



## **MEETING MINUTES**

### **COMMUNITY INCLUSION ADVISORY COMMITTEE**

**Tuesday, January 23, 2024**

#### **CALL TO ORDER**

Imran Malik, Chair, called the Community Inclusion Advisory Committee (C.I.A.C.) meeting to order at 6:07 p.m.

#### **ROLL CALL**

Members Present: Imran Malik (Chair), Niki Lombardo (Vice), Max Xu, Ming Yu, Isao Shoji, Michael Haynes, Kristine Aldemir

Members Absent: Peggy Kilty, Katawi Cato, Noor Amara, Vineet Goel

Staff Present: Megan O'Callaghan, Matt Earman, Christine Nardecchia, Sarah Esala

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

There were no public comments.

#### **APPROVAL OF MINUTES**

Chair Malik asked for approval of the December 2023 minutes. A motion made by Ms. Aldemir and seconded by Ms. Lombardo. Motion unanimously passed.

Chair Malik asked for approval of the October 2023 minutes. A motion made by Ms. Aldemir and seconded by Mr. Shoji. Motion unanimously passed.

#### **CITY COUNCIL LEADERSHIP UPDATES**

Chair Malik reported on Council leadership updates and the new Mayor and Vice Mayor. He thanked former Mayor Jane Fox and former Vice Mayor Cathy DeRosa as the previous Mayor and Vice Mayor. He said that Christina Alutto is the new Vice Mayor.

Ms. Nardecchia added that Chris Amorose Groomes is the new Mayor.

Mr. Haynes wondered if there is information on why there isn't a City Council member assigned to this committee when there is a standing Council member for other committees.

Ms. Nardecchia asked Legislative Services the question as it was an inquiry prior to this meeting. There is not a City Council liaison for every Council Board and Commission. A Council liaison exists for the Architectural Review Board and the Planning and Zoning Commission. Council member Reiner is on the Veterans Committee but as a member of the Armed Forces. It is Council's purview to assign or not assign a Council member to Boards and Commissions.

Mr. Malik inquired if others committees have a Council member representative

Ms. Nardecchia stated that Planning and Zoning and the Architectural Review Board have Council members assigned to them and added that specific questions about this can be directed to the Clerk of Council. Ultimately, Council decides what committees has a standing Council member. Additionally, there are also standing Committees of Council that are made up only of Council members.

Ms. Lombardo said there was a reading of all committees each Council member is assigned to at Organizational Meeting.

Ms. Nardecchia confirmed that City Council decides on and divides their assignments.

Mr. Haynes thanked the group and stated it added information to his question.

### **2023 RECAP AND C.I.A.C. ROLE REVIEW**

Mr. Malik began the conversation stating that 2023 brought ample discussion and a look at the Framework and topics for this Committee. Toward the end of last year, there was an opened-hearted discussion of many things happening all around the community and in the world. There were discussions about starting the Speaker Series as well. As this is the first meeting of 2024, it is important to recognize that members of the Committee bring a lot of value to each other and are learning about one another's working styles while sharing difficult topics. He stated that is the purpose of this Committee, which is to prepare future sets of leaders who may have something more concrete to work on together. This is another opportunity year to galvanize momentum and learn from each other. Whatever the community sees in culture that is missing, we can bring it forward. Also, C.I.A.C.'s mission and existence is defined by City Council, which is advisory. We do not make decisions for the City or constituents but instead, advise, making recommendations as leaders. Mr. Malik opened the discussion to the group to discuss 2023 accomplishments and goals for 2024.

Ms. Aldemir stated she wasn't here in December and was reviewing the notes. She shared that she felt the Committee should have been more detailed and specific in 2023. She would like to accomplish more and feel like the Committee is not doing enough. She suggested that a once a month meeting is not enough.

Mr. Shoji agreed that in an ideal world that meeting more once a month, more could get done but doubted if he could make those meetings. He agreed that the group has done well coming together, getting to know one another and working as a group. Now, it seems ready to take next steps and get concrete steps and concrete things done. Mr. Shoji suggested creating an order of things to tackle and agreed upon outcomes of what should be getting done adding that if we can agree on that, there is more satisfaction that we are getting things done. The Committee is probably ready to take next step and say these are the things that we actually advised on and these are the things that came out of that.

Ms. Yu stated she was in New York with her daughter on a scholarship trip last month and was not sure what was discussed at the December meeting.

Mr. Xu requested clarification on the discussion and question.

Ms. Lombardo summarized that the group is looking at the accomplishments of last year as well as where we can go from here and the goals of 2024.

Mr. Xu said looking at the 12-month schedule, there are 2 months he cannot attend because of a national conference - late June and October. Last year in December he went back to China and missed 3 out of 12 months meeting. There is also a one month break, making it so that there are only eight meetings he is able to attend.

Ms. Yu added that we are living in post-pandemic time when people are now able to go see relatives in other countries.

Mr. Malik said there are absences allowed with the framework that can be discussed more and thanked Mr. Xu for bringing this forward.

Mr. Haynes felt the group was caught off guard by discussion question and recommends revisiting it next month. He continued to add that he did have a few ideas where, if progress was made, the group would feel good about them. Continuing to work to increase visibility of the diversity of the population of Dublin. Number one on this list is opportunities to increase community understanding. Mr. Haynes doesn't think all or majority of culture conflict arise from lack of mutual understanding but a sizeable percentage does. The City has opportunity to use its voice to make an impact. The Speaker Series could be used for this. Last year, translation services were discussed along with multi-lingual signage, which he hasn't seen yet although it may exist in some City buildings, but that could be moved forward. While housing is deferred from focus areas as Council is working on that, maybe the Committee could receive input from Council and then tackle that as a strong topic.

Mr. Malik agreed with Ms. Aldemir that once a month meetings might not be enough and that we may need subcommittees to tackle items and suggested revising this as an Agenda item. Subcommittees could take ownership of Agenda items and bring them back to larger discussion group.

Ms. Lombardo shared that a recap of the December meeting is in minutes and, taking Mr. Shoji's and Mr. Haynes' suggestions, suggested bringing ideas to the next meetings of concrete things the Committee could get done. Ms. Lombardo then referenced the Framework and reminded the Committee that they had heard from many of City departments discussing how they address the Framework. In retrospect, maybe the Committee should have discussed what is being done in those priority areas and what are the recommendations we'd like to see. That might get to some of those concrete things, that we've just scratched the surface, that might help us dig a little deeper.

Ms. Nardecchia brought up the revised Rules of Order. City Council went through the Rules of Order and said what will be considered and further assessed. Ms. Nardecchia observed that last year this group went from a working Committee or Task Force to an Advisory Committee of Council, which is a different role. This is not a working committee, but instead, is expected to get assignments and direction from Council. This now has an official voice. What are the faces and diversity of Dublin? They ask the committee for advice. But developing your own workload is not a purview of this group. This is a transition from 2021 and 2022 to a new role in 2023.

Nardecchia then acknowledged City Manager Megan O'Callaghan, Parks Director Matt Earman and Outreach & Engagement Coordinator Sarah Esala taking minutes this evening.

Ms. O'Callaghan praised the MLK Civic Service Series, which was an idea born out of this commission.

Mr. Shoji asked for a bigger explanation of a working committee versus Advisory Board, saying he is still thinking about what the committee was, which a part of a taskforce was. Now we've done that. The work of this committee is to start and put more meat around the bone and asked, is that not the intent?

Nardecchia said yes, in that it is going from a Taskforce to an Advisory Committee of City Council.

Ms. O'Callaghan added that the authorizing legislation outlines some of the charge for the Advisory group, comparing this to our other Committees like the Veterans Committee and Community Services Advisory Commission (CSAC) and Chief's Advisory Committee (CAC). On occasion, City Council may be discussing an issue and will assign it to CSAC to review a topic and develop a recommendation, proving it to Council. meets as needed - as they have work that is assigned to them.

Mr. Haynes restated that there could be specific topics that City Council asks this committee to research, etc. Mr. Haynes then inquired whether it is an intent that it also be the members in the body reaching out and make recommendations to Council on various topics. This group talks about a topic and has a discussion and comes to a position that would like to advise the City on. Is that not part of the mission?

Ms. Nardecchia said that is a good question and that it comes from City Council. Ms. O'Callaghan added it could also come from the authorizing legislation and within the confines of your scope. This Committee can initiate conversations within that scope and make recommendations.

Ms. Lombardo said that this was discussed in June and adopted in July with the powers and duties of our committee and the priority areas of our Committee. If you see something that's within that area, it fits. And we can discuss that within our committee and can say it fits or it doesn't. If it doesn't we, as citizens of the City, can go as individuals to our staff or Council to discuss but it would be outside our guardrails as this Committee.

Mr. Haynes asked whether this topic is being addressed because the committee is adrift or just as a reminder.

Ms. Lombardo said that, as the first meeting in 2024 the committee should refresh itself as to where those guardrails are and how it should proceed. That will help with wish list ideas of 2024, ensuring they are within the rules and regulations of our Committee.

Mr. Xu added that this is an Advisory Committee. The committee is asked when there is an issue to make a recommendation, not to bring up the issues.

Ms. Lombardo added that the Committee is not made up of decision makers. We advise and Council takes it under advisement.

Chair Malik welcomed City Manager Meghan O'Callaghan and asked if there is anything else specific she envisions or task items that might come to the committee.

Ms. O'Callaghan apologized for not being able to make it for some time and thanked the Committee for its service and work. The Committee reviewed the Municipal Equality Index score rating, which is remarkable and shows so much progress in Dublin. The MLK Civic Service Series is another example of progress and as well. Every month there is something referenced that this committee has their hands on. Ms. O'Callaghan said that things are going very well and there isn't anything top of mind coming up. She has had conversations with Ms. Nardecchia about emphasizing the Forever Dublin initiative and that may affect C.I.A.C. and asked the committee to continue working the plan. She added that anytime City Council needs advice or a recommendation, this is where they will turn.

Mr. Earman suggested that if the Committee is looking for things to do, there are many projects with the Parks and Rec Master Plan and the desire to ensure inclusivity and availability to everyone. He imagines bringing those projects to this Committee for input and thoughts.

Ms. Lombardo moved the conversation to reviewing terms of each Committee member. Each committee has different terms and schedule for renewal of members which were brought together for consistency in 2023. Some members were approved by Council to be appointed to a second term so that terms would be staggered to not replace entire committee. She reminded the Committee that terms expire in May, and to discuss timing, terms and renewal, this directly comes from the Clerk of Council's office.

Mr. Haynes revisited the discussion of subcommittees and wondered if a City staff member would need to attend all these meetings.

Ms. Lombardo said yes, those would be public meetings.

Mr. Malik ask for clarification on serving two consecutive terms.

Ms. Lombardo read the rule that “No member of a board or committee can serve on the same committee more than 2 consecutive terms...”

Ms. Nardecchia said that the Clerk of Council can answer all of these questions and to let her know if any member needed that contact information.

Ms. Lombardo reminded the group that Clerk of Council Jenny Delgado is the one who sends City Council minutes and summaries. Mr. Shoji and Ms. Aldemir realized they were not receiving those emails and, in consulting with Ms. Lombardo, they realized there may be typos in their email addresses.

Ms. Nardecchia asked that they contact the Clerk of Council to correct this information.

Lombardo asked that anyone not in attendance at this meeting who has not received information from the Clerk of Council with Council information, reach out to Jenny Delgado.

Mr. Malik stated again that he sees 2024 as a fresh start and opportunity to build momentum.

Ms. O’Callaghan reminded the Committee that work on the [Envision Dublin Community Plan](#) continues through 2024. Mr. Shoji is part of the committee as C.I.A.C.’s representative. It will address what land is appropriate for residential housing development and what is commercial. Ms. O’Callaghan encourages all committee members to engage in that plan before it is adopted. It has been ten years since the last update, and the plan determines future of our City.

Mr. Haynes asked if housing is a priority in one of C.I.A.C.’s Framework areas, should we be reviewing that plan?

Ms. Nardecchia said that the housing chapter was put on hold until the study was completed and City Council provides next steps.

Ms. O’Callaghan said that the City is doing community-wide extensive engagement on the Envision Dublin Community Plan.

Ms. Lombardo said that a taskforce is looking at affordable housing and housing vouchers being accepted by landlords. How do we as individuals, know what is in the housing study so we know what pieces are addressed?

Ms. O’Callaghan said that some materials exist on the Envision Dublin plan and there are links and presentations; she also added that City Planning staff would be happy to share materials.

## **SPEAKER SERIES FOLLOW UP**

Ms. Nardecchia opened the discussion on the Speaker Series concept, an item in the Framework. The City Manager asked her to take an inventory of similar programs happening in Dublin as not to dilute the effect of a new series. Ms. Nardecchia then provided a handout of the research that was found. Presentations included Speakers series, author visits, the New Americans book fair, presentations in the Arts, and more.

Ms. Nardecchia then provided an overview of the new Ohio University (OU) Dublin Speaker Series – an initiative to focus on health and with their own national and international experts. The first was in September, 2023; a second is planned for April, 2024. It is predicted to grow. Dr. William Burke, Dean of the OU Dublin Campus, says it can become what they want it to be once they've established a pattern. Ms. O'Callaghan added that OU initiated the series through conversations with the City, which was encouraging. It increases the visibility of the campus, its students and staff, and provides a great resource. The City has contributed staff resources to the series and she added it is off to a successful start. She added that it is important not to have numerous speakers series in the scope of size of our city, so it's important to ask the question, how can we partner? She added that New Albany has one great series with partnership. That is the thought behind this inventory.

Ms. Nardecchia went on review other relevant public-facing topics including those from the Chamber of Commerce, the Dublin Arts Council, the CML Library Dublin Branch, The Abbey Theater, and the Dublin Community Recreation Center programming. She also said that C.I.A.C. would be hearing from Abbey Theater Supervisor Joe Bishara and the theater's relationship with Evolution Theater Company.

Ms. Nardecchia added that the Naturalization Ceremony will happen again this year in May.

She also listed and discussed the following topics happening in Dublin:

- Safe Space, which celebrated its first anniversary in December, could become part of this series. Leaders from the FBI spoke in December about how Dublin is at forefront for people facing threat or challenge; it was well-attended and provided great engagement.
- The Brown-Harris Cemetery opening is planned for around Juneteenth to unveil African American cemetery being restored in Dublin.
- Dublin is expecting another visit from the Wyandotte Nation, and there is a hope for a potential ceremony and a podcast with Chief Billy Friend for Native American Heritage Month.
- Finally, Riverside Crossing Park permitted events included Rainbow Dublin, Memorial Day, Veterans, Obon, Ahlul Bayt Society, and Hanukkah (2022). There are speakers at many of these events.

Ms. Lombardo said she didn't know many of these events were taking place and asked when City partners with OU or OSU, are we ensuring that Dublin branding is present so people know that it is representative of Dublin and not just an organization that happens to be in Dublin?

Ms. Nardecchia said yes, in many cases.

Mr. Earman added that it is part of our historic efforts and the City received a grant from the State.

Ms. Lombardo asked if the OU series is cobranded.

Ms. Nardecchia affirmed that it is and that in the spring, the City will be providing Abbey Theater as the venue and Forever Dublin will provide refreshments.

Ms. O'Callaghan said she wanted to know what already is in Dublin and was hesitant to start a competing speaker series as residents can only attend so many events.

Ms. Lombardo wants to make sure the City of Dublin is seen as part of this.

Ms. Nardecchia would like to reach out to the Dublin library branch about packaging and offering support by way of promotion.

Mr. Malik would like a map of where these events are happening, when they are happening and their focus and maybe we can fill in the empty spots.

Ms. Nardecchia wasn't sure how to best format this document and did so by organization for this meeting.

Ms. O'Callaghan added that we could aim for two podcasts a year that fit with DEI.

Ms. Nardecchia will work with our Communications team to repackage this.

Mr. Malik asked about the Dublin City School District.

Ms. Nardecchia said that we do not have that information and could reach out. However, it doesn't seem like the district has a speaker series and tends to offer its programs in clubs and in schools. The DCSD is much bigger and very different.

Mr. Malik said that C.I.A.C. has had a commitment from three high school students in attendance at previous meetings.

Ms. Nardecchia said that they were on the Taskforce but not named to be on the permanent Committee.

Mr. Shoji said he is struck by variety and amount of all the programming going on and imagines that most people have no idea of all that is going on. He only knew about a DAC exhibit through his JASCO channel. He wonders if there is somewhere we can collect all of this information and people can go and see it as a powerful statement for the City.

Ms. O'Callaghan said this might become a calendar and also sees many partnership opportunities. We can elevate this even more.



Ms. Nardecchia is thinking about OU and the Library in particular, wondering if they each know what the other is producing. What I'm hearing is that staff bring this back in a calendar so you can look at it as a year's cycle.

Ms. Aldemir stated that New Albany has speakers they list that they bring in from outside.

Chair Malik reiterated that this example before them tonight is a massive list.

Ms. Nardecchia added that she did not include the podcast.

Ms. O'Callaghan said if you look at New Albany there are so many partners involved in that. The New Albany Foundation takes the lead, but so many are part of it.

Ms. Aldemir said she can share with clients and bring in new residents to the City of Dublin by promoting this.

Ms. O'Callaghan said we already have many similar partners as New Albany.

Ms. Nardecchia added that Abbey Theater addressing diversity for children is another positive. It is important that we open our doors for all abilities and ages and cultures and walks of life and have a safe space for them.

Chair Malik added a note of caution about decision-making. Specifically, he is interested in collaboration so we don't miss out.

Ms. Nardecchia said that looking at a calendar and topics to see what is missing is a great idea and we can go from that.

Ms. Aldemir suggested that like OSU, OU offer classes for free for people over 60 and promote lifelong education.

Ms. Nardecchia said that she has looked into this and the OU does not qualify for Program60 as its Dublin location is a satellite campus.

Mr. Haynes said he is taking some time to absorb this adding that there is value in helping grow the activities that are already going on. He said he worries a little that if there are 37 things going on, how do we help give 37 things focus? He then read Priority Eight from the C.I.A.C. Strategic Framework and feels that the sentence still suggests a more intentional and direct "skin in the game" approach than articulating a list of what is already happening. He said he believes there is a value in having a focused number of very specific events that deal with educating the general public on cultural awareness around specific topics.

Ms. Aldemir asked Mr. Haynes what topics he was thinking about in general.

Mr. Haynes said we talked about a variety of topics back in summer but did not know what the right process would be for deciding those. Would that be us discussing and making a recommendation or

Council saying they see topics and would like us to recommend speakers or they see topics and also want our recommendation?

Chair Malik suggested starting by looking at the list in chronological order and then determining what's discussed and what's missing. The speaker series discussion could flow from that.

### **CROSS CULTURAL UNDERSTANDING OF LOCAL GOVERNMENT**

Ms. Nardecchia stated that given the time, she would broach this subject and will talk with Chair and Vice Chair about how to approach it. She is seeking advice on how to communicate volunteer engagement to various cultures and develop trust in local government.

Ms. Esala said that the City would like everyone to feel they can volunteer to have clear expectations on what volunteering is.

Ms. Aldemir said many new Americans are "scared" of police and officials. She went on to add that in some places, there is a distrust of authority and view that government is troublesome. In these cases, those citizens feel it is best to stay under the radar. She said that establishing rapport and trust takes time. The FBI is doing this as well (referencing the Safe Space anniversary celebration).

Chair Malik suggested building those respective outreaches from our committee and community and local government and move forward.

### **C.A.C. UPDATE**

The Chief of Police is not present this evening; therefore there is no updates from Chief's Advisory Committee.

### **NEW BUSINESS**

Chair Malik said there are potential opportunities early March and onward to bring people from all groups together. These include opportunities for multi-culturalism and bringing partners back into discussion and conversation. Discussed using a social justice platform by local community and larger education systems like OSU, Franklin, OU. Malik asked who is our City liaison in Communication?

Ms. Nardecchia said any communication requests can go through her and she will forward or coordinate. Ms. Myers is the Public Information Officer for Outreach & Engagement.

Chair Malik said there are many religious events coming up and want to make sure we know who to contact.

Ms. Nardecchia said if you know there is an event celebration that needs a permit alongside the Bridge Lighting or Riverside Crossing, it is best to get those permits as early as possible and questions can go to her to route to the proper City staff member.

Ms. Yu shared that she is busy is planning and preparing for the Chinese New Year celebration organized by OCCS on Sunday, February 18 from 10:30 a.m. to 5:00 p.m. It is the 14<sup>th</sup> annual festival. Everyone is welcome. It is at Coffman High School. She said that there will be crafts for children, tea ceremonies, and performances of dance troops from Cincinnati and Cleveland.

Mr. Xu added this is co-organized by Dublin City Schools and Asian youth leadership groups.

Ms. Yu said many organizations organized together.

Chair Malik asked if this the same as last year's dance organization?

Ms. Yu said this is a different event but features similar groups.

## **ROUNDTABLE**

Ms. Aldemir said she is willing to help in the community.

Mr. Shoji asked for clarification on volunteer involvement and local government and wondered if we talking about a decrease in volunteering.

Ms. Nardecchia said nationally there has been a decrease in volunteer engagement. In the City of Dublin, she said they are seeing is a lack of follow-through and lack of communication, not yet sure it is a specific age group or a lack of cultural understanding of what volunteerism means and relationship to local government means. She asked that we table it for now and then maybe look at it with fresh eyes in the near future.

Mr. Shoji asked if it is about different racial or ethnic groups or general trends.

Ms. Nardecchia said it may be both.

## **ADJOURNMENT**

Ms. Aldemir made a motion to adjourn

Ms. Lombardo seconded the motion.

The meeting adjourned at 7:44 p.m.

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Imran Malik, Chair

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Sarah Esala, Outreach & Engagement Coordinator