



## COMMUNITY INCLUSION ADVISORY COMMITTEE

JANUARY 31, 2023 MEETING MINUTES

6:00 - 8:50 PM

### 1. Call to Order and Roll Call

Chairman Malik called the January 31, 2023 meeting of the Community Inclusion Advisory Committee to order at 6:00 PM.

*Committee Members Present:* Imran Malik (Chair), Niki Lombardo (Vice), Michael Haynes, Noor Amara, Kristine Aldemir, Isao Shoji, Max Xu

*Committee Members Absent:* Vineet Goel, Ming Yu, Erica Adams, Peggy Kilty

*City Staff Present:* Christine Nardecchia, Chief Justin Paez, Kirby Dearth, Rebecca Myers, Mitchell Ament

### 2. Review Minutes

Isao Shoji proposed a motion to approve the December 14, 2022 meeting minutes. The motion was unanimously approved.

### 3. Ohio Chinese Festival Recap

Max Xu presented the success of the celebration and recapped how many leaders of the local, regional, and state community were in attendance. Xu shared the success of the event and thanked all members of the CIAC and City of Dublin that were in attendance.

### 4. Priority Area 3 Introduction and Review Plan

#### *Presentation*

Kirby Dearth presented the "Priority Area 3" section of the DEI Framework, then proceeded to ask for committee members feedback on the topics addressed within this section of the document.

#### *Questions/Comments*

Niki Lombardo asked if the CIAC, when speaking on timelines, should use the same measures as listed in the document: short term (at most 1 year), mid-term (2-3 years), and long term (4-5 years).

Kirby Death confirmed that such use of this terminology would be ideal, although there is not scientific backing to these terms.

Noor Amara and Kristine Aldemir shared that the City of Dublin should include a greater variation of ethnicities as personal identifiers when surveying staff.

Chief Paez identified that the previous comments relate back to themes of conversations within the CEDEIC, and clarified that the groups are offering similar solutions.



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Niki Lombardo and Michael Hanes noted that within the first objective of the first goal Priority Area 3, measures do not address pay gaps and talent development.

Niki Lombardo asked: "Do public employers have to produce an affirmative action report?"

Christine Nardecchia presented that the City does produce this report (EEOC-4).

The group discussed the fine line between the recruitment of diverse peoples and the equity considerations of being partial toward the hiring of diverse peoples simply because of their diversity.

Niki Lombardo asked if the City has internal resource groups, and suggested that the City connect with local businesses to create such programming.

Isao Shoji applauded the individuals involved with creating this document. He had identified that he would like to continue to develop metrics, and would like the CIAC to be involved in advising staff of where/how to start.

Michael Haynes requested that directors come to present with a prioritization of the objectives in the coming year.

#### **5. Year 1: A Look Back**

##### *Presentation*

Kirby Dearth presents a recap of the CIAC's successes in the year 2022, going month-by-month.

#### **6. February Council Report**

Kirby Dearth asked the CIAC what they would like to see included in the presentation to Council that was not touched on in the previously viewed presentation.

Niki Lombardo suggested that the partnerships acquired for event hosting and collaboration should be included.

Imran Malik asked that CPI provide metrics on engagement with posts surrounding DEI, then furthered his thoughts by stating that the presentation to Council should also include a mention of the CIAC's 2023 goals and objectives.



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### **7. 2023 Major Events (Moving Forward) as well as Conversation About One Dublin, Dublin Bridges, Dublin Rotary, and Dublin Food Pantry**

#### *Presentation*

Imran Malik presented with the goal of impressing upon the CIAC that there is still room to improve on engaging with local organizations in the DEI space. He then discussed his goal of bringing speakers from each of the organizations listed above to CIAC meetings in the future to connect and hear their thoughts. The CIAC confirmed that they would like to be heavily involved with July 4<sup>th</sup>, Juneteenth, the Irish Festival, and Community Service Day. The deadline to submit applications for floats must be paid attention to.

#### *Questions/Comments*

Christine Nardecchia stated that she will provide the CIAC with a calendar of events to reach out to local groups about, in an effort to further collaborate with regional organizations. She made it clear that the Committee should structure the speaking engagements with specific questions/topics they would like to hear about.

Michael Haynes confirmed that time limits to presentations should indeed be clarified with outside organizations that come to speak.

Noor Amara asked Imran Malik what the purpose of inviting them to CIAC meetings is.

Imran Malik answered that the purpose is to provide an understanding of what goals the CIAC is working toward, and if they align or are already being studied by outside organizations. He stated that collaboration with these organizations can raise awareness about issues in the community.

### **8. Outreach and Engagement**

#### *Presentation*

Christine Nardecchia presented current conversations going on surrounding translation services for front desk attendants around the City of Dublin buildings. She also noted the successes of past events such as MLK Jr. Day, alongside future events she encouraged CIAC members to attend. She continued by adding that she will be sending out an invitation link to CIAC members to sign up for Citizen U, starting in the Spring. Members were also made aware of a youth program beginning soon that will teach local youth about local government function. Wellness programming will also be introduced this year to enhance health and wellness knowledge amongst the community. She concluded by announcing that she will be keeping the CIAC updated on aging in place studies and considerations going on in Dublin.



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### *Questions/Comments*

Kristine Aldemir wondered where the affordable housing conversations lie within all of the above topics.

Christine Nardecchia provided that it is a tough topic for City of Dublin staff to study and navigate.

Isao Shoji commented that the challenge of providing elderly care is more apparent in some ethnic groups and not others.

Imran Malik asked when there will be a demonstration date for the front desk translation service.

Christine Nardecchia answered that there is no date yet as the project must be cleared through senior staff before implementation.

### **9. CAC Updates**

#### *Presentation*

Chief Paez presented the conversations that occurred at the previous CAC meeting. The CAC recapped their success in 2022, spoke about necessary replacements for members that are leaving this year. He clarified that terms come to an end in April, and wanted to make the CIAC aware as some members approach their own end of terms. Chief then spoke on the recent deaths in Dublin, and suggestions that have been made by residents in the wake of these events. Chief refreshed the group on the request that there be a joint meeting between the CAC and CIAC.

### **10. New Business**

Noor Amara presented the UN recognized day of observation of International Day of Solidarity with Palestine, occurring November 29, recognizing the loss of life that took place in the apartheid of the 1970s.

Imran Malik introduced guests in this meeting, being students from Dublin Jerome High School and Olentangy Orange High School and their desire to plan an event. This event is a Holi event in collaboration with student organizations from Olentangy Schools, occurring on May 13<sup>th</sup>. The students asked for guidance on how to proceed with program planning and went on to describe their issues. They established that they need to work with the Parks and Rec Department to figure out if they could use FDA approved colored powder to celebrate their event. The student organizations also asked for assistance with funding, or where to find various funding sources. The intent of this



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event is to be student-focused. A significant issue they have run into is how to implement the ticketing process for the event.

Imran Malik went on to describe what the Holi celebration is and how it is celebrated.

Chief Justin Paez clarified that the event will hopefully happen in Powell. He went on to advise the students to reach out to the FIA.

The students responded that their troubles are mostly with funding and location, they have already spoken with the FIA.

Christine Nardecchia will connect them to local organizations and people that can significantly assist them in achieving their goals. Niki Lombardo confirmed Christine's sentiments.

Rebecca Myers asked the students if there is a specific color scheme that represents Holi for proper representation by the City of Dublin.

The students both confirmed that the colors are "warm" tones of red, yellow, green, and pink.

Imran Malik suggested that the students reach out to the school districts to ask for funding, as well as other local organizations representing the Indian community.

The students stated that they have been in conversations with local organizations, but the schools are not comfortable at the moment with providing funding. The main concern is producing a cemented plan. They also note that they have a fundraising site.

Rebecca Myers asked the CIAC if there are any communication channels used by diverse populations in Dublin that are not currently utilized by CPI. She further noted that staff is trying to communicate through every possible avenue to communicate with residents.

CIAC members made clear that if they hear anything on this subject from friends or family, they will report that information to Rebecca.

### **11. Roundtable**

Chief Justin Paez made the group aware that the Safe Space Dublin initiative is continually expanding to more buildings in the community.



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Niki Lombardo stated that guest speakers should be asked at the start of meetings whether or not they would like to be moved to the beginning of the agenda items. All members in attendance agree.

Michael Haynes told the CIAC that June 24, 2023 is the tentative date for the Rainbow Dublin Pride Event.

### **12. Adjourn**

Respectfully Submitted,  
Mitchell Ament, Management Analyst