



## COMMUNITY INCLUSION ADVISORY COMMITTEE

FEBRUARY 28, 2023 MEETING MINUTES

6:00 - 8:00 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, Kristine Aldemir, Max Xu, Ming Yu, Peggy Kilty, Noor Amara, Isao Shoji

*Committee Members Absent:* Vineet Goel, Erica Adams

*City Staff Present:* Megan O'Callaghan, Homer Rogers, Christine Nardecchia, Chief Justin Paez, Kirby Dearth, Rebecca Myers, Mitchell Ament

### 2. Review Minutes

Imran Malik proposed a motion to approve the January 31, 2023 meeting minutes. The motion was unanimously approved by all those present.

### 3. New American Authors Event

#### *Presentation*

Imran Malik and guest speaker Deba Uwadiae presented information on the event and their experiences with it in the past. It is expected that the event in 2023 would attract over 100 authors. He proposed that the location of the event be at the Columbus Metropolitan Library in Historic Dublin. It was noted that the event is planned to occur in approximately six months. Chair Malik stated that he is hoping for 500 to 1,000 people in attendance.

Deba Uwadiae introduced himself as the publisher of the New American Magazine, and explained its inception in 2016 and its growth in popularity since that point in time. He stated that he is a voice that advocates and represents the New American community in the Ohio Statehouse. Uwadiae went on to explain the structural growth of his organization and as a result the event has grown with it. He stated that the inspiration and aspiration of the event is the success of the Dublin Irish Festival. The purpose and intent, as he explained, of the event is to engage diverse writers, publishers, students, and any person that enjoys reading.

#### *Questions/Comments*

Niki Lombardo asked what is needed from the community or City to assist in making the event a possibility.

Christine Nardecchia stated that the specific assistance being asked for needs to be defined before we move forward, noting that we can absolutely promote the event.



## COMMUNITY INCLUSION ADVISORY COMMITTEE

FEBRUARY 28, 2023 MEETING MINUTES

6:00 - 8:00 PM

Deba Uwadiae clarified that the group would need money, possibly a grant, to facilitate such an event, the group would also ask for help promoting the event. He then continued to explain the proceedings of past events, and common professions in attendance.

Michael Haynes suggested that the organization contact Dublin Life Magazine, the City for volunteers, Dublin Schools, and the Defending Literacy program.

Kirby Dearth stated that this is something that the group needs to provide a thumbs up to, to which the CIAC responded that they would like to partner with the New American Authors to put on their event.

#### **4. City Employee Diversity Equity and Inclusion Efforts (CEDEIC)**

##### *Presentation*

Homer Rogers provided an update on the formation and work of the CEDEIC. He also reviewed the purpose of the groups' formation as related to the Internal DEI Strategic Plan, and later Strategic Framework. Following these points, he presented the 3 major goals of the current group, and the strategies to achieve such goals. Rogers also informed the CIAC of the composition of the CEDEIC and its members.

##### *Questions/Comments*

Niki Lombardo asked if we know why our residents Black and Latino population ratio in Dublin lags behind the Franklin County population ratio.

Christine Nardecchia and Kirby Dearth made clear that the conversations happening in the CIAC and the results of it help to change Dublin's image to create a more welcoming environment. The composition of our housing stock and its average prices also feed into these low population numbers.

City Manager Megan O'Callaghan added that our location and business composition as related to Columbus should be taken into account when observing these differences. She made the CIAC aware of the Housing Study, Neighborhood Design Plan, and Community Plan, and how these projects relate to changing the population ratios in the future.

Isao Shoji asked if there is data collected by City Staff regarding utilization and contacting of diverse local vendors.

Homer Rogers responded that this is a point of improvement that City Staff intends on keeping track of and comparing to state data in the future.



## COMMUNITY INCLUSION ADVISORY COMMITTEE

FEBRUARY 28, 2023 MEETING MINUTES

6:00 - 8:00 PM

Imran Malik asks that the City seek input from the cultural committees regarding major contract agreements and vendor selection.

City Manager Megan O'Callaghan answered that City Staff can absolutely bring such topics to the CIAC and CAC. Chief Justin Paez added that he intends on doing something similar in the CAC by bringing new hire selection into the agendas in the future.

Isao Shoji explained the importance of being bold in the attempt to increase the diversity of employees. This journey to success includes more than just posting on Indeed.com, it includes a great deal of intentional targeting of student groups and diverse organizations.

### 5. Council Report Recap

#### *Presentation*

Imran Malik and Vice Chair Niki Lombardo presented on their experience presenting to Dublin City Council. They presented that Council was very accepting enjoyed hearing the report, and will continue to support the efforts of the CIAC.

### 6. Ramadan Iftar Dinner and National Day of Prayer

#### *Presentation*

Imran Malik explains the tradition of Ramadan. He proposed social gatherings for faith-based and ethnic celebrations being held in the Council Chambers lobby area. The events would be invite-only and not accessible to the public. The intent would be to bring diverse populations to Dublin and meet City leadership.

Noor Amara also provided an example of a previous event for Ramadan held in Mason, Ohio. Having such an event in City Hall would produce a particularly inviting image and message.

#### *Questions/Comments*

Many members of the group were concerned with the logistics of such an event. They also ask that City Staff help navigate the event permit application process if the CIAC shows support for such an event. CIAC members agree that this event, held at the Council facility, produces a great message to diverse populations in the region.

Niki Lombardo insisted that the CIAC produce a recommendation to staff to research if this event, held at Council Chambers, is possible, attainable, and allowed by policy.

Christine Nardecchia suggested that the group produce a calendar of events they would like to host for the year 2024.



## COMMUNITY INCLUSION ADVISORY COMMITTEE

FEBRUARY 28, 2023 MEETING MINUTES

6:00 - 8:00 PM

Niki Lombardo and Imran Malik clarified that the CIAC would like City Staff to see if such an event is possible, and if so, planning and implementation of the event would be done exclusively by a community group.

### 7. Social Media Platforms

#### *Presentation*

Rebecca Myers asked if the CIAC members had thought of any applications utilized by diverse communities to communicate, that aren't mainstream in the U.S. She cited the "LINE" app specifically

Isao Shoji confirmed that the LINE app is exclusively used for all communication among the local Japanese community.

Rebecca Myers also asked the CIAC to think about recommendations they can make to enhance the experience of events planned in the future.

### 8. Moving Forward

#### *Presentation*

City Manager Megan O'Callaghan presented the change in staff liaison role from Kirby Dearth to Christine Nardecchia. She went on to explain the reasons for such a change.

The CIAC stated their deep appreciation for Kirby Dearth and his leadership in bringing this group together and completing the work that they have.

Kirby Dearth produced a speech thanking the CIAC members, and how much this work means to him.

### 9. Outreach and Engagement Updates

#### *Presentation*

Christine Nardecchia will work with the Chair and Vice Chair to get Dublin Bridges to a meeting. She is working to find a location for hosting naturalization classes, they must be near a bus stop. She will be facilitating a meeting tomorrow speaking on inclusion considerations that need to be made regarding event planning. She stated that the State of the Community is Thursday, March 9, at 7 PM at the Exchange. She then provided an update on Citizen U spots left. She asked that CIAC members mark their calendar for Tuesday, May 2, at 2:20 PM at the Abbey Theater; the City of Dublin will host a naturalization ceremony, and she proposed that a reception be hosted by the CIAC.

\*Have Christine input list if anything is missed\*



## COMMUNITY INCLUSION ADVISORY COMMITTEE

FEBRUARY 28, 2023 MEETING MINUTES

6:00 - 8:00 PM

### **10.CAC Updates**

#### *Presentation*

Chief Justin Paez ran through the previous CAC meeting agenda, and provided some detail on the conversations had. In the next meeting, the PD HR Business Partner will share future recruitment goals and efforts. They will also be reviewing two emergency response policies at the next meeting.

Isao Shoji added that the CAC would very much like to have a joint meeting to determine how the "Public Safety" priority area is addressed.

### **11.New Business**

#### *Presentation*

Imran Malik will be speaking to the Dublin Rotary on behalf of the CIAC on March 17 at 7 AM. He requested that CIAC members and City leadership attend a fundraiser for a Children's Hospital at St. Patrick's Church on March 26. He updated the group that local fundraisers were able to raise over \$100,000 for victims of the earthquakes in Turkey. He suggested that the City of Dublin produce a statement of support for the people of Turkey.

Rebecca Myers clarified that the City CPI Department has posts lined up for tomorrow to raise awareness of the tragedy in Turkey.

### **12.Adjourn**

Respectfully Submitted,  
Mitchell Ament, Management Analyst