



MEETING MINUTES

COMMUNITY INCLUSION ADVISORY COMMITTEE

Tuesday, June 25, 2024

CALL TO ORDER

Imran Malik, Chair, called the Community Inclusion Advisory Committee (CIAC) meeting to order at 6:05 p.m.

ROLL CALL

Members Present: Chair Imran Malik, Peggy Kilty, Kristine Aldemir, Katawi Cato, Ingrid Fields, Ming Yu, Crystal Maiuri

Members Absent: Vice Chair Niki Lombardo, Isao Shoji, Max Xu [Noor Amara resigned]

Staff Present: Christine Nardecchia, Rebecca Myers

OATH OF OFFICE

City Council Vice Mayor Christina Alutto administered the oath of office to reappointed CIAC member Ming Yu.

AGENDA ORDER

Ms. Kilty moved, Ms. Maiuri seconded to move agenda items #3 [Introduction New Members], #4 [Public Comments], and #5 [Approval of Minutes] to follow agenda item #6, Presentation by Evolution Theatre Company.
[Motion approved unanimously.]

PRESENTATION

Joe Bishara, Abbey Theater Supervisor, stated that the Abbey Theater of Dublin has a professional relationship with the Evolution Theatre Company. It is not the only way in which The Abbey is interacting with the theater and arts communities. They also have a working relationship with Spotlight Columbus, which hosts an annual South Asian theater festival at The Abbey. He introduced Evolution Theatre Company Executive Artistic Director, Mark Phillips Schwamberger.

Mr. Schwamberger provided a slide presentation and reviewed the purpose and functions of their theater company. He commended the City of Dublin on receiving a 100% score on the Human Rights Commission (H.R.C.) ratings. Evolution Theatre Company is the only Central Ohio LGBTQ+

theater company. Inclusion and diversity are the focus of the Evolution Theatre Company. Their underlying goal is to educate through entertainment. Through their plays, they show different aspects of life. He has been impressed with the support he has received and the positive reception of their productions in the City of Dublin. They appreciate the theater facility and the technological expertise of the theater crew.

Mr. Bishara noted that Evolution Theatre is aligned with the City of Dublin's intent to foster diversity, equity and inclusion in the community.

Mr. Schwamberger stated that the LGBTQ+ community is expanding. With the increasing exposure, acceptance, respect and inclusivity follow. He believes moving their venue to Dublin has been good for their mission of education through entertainment. He noted that their upcoming productions are listed at their website, evolutiontheatre.org, where tickets for the shows may be purchased.

Chair Malik stated that the City of Columbus is a global city in which many cultures are represented. Is that an aspect that is reflected in the theater's plays?

Mr. Schwamberger responded that their casts typically are multi-cultural and reflect a variety of ages. Most of their talent comes from the greater-Columbus area.

Ms. Fields inquired what CIAC members could do to support Abbey Theater and Evolution Theatre.

Mr. Bishara responded that members could check the City's website, abbeytheaterofdublin.com, to view upcoming productions and attend those plays that fit their family's interests. He noted that the Abbey Theater also has its own incubation space programming. The Abbey's pre-professionals will be producing two shows this summer. The Abbey Theater attempts to represent the depth and breadth of the Dublin community in the performances that occur on its stage. They have been recognized by the Central Ohio Theater Critic Circle for being the only theater incubation space for truly diverse and inclusive productions, not only for the plays produced internally by the City of Dublin, but by welcoming other organizations that are able to provide what the Abbey cannot provide on its own. Collaboration is a big part of theater.

Ms. Kilty inquired where Evolution Theatre publishes its casting calls.

Mr. Schwamberger responded that they are listed on the audition page of their website.

Ms. Yu stated that on Sunday, June 30, Columbus Wuyue Arts Foundation will present the 2nd Asian Dance Performance at 3:30 p.m. at the Abbey Theater. Professional dancers will perform traditional and contemporary dances. There will be only one performance, and tickets are already sold out.

Ms. Aldemir inquired if Evolution Theatre encourages local, minority playwrights to write and produce their own plays.

Mr. Schwamberger responded that they encourage new playwrights and have solicited plays from local playwrights a number of times. Last year, they produced a festival of short plays written by local playwrights.

Mr. Bishara stated that the Abbey Theater of Dublin is working in conjunction with the Otterbein College Playwrights Collective's creative writing program. One-act plays are submitted to the Abbey Theater team. From those, two or three plays are selected, which are then produced on stage. Abbey Theater of Dublin is invested in being an incubation space for all theater artists, not just performers.

Chair Malik thanked Mr. Schwamberger and Mr. Bishara for their presentation.

Chair Malik invited new CIAC members to introduce themselves and share some information about themselves with the committee.

Ms. Mauri stated that she moved to Dublin 3 years ago for her job with the Veterans Administration. She was happy to learn of the City's inclusivity and noticed at the City's website open seats on an advisory committee with a DEI focus. She applied, interviewed, was appointed and is excited to attend her first meeting. She looks forward to working with everyone.

Ms. Fields stated that 20 years ago, she and her husband also relocated to Dublin with her job. They remained and through the years, have been involved in several City events. She wanted to contribute further and applied for a seat on this advisory committee. She looks forward to serving on the committee.

Ms. Yu stated that she moved to the City of Dublin in 1995. The City has grown significantly since then. She previously was employed with OCLC, and now volunteers with various community efforts, including the Chinese Contemporary School.

APPROVAL OF MINUTES

Chair Malik inquired if there were any corrections to the May 21, 2024 CIAC minutes.

Ms. Kilty requested an amendment on p. 6 under the Naturalization Ceremony item to add former CIAC member Michael Haynes alongside her name as assisting in the event. Additionally, she would like to include Mr. Haynes' name with her name under the Pride Month proclamation item. She would like the minutes to recognize Mr. Haynes' involvement with those efforts.

The clerk indicated that if it was noted at the May 21, 2024 meeting, it would be included.

Ms. Kilty responded that she does not believe it was stated at the last meeting. Hopefully, it will be captured in this meeting's minutes.

Ms. Kilty moved, Ms. Aldemir seconded approval of the May 21, 2024 meeting with the requested amendments, if reflected at that meeting.

Vote: Chair Malik, yes; Ms. Mauri, yes; Ms. Aldemir, yes; Ms. Kilty, yes; Ms. Fields, yes; Ms. Yu, yes; Ms. Cato, yes.

PUBLIC COMMENTS

There were no public comments.

DIVERSITY, EQUITY & INCLUSION (DEI) FRAMEWORK

Ms. Nardecchia stated that the DEI Framework was developed and approved by the previous DEI Task Force last July 25, 2023, and it was adopted by City Council in October 2023. The plan is a guiding document. There are no timelines associated with the plan, and City staff continues to work on the plan's priority areas. Tonight, the committee will be receiving updates on the status of priority areas #7 and #8. She noted that with the previous Priority Area #3 update, the committee had requested that a Human Resources staff member provide a future update on the division's DEI efforts in regard to recruitment, retention and employee benefits. That update will be scheduled on a CIAC agenda later this year.

Priority Area 7 – Mobility and Transportation

Goal 1: Provide Affordable Transportation – The City prioritizes increasing affordable and efficient modes of transportation for employees of business located in the broader Dublin area.”

The Indicators of Success are:

- City strategy leverages the MORPC Regional Housing Strategy as a guide for increasing affordable housing.
- City leadership maintains and increases a commitment to the development of a broader regional housing plan that supports a diverse Central Ohio.
- The City works with COTA to maintain and increase affordable transportation to and from the Dublin area.
- City leadership applies knowledge gained and technologies developed as part of the Beta District and U.S. 33 Corridor programs to improve access and equity for current and future employees of all income levels.
- The City works with businesses to improve the availability of reliable and affordable transportation for their employees.
- The City partners with organizations and other government entities to anticipate and solve future transportation challenges.

Ms. Nardecchia noted that the second indicator of success regarding a regional housing plan is tied to Priority Area 6 – Housing, which City Council has placed on hold as it is being addressed particularly with the Envision Dublin Plan.

In regard to the third indicator, there is a City representative on the COTA board, and the City continues to prioritize the COTA bus stops near the Bridge Park district. Relative to the remaining indicators, the City is prioritizing the U.S. 33 Corridor. It also is providing reliable and affordable transportation for all employees; the City’s SHARE connector is intended to be an all-inclusive means of transportation for all ages and abilities, not for seniors only. It is a workforce connector, as well. A major portion of the City’s capital and operating budgets are dedicated to transportation issues and improvements. Currently, City staff is working on the City’s 2025-2029 CIP budget.

Ms. Kilty referred to the COTA priority item and noted that it is her understanding that COTA will have a funding request on the ballot this year. She inquired if there was an update available on that ballot item.

Ms. Nardecchia responded that she would be happy to provide an update at the August committee meeting.

Ms. Kilty inquired if there are any available statistics regarding City ridership.

Ms. Nardecchia noted that there has been no additional update since the Transportation and Mobility division’s last update to CIAC; however, she can share that the City’s COTA ridership is increasing.

Ms. Fields inquired if there is community awareness of the City’s SHARE connector, as well as the future transportation connection to Pittsburgh and Chicago.

Ms. Nardecchia stated that the City has been made aware of the SHARE connector, particularly via social media. The senior community is less often on social media, however, so the City will continue to expand its education and increase awareness. She noted that City Mayor Amorose Groomes serves on the MORPC executive board and frequently provides updates at City Council meetings.

Goal 2: Expand the Dublin Connector - “The City commits to expanding and promoting the Dublin Connector program.”

The Indicators of Success are:

- The City leverages the Dublin Mobility Study to determine how to effectively facilitate equitable access to mobility.
- City Council commits to funding and promoting the Dublin Connector program to help employees and visitors using bus transit and help seniors and the disabled navigate Dublin.
 - City Council supports the SHARE program, [now the Dublin Connector]
 - City Council promotes the GoDublin app.
- The City expands visibility and usability of existing last-mile shuttle service to improve Dublin companies’ access to a dependable workforce.
- The City creates at least one mobility hub east of the Scioto River.
- City Council and City staff support and promote the use of micro-transit services.

Ms. Nardecchia noted that many new residents in the City have come from larger metropolitan areas, do not own personal vehicles and often use Uber service to their destinations. They are very happy with the availability of the Dublin Connector.

Ms. Kilty inquired if the SHARE service initially was available only to individuals 55+ and to local workforce or if it was always available to anyone of any age.

Ms. Nardecchia stated that she believes the funding is split between the Economic Development budget and the City’s General Operating Budget. She inquired if Ms. Myers had further knowledge concerning this question.

Ms. Myers stated that she believes that initially, the SHARE service was available only to individuals 55+.

Ms. Kilty requested confirmation that, currently, riders of any age may use the transportation service.

Ms. Myers responded that people 55 and older, anyone with disabilities, and members of the local workforce may now use the Dublin Connector.

Ms. Aldemir noted that it is her understanding that ride reservations must be made 2 hours in advance of the needed time at The Dublin Connector website.

Ms. Nardecchia stated that the website address is: [Sharemobility.com/dublin](https://sharemobility.com/dublin). There is an available app.

Goal 3: Facilitate DEI Transportation Programs —“The City develops and supports programs and strategies that use transportation to meet DEI goals and aspirations.”

The Indicators of Success are:

- The City considers the necessity for expanded bus lines and COTA Park and Ride locations.
- City staff explores the role of enhanced public transportation throughout neighborhoods, including stops at specific businesses and community anchors.
- The City maintains and expands Dublin bike paths and trails to connect with regional trail systems, with a special emphasis placed on the ability to cross the Scioto River.
- City policies support and expand all additional modes of transport, including bikes, scooters, walking, minibuses, ridesharing, kayaks, etc.
- The City creates unique opportunities to bring Dublin residents and employees together and to transport them to and from events safely.
- The City supports and promotes transit options and last-mile mobility offerings.
- City studies and researches how Transit-Rich Neighborhoods (TRN) affect diversity and

equity.

- The City partners with COTA to offer transit to major regional events in an effort to promote the use of public transit outside of lower-income ridership.

Ms. Nardecchia stated that the City is committed to its COTA park and ride locations, one of which is immediately in front of the Ohio University Dublin campus. The City excels at maintaining its bikepaths and trails, which connect with a regional trail system and offer ability to cross the Scioto River. She indicated that the City is making strides in all of the above indicators for success, except the item, “study and research how transit-rich neighborhoods affect diversity and equity.” She does not believe that has been done at this time. The DEI Framework is a guiding document for the Transportation and Mobility staff, who are advancing the Plan well. There is no deadline associated with any of the items.

Priority Area 8 – Community Building and Inclusion

Goal 1: “Improve Dublin’s Inclusivity – The City must commit to improving the community’s inclusivity by providing its residents opportunities to engage in DEI training, conversations and awareness campaigns.”

The Indicators of Success are:

- The City develops an educational speaker’s series for the general public regarding topics of DEI and cultural awareness.
- The City establishes a minimum number of annual open speaker events, town halls and DEI training.
- The City will integrate an innovative approach to provide several welcome classes in different languages to new members of the community.
- The City proactively organizes and facilitates community events in response to the greater societal incidence of discrimination, racism or unrest.
- The City commits to assessing the likely outcomes of its legislative policy on diversity, equity and inclusion in Dublin.

Ms. Nardecchia stated that many discussions were held regarding an educational speaker series concerning DEI and cultural awareness. They discovered that there are vast offerings of DEI speaker topics that occur throughout the City. In addition, the City is partnering with Ohio University to produce a speaker series. The first year, the topic focused on healthy aging in place for the City’s older adult population. We continue to discuss ways to fund and further develop that speakers series; however, a vast inventory of such presentations already exist in the City. The 2nd indicator regarding establishing a minimum number of DEI training events has not yet occurred, and staff will be looking further at this indicator. The City has heavily focused on integrating new resident welcome classes in different languages to new members of the community. We are now providing more ASL sign language at City events. The most recent events were The Memorial Tournament and the Veterans Day ceremonies. At every City front desk, we have implemented language translation services. There are a number of English as a 2nd language classes offered in Dublin, and the City has published that list of classes as part of the City’s welcome for the global community. The City has implemented a DEI policy, and with our HRC score, we are in continuous assessment of the outcomes. The City also has an internal DEI committee that continually assesses that indicator. The City has a very open and active event permit process. There is at least one event per day in the City. She will attempt to compile a list of the events that are held in Dublin. The City’s facilitation of events is handled through the event process, which is complex.

Ms. Kilty stated that the indicator states that the City organizes and facilitates community events in response to the greater societal incidence of discrimination, racism or unrest. This committee and the Chief's Advisory Committee were formed in response to the unrest following the death of George Floyd. Following the death of George Floyd and the subsequent community unrest, the City formed the DEI Task Force to discuss discrimination issues. Ultimately, this committee and the Chief's Advisory Committee were formed to continue to discuss DEI issues. Her hope is that if in the future there is an incident, the City will have a corresponding response. She recognizes that it is not easy to address difficult topics when there is unrest and conflict.

Ms. Nardecchia stated that when local incidents occur that could affect the community and its well-being, and there are items over which the City has control and ability to address, the City would not fail to do so. The excellent way in which the police incident last Friday was handled was a good example. Citizens were cautioned to be respectful, and information was provided if there were any citizens in need of assistance. She is proud of the City's manner of handling such matters.

Ms. Fields inquired if the committee is aware of what a City incident response team is comprised. She is aware that social media response tools are used.

Ms. Nardecchia responded that there are individual incident response teams and there is a unified command response to Citywide incidents. Staff can look into providing a copy of the City-wide emergency response plan to this committee for the purpose of considering City efforts to address the diverse needs of the community in such times. Such a plan would provide information regarding shelter, child care, pet care, language barriers, mental health support. There are mutual aid agreements and plans, but in terms of a specific localized incident, she would ask the Police Department leadership to report to the committee.

Chair Malik stated that the Chief's Advisory Committee is a parallel to this committee. This type of information is discussed by that committee, as well.

Ms. Nardecchia requested Ms. Fields to further clarify her inquiry.

Ms. Fields responded that she was inquiring how all the various City responses are connected.

Ms. Myers stated that she is a Public Information Officer (PIO), one of several on the City's communication team. She works with Ms. Nardecchia's outreach and engagement efforts and with Dublin Police. There is a response team of 10 PIOs, led by Director Weisenauer, who help residents connect to the needed responses. In addition to the Police emergency response related to public safety, PIOs provide the communications. They have a crisis communications plan, which includes diversity considerations. The City has many layers in its overall crisis response plan.

Goal 2: "Promote Dublin's Diversity – It is important that the City take active measures to acknowledge, appreciate and uplift diversity within the community in a public setting whenever possible."

The Indicators of Success are:

- The City will integrate cultural awareness and celebration into the City's events.
- Diversity is acknowledged in public spaces and communication materials, such as print, press media, social media and all digital channels.
- The City will work with the Dublin Arts Council to promote diverse cultural art in public places throughout the community.
- The City of Dublin will sponsor an annual community diversity celebration that attracts

the interest of all communities throughout the Central Ohio region.

Ms. Nardecchia stated that Ms. Myers has described how the City acknowledges diversity in its public spaces and communication channels. The City works with Dublin Arts Council (DAC) to promote diverse cultural art throughout the community. The last indicator, an annual community diversity celebration, has not yet occurred. The City has a considerable plan for producing events in the City; the City's Events division handles that plan.

Ms. Myers stated that in regard to reflection of diversity in City communications, their communications team attempts to ensure that an accurate cross section of the Dublin culture is reflected in its communication materials, including photographs, stories and cultural events.

Ms. Mauiri inquired what is the committee's role in suggesting community events.

Ms. Nardecchia responded that this committee has transitioned from a task force to an advisory committee for Council. The DEI Framework guiding document was written by the task force in a time of community unrest. The advisory committee is welcome to make suggestions, but the purpose of this committee is to advise on topics that Council assigns to it. At this time, the committee is primarily exploring and learning. The City utilizes the committee's perspectives as representative of the community's residents and visitors. In regard to events, community organizations are welcome to submit requests to hold an event within the City.

Goal 3: Support the LGBTQ+ Community – It is imperative to the future of the community that the City take active steps in improving its support of the LGBTQ+ community.

Indicators of Success:

- City Council passes a non-discrimination ordinance that protects LGBTQ+ people from employment, housing and public accommodation discrimination based on sexual orientation and gender expression/identity.
- The City provides LGBTQ+-focused City services, such as offering employment support, hosting Pride-related events and mental-health assistance.
- The City institutes an LGBTQ+ bullying prevention policy for City services and events.
- The City institutes gender transition policies for Dublin employees.
- The City takes public stances in favor of LGBTQ+ equality, including Dublin Link pedestrian bridge lightings for significant communal holidays, publicly supporting related legislation, issuing proclamations and resolutions, and treating the LGBTQ+ community as a stakeholder.

Ms. Nardecchia stated that the Council has passed a non-discrimination ordinance. The City provides LGBTQ+-focused City services, including hosting Pride-related events. This year, the Pride event will occur in September, which typically, a staff member or Council member will attend. In regard to the mental health assistance, the City has in place a Safe Places initiative. The City has an LGBTQ+ bullying prevention policy for City services and events, which is an important part of the City's day camp programs. Several years before Council passed the non-discrimination ordinance, it instituted a gender transition policy for Dublin employees. The City takes public stances in support of LGBTQ+ equality, including proclamations and resolutions passed by Council. The City has a robust schedule for significant communal holidays. She noted that the fact that Dublin partners with an LGBTQ+ theater company and co-produces productions is a significant indicator of success. She stated that during the committee's recent review of the DEI Framework Plan, members have indicated a desire

for an up-to-date report related to Human Resources and Transportation and Mobility's DEI efforts. In addition, she would like to schedule Recreation Services to provide information to the committee on several topics, including the ADA accessibility plan for City parks, also, the City's community health needs assessment outreach, and the use of AI for translation of City public information videos. These City department DEI updates should fill the committee's meeting agendas for the remainder of the year.

ELECTION OF OFFICERS

Chair Malik stated that election of officers would be deferred to the committee's next meeting, August 26, 2024, when a greater number of committee members should be present.

RULES OF ORDER UPDATE

Ms. Nardecchia stated that City Council's administrative committee has been working on revising the Rules of Order for its advisory committees. A representative from the Legislative Services/Clerk of Council office will be providing an overview of the CIAC's updated Rules of Order at its next meeting. Chair Malik inquired if the clarification of CIAC's role would be provided by the Law Director's office at that time, as well.

Ms. Nardecchia responded that she believed that is the expectation.

Outreach & Engagement Updates

Ms. Nardecchia provided the following updates to the committee:

- The Brown-Harris Cemetery dedication will be held this Friday, June 28, 2024 at 11:00 a.m. CIAC members have received invitations to the event and are encouraged to RSVP if they plan to attend. Descendants of the Brown and Harris families will be attending the event.
- Assistive listening devices are available in the Council Chamber and the Abbey Theater upon request. Signage regarding availability of the technology will be posted on the entry doors of both meeting spaces.
- In July, the City will be testing the new language translation systems, which are located at the front desk of every City building. This service will be publicly promoted.
- The City will be recruiting an ambassador team for Forever Dublin, the City's aging-in-place initiative. The ambassador team will meet quarterly to coordinate the team's efforts.
- She and a team member have met with the new director of the Dublin branch of Columbus Metropolitan Library, Trish Piliado. The new director has indicated interest in partnering with the City on some programming.

Ms. Fields stated that she has been impressed with the attraction this library branch has for young families in Dublin.

Ms. Nardecchia responded that the Dublin library has the highest foot traffic in the City, next to the Dublin Recreation Center.

Ms. Mauiri inquired if the history behind the Brown-Harris Cemetery dedication would be presented at the event.

Ms. Nardecchia responded that the mayor will be providing an overview of the site's history. The event is a land dedication, similar to the dedication of a new park. Family members will be laying a

wreath during the ceremony. Ms. Meyer is preparing a program for the event, which will be held in conjunction with the City's Juneteenth celebration.

Ms. Meyer stated that the Mayor and another City Council member will be sharing comments about the history of the site. The event information, including history, will be made available online.

Ms. Kilty stated that September 15-October 15 is the 2024 National Hispanic Latino Heritage Month. She is hopeful the City will be including that information in a social media posting. It would be nice to have an event on the weekend, perhaps on The Link pedestrian bridge plaza.

Ms. Nardecchia responded that it would be a good opportunity for the local organization to pursue an event at The Link bridge.

New Business

Chair Malik reported the following:

- Thanked Ms. Aldemir for joining him in providing comprehensive feedback at a recent Washington Township Trustees and Fire Department community feedback meeting. Ms. Aldemir stated that she and Chair Malik were able to provide many ideas on how to reach different groups and recruit minority members for their EMT program. They suggested using education scholarships to help fund the education of some EMT applicants and made them aware of the language translation system that the City now has available.
- The Dublin Arts Council and the three finalist artists for a City public art piece presented their site-specific concepts at a Dublin Community Recreation Center public event on June 13. The new public art piece that was ultimately selected, The Loop, will be located at the Muirfield Golf Course [Wittingham and Muirfield Drive site].
- The Somali Independence Day Festival will be held June 29, 2024. In honor of the event, Dublin's Link Bridge will be lit in the colors of the Somali flag at 7:30 p.m. Next to Minneapolis, the City of Columbus has the second-largest Somali population in the nation.
- The Indian and Pakistani communities will be celebrating their independence days on August 14 and 15, respectively.

ADJOURNMENT

The meeting was adjourned at 8:03 p.m.



Imran Malik, Chair



Assistant Clerk of Council