



MEETING MINUTES

Community Inclusion Advisory Committee

Tuesday, May 30, 2023

CALL TO ORDER

Imran Malik, Chair, called the May 30, 2023 meeting to order at 6:07.

ROLL CALL

Committee Members Present: Imran Malik (Chair), Niki Lombardo (Vice Chair), Kristine Adlemir, Michael Haynes, Peggy Kilty, Katawi Cato, Noor Amara, Max Xu

Committee Members Absent: Ming Yu, Isao Shoji, Vineet Goel

City Staff Present: Christine Nardecchia, Chief Justin Páez, Rebecca Myers, Sarah Esela, Hayley Griggs

PUBLIC COMMENTS NOT ON AGENDA

Nancy Waina from the OneDublin Board. She shared her interest in keeping up with DE&I efforts on behalf of OneDublin. Chair Malik shared how multicultural and faith communities can participate in their back-to-school drive at the end of summer.

Ms. Nardecchia reminded all members of the C.I.A.C. priority areas, specifically Priority Area 8, which includes understanding the nonprofit efforts of those such as the Dublin Food Pantry, OneDublin, and Dublin Bridges. They have been invited to attend and present at a meeting, but there have been scheduling conflicts due to their scheduled board meetings. They hope to have them present to C.I.A.C. in the fall months.

APPROVAL OF MINUTES

Ms. Aldemir proposed a motion to approve the April 25 meeting minutes. The motion was seconded by Ms. Kilty. Minutes were approved unanimously.

COMMUNITY BUILDING AND INCLUSION – DUBLIN ARTS COUNCIL (DAC) PRESENTATION (PRIORITY AREA 8)

Ava Morgan, Public Art Manager for the DAC since 2017, shared the DAC's community-driven Art in Public Places program as well as DAC as a whole. DAC's goal is to engage the community, cultivate creativity, and foster lifelong learning through the arts. "Community" is at the core of the DAC's vision and mission.

Ms. Morgan highlighted the exhibitions like those featured in the gallery in which the meeting took place, as well as longer programming with the award-winning Art in Public Places Program.

She discussed how their work intertwines with the work of C.I.A.C. through the DAC's 2022-2024 DEIA Framework & Action Plan. Next steps in this effort include a staff meeting in June to examine priorities of the framework. A finalized plan is being presented to the board in July.

DAC prides itself on its Art in Public Places Program, with 28 large scale installations and 60 in total, valued at \$3.8 million with an appraisal update set for this summer. Ms. Morgan emphasized that public art is important to Dublin to invite interaction, encourage creative discovery, and create a unique sense of place.

Ms. Morgan outlined the commissioning process that the Dublin Arts Council employs for public art installations. The process lasts about two years.

Community engagement is of the utmost importance in all aspects of the process, including site selection. There are normally three options for sites chosen in collaboration with the DAC and the City of Dublin to reach new pockets of community and match the criteria the DAC holds for public art. Those criteria include visible, accessible, walkable, historical, discovery (unlocking new or less-traveled space) and sense of place. Ms. Morgan highlighted how community engagement is an increasing factor in the commission process. As of the last commission cycle, there is now a required artist's statement of community engagement. Once final sites are chosen, nearly 150 applications from across the country come down to three finalists. The finalists then visit the community and possible site locations before receiving a stipend to create a proposal for the installation. At this point, a public meeting is held for the artist to present their work and welcome feedback or questions from residents.

Ms. Morgan shared that the piece chosen in the last commission cycle will be installed by the artist in July in M.L. "Red" Trabue Nature Reserve. She then shared photos from the recent installation of "Feather Point" in 2017 and ask Ms. Nardecchia to share her community engagement experience from that process. Ms. Nardecchia shared her

involvement with the installation and community engagement that surrounded the piece. Resident volunteers walked the land with the artist and chose twigs that would be cast as the feather-shaped structure. While the piece was being made, community members visited the foundry in Cleveland to see it in progress, and then finally, they were guests at the unveiling and dedication of the art piece.

Ms. Morgan shared insights gained from the Community Forum on Public Art held on June 25, 2022. This event was a community conversation to listen to residents and review the process for large-scale permanent collections. At the event, facilitated conversation tables were hosted by the Dublin Arts Council and City of Dublin staff. Discussion focused on public communication, parks and site selection, and the specific site for the latest commission, including artist Ian Averbuch. Ms. Morgan shared that this event gave the DAC valuable feedback and information that will inform future commissions.

Ms. Morgan shared a story of residents having remarkably close connections with public art pieces, namely the Exuvia piece displayed in Coffman Park. Ellie is a youth Dublin resident who “befriended” one of the statues until it fell in 2021. Ellie’s strong connection to the art inspired the DAC to bring the artist back to Dublin and recreate the sculpture. During the artist’s residency, there were opportunities for residents to engage in art education including tape casting classes, open studio at ceramics, and a ceremony to award Ellie with a “Public Art Steward” award.

Ms. Morgan reviewed other public art installations in Dublin, including river boxes and art boxes. Ms. Morgan shared that the art boxes have “takeovers” by different groups and organizations including JASCO to celebrate Tanabata.

Ms. Morgan shared ways in which DAC engages with the community, including the Sense of Place 2.0 program in 2021 in partnership with Dublin City Schools. This program engaged 200 students to do temporary artwork in parks to involve visitors and encourage their curiosity. The Public Art Master Plan is another way the DAC engages with the community, which was approved by Dublin City Council in 2021 and is the formalized partnership with the City of Dublin in the role of public art recognition. The Plan sets forth goals for community engagement and program involvement, as well as expanding the definition of public art to include temporary, participatory art in the community. Ms. Morgan shared examples of DAC programming that would be considered public art with an expanded definition, including an event in Coffman Park with special guests of Tibetan monks creating a sand mandala and destroying it at the end of the week, giving some of the sand to each visitor of the event.

Questions/Comments

Vice Chair Lombardo asked who was assessed in regard to the DEIA Baseline Assessment listed on the flyer members received. She wanted to know if staff, community, and/or board members were surveyed.

Ms. Morgan stated that it is highly likely all three were surveyed. She is unsure mainly because the DAC's Engagement Director is responsible for putting together the Framework, but it may be elaborated on in the entire Framework document.

In regard to the Feather Point art installation, Vice Chair Lombardo asked for the location. Ms. Aldemir stated that the installation is right before you turn to Dublin Scioto High School from Hard & Riverside.

In relation to the Exuvia (or man in the tree) exhibit, Mr. Xu asked if the installation was secure or if there was a risk of the installation falling on someone after 2021's events.

Ms. Morgan shared that the sculptures are light, but still could be a risk that the DAC can consider for future installments of the sort.

Ms. Amara asked if the Exuvia piece by the DCRC was decorated for the holidays, recalling that she thought it was decorated for Halloween.

Ms. Morgan said that she was not sure if that was the case.

Vice Chair Lombardo asked if any artists have backed out of the process when they come to Dublin during commissioning process.

Ms. Morgan shared that it has not occurred since she began at the DAC. She shared that she doubts it will happen because artists are problem solvers and open to challenges.

Ms. Aldemir asked if there is a program DAC hosts to welcome Central Ohio talent to be exhibit their art within the community. She shared that this would be a great opportunity as there are existing programs for dance, vocal arts, theater.

Ms. Morgan stated that the visual arts series welcomes emerging, semiprofessional, and professional artists. In a recent meeting at the DAC for the 2025 exhibition schedule, it was discussed that more emerging artist showcasing opportunities is of great interest.

Ms. Nardecchia asked how committee members can best keep up with the DAC and their work.

Ms. Morgan shared that the newsletter and social media work best. The newsletter sign up link is on their website. (<https://www.dublinarts.org/>)

Chair Malik asked if the two-year length of the commission process is standard. Ms. Morgan explained that the DAC benchmarks against national organizations and this seems to be standard nationally.

Chair Malik asked about the possibility of having a multicultural arts exhibition as an event as it relates to the subject matter of the committee.

Ms. Morgan stated this is a great idea to take for further review to the DAC for future programming.

Ms. Nardecchia requested that Ms. Morgan explain the difference between the Dublin Arts Council and the Dublin Arts League. The League is a network for other artists, but not quite gallery functioning as the DAC has.

Ms. Aldemir asked if the DAC receives state funding.

Ms. Morgan shared that while they don't normally receive state funding, a goal inside the Public Arts Master Plan is to have programming that qualifies for this assistance.

Ms. Nardecchia then clarified the way in which the DAC is funded: through 25% of the City's Hotel Motel Bed Tax Fund. Christine shared that this illustrates past and current City Council's commitment to public art and the DAC.

Ms. Amara asked for clarification on site selection for public art.

Ms. Morgan shared that sites are normally brought forward by the city, but with partnered goals of bringing people to public spaces.

Ms. Kilty asked if art from all ages of students in Dublin City Schools is displayed at the DAC.

Ms. Morgan stated that partnerships are often educational in nature, though she is hoping to open younger ages to summer camp-like events if funding can be found.

Ms. Cato shared her experience of finding an art box at the DCRC with her son. She found out about programming through the art box and only through the art box. She asked if the purpose of the art box is a way to discover programming or if there's any other outreach being completed to accomplish this.

Ms. Morgan shared that the intended audiences of programs advertised in art boxes are those who are curious – while many programs are shared via newsletter and social media, programming displayed in art boxes adds a sense of curiosity and feeling special.

Mr. Haynes asked if commission cycles overlap.

Ms. Morgan shared that it is customary that as one finishes, site visits begin for another commission.

Ms. Waina, guest from OneDublin, asked if any artists in the Dublin area or potential artists for commissions have worked with plants to create art. She stated that the City's Horticulture staff do a great job of making beautiful arrangements, and that this may be a partnership for the future.

Ms. Morgan stated that the DAC wants to focus on bringing that kind of visual identity to the DAC space outdoors but is open to future partnerships.

Chair Malik thanked Ms. Morgan for her informative and engaging presentation, and thanked her once again for hosting the C.I.A.C. meeting at the DAC.

ADVISORY COMMITTEE MEETING SUMMARY – CHAIR IMRAN MALIK AND VICE CHAIR NIKI LOMBARDO

Chair Malik gave committee members a reminder of training next week for all members for in depth details for roles and responsibilities/rules and regulations as a member of an Advisory Committee.

Ms. Nardecchia explained that the resolution that formed the advisory committee is to keep the committee compliant with policy and practices. The training on June 6th will offer an overview of those policies and practices.

Vice Chair Lombardo explained that there are staggering terms within the committee, but some were asked to extend their terms in order to standardize the timeline of term renewals to May.

Questions/Comments

Chair Malik shared that attendance is a component of reappointment as he understood from his meeting with Vice Mayor DeRosa and the City Manager O'Callaghan.

Ms. Nardecchia shared that the training is to elevate all advisory committees to Council's public engagement standards and to advise on issues - the way the committee was intended.

Ms. Amara asked if there will be a makeup option for those travelling. Mr. Haynes shared the same thoughts. Ms. Nardecchia stated she would ask Legislative Services Staff.

Vice Chair Lombardo suggested that Chair Malik and herself can share updates for those who cannot make it at the next meeting and wait for feedback from Legislative Services staff.

Mr. Xu asked how long the training is set to last. Chair Malik stated it is scheduled for 6:00 - 7:30 p.m. on June 6th in the Council Chambers.

CHAIR AND VICE CHAIR SELECTION IN JUNE – CHAIR IMRAN MALIK

Chair Malik shared that Chair & Vice Chair selection will occur at June meeting.

Vice Chair Lombardo shared that if anyone is interested, they should be putting their names forward at the June meeting, but said she was unsure if that meant members would vote in June or July.

Management Intern Hayley Griggs shared insights as to how Chair/Vice Chair elections occurred in Veterans Committee with the help of Management Analysts Kendel Blake and Emily Goliver and encouraged each member to attend the training on June 6th to learn more about this process.

GRASSROOTS SUMMIT/JASCO UPDATE

Ms. Nardecchia shared that she continues to recruit host families for the JASCO visits.

Questions/Comments

Ms. Aldemir suggested using Honda as a resource for recruitment. Ms. Nardecchia shared that Marysville is also a site visit, which may duplicate efforts in recruitment.

C.A.C. UPDATES

Chief Justin Páez shared updates from the Chief's Advisory Committee (C.A.C.). Main points of conversations of late have been about recruitment, especially recruiting women to the force. The recruitment process is currently open. Chief Paez asked CIAC members to reach out with any networks he may be able to speak to so they can learn more. The application will be open until June 22, the test is on the 23rd.

Questions/Comments

Vice Chair Lombardo asked if the issue facing the department is retention as well as recruitment.

Chief Páez explained that many retirements last year have been adding to the stagnation, as well as officers leaving for other career fields.

Vice Chair Lombardo acknowledged that equality doesn't equate to equity. She asked if retention of women is difficult, how does the department support its current female officers?

Chief Páez shared that the CAC has been reflecting on the same relationship, recognizing that without a large representation on the force, it may be hard to support female officers in a way that truly helps and uplifts them.

Vice Chair Lombardo asked if recruitment differs for other law enforcement.

Chief Páez shared that Dublin's recruitment style and schedule is very similar to other agencies. Dublin Police has many officers hailing from other agencies previously. In comparison to other municipalities rather than forces, Dublin Police only has three vacancies – a small number in comparison to some that have tens/hundreds of them.

Ms. Kilty asked if applications have come in yet for the current recruitment cycle. Chief Páez shared that many applications have been received, but it is important to ensure that applicants pass the test, make it to the interview rounds, and are a good match for the department.

Ms. Kilty asked if Dublin has an age limit for officers given recent legislation at the Ohio Statehouse.

Chief Páez shared that the Dublin Police Department has an age cap of 45 years old, but shared that the minimum by newest state law is 18. However, Chief Páez stated that Dublin Police want to make sure they not only have a pool of available applicants but those ready to accept responsibility. While there may be responsible young adults, the department will make every consideration to ensure a safe community.

Vice Chair Lombardo asked if there were ways to avoid the large gaps in vacancies with large numbers of retirement like that of last year.

Chief Páez stated that the Department has authorization to hire two positions over capacity to account for retirements every year.

Chief Páez also shared information on the hiring process of new officers including a community member in the interview. He also wanted to share a job opportunity through Syntero: a mental health professional to follow up on triage events.

Mr. Xu asked where this opportunity is posted.

Chief Páez stated it is on Syntero's page.

Ms. Amara asked what the classification of the job is (psychiatry, therapist, MSW, etc). Chief Páez shared it is for those with their MSW (Master's in Social Work).

C.I.A.C. GROUP PHOTO IN JUNE – REBECCA MYERS

Rebecca Myers shared that everyone should be ready at the next meeting for a group photo in Council chambers at the beginning of the meeting.

Questions/Comments

Ms. Nardecchia told members she would remind them via email as the meeting gets closer.

NEW BUSINESS

Chair Malik thanked Chief Páez for his involvement at a community event with Syntero centered on needs in the community and how support can be provided. The Chair also shared information on the New American Book Fair taking place at the Dublin branch of the Columbus Metropolitan Library on September 23rd.

Ms. Nardecchia reminded the committee that this was a perfect example of recent discussions - that in its advisory role, C.I.A.C supports and advises on efforts. It does not "sponsor" or produce events – including social media statements of "C.I.A.C.-hosted" events.

Chair Malik asked staff present if there were any updates on Juneteenth programming as it is nearing. Ms. Nardecchia shared that the Dublin Link will be lit. As for other programming, the city would like to be as informed as possible on correct and honorable ways to celebrate the holiday and finds that waiting until a grassroots group can inform decision-making is best practice.

Ms. Myers added that the City's Communications & Public Information team is planning on creating a video that showcases what Juneteenth means to Dublin residents.

Chair Malik shared a volunteer opportunity with the committee for the Asian Olympics sporting event in Central Ohio.

Mr. Haynes suggested that with the July 4th parade, it may be worthwhile to find multiple organizations that value diversity and have a combined float dedicated to diversity in Dublin.

Vice Chair Lombardo suggested using the Internal DEI committee to have some sort of participation in the parade.

Ms. Myers shared the application timeline for parade applications.

Chair Malik shared that out of 300 applicants, he was chosen for an Upstander Award through the Holocaust & Humanity Center. The awards ceremony will be taking place on June 11 in the Union Terminal Rotunda if anyone would like to attend. Members of the committee heartily congratulated Chair Malik for this honor.

Ms. Nardecchia thanked Sarah Esala from the City's Outreach & Engagement Division for

working diligently on research and relationship building with the Wyandotte nation to curate a response from the city calling out the "Curse of Leatherlips". Ms. Nardecchia also thanked Ms. Myers for her partnership work in getting the messaging formulated and distributed to media.

Ms. Nardecchia shared a powerful experience with a Citizen U participant who said she has felt empowered and more welcome as a resident of Dublin than any other place she has lived. Based on her experience in coming from another country, she did not have a positive impression of government or local government. Learning about the U.S. system and especially Dublin's local government commitment to public service, she has a new sense of what "citizenship" means. She shared that she would to consider ways Dublin can help new Americans understand our local government structure.

Ms. Aldemir shared her experience of the naturalization ceremony and how patriotic it made her feel. Ms. Kilty shared that she felt the same way and suggested a feature in the Dublin magazine or Dublin podcast to hear new American stories including our Mayor's.

Ms. Amara reflected on recruitment being a common theme within the meeting. She suggested there should be a place for open positions as discussed today. Ms. Myers shared the location of careers on the website as well as how these positions can be shared in the newsletter.

Vice Chair Lombardo discussed the need to grab the attention of the "passive looker" who can forward information to those who need it.

Mr. Haynes shared information and invited committee members to Rainbow Dublin's Pride event on June 24 from noon to 3:00 p.m. featuring a few speakers and activities.

ADJOURNMENT

Ms. Aldemir motioned to adjourn the meeting; Mr. Haynes seconded. The meeting was adjourned at 8:14 pm.

Imran Malik, Chair

Hayley Griggs, Management Intern