



COMMUNITY INCLUSION ADVISORY COMMITTEE

NOVEMBER 15th, 2022 MEETING MINUTES

6:00 - 8:30 PM

1. **Call to Order and Roll Call** – Chair Imran Malik

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

Committee Members Absent: Erica Adams, Ming Yu, Vineet Goel

City Staff Present: Megan O'Callaghan, Justin Paez, Rebecca Myers, Kirby Dearth, Matthew Earman, Christine Nardecchia, Leah Dotson, Mitchell Ament

2. **Review Minutes** – Chair Imran Malik

Imran Malik proposed a motion to approve the October 19th, 2022 meeting minutes. The motion was unanimously approved.

3. **Parks Master Plan** – Director Matthew Earman

Presentation

Director of Parks and Recreation Matthew Earman outlined the initiation and process behind the City's Parks Master Plan. He explained that the current master plan is over 12 years old and there have been many changes since then, especially due to the COVID-19 pandemic. Beginning in March of 2022, this plan was approved by City Council and the City is now trying to tie it into their overall strategic plan.

With the help of consultants, the Department is currently collecting data and information through public input. Matthew Earman also confirmed that the individuals working on the plan are looking at DEI factors and how they mesh with the overall need of the Dublin community. The City sent out a mail and online survey regarding this project and received a substantial amount of feedback from residents. Although the findings from this information are still preliminary, the interpreted data appears to mesh together and will hopefully assist with the completion of this project in January 2023.

Questions/Comments

Niki Lombardo commented that the Committee may have more questions when the final Parks Master Plan is finished.

4. **Parks and Recreation Indicators** – Directors Matthew Earman and Christine Nardecchia

Presentation

Christine Nardecchia explained the intricacies of the single Parks and Recreation indicator regarding building/advertising diverse events and finding innovative approaches in order to attract diverse interest in opportunities to engage youth in DEI efforts and training. Breaking down this indicator, Christine Nardecchia highlighted the specific roles Syntero, the Dublin Community Recreation Center (DCRC), the Dublin Arts

Council, Dublin Athletic Teams, and Dublin City Schools play in promoting these efforts. She also pointed out the role Citizen University Jumpstart could play in this as it focuses on highschoolers' interest in government and civic engagement. In addition to listing the various external and non-contracted organizations that contribute to the Parks and Recreation indicator, Christine Nardecchia announced that Outreach and Engagement is planning to offer citizenship classes to the community in 2023 and promised to keep the Committee informed. She also stressed the need for on-demand live translation services, specifically at front desks in city-operated buildings.

Questions/Comments

Imran Malik asked if the City is looking at expanding park facilities and infrastructure to accommodate for new/emerging interest and sports within the community. Matthew Earman explained that the Parks Master Plan will hopefully help shed light on what is needed in the community.

Isao Shoji asked if there currently is a committee/advisory board that can help inform programming at the DCRC to make sure they offer more diverse programming selections. Christine Nardecchia stressed that the DCRC already has the most direct knowledge of what participants need/ may be interested in as that building has the most foot traffic, meets to discuss different culture regularly, and has the most need for on demand translation services. Matthew Earman also highlighted the need for translators on site to help with language barriers and stated that reaching out in advance is something that the City and the DCRC could do better.

Niki Lombardo asked if there is any advisory capacity to design program or are program offered upon request. Matthew Earman stated that the current process is a little bit of both. He emphasized that knowing what the needs are in community from a cultural standpoint and adopting a multiple information model has served the City well in the past. However, the process could benefit from a conversations/decisions on a committee level to make sure the City is reaching various culture, communities, and interests. Christine Nardecchia included that socioeconomic need also must also to recognized and considered in these conversations.

Isao Shoji commented that although many things are happening relevant to DEI, there could be huge opportunities for the DCRC to be exposed to and see different cultures. As diverse programming could enrich the lives of all Dublin citizens, funding for something like this is easier than funding for something like a cricket field. Isao Shoji stressed that these initiatives are more about programming than space, but space for these programs would also be nice.

Niki Lombardo mentioned that this type of diverse programming sounds familiar to events put on by Dublin City Schools, remembering inclusive cooking demonstrations and diverse types of dance lessons. Noor Amara commented that the DCRC offers



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programs similar in nature through youth programming. Christine Nardecchia recommended a committee walkthrough in order for the CIAC to see what diverse programs the DCRC and staff currently put on. Kristine Aldemir stated that the City of Columbus already offers programs like the ones discussed but on a contracted, volunteer basis. Noor Amara mentioned that the problem with these programs is that someone (volunteers) needs to step up and lead these programs, pushing for more outreach.

Peggy Kilty asked if there is currently an opportunity for any type of scholarship for people of various socio-economic backgrounds, so they too can participate in programming. Christine Nardecchia stated that this is something the City needs to evaluate. The students on the Committee emphasized that socioeconomic inclusive programming needs to start at young age and needs to effectively reach all of the Dublin high schools. Christine Nardecchia mentioned that there may be a future partnership there as there is finite space in rec center and this may inspire more people, specifically youth, to be involved in their community.

5. Hanukkah Event – Chair Imran Malik

Presentation

Imran Malik shared information about an upcoming community event surrounding the celebration of Hanukkah. The Congregation Beth Tikvah and Rabi Rick Kellner are hosting an outdoor event at the Dublin Link Bridge which will be lit for Hanukkah from December 18th – 22nd. Imran Malik also commented that other interfaith leaders, food trucks, and the Dublin Police may also be in attendance or there for security purposes.

Rebecca Myers stated that she has not connected with the rabbi yet, but the City is interested in promoting this event if needed. She also emphasized that the Congregation needs to go through the proper permitting process so that they can work with the Events and CPI teams. From a communications standpoint, the City is happy to work with the Rabbi Kellner to provide information about the holiday and Jewish culture.

Justin Paez commented that the Police Department was not aware of the date for this event but can provide resources if needed.

Questions/Comments

Matthew Earman asked if this information had been sent to the Events team yet. Rebecca Myers confirmed that the Events team has not yet been notified as this is the first time the Committee has discussed it. This gathering will be promoted as a community event that will take place on December 18th starting at 4:30 pm.

6. Continuing Holiday/Calendar Conversation – Kirby Dearth



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Kirby Dearth reflected on the conversation regarding the Holiday/Observance Calendar after the retreat. He stressed that the Committee needs to consider what criteria is need for the implementation and promotion of these events and what level of involvement the City needs to take. As discussed at the retreat and previous meetings, the Committee decided to focus on two major observances from each of the most practiced religion in Dublin and recognize heritage months as opposed to independence days. Kirby Dearth requested that the December 14th CIAC meeting be dedicated to discussing this calendar and the bridge lighting schedule. In preparation for the upcoming meeting, Kirby Dearth asked the member of the Committee to do some homework about these celebrations and send him their ideas. This will help the Committee get perspective on what types of holidays the City should approve bridge lightings for and what commemorations the City should expand their acknowledgement of.

7. Performing Arts Center Interview – Chair Imran Malik

Presentation

Imran Malik shared that meeting times for interviews regarding the building of a performing art center in Dublin was sent to a select few individuals. As the City and Councilmember Andy Keeler are revisiting this idea after it lost some traction previously, Imran Malik wanted to reach out and inform the Committee that if there are individuals interested in providing input on this project the City is taking resident input. Kirby Dearth also stressed that if anyone has perspective they would like to provide, there is an opportunity here as the project is still in the exploratory phase. Imran Malik offered to share the invite to any members interested.

Questions/Comments

Noor Amara asked about what the performing arts space will serve as. Peggy Kilty asked where the City is thinking about putting this building. Kristine Aldemir asked how big this center might be. City staff stressed that they do not have exact answers to these questions as the project is still at the point of exploratory interviews.

8. Celebratory Dinners in Council Chambers/Diwali – Chair Imran Malik

Presentation

Imran Malik revisited the conversation regarding hosting community sponsored events/dinners in council chambers for observances like Ramadan and Diwali. He emphasized that having a celebration of diversity events in Council Chambers would be another feather in the Committee's cap. Imran Malik also mentioned that the White House has acknowledge these celebrations for many years and the City of Columbus hosted a similar dinner for Diwali in their council chambers.

Questions/Comments

Niki Lombardo asked if a dinner like this would need to be physically hosted in Council Chambers or would a city-owned space like the Tallas in the DCRC suffice. Imran Malik



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commented that an event like this could be held directly outside of Council Chambers and be an RSVP small group reception.

Kirby Dearth asked if something like this would be city organized or if the community would be expected to take the initiative. Imran Malik stressed that the community should take the initiative on hosting/organizing these dinners, but have CIAC members take messages back to their communities to let them know the city is open to the idea of providing a space for these events.

Isao Shoji emphasized that the CIAC must be considerate of what people assume to be allowed and recommended having rules in place to have some control over this process. Peggy Kilty stated that she would love to attend a dinner like this, but recognized that having it in a smaller space would limit interested parties who are open to learning and respecting these celebrations from attending.

Kristine Aldemir asked if these opportunities had to be in hosted Dublin. Imran Malik responded by highlighting that having events that celebrate good will and diversity in-house is the goal. Michael Haynes asked if the opportunity for dinners in Council Chambers would just be geared towards religious organizations. Imran Malik stated that he was looking at this opportunity from more of a faith and culture standpoint, but that this could definitely be open to other groups as well.

Niki Lombardo asked how this selection process is different from the current registration for space or bridge lighting processes. Imran Malik stated that his idea was to reflect on these observances like other cities in the Columbus region are doing. Justin Paez asked if there are any current events on the horizon that the CIAC could use as a benchmark/place holder to help develop a policy on this moving forward. Megan O'Callaghan suggested to continue having the bridge lighting conversation. After the Committee and the City sees what is decided, this decision could inform conversations about topics like this in the future.

Kirby Dearth asked if the vision is a single dinner for all religious observance in the winter season or for a dinner specific to each individual observance like Diwali, Christmas, etc. Imran Malik stated that his vision was for a specific observance to have its own dinner, allowing opportunity for representation and community engagement.

9. CAIR Dinner – Chair Imran Malik

Presentation

Imran Malik reflected on a conversation at the CAIR dinner suggesting that the City of Dublin issue a proclamation on behalf of CAIR and their service to citizens all over



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Central Ohio. Although CAIR sent a request to CIAC leadership wanting the City to issue a proclamation of this sort, City policy states that proclamations are not issued to any organization outside of the City of Dublin. Imran Malik stressed that this is something committee members should be aware of in the future when communicating with external organizations.

Questions/Comments

Kirby Dearth explained that this policy is from 2021. The idea behind this decision was to pull the proclamation process back in order to make sure it is specific and that city has the capacity and staff to formally recognize organizations, individuals, and observances.

Megan O'Callaghan stated that a certificate of recognition is another tool City Council can utilize to award groups if this comes up in the future. However, council members must available the evening of an event as they need to personally hand document to that a specific individual or a representative from an organization.

10. Martin Luther King Jr. Day – Rebecca Myers

Presentation

Rebecca Myers shared that she wanted to see what ideas the CIAC had to commemorate Martin Luther King Jr. Day in 2023. She asked what the Committee wants to focus on, mentioning the in-person and virtual Sunday Supper event hosted by the City's Outreach and Engagement Department in the past.

Christine Nardecchia stressed that this event has historically been grassroots driven, City supported event and that students have lead implementation of Sunday Supper and Sunday Supper at home. As there are no plans yet for the 2023 observance, Christine Nardecchia also mentions that the CIAC could represent Dublin and the Central Ohio event recognizing MLK Jr. Day.

Questions/Comments

Niki Lombardo stated that she has loved attending Sunday Suppers as it allows individuals to communicate with new people and build community around them.

Imran Malik asked if there is an opportunity for the CIAC to host an event like this. Christine Nardecchia responded with yes and shared that the idea now is to have an at home MLK Jr. Day recognition of some sort and then to have a larger in-person event in the spring. She suggested having a series of Sunday Suppers throughout the year while also acknowledging MLK Jr. Day on the day it is recognized, promoting Dr. King's spirit throughout the year.

The Student members of the CIAC showed interested in being involved in this process and suggested having one of these suppers at one of the schools for all Dublin students to communicate their different perspectives.



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Multiple members of the CIAC voiced their support for the Sunday Supper idea and stressed that adding a service component honors Dr. King's legacy by getting together for the good of the community. Christine Nardecchia asked for the Committee to please recommend the distribution of a Drum Major Award which the Committee and the students may have an opportunity to give out. She confirmed with the CIAC that there should definitely be a "dinner" and a day of service, promising to send out a one sheet plan of what is to come in 2023 and follow up with what the CIAC will take on.

Kristine Aldemir suggested putting together different services projects thought the year to honor Dr. King. Christine Nardecchia stated that she can organize this and provide a tool kit for this opportunity. She followed up by asking what the CIAC wants their roles to be in these events.

Niki Lombardo commented that she liked the days of service idea but stressed need for some type of programming around it, addressing what is Martin Luther King Jr. Day is and what the Drum Major Award is about. She suggested completing an indoor service project and gathering donations for the Dublin Food Pantry. The students recommended that all CIAC members play a role in the implementation of this process and the final event.

Noor Amara suggested that the Committee take a little time to think about what exactly they would like to do for Martin Luther King Jr. Day. Christine Nardecchia confirmed that the CIAC would compromise on a day of service component with the possibility of a community conversation to recognize this national observance.

11. Business Cards – Niki Lombardo

Presentation

Imran Malik recapped the origins of the CIAC business card conversation. Niki Lombardo explained that this is still an open item on the CIAC's overall agenda that the Committee did not have a divisive answer to. She asked the Committee how they would like to proceed with this agenda item

Questions/Comments

Peggy Kilty asked when it is it appropriate for CIAC members to state they are representatives of the Committee. Kirby Dearth explained that his understanding was that members of the CIAC could always make this distinction. However, he emphasized that there is a fine line created when discussing collaborations with other organization and members must be sure to follow the process discussed at the last meeting.

Isao Shoji asked if business cards are still widely used and if something electronic would be more preferable. Niki Lombardo shared that there is an app you can upload electronic business cards to and share them electronically. Rebecca Myers suggested that the use of a QR code could direct people to the CIAC launch page on the City's



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website. Rebecca Myers commented that this could prompt individuals to an “ask a question to CIAC button,” integrating a forum so the Committee could have a way to receive feedback.

Noor Amara stated that she also thinks business cards are a good idea but does not feel strongly about whether these are physical or electronic items. Rebecca suggested that the CIAC could always have both. Kirby Dearth stated that staff will look at this internally and get back to the Committee on this agenda item.

12. Framework Review and Feedback – Niki Lombardo

Presentation

Niki Lombardo thought it would be a good time for the CIAC to discuss a framework review as they come to finish analyzing Priority Area 2. She wanted to address where the Committee is currently, where they have been and where they are going in the future. Niki Lombardo recommended some type of formula review on regular basis in the form of a meeting agenda item to review their progress.

Questions/Comments

Imran Malik suggested creating a snapshot of events that the CIAC has worked on in 2022 and creating a collective summary to share with City Council. Isao Shoji stated that something like that could also live on the website in digital format for residents to view. Rebecca Myers confirmed that this is definitely something the City could help with.

Kirby Dearth asked if the CIAC thinks these reviews should be quarterly or every half year. Michael Haynes commented that every half year seems reasonable and Niki Lombardo agreed.

Kirby Dearth asked the Committee what processes have worked in the implementation of reviewing the Priority Area 2. Imran Malik shared that the CIAC may need more time to review existing policies together in order to completely understand how it works/ how it effects the community. Michael Haynes stated that he found time with department directors very useful and like the ability to directly ask them questions. He suggested getting general background information and information about the indicators in advance to save time and skip right to the questions portion. Peggy Kilty stated that some type of video presentation could help with this

13. CAC Updates – Isao Shoji

Isao Shoji shared that the last meeting of the Chief’s Advisory Committee occurred on October 20th. The meeting included a discussion on the annual event for CAIR, a discussion on the upcoming police town hall, and a presentation on Safe Space Dublin and its launch. The CAC also discussed the upcoming holiday events, such as Heroes and Helpers and Fill A Cruiser. Dr. Linda Bergs also spoke to the committee as she



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works with the Police Department on DEI initiatives, implicit bias, and being cognizant while serving others.

14. New Business – Chair Imran Malik

Imran Malik highlighted the success of the Evening of Gratitude hosted by the City's Outreach and Engagement Department, thanking City Manager Megan O'Callaghan for attending the event and the November 2022 meeting of the CIAC. Megan O'Callaghan thanked CIAC members for attending the event and applauded Christine for her work on the Evening of Gratitude. Christine Nardecchia also thanked members for attending and stressed the success of the overall event.

Peggy Kilty shared that a community member approached her asking if the City or any other organizations are hosting something for Chinese Lunar New Year, informing the Committee of this interest.

Niki Lombardo stated that while she was watching City Council, Homer Rogers mentioned an updated DEI training for boards and commission members, recommending that CIAC members be prepared for that.

Rebecca Myers invited CIAC members to attend the upcoming Community Town Hall hosted by the Police Department.

Imran Malik reminded the Committee that as the holiday season begins, some events may collide with others.

Isao Shoji shared wisdom from a Japanese elder statesman who he respects very much; "we should never forget that it is a privilege for us to be in this country, not a right."

Isao Shoji stated that he is so thankful that the City of Dublin is so supportive of DEI efforts and individuals have the opportunity to share their thoughts and ideas so openly. Kirby Dearth thanked the all of the CIAC members for their perspectives, passion, and engagement as the City would not be making the progress that they are without them.

Kristine Aldemir asked if it is possible for the CIAC Chair and Vice Chair to communicate with similar DEI bodies at Columbus, Westerville, Worthington, etc., to see what they are doing in this space. Christine Nardecchia suggested that Central Ohio Diversity Council could facilitate a conversation like this. Justin Paez mentioned that could this could fit into the MLK Jr. Day commemoration/series of events.

15. Adjourn

Respectfully Submitted,

Leah Dotson, City Management Intern