

DRAFT

DUBLIN COMMUNITY TASK FORCE

Tuesday, November 17, 2020

Minutes of Meeting

Mr. McDaniel called to order at 6:00 p.m.

Roll Call

Members Present were: Mr. Kofi Amponsah, Ms. Audrey Bannister, Dr. Todd Hoadley, Ms. Bridgette Mariea, Ms. Lynette Mercado, Mr. Jamil Robinson, Mr. Isao Shoji, Ms. Nancy Sofowora, Mr. Vincent Wang, Mr. Stephen White, Ms. Rama Billakanty, Mr. Will Knapke, Ms. Erica Adams, Ms. Samhi Boppana

Members Absent were: Ms. Sylvina Smith, Ms. Deneisha Franklin, Mr. Ron Jordan, Dr. Ajay Satyapriya

Staff members present were: Mr. McDaniel, Ms. Puranik, Ms. Weinsenauer, Chief Paez, Mr. Rayburn

Mr. McDaniel introduced Samhi Boppana, a senior from Dublin Jerome High School, who is joining the Task Force. He also introduced Lindsay Weisenauer, Public Affairs Officer who is here to support the Task Force.

Approval of the minutes of October 20, 2020

Dr. Hoadley moved to approve the minutes of October 20, 2020.

Mr. Shoji seconded.

Motion carried and minutes were approved.

Chair and Vice-Chair Selection

Mr. McDaniel opened the discussion of selecting a Chair and Vice-Chair. Mr. White asked the roles of Chair and Vice-Chair be defined and to clarify the responsibilities that accompany each role. Mr. McDaniel stated that he would work closely with the Chair and Vice-Chair and City staff members would still be supporting them.

Mr. White sought clarification on the role of the Chair and Vice Chair.

Ms. Mariea offered to help in any way. She explained that this is her first experience serving on a task force so she was hesitant in volunteering to be the Chair.

Mr. White asked about the future meeting schedule. Discussion was briefly held regarding the frequency of meetings. He also asked about what staff support would be available to the Task Force and the work that needs to get done in the way of reporting, documentation etc. Mr. McDaniel stated that the City has the resources to provide whatever support is necessary for the Task Force to complete their work.

Mr. Amponsah volunteered to serve as the Chair of the Task Force. Ms. Sofowora expressed gratitude for his offer to be Chair.

Ms. Mariea moved to appoint Mr. Amponsah as Chair of the Community Task Force.

Mr. Shoji seconded.

Motion carried.

Mr. Amponsah will serve as the Chair of the Community Task Force.

Chair Amponsah called for volunteers and nominations for Vice-Chair. Ms. Mariea expressed interest in serving as Vice-Chair.

Mr. Shoji moved to appoint Ms. Mariea as Vice-Chair.

Mr. Wang seconded.

Motion carried.

Ms. Mariea will serve as Vice-Chair of the Community Task Force.

Updates

- Schools: Dr. Hoadley provided an update for the Dublin City Schools. He shared the following:
 - on election day, school staff dedicated the entire day for training in diversity, equity and inclusion. He summarized the activities for the training that was held.
 - the Diversity Task Force within the schools is still in operation and their next meeting is coming up on November 18.
 - the work being done by parents as well as the educators in reviewing the Social Studies curriculum.
 - He also shared that a Coordinator of Diversity, Equity and Inclusion position will be added to the school staff. This person would serve as the "point person" for the work that is going on throughout the school district in the areas of diversity, equity and inclusion. The School Board will review the job description at their December 14 Board meeting. With Board approval, the position will be posted in January 2021.
- Mr. Amponsah asked if Dr. Hoadley could share the job description with the Task Force. Dr. Hoadley did not have it available at the meeting but did discuss the process of planning for the position and the thought process involved in developing the job description. Dr. Hoadley asked the group for any suggestions on what components must be included in the job description.
- Mr. Rayburn stated that, as the LGBTQ+ liaison for the City, he has received a few comments from the public and feels that the issues surrounding LGBTQ+ inclusion and protection needs to be included since there are members of the community that are concerned about those issues. Mr. Amponsah asked about the social role that the new position would be responsible for and whether or not this new position would be responsible for hearing complaints. Dr. Hoadley stated that this position

will be one person for 24 buildings, so one of the primary goals will be to build capacity across the district. As to whether or not the position will be hearing complaints, Dr. Hoadley stated that there are many factors that come into play such as privacy laws, so he wouldn't want to make a blanket statement about complaints, but they would likely be involved. Mr. Amponsah asked what the interview process would look like for this position. Dr. Hoadley stated that the interview process is a multi-step process beginning with online to offer equal opportunity to apply. He stated it could be similar to a principal interview process where there is parental involvement as well.

Ms. Sofowora stated that Dr. Hoadley had mentioned in the previous meeting that the challenge was the size of the school district and the amount of diversity was a lot for one person. What has been done to help with those concerns? Dr. Hoadley stated that this is one person who will be working to develop a whole group around them to support their work in the district. Ms. Sofowora asked about diversity training and what measures are in place that can show the training is working. Dr. Hoadley stated that there are no metrics in place yet.

Ms. Mariea stated that if this person was in place they would be a very good resource for the Task Force. She asked how this position and the Task Force can work together to inform the public at-large about their work. Dr. Hoadley will reflect on that. A community impact will take more than one person.

Mr. McDaniel stated that a broad spectrum community effort of communication and reporting can be incorporated in the Task Force's recommendations.

Mr. Amponsah stated that when the position is filled, he is hopeful of seeing long term goal-setting in place.

- Chief's Advisory Committee: Mr. Shoji asked if he could share his update for the Chief's Advisory Committee so Dr. Hoadley could share in the discussion before he had to leave the meeting.
 - Mr. Shoji stated that the Chief's Committee has held three meetings so far. The Committee has had the opportunity to become familiar with the Police Department and its goals.
 - The Committee discussed in its second meeting, the way the department communicates with the community. It is important to have back and forth communication between the community and the Police Department. Work is being done on the website to help facilitate communication goals.
 - Discussion was held regarding School Resource Officers and the experience that the students in the community are having on a day-to-day basis. The relationship between the School Resource officers and the

students will be discussed at the next meeting. The Chief will invite the School Resource Officers to participate to provide their perspective and experiences working in the schools.

- The Committee is talking about the need for data and being able to measure progress. If there is information that can be shared between the Committee and the Task Force, there will be an effort to do so.

Mr. Knapke asked what the goals are for talking to the School Resource Officers. What do you hope to achieve?

Mr. Shoji stated that the daily experience and how the police is perceived by the students is very important. He also stated that training was of interest to the committee and perhaps adding Trauma Informed Care to the School Resource Officer training.

- LGBTQ+: Mr. Rayburn stated that he has had a few discussions with members of the community who reached out to him in his role as the LGBTQ+ liaison for the City.
 - He stated there is frustration and feelings of discouragement regarding what is happening in the school district. He stated difficult discussions are being held and a phrase that may cause some of the difficulty is "Love is Love." Mr. Rayburn stated that the phrase originates from Lin-Manuel Miranda when he won his Tony Award in 2016, when he said this in support of marriage equality. Mr. Rayburn stated that just before the Tony Awards, there was a mass shooting in Orlando, Florida at the Pulse nightclub where 49 people were killed and 53 people were wounded. The Pulse nightclub was an LGBTQ+ oriented nightclub. The phrase "Love is Love" is support for marriage equality, but it is also showing solidarity for the LGBTQ+ community surrounding the event at the Pulse.
 - The second question he received was, what are the protections that are in place for the LGBTQ+ community and more specifically, what non-discrimination ordinances are in effect? There are 32 cities in the state of Ohio that have non-discrimination ordinances on the books. In central Ohio, there are six communities that have non-discrimination ordinances, which are Bexley, Columbus, Newark, Reynoldsburg, Westerville and Worthington. There are residents that would like to see Dublin join this group of cities. He wanted to bring this issue to the Task Force for their consideration. Mr. Amponsah stated that he was unaware of that and thanked Mr. Rayburn for bringing that up.

Review of Proposed Topics of Focus

Mr. McDaniel stated that he summarized the topics that he heard at the last meeting. He wanted to bring those back to the group as areas of discussion or focus to see how they wanted to proceed.

The list of focus areas heard in the last meeting that were summarized by Mr. McDaniel were:

1. Diversity in the workforce;
 - a. Generally among Dublin businesses
 - b. Within the City and the Dublin City Schools as organizations
2. Diversity in housing within City limits;
3. Perception of the City/community as welcoming to all;
4. Transportation/mobility;
5. Education;
6. Youth/student voices;
7. Dublin City Schools updates/status of efforts re: DEI;
8. City of Dublin updates/status of efforts re: DEI;
9. Awareness of Chief's Advisory Committee and associated recommendations and actions;
10. Cultural and faith awareness/Global Fluency and religion training/awareness;
11. All voices can/will speak and be heard; culture and language as a barrier;
12. Community education, knowledge and awareness re: implicit bias/DEI;
13. Availability of resources and application of resources;
14. Communication methods and messages; and
15. Measures, metrics and accountability of desired actions, goals and outcomes.

Mr. Amponsah stated that Mr. White suggested some sort of data collection at the last meeting. He asked if there was a way that the City could go about gathering data from residents via a survey or some other mechanism. Mr. McDaniel stated that if a survey is a recommendation of the Task Force then staff could take that on, however it is important to identify what specific information you wish to gather. If the Task Force and Chief's Advisory Committee want to have some sort of baseline information, staff would be happy to look at that and see what that might entail.

Ms. Mariea stated it would be helpful to have a baseline information that probably already exists about residents, employees, etc. She stated that would help to inform the group of what questions they still want to ask. Ms. Puranik stated that they do already have data that can be shared. She stated that she would put the information on the Teams site.

Mr. Amponsah asked if members of the Task Force still wanted to entertain the idea of subcommittees. Mr. Robinson stated that they should consider using sub-committees or meeting more often. Ms. Sofowora asked what the procedure would be to have sub-committees and would there be a process to publicize these meetings? Mr. McDaniel stated according to the Open Meetings Act, if it looks like a committee and acts like a committee then it must be treated like a committee and therefore requires public

notice. Many sub-committees may be difficult to support from a staff perspective, but if the Task Force wants to tackle a few topics at a time, then support may be possible.

Ms. Sofowora suggested looking at the list of topics or focus areas and see what people are interested in working on – perhaps they could divide, distribute and conquer.

Mr. Shoji stated that some of the 15 topics can be combined. He suggested putting them into themes that can be worked on.

Ms. Mariea stated that she like Ms. Sofowora's idea of focusing on a couple from the list.

Ms. Sofowora stated that items 5, 6, 11 and 15 seem to go together in an education/communication theme. Ms. Mariea suggested adding item 7 to that as well. Ms. Sofowora suggested putting a document in Teams to document thoughts, comments and ideas about the education theme that can be updated and shared using the Teams site.

Mr. McDaniel stated that if the Task Force could continue to combine these items into themes, then Ms. Puranik and Mr. Rayburn could handle the logistics of creating something in Teams to use. Ms. Puranik stated that she could add a document under Resources. Mr. Rayburn suggested everyone do a practice post to make sure that they can do so and become a little familiar with how Teams works.

Ms. Mercado stated she was having challenges with Teams. Mr. Rayburn offered to help her work through those issues.

Mr. Amponsah stated that the Task Force members can look at the list provided by Mr. McDaniel and pick the three or four that they feel are the top issues in the City. He suggested that this exercise could help determine if sub-committees are needed.

Mr. Amponsah asked what the process would be if the Task Force determined to meet more often. Mr. McDaniel stated that the Task Force could have a dialogue about that and decide while they are together in a meeting. Mr. Amponsah asked if any members had an issue with meeting twice a month instead of once a month. Ms. Sofowora stated that although she would like to meet more often, she would have a conflict and would not be able to meet twice a month. She suggested that the work can continue without being in a meeting, such as on the Teams site. Mr. McDaniel suggested the Task Force continue to look at the items and determine what areas they would like to focus on. He stated that after they determine the areas of focus they can determine how often they need to meet.

Mr. Wang agreed with Mr. McDaniel's suggestion of combining some of the topics or identifying the priorities so work can begin.

Mr. Shoji stated that he feels they have already identified the following themes:

- Youth, schools and education;
- Workforce, transportation/mobility, housing, (Economics); and
- Communication or public relations type of theme.

Ms. Mercado asked if any of the items on the list are clusters that the City staff is working on or has worked on and the Task Force can join in and look at that work also.

Mr. McDaniel encouraged the members to continue to look at the items and combine them into themes as Mr. Shoji was suggesting. He stated that the Task Force needs to determine these topics. He doesn't want staff to determine them. Staff is happy to support the Task Force and help guide the process.

Ms. Sofowora like the themes listed by Mr. Shoji. Mr. Amponsah agreed the themes were a good starting point. He encouraged the Task Force members to identify the topics that they feel are the most important.

Ms. Mariea suggested creating three different documents representing these themes in Teams, populated with the initial items from this list and members can contribute in whatever way they want, such as ideas, statistics, etc. She suggested a fourth document could be created for "Other" items that come to mind. Ms. Puranik stated that she will create the documents in Teams so everyone can have access and contribute.

Ms. Mariea clarified that if anyone needs help with Teams, City staff is willing to help.

Mr. Wang asked what features the Task Force was hoping to leverage using Teams. Ms. Puranik stated that Teams is a one-stop shop for the information. Everyone can contribute and staff will add information. Mr. Wang suggested Google folders that can be shared. Mr. Rayburn stated that Teams allows everyone to see interactions, dialogue and keeps a record of those contributions. Ms. Puranik stated that it is similar to Google and encouraged members to go to Teams and familiarize themselves.

Mr. Amponsah stated that he would like to move forward with creating folders for the three themes of education, economics and communication. It could always be changed later if the need arises, but this would at least get work started.

Ms. Mariea asked members to make a commitment to add something of interest, ideas, and agree to look at everyone else's lists/ideas.

Mr. Amponsah encouraged members to read what other members post and comment.

Mr. Shoji clarified that a discussion cannot happen on Teams, but is it permissible to comment on posts and contribute to documents?

Mr. McDaniel responded in the affirmative. He encouraged the members to try it and see how it goes. He reiterated that they can share ideas and comment, but asked that they refrain from any back and forth dialogue. Ms. Mariea asked if a couple of people wanted to meet regarding the topics and bring work or thoughts back to the larger group, was that permissible? Mr. McDaniel stated that if it functions as a sub-committee then that could be problematic. He will look further into the sub-committee possibilities since three areas have been defined.

Ms. Sofowora stated that it seems that as long as it is not a pre-planned meeting then it would be okay; however, she agreed that maybe it is better to have sub-committees so no one is reluctant to share information for fear of breaking the rules.

Mr. McDaniel shared the benefits of sub-committees.

Ms. Mariea asked if they could share contact information with each other. Mr. McDaniel will check on the possibilities of sharing information. He mentioned that for the students that are involved, the parents would need to be notified of all sharing also.

Mr. Amponsah summarized the three categories of focus – education, economics/ infrastructure, communication. He encouraged members to post resources in Teams and make sure they are looking at each other's postings. Let us see how Teams is working and then determine as a group if subcommittees are needed or to meet more frequently. Ms. Mariea stated that she would like the sharing of ideas as well as the resources to be posted on Teams.

New business

Ms. Mariea joined Teams and shared a link to a housing lecture by Richard Rothstein.

Adjournment

Mr. Wang moved to adjourn.

Ms. Sofowora seconded.

Motion carried.

Meeting adjourned at 7:43 p.m.

Deputy Clerk of Council