



## **MEETING MINUTES**

### **Community Inclusion Advisory Committee**

**Tuesday, June 27, 2023**

#### **CALL TO ORDER**

Imran Malik, Chair, called the June 27, 2023 meeting to order at 6:12 p.m.

#### **ROLL CALL**

Committee Members Present: Imran Malik (Chair), Niki Lombardo (Vice Chair), Kristine Aldemir, Michael Haynes, Katawi Cato, Noor Amara, Ming Yu, Vineet Goel

Committee Members Absent (excused): Max Xu, Isao Shoji, Peggy Kilty

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

#### **PUBLIC COMMENTS NOT ON AGENDA**

There were no public comments not on agenda.

#### **APPROVAL OF MINUTES**

Ms. Lombardo proposed a motion to approve the May 30, 2023 meeting minutes. The motion was seconded by Ms. Aldemir. Minutes were approved unanimously.

#### **GROUP PHOTO – PUBLIC INFORMATION OFFICER REBECCA MYERS**

Due to absences among the group, Chair Malik entertained a motion to move this agenda item to the July meeting. Mr. Haynes asked if Mr. Shoji & Ms. Kilty will be back for the July meeting in order to include them in the photo. Ms. Aldemir and Mr. Haynes will not be in attendance in July. Chair Malik said he is unsure of everyone else's travel. Photo will be taken in September meeting.

### **ADVISORY COMMITTEE MEMBER TRAINING REVIEW**

Chair Malik reviewed the Advisory Committee Member Training and opened the floor for committee members to provide insights. Vice Chair Lombardo shared that the discussion around social media and email use was enlightening. Vice Chair Lombardo shared that even when emailing, a quorum may still occur virtually; therefore, it is best practice to include the staff liaison for email archiving. In regards to social media, she shared that social media marketing and community outreach are important roles of the committee, however it should not be the case that members are using their role on the committee to endorse community events.

Staff Liaison Christine Nardecchia shared slides from the training to remind members that even when members meet socially, C.I.A.C. business should not be conducted. Ms. Nardecchia reminded that members are advised to avoid posting on personal accounts as if speaking for the committee as a whole. She urged that if any members have questions, they should feel free to ask the City's Legislative Services staff, Ms. Nardecchia, or the Chair/Vice Chair.

Ms. Nardecchia also shared the slides of best practices from the City's Division of Communication & Public Information, which were presented at the Advisory Committee training.

### Questions/Comments

Mr. Goel asked if the slides shared could be an online interactive training for those who were absent to access at later points. Ms. Nardecchia said she would look into it, but the slides were sent to all committee members.

Chair Malik shared his insights of attendance being of importance & remaining aware of how members represent the city.

### **DRAFTING RULES AND REGULATIONS OF C.I.A.C.**

Ms. Nardecchia referenced the draft of Rules and Regulations for the operations of C.I.A.C. that were sent with the Agenda. Ms. Nardecchia highlighted a term in the rules and regulation stating that "the committee shall act solely in an advisory capacity to Council and all reports and proposals shall be to Council".

Ms. Nardecchia noted one change to the document, as it states each member has to let secretary know of absences. This will be changed to the "staff liaison."

Ms. Nardecchia brought to the committee's attention that the rules and regulations state that meetings will be determined by the Chair and the City Manager/designee. She shared that this means meetings do not have to occur monthly, and that it will be up to Chair and Vice Chair.

Ms. Nardecchia emphasized the importance of a quorum (6 members) present to conduct business, parliamentary procedure, and the annual report of activities that should be made for Council. Ms. Nardecchia recalled that last December is when the Chair most recently reported, so the committee should use that cadence.

#### Questions/Comments

Mr. Haynes asked if Section IIA3 on term limits of committee members included those with one-year terms from the start of the committee. Ms. Nardecchia shared that yes, they are limited to two consecutive terms but can return to the committee after one year off. To let all committee members know where they stand in this process, Ms. Nardecchia will provide a chart of term expirations for each member.

Vice Chair Lombardo asked for clarification on what a vote by voice looks like as stated in the Voting Procedure section, and whether the Chief's Advisory Committee had experience with this. Chief of Police Justin Páez shared that the C.A.C. did use this method, with each member being called by name and then stating "Yes" or "No".

Mr. Haynes asked if the committee would vote on the adoption of these rules and regulations during the present meeting or a future one, as some proposed edits have been made. Vice Chair Lombardo shared she finds it in the committee's best interest to make edits and approve them at the July meeting. Ms. Nardecchia confirmed that voting on the rules and regulations will be on the July agenda.

#### **CHAIR AND VICE CHAIR SELECTION**

Chair Malik shared the roles and responsibilities of Chair and Vice Chair as outlined in the draft rules and regulations. The Chair is responsible for facilitating committee meetings, attending and helping build the agenda during agenda meetings with staff, and serving as spokesperson of committee. The Vice Chair serves in absence of the Chair.

Vice Chair Lombardo informed the committee that those interested in either position will share their interest, reasoning why, then will open floor for nominations in order to take a roll call vote.

Mr. Goel shared he is interested in Chair because of the Committee's ability to bring awareness and cultural inclusion to the community and serve. Chair Malik shared that he would be interested in serving as Chair again to keep continuity as the Committee gains

its footing and have an opportunity to keep serving and train leaders for when terms expire.

Vice Chair Lombardo opened the floor for nominations, with Mr. Goel motioned to nominate himself. The motion did not receive a second. Chair Malik motioned to nominate himself. Ms. Aldemir seconded.

Ms. Nardecchia called roll, with all members voting “Yes” with the exception of Mr. Goel.

The motion to confirm Chair Malik for a second term as chair was passed.

Vice Chair Lombardo opened the floor for interest in the role of Vice Chair. Vice Chair Lombardo shared her own interest for Vice Chair because the past year has been full of learning and she has appreciated ability to continue to keep steady and navigate conversations as the committee moves forward.

With no other committee members declaring interest, Vice Chair Lombardo motioned to nominate herself for the role of Vice Chair. Ms. Aldemir seconded. Ms. Nardecchia called roll with the motion to confirm Vice Chair Lombardo for a second term as vice chair was passed unanimously.

### **PRIORITY AREA 8 DISCUSSION**

Vice Chair Lombardo discussed the City’s DEI Framework, particularly Priority Area 8 which calls for Community Building & Inclusion. The Framework details a speaker series of public events as a way to meet this Priority Area.

Ms. Nardecchia added that the timing is good with C.I.A.C. being able to create suggestions to bring to the City Manager up to City Council in order to meet budget timelines. With Council’s recess, it is good timing to have this move forward.

Ms. Aldemir provided ideas for guest speakers, including Edward Lang of BalletMet to share their experience of racism in the arts.

Ms. Nardecchia redirected the committee to brainstorm overarching topics rather than specific speakers that the committee finds most important for the community to benefit from.

### Questions/Comments

Ms. Aldemir shared that an introduction to DEI as a whole or an overview for residents may be helpful as her experiences with neighbors has shown different definitions of what DEI is.

Mr. Haynes suggested focusing on desired outcomes rather than topics. He suggested the first of a series should be a panel on what DEI is or the basics behind DEI programming and perspectives.

Chair Malik suggested the committee look at what the community wants to hear about. Issues he has heard most about in the community include aging, mental health, and accessibility. He shared that community engagement would be key in programming like this.

Mr. Goel asked if speakers would be from Central Ohio or anywhere. Ms. Nardecchia shared that the committee was just brainstorming currently and that no speakers will be chosen quite yet.

Ms. Nardecchia asked how a speaker would visualize the DEI Framework in the committee's opinion.

Ms. Aldemir shared her thoughts that it is a privilege to living in Dublin, which comes with social responsibility. A speaker would visualize the Framework by making neighbors aware and educating them.

Mr. Haynes shared that a speaker who can help residents build an understanding as a community on how we can support minority groups and feel familiar with core DEI concepts/terms would align with the Framework. He also shared that expert input on DEI topics or arguments of the current times might encourage participation and educate residents.

Vice Chair Lombardo shared that people see DEI as a political weapon or a negative narrative and that a speaker series could help bring community to understand that inclusion is important and a good thing to have in our communities. She agreed that beginning with the basics might be smart, then move to building internal DEI practices in the City.

Ms. Amara shared that having the community gain awareness of where DEI stands within the community & active projects within the city would be beneficial. Events like these would give the community opportunities to inform the City on what is missing and hear other perspectives.

Chair Malik shared that inclusion encourages participation, which is the main outcome he would like to see. He believes that deliberate public engagement on these topics might encourage participation in other programs.

Ms. Aldemir shared her belief that outreach starts with individual neighborhoods, then expands to schools and communities. She believes it depends on one group to start the work and build understanding through networks of our community.

Mr. Haynes shared his thoughts that there are lots of directions this Priority Area could go including the frequency and volume of events, and that maybe there is room for diversity in scale with large lectures and smaller Q&A sessions. He stated that Dublin has a lot of privilege and great funding models, and hopefully City investment could make this a great program.

Mr. Goel shared that the outcome he wants to see most is City buy-in with inclusivity.

Ms. Aldemir gave her insights from her conversation with Marshall from the City of Columbus' Office of Community Affairs, mainly how DEI differs greatly between Columbus and Dublin. She suggested a panel with administration from different municipalities and cities to discuss shared strengths and weaknesses.

Mr. Haynes asked if budgets in the City are annual or over the course of many years in Dublin.

Ms. Nardecchia said annual - and that while Dublin may have a healthy budget, the City uses public funds wisely and wants to develop possible programming before discussing budget. She suggested to the Chair and Vice Chair a work session at the next meeting to discuss how this aligns with Council's Strategic Framework.

Mr. Haynes agreed that a work session is a worthwhile idea. He is very energized by this idea and wants to really work out all the ideas.

Ms. Cato suggested a deep dive into correcting and identifying micro-aggressions in community. She stated that YWCA has great resources on this topic.

Mr. Haynes found this topic to be a great introductory session in order to pull residents in.

Vice Chair Lombardo shared her thoughts on trying to find ways to encourage residents who may feel hesitant to attend because they think they are aware of DEI practices – even though we can all learn more and make our residents feel safe.

Ms. Aldemir shared an experience with a visitor asking if Dublin is a safe place for diverse families and people.

Ms. Nardecchia shared that different cultures often are critical and pessimistic towards government, so it may be worthwhile to educate these visitors to help them understand how welcoming Dublin is (recalling the Citizen U example from last month).

Vice Chair Lombardo found that the committee seemed to be in agreement that all members want to work hard to make a complete recommendation to Council, especially as it adds strength to the “global” aspect of the “global city of choice” vision.

Ms. Nardecchia suggested looking into other communities that do programs like this ahead of the work session.

Vice Chair Lombardo asked for a list of benchmark cities that members could research. Ms. Nardecchia stated she would provide it.

Ms. Aldemir reiterated feedback from folks in the Columbus Mayor’s office.

Ms. Nardecchia reminded the group of Dublin’s different form of government may add context to differing experiences across municipalities. She also reminded members that the committee is advisory in nature and not a staff department like Columbus may have.

Communications & Public Information Representative Ms. Myers shared that from a communication perspective, an Instagram reel featuring residents sharing what DEI means to them could become a mini-series on social media.

## **OUTREACH & ENGAGEMENT UPDATES**

Ms. Nardecchia shared that the language translation testing discussed at previous meetings will be tested over the next month. For multilingual members, a SignUpGenius will be sent out to sign up to test the program.

As an update on the JASCO Grassroots Summit, Ms. Nardecchia shared that there is still a need for host families for Japanese guests who will be attending the JASCO Grassroots Summit. If anyone is interested, they should visit the JASCO website. She also provided informational fliers for everyone at the meeting.

### Questions/Comments

Chair Malik asked if there was a deadline for host families to submit their information. Ms. Nardecchia shared that they would like the information by mid-July, but could be extended if they still need families.

Ms. Amara asked that given social media policies discussed, how can members share JASCO host family information? Ms. Nardecchia said that the networks of C.I.A.C. members are a great resource in this effort, and that the information can be shared as long as it is not advertised as a partnership with the Committee/sponsored by the committee.

### **C.A.C. UPDATES**

Chief Justin Páez shared updates from the Chief's Advisory Committee (C.A.C.). The Chief couldn't attend the last meeting, but the committee discussed training and had Chair and Vice Chair selections. Judge Maynard will continue to be Chair and a new appointee will be Vice Chair. In regards to hiring, a new officer has been selected.

#### Questions/Comments

Chair Malik noted that he would like to find time for C.A.C. and C.I.A.C. to have joint meeting. Ms. Nardecchia shared that the Chairs of each committee, the Chief, and herself could coordinate that. Chief Páez shared that it may be difficult given the work of both committees and attendance.

### **NEW BUSINESS**

Chair Malik shared new business. June is a month of independence days for many Asian communities, many of which have discussed possible bridge lightings. Vice Chair Lombardo recalled that independence days wouldn't be automatically acknowledged by the City and would rather invite residents to submit applications.

Mr. Goel asked Chief Páez how the Police Department prepares to keep attendees safe at bridge lighting events. Chief Páez shared that part of the application includes safety and police input for crowd control, lighting, AV, traffic and more.

The New American Book Fair will take place September 23 at the CML Dublin location.

The Asian Sports Festival, which expects 2-3k visitors competing in 12-14 different sports will take place August 26-28 at the Plain City Sports Complex.

The 9<sup>th</sup> Annual International Yoga Day occurred earlier this month, with Mayor Jane Fox and Councilmember Andy Keeler attending. It was a well participated and enjoyed event. Chair Malik shared that since yoga is a growing form of meditation and spirituality, the event brought a lot of community and diversity to a Dublin common space.

In personal news, Chair Malik received a call from Mayor Ginther including him in the Columbus Hall of Fame. There will be ceremony at some point in September, to which all C.I.A.C. members are invited to attend.


Ms. Yu shared experiences from the Chinese dance week that occurred last Sunday and that feedback was positive and can hopefully become an annual event. Mayor Jane Fox & Chief Páez attended event and enjoyed.



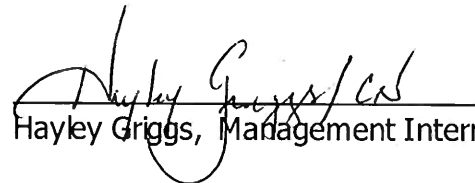
Mr. Haynes shared experiences from Rainbow Dublin's event this past weekend with a different style featuring a daytime event. Councilmember Alutto attended and spoke. Weather was pretty good and was well attended. Rainbow Dublin has done a coming out event in August, but the board has decided that it will not be held with the closeness of this event to Pride.

**ADJOURNMENT**

Michael Haynes motioned to adjourn the meeting; Niki Lombardo seconded. The meeting was adjourned at 7:50 pm.



Imran Malik, Chair



Hayley Griggs, Management Intern

