propel others wherever he goes.

Ms. Lombardo stated that culture work is difficult, and changing cultures takes time. Although she is an impatient person, she is learning to have more patience with this effort. There are many forces at play, and Committee members often are unaware of those. We are a group of individuals biased for a particular type of action and find it difficult to understand why that cannot be simple. She will

always appreciate Mr. Haynes' unique perspectives and his efforts to make his voice heard. She hopes he continues to do so, as what he says is powerful. She believes a large part of what the Committee is can be attributed to Mr. Haynes' efforts.

Ms. Aldemir stated that it was Mr. Haynes' dedication, commitment and passion that excited other Committee members to do more for this Committee and this community. His detailed research on various topics has been amazing.

Ms. Amara stated that when she think of Mr. Haynes, the words that come to mind are boldness, courage, passion, empathy and inclusion. He is a description of what this Committee is supposed to be. She appreciates his ability to have the type of conversations the Committee has had, because it has emboldened all Committee members. He has helped her to change. She wishes him and his family the best.

Mr. Xu wished Mr. Haynes the best – he is moving to a higher place!

Ms. Kilty stated she has always been in awe of Mr. Haynes' pragmatism, logic, attention to detail, courage and boldness. She appreciates his desire to improve the sense of belonging for community members who may not feel welcome. Not only is that reflective of the Committee's work, it is also how Mr. Haynes lives his life.

Mr. Shoji stated that he was part of the original Task Force, which created the Framework. At that time, there was discussion regarding the word, "boldness," which was included in the Framework. There was some concern about making too many waves. Ultimately, the direction taken was to be bold in our requests. That word has been repeated many times in describing Mr. Haynes. He embodies the passion the Task Force felt in developing the Framework. He constantly has been the inspiration that has moved the Committee forward, challenging it to be the advocate for the Framework. He thanks Mr. Haynes for pushing the Committee to pursue what it believes to be the right direction.

Ms. Yu stated that since joining the Committee, she has tried to learn from everyone. Mr. Haynes has been a good example to her of involvement with and contributions to the community.

Mr. Malik invited Committee members to remain after the meeting to enjoy farewell refreshments with Mr. Haynes.

## **ADJOURNMENT**

The meeting was adjourned at 8:22 p.m.



Imran Malik, Chair



Assistant Clerk of Council