



## **MEETING MINUTES**

### **Community Inclusion Advisory Committee**

**Tuesday, July 25, 2023**

#### **CALL TO ORDER**

Imran Malik, Chair, called the meeting to order at 6:08 p.m.

#### **ROLL CALL**

Committee Members Present: Imran Malik (Chair), Niki Lombardo (Vice Chair), Noor Amara, Katawi Cato, Peggy Kilty, Max Xu, Ming Yu

Dublin City Schools Student Guest Lydia Noteman was also present.

Committee Members Absent: Kristine Aldemir, Vineet Goel, Michael Haynes, Isao Shoji

City Staff Present: Christine Nardecchia, Chief Justin Páez, Rebecca Myers, Riley Hoover

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

There were no public comments.

#### **APPROVAL OF MINUTES**

Ms. Amara proposed a motion to approve the June 26, 2023 meeting minutes. The motion was seconded by Vice Chair Lombardo. Minutes were approved unanimously.

#### **RECOGNITION OF THE PASSING OF JENNIFER READLER**

Chair Malik spoke about the passing of Jennifer Readler, who served as the City of Dublin Law Director and was a friend to many. Chair Malik then led a moment of silence. Ms. Nardecchia shared information about Ms. Readler's upcoming memorial service.

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

Ms. Nardecchia noted that the committee went over rules and regulations at the June meeting. She noted that the committee decided to only change one word. At the June meeting Chair Malik stated that he wanted to give C.I.A.C. members one month to look over and think upon the rules and regulations before taking a vote on them.

Chair Malik asked for a motion to adopt revised the Rules and Regulations. Ms. Kilty proposed a motion to adopt the Rules and Regulations of C.I.A.C. The motion was seconded by Vice Chair Lombardo. The Rules and Regulations were unanimously approved.

## **PRIORITY AREA 8 DISCUSSION**

Vice Chair Lombardo spoke about discussions at the June C.I.A.C. meeting about how the committee's plans to move forward with making recommendations that the City produce a series of discussions on DE&I. Ms. Nardecchia distributed a form for members to track potential topics.

Vice Chair Lombardo asked Ms. Nardecchia to read C.I.A.C. member Michael Haynes' comments in his absence about this topic. Ms. Nardecchia read Mr. Haynes' comments. He pointed out the need to measure the amount of engagement with presentations. There is a potential to use "Slido" which does instant polls and surveys. C.I.A.C. could also work with city employees that have experience working with surveys and analyzing data to come up with more ways to measure results. Mr. Haynes believes that a significant number of people would be sympathetic towards DEI discussions. He suggests the first topics to be broad. For example: What is DEI?, Immigrant Background, Gender and Identity. Mr. Haynes shared that these conversations will help the city move towards being more resilient and connected, which are important parts of the City's strategic framework. He believes that around \$25,000 should be allocated and that the City should leverage its resources to analyze metrics and make use of its events space such as the Abbey Theater." Finally, Mr. Haynes says that he could see the benefit of having smaller conversations before and after larger events.

### Questions/Comments

Chair Malik opened floor for questions and comments

Vice Chair Lombardo began the discussion by talking about her experience at DEI conferences she has attended. She noted that she wants to reach people that do not understand DEI, not just people that often learn about DEI.

Chair Malik shared that he recognizes that each member represents a different community and perspective within Dublin. Chair Malik stated that the group can discuss any topics.

Ms. Kilty shared what she learned during Dublin's Citizen U program. She discussed that during Citizen U she learned about global and local history and how it made Dublin the multicultural city it is. A potential topic could be "Why We Are Who We Are".

Vice Chair Lombardo likes the idea of first connecting history to multiculturalism and then pushing people further to discuss DEI.

Ms. Kilty noted that her husband is required to participate in DEI conversations for work multiple times a year. Some people say they are overwhelmed by number of DEI conversations they are part of for work.

Vice Chair Lombardo echoed Ms. Kilty's statement and shared that some people feel that "they can't get away".

Ms. Nardecchia summarized that so far the group had discussed history, multiculturalism and micro-aggression.

Chair Malik asked Ms. Nardecchia if it would be best to decide how many events the group will hold, before deciding on topics.

Ms. Nardecchia suggested that the group decide on learning targets first, answering the question what difference do we want to make.

Ms. Kilty stated that she wants the community to understand how Dublin has changed over the years and why this happened. Ms. Kilty shared that there needs to be a greater understanding of the connectivity of Dublin residents to events that are happening around the community. Ms. Kilty also wants the community to understand what events shape our demographics

Vice Chair Lombardo shared that she is thinking back to the MLK Sunday Supper that the City of Dublin hosted. During the event, a table first had activities to work on, then the full group came together. This event was a powerful sharing of experiences. Vice Chair Lombardo noted that it is easy to say that things do not happen here in Dublin when it does not happen right in front of you. Vice Chair Lombardo also referenced a Juneteenth event where High School students spoke about their own experiences. She wants to create a comforting environment so people will share their experiences. Furthermore, Vice Chair Lombardo shared that she wants to open people's eyes to see that micro-aggressions are happening here.

Ms. Noteman noted that a few years ago an Instagram account was created by a group of Dublin students where they shared the about the upsetting experiences they have had in Dublin. While Ms. Noteman recognized that this was not the best method to approach these topics, the account was an effective way of showing residents what was happening in Dublin.

Vice Chair Lombardo said that she wants these discussions to be a base for moving forward. Vice Chair Lombardo stated that she was to talk about where multiculturalism coming from, for example from businesses such as Honda. Vice Chair Lombardo does not want the discussions the group leads to be used as a complaint forum. Instead, she wants them to open eyes.

Ms. Kilty shared that she recently participated in a Community Health Needs focus group. This was a small group forum with moderator and she felt it was very eye opening. While each member of the discussion was asked the same question, everyone answered differently. Ms. Kilty stated that she feels there is potential for a small group forum where people can share their own experiences, like with micro-aggressions. The audience may not have heard experiences like this before.

Ms. Amara agreed that small group setup is a good format. Additionally this could be good place to get ideas for future topics from.

Ms. Yu shared that there are multiple organizations that are important to the Chinese community, one of which is The Ohio Chinese American Association. This organization put on a performance last month, but it was only attended by members of the Chinese community. Ms. Yu shared that it is important to work with and connect with other Dublin residents, not just members of the Chinese community. Ms. Yu said that there is potential for a cultural awareness event where various cultural communities could reach out to each other. Ms. Yu also stated that the United States is often referred to as a melting pot. However, to make your recipe, one must know the ingredients first.

Ms. Yu further discussed analogy and reiterated that we must know ourselves and our small community first and then we can share with others.

Ms. Cato stated that she wants to see empowerment, self-improvement and self-advocacy coming out of these events.

Vice Chair Lombardo shared that she wants to challenge people without making them defensive.

Ms. Cato said that there is misconception that POC are the experts but anyone can use micro-aggressions without even knowing that they are doing it.

Vice Chair Lombardo talked about micro-aggressions as unlearning things. She noted that not all of the things we were taught were okay and that there is a difference between intent and impact.

Ms. Cato stated that it is important not to minimize impact.

Ms. Kilty noted that she likes the term "unlearning."

Ms. Amara discussed the importance of open-mindedness.

Ms. Nardecchia reiterated Ms. Yu's words, that we need to "walk out of our circle" and stated that she loved this phrase.

Ms. Nardecchia suggested bucketing things into different areas of DEI. She summarized the group's discussion that there is energy around history and growth and how the city become so multi-cultural. Ms. Nardecchia suggested that another bucket could be bringing in an expert, speaker, author, but that this must be personal and paired with smaller discussions.

Ms. Nardecchia then read one of the priorities C.I.A.C. had decided on. It states “the city develops an educational speaker series regarding DEI and cultural awareness”.

Chair Malik says that this is an opportunity for all to become active in discussions but that expert opinion must be brought in as well. Additionally, C.I.A.C. must recommend creating a safe environment where people are willing to share. He stated that he does not want controversy to be stirred up, instead this should be an opportunity for advocacy and finding solutions. Additionally, Chair Malik shared that he has seen events held in other communities that had good intentions but bad outcomes, leading to the release of an apology.

Chair Malik then shared that an additional topic idea is Mental Health because it affects so many different communities. He shared that it is important to walk out of one’s smaller community and find where there is commonality and collectivism.

Vice Chair Lombardo then asked where the committee should go from here. She asked Ms. Nardecchia if the committee needs to develop a whole series list or just the first few. Ms. Nardecchia indicated that it wasn’t necessary to develop anything tonight.

Vice Chair Lombardo shared that some of the topics she jotted down were ageism/ability, micro-aggressions, gender, mental health, and the immigrant experience.

Ms. Nardecchia shared that this should be an idea jotting session and that once the committee has read everyone’s thoughts, it may be easier to format them. This plan does not need to be fully complete until December, however the city is currently in input mode for city budget. She also suggested that the group look at ways other members of the community such as Library, Schools, and Police are addressing these topics.

Vice Chair Lombardo stated that she wants to look for experts in the community such as a speaker she knows from Cardinal Health and others like him. The group may only need a smaller amount of funding to jumpstart the program.

M. Nardecchia stated that the Chair and the Vice Chair can work out a more concrete format where members should jot down their ideas. She suggested using the “Dot Method” at the next meeting to discuss and make decisions on topics.

Ms. Yu then brought up the recent Harvard Admissions case and the recent US Supreme Court decision on Affirmative Action. Yu noted that she spends extra money on classes for daughter (academic and dance, Chinese studies) and extra time to teach her daughter, but when kids apply to colleges there is not an equal opportunity to be accepted. Ms. Yu stated that she recognized Affirmative Action is a controversial topic. She also mentioned that Dublin City Schools only has one Chinese language teacher.

Ms. Nardecchia asked Ms. Yu what outcome she would like to see. Ms. Yu said that she would like people to know how much effort and time parents and students spend to get good scores.



Ms. Kilty stated that she recognizes importance of talking to people about affirmative action.

Ms. Yu reiterated the amount of work she puts into raising her daughter and making sure she is successful.

Ms. Amara stated that she hears that Ms. Yu would like to dispel stereotypes. Ms. Yu agreed.

Chair Malik mentioned the Safe Space and Suicide Prevention in Dublin. Chair Malik asked Chief Páez and Ms. Myers about those programs what measurable steps they are taking to improve those programs. Chair Malik felt that these programs can inspire ideas for C.I.A.C.'s speaker series program.

Chief Páez said that he had a conversation with the Chief's Advisory Council about measuring success of the Safe Space program. Chief Páez noted that it is important to be cautious of having too much ambition and be patient when measuring results. He also noted that the program just started last November. Chief Páez shared that Safe Space had been launched to Washington Township, Crawford, and all City Buildings but that they do not have statistics yet. Chief Páez also shared that there was a long research period before the launch. He applauded the committee for taking their time to come up with topics. Chief Páez then noted that the Suicide Prevention program had a similar timeline.

Ms. Myers shared about the Suicide Prevention Town hall. She mentioned that the people who showed up were grateful that Dublin even said the word "suicide". Ms. Myers then noted that the program expanded the next year be more generally about mental health.

Ms. Myers advised that personal promotion is especially important. Ms. Myers stated that certain communities, like Asian American populations in Dublin, are less willing to talk about mental health, so some additional encouragement may be needed to reach more people.

Ms. Nardecchia stated that "we do not know what we do not know" and recognized Chief Páez words of advice and shared that the MLK Conversations were eye opening. Ms. Nardecchia once again reiterated Ms. Yu's walk outside your circle statement.

Vice Chair Lombardo reminded the group that the purpose is more than one conversation or to fulfill a short term goal.

Ms. Nardecchia told the group that she had researched other organizations that were trying to have the same conversations that C.I.A.C. wants to have. Ms. Nardecchia noted that most of these organizations that are hosting DEI meetings are universities, faith communities and libraries, not a lot of municipalities.

Mr. Xu shared that he wants to start something that will evolve. He is interested in history of Dublin and how it has evolved.

Vice Chair Lombardo told the group that recently she was talking to someone that was complaining about the development of Dublin but then realized that she lives in a newly built house.

Chair Malik encouraged the group to keep coming up with more ideas, but for now the group will move on.

### **OUTREACH & ENGAGEMENT UPDATES**

Ms. Nardecchia shared that Outreach & Engagement piloted and put into action Live Language Translation. Ms. Nardecchia thanked Ms. Noor for helping to test this service. Ms. Nardecchia noted that the test provided much helpful information about cultural implications and informed staff training. The day after the testing ended, a member of the community used the service. This week the service is being rolled out to supervisors and their teams. Ms. Nardecchia stated that the City will budget for city wide translation services for 2024.

Ms. Nardecchia also shared that the City of Dublin has hired a consultant that specializes in inclusivity and accessibility at events. This consultant will come and observe at the Dublin Irish Festival. After she makes her observations, the Events Director will come and present to this committee on the consultant's findings. There will most likely be an accessibility tent added to the entrance of the Festival in the following years.

#### Questions/Comments

Ms. Amara asked Ms. Nardecchia which buildings the Live Language Translation is available in. Ms. Nardecchia stated that the service will be available in all City buildings except for the Justice Center. The Justice Center has unique needs and requirements and actual physical barriers at its front desks. Additionally, Court Services already heavily relies on certified translators.

Chair Malik thanked Ms. Nardecchia for the work she had done to make the City more inclusive.

Ms. Kilty asked Ms. Nardecchia whether American Sign Language could be translated using the Live Language Translation Service. Ms. Nardecchia reported that American Sign Language is included. Ms. Nardecchia did note that wait times for some language translators, like French and German are longer.

Ms. Myers thanked Ms. Kilty for the kind words Ms. Kilty shared about Ms. Myers' article "Celebrating Dublin's Accessibility during Disability Pride Month" on the Visit Dublin Ohio website. Ms. Myers then discussed some of the accessibility services that will be offered at this year's festival, including the Take a Break Sensory Tent, Wheel Chair Accessible Parking and Chair Rentals. Ms. Myers also shared some reminders for seniors and caregivers. Chair Malik thanked Ms. Myers.

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

Chief Páez shared positive updates on the Safe Space Program. They have been in talks with staff at the Dublin Methodist Hospital to incorporate Safe Space. Additionally, Chief Páez reported that three new officers were brought in to serve as Safe Space trainers, this now brings the total to five Safe Space training officers.

He also stated that the Public Safety Services Liaison position is still being advertised via Syntero.

Chief Páez also discussed that the Chief's Advisory Committee had gone over large event safety planning, for events like the Dublin Irish Festival and others.

#### Questions/Comments

Vice Chair Lombardo asked about the concrete barriers surrounding the perimeter of the festival. Chief Páez noted the East entrance barriers. Vice Chair Lombardo then asked about the steps the City is taking to keeping people from jumping the fence to enter the Dublin Irish Festival. Chief Páez says that the Dublin Police will be using the drone, officers on the ground, and a camera system. Additionally, the festival will be adding taller, stronger fencing along the perimeter.

Ms. Nardecchia also noted that a curfew continues to be implemented for minors at the Dublin Irish Festival. Ms. Nardecchia also stated that the Dublin Irish Festival's four stage safety plan was revisited and will be shared to volunteers, stage managers, and others.

### **NEW BUSINESS**

Chair Malik thanked Ms. Noteman for her service as a student representative. Ms. Noteman thanked the committee for including her and other students in this committee. She further thanked the committee members for their curiosity and questions towards her the other students. Ms. Noteman stated that she believes collaboration is key. Ms. Noteman is excited for future opportunities and will take these experiences to college with her.

Chair Malik listed some upcoming community events including the Pakistani Independence Day event (August 14<sup>th</sup> at Riverside Park) and the FYA India festival in Columbus with Dublin Police as Partner.

Chair Malik also shared that he had the opportunity to meet with the superintendent of Dublin City Schools to be a collaborator of the New Americans Book Fair event. Routine meetings will be hosted and C.I.A.C. members are welcome to join. Meetings take place in the library.

Chair Malik then discussed an August 9<sup>th</sup> trip to the Holocaust Museum in Cincinnati. Those who are attending will be carpooling from Dublin and will be back by 5:00 p.m.

Chair Malik then reminded members that the Committee will take a group photo at the September meeting. Ms. Myers confirmed the date.



Ms. Myers then shared some additional events like the Festival of Faiths at Worthington Park on August 20th. Many different communities will be represented at the Festival. It is a great activity for families. Ms. Myers said that she will share the flyer.

#### **ROUNDTABLE**

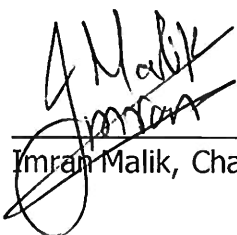
Ms. Kilty shared that August 17<sup>th</sup> is first day of school Dublin City Schools.

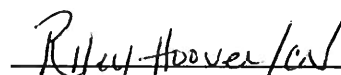
Ms. Myers shared that the Obon Festival is at Riverside Crossing Park and clarified that the FIA India Festival is on August 19<sup>th</sup>.

Ms. Nardecchia shared that Outreach & Engagement is still in need of two more host families for the "Japan-America Grassroots Summit.". One of the families is looking for a one story house that is wheelchair accessible. Families would host for three nights and four days in September.

#### **ADJOURNMENT**

Vice Chair Lombardo motioned to adjourn the meeting; Ms. Kilty seconded. The meeting was adjourned at 7:29 pm.

  
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Imran Malik, Chair

  
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Riley Hoover, Administrative Intern,  
Outreach & Engagement