

DRAFT

## DUBLIN COMMUNITY TASK FORCE

Tuesday, December 15, 2020

### Minutes of Meeting

Mr. Amponsah, Chairperson called the December 15 meeting of the Community Task Force to order at 6:00 p.m.

#### **Roll Call**

Members Present were: Mr. Kofi Amponsah, Dr. Todd Hoadley, Ms. Bridgette Mariea, Mr. Jamil Robinson, Mr. Isao Shoji, Ms. Nancy Sofowora, Mr. Vincent Wang, Mr. Will Knapke, Ms. Erica Adams, Ms. Samhi Boppana, Ms. Sylvina Smith

Members Absent were: Ms. Audrey Bannister, Mr. Ron Jordan, Dr. Ajay Satyapriya, Ms. Deneisha Franklin, Mr. Stephen White, Ms. Rama Billakanty, Ms. Lynette Mercado

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

#### **Approval of the minutes of November 17, 2020**

Dr. Hoadley moved to approve the minutes of November 17, 2020.

Mr. Shoji seconded.

Motion carried and minutes were approved.

#### **Proposed Themes/Topics for Subcommittees**

Mr. Amponsah stated that he would like to follow-up on the three themes and corresponding sub-committees. He stated his understanding that some members may have an interest in serving on more than one sub-committee and he encouraged members to sign up for any and all sub-committees in which they have an interest.

Mr. Amponsah described the three proposed themes for sub-committee work and the sub-categories that would fall into those themes.

The *Economics and Infrastructure* theme covers housing, infrastructure and economics. He asked Ms. Mariea to provide additional information. Ms. Mariea stated Mr. McDaniel offered to help with setting up three sub-committees. The number of sub-committees is limited to three; however, as work finishes with one sub-committee, a different sub-committee could be established. She stated that these are suggested starting points for sub-committees and are broadly described.

#### *Economics and Infrastructure*

The Economics and Infrastructure sub-committee includes housing, mobility and workforce as sub-categories.

Ms. Mariea provided the areas of thought regarding each sub-category. The goal of increasing diversity, inclusion and equity in the sub-category of housing would require:

- identifying barriers;
- examining workforce; and
- looking at programming to assess whether or not it is meeting the needs of the community (food scarcity).
- It will be necessary to prioritize tasks to determine what could be accomplished quickly versus more long-range goals.

The mobility sub-category would focus on:

- how people are transported around the City, as well as,
- to-and-from Columbus.
- the Dublin corridor gives the opportunity to partner with other entities that are already focusing on mobility.
- Businesses in Dublin need transportation for their workforce that must commute to Dublin to work.

The workforce sub-category involves employment in Dublin including:

- Increasing the diversity of the workforce in Dublin
- Partnering with the City's Economic Development Department to promote diversity, equity and inclusion in our businesses and workforce; and
- For the City and Schools specifically, increasing diversity when recruiting and hiring for positions.

### Education/Schools

Mr. Amponsah provided the following as thoughts to begin discussions in the Education/Schools sub-committee:

- how teachers are trained on social interaction with their minority students;
- what steps are taken to ensure teacher accountability;
- what type of environment are the schools creating directly or indirectly, for families with diverse backgrounds;
- how can Dublin curriculum be reviewed and amended to ensure an accurate historical depiction of racial and social relations in America;
- how can the Task Force improve the experience of Dublin Schools' current diverse population; and
- how can the Task Force ensure success of the School's new DEI Coordinator.

### Communication

The Communication sub-committee could cover the following topics/issues:

- How does the City communicate with the residents and vice versa;
- What programs are offered through the City;

- How does the City evaluate our core values;
- How does the City communicate with the minority communities;
- What are the City's DEI goals; and
- How does Dublin inform and energize community members with outreach efforts such as a renowned lecture series on programs promoting cultural awareness like the MLK Jr. Supper.

### **Organize Subcommittees**

The Task Force members who were present expressed interest in participating in the subcommittees. Each subcommittee will have the following members:

- Economics/Infrastructure
  - Erica Adams
  - Bridgette Mariea
  - Isao Shoji
- School/Education
  - Vincent Wang
  - Nancy Sofowora
  - Jamil Robinson
  - Will Knapke
  - Dr. Hoadley
  - Samhi Boppana
  - Silvina Smith
  - Kofi Amponsah
- Communication
  - Vincent Wang
  - Kofi Amponsah

Discussion was held regarding the meeting frequency and staff coverage. Mr. McDaniel stated that he will make sure that there is coverage for the three subcommittees to meet. Ms. Mariea stated that ideally the subcommittees could meet relatively quickly, establish priorities and then have some time to work on those priorities. She added the subcommittees would then report back to the Task Force and a determination would be made regarding whether or not there is still work to do with the current subcommittees or if the Task Force was ready to tackle new topics with different subcommittees. Mr. Amponsah agreed that process would be ideal.

Task Force members shared some suggestions such as meeting immediately following the Task Force meeting times or using the scheduled Task Force Meeting time to work in subcommittees. Mr. Amponsah suggested meeting as subcommittees and letting the subcommittee members establish their meeting schedule. Ms. Mariea offered to contact the members absent to gauge interest in participating in a subcommittee. Mr.

McDaniel stated that the staff members assigned to helping the subcommittees will reach out regarding setting up a meeting time. Consensus among the members was that Mr. McDaniel will follow-up with the absent members. Mr. Amponsah asked if it was permissible to put their own phone numbers on the Teams site to share. Mr. McDaniel stated that was fine if they chose to do so.

## Updates

- Schools: Dr. Hoadley provided an update for the Dublin City Schools. He shared the following:
  - The Director of Diversity, Equity and Inclusion position job description was approved by the School Board at their December 14 meeting. Dr. Hoadley stated that he anticipates the position will be posted nationwide in early January 2021. The interview process will start four to six weeks after posting. The same process will be used for this position that is used when filling a building Principal position. The candidates will interview with each of three interview committees, which are: community members, teachers and administrators. These committees will determine the final two candidates. He is hopeful that the position would be hired in late March or early April. Depending upon where the candidate is coming from, a possible relocation process may have to take place. Ideally, Dr. Hoadley is hopeful to have the person on-board by June. He added that anyone interested in serving on the community interview committee will want to watch for that posting to come in mid-February.
  - The School Board also approved funding for additional training related to diversity, equity and inclusion for middle school and high school faculty and staff. This training will include additional LGBTQ+ sensitivity and inclusion training and will happen in January and February.
  - Work continues regarding the review of the Social Studies curriculum. Parents and educators are looking at possible courses that could be developed for August 2022.
- LGBTQ+: Mr. Rayburn stated that at the last meeting he mentioned several communities that had a non-discrimination ordinance on the books. He has since learned that a non-discrimination resolution, Resolution 86-15 was passed by the City of Dublin in December 2015. He added the language to the Teams site for reference. He also shared that a case was brought to the U.S. Supreme Court regarding LGBTQ couples putting their names on birth certificates of their children. The U.S. Supreme Court declined hearing the case, therefore both members of same sex couples can put their names on their child's birth certificate.
- Chief's Advisory Committee: Mr. Shoji stated that the Chief's Advisory Committee has not met since the last update he provided. He will provide an update at the next meeting.

- City Update: Mr. McDaniel stated that he would be bringing Assistant City Manager Homer Rogers and the Talent and Development Manager Robyn Myers to a future Task Force meeting to discuss what the City is doing in terms of training and processes to promote diversity, equity and inclusion. He also plans on inviting Steve Francis to an upcoming meeting.

### **New business/Discussion**

Ms. Mariea asked if it would be possible to break into subcommittee groups tonight. Mr. McDaniel stated that if anyone wants to stay on after to exchange contact information that would be fine, but no business can be discussed outside of the livestream. Ms. Mariea retracted her suggestion since it is not possible. Ms. Sofowora suggested identifying a common theme among the three subcommittees to focus on that helps to fit the main objective of the Task Force.

Ms. Mariea suggested that the main objective of the Task Force would be to identify barriers to diversity, equity and inclusion and then identify both short-term and long-term resolutions to those problems. Mr. Amponsah's thoughts were similar. Ms. Sofowora agreed with Mr. Shoji's comment regarding listening to community groups that each member is part of to identify the barriers. Each person's experiences will be different, and it is important to try and see the challenges through the lens of others. Mr. McDaniel suggested that they could consider what a survey might look like and how it would be structured. Mr. Shoji asked how surveys have been distributed from the City. Mr. McDaniel stated that community surveys have been done every other year that were focused on City services. Ms. Mariea suggested that, due to limited time, there could be value in surveying the Task Force members to identify some barriers. Mr. Shoji agreed. Ms. Sofowora suggested that the members could start by being surveyed and see if there is a good cross-section of the community by how diverse their individual interactions are. Mr. Amponsah agreed with doing both a member survey and also develop some sort of outreach. Consensus was reached that the communications subcommittee should tackle the topic of outreach and surveying.

### **Upcoming Meetings**

Mr. McDaniel provided potential dates for future Task Force meetings for feedback from the members. Mr. McDaniel stated that the first meeting in January can be moved back if necessary to allow the subcommittees time to meet.

**Adjournment**

Dr. Hoadley moved to adjourn.

Ms. Sofowora seconded.

Motion carried.

Meeting adjourned at 7:05 p.m.

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Deputy Clerk of Council