



COMMUNITY INCLUSION ADVISORY COMMITTEE

September 6, 2022 MEETING MINUTES

6:00 - 8:00 PM

1. Call to Order

Imran Malik called the September 6th, 2022 meeting of the Community Inclusion Advisory Committee to Order at 6:00 pm on September 6th, 2022, in person.

Committee Members Present: Imran Malik (Chair), Niki Lombardo (Vice-Chair), Kristine Aldemir, Michael Haynes, Vineet Goel, Max Xu, Peggy Kilty, Isao Shoji, Noor Amara

Committee Members Absent: Erica Adams, Ming Yu

City Staff Present: Kirby Dearth, Christine Nardecchia, Dana McDaniel, Megan O'Callaghan, Leah Dotson, Emily Goliver, Justin Paez, Rebecca Myers

2. Review Minutes

Dana McDaniel introduced Megan O'Callaghan as the new City Manager to the Committee and congratulated her on her new role. Megan O'Callaghan thanked Dana and expressed her excitement towards her upcoming role as City Manager.

Imran Malik asked for a motion to approve the August 17th meeting minutes. Isao Shoji motioned to approve the August 17th meeting minutes as presented. Peggy Kilty seconded the motion. The motion was unanimously approved.

3. Outreach and Engagement Indicators of Success

Presentation

Christine Nardecchia, Director of Outreach and Engagement, introduced herself to the committee and presented the mission and vision of her department. Addressing who the department is and what they do, Christine Nardecchia stressed the Outreach and Engagement strives to cultivate a belonging, engaging, enriching, outstanding, learning, developing, supporting, and connecting environment for volunteers and residents. Providing service opportunities for over 3,000 volunteers a year, the department serves as dot-connector for Dublin residents.

Christine Nardecchia addressed what the Department of Outreach and Engagement currently does to be inclusive. Some of these practices include how emergency response plans are working to include different languages, Culture Corner in the Dublin Rec Center, and the MLK Day Sunday Supper event. Nardecchia explained Forever Dublin, a program based on a Council goal to develop a City of Dublin aging in place program. In partnership with Syntero, Forever Dublin provides a concierge service and caregiver conversations for older residents ([Forever Dublin – My Life, My Home, My Community](#)). The Department of Outreach and Engagement also regularly look at how services are inclusive and focuses on intergenerational connections.



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Christine Nardecchia discussed the DEI framework goals that include Outreach and Engagement, stressing the importance of deliberation and intentionality within their department's proposed involvement.

Questions/Comments

Kirby Dearth asked if the Committee would like a refresher on the description of Dublin's Citizen Police Academy, Washington Township's Citizen Fire Academy, and Dublin's Citizen University. Michael Haynes and other committee members agreed an explanation would be helpful.

Chief of Police Justin Paez explained that both the Citizen Police and Fire Academies serve as an up close look for citizens on these public services, explains what they do, how they do it, and more importantly who they are. Meetings occur one evening a week for several weeks. Christine Nardecchia clarified that the format of meetings is the same for the Citizen University but that program provides a broader explanation of City services.

Niki Lombardo asked about the Dublin Chamber of Commerce's Leadership Dublin program and asked if scholarships are available and if that is something the CIAC could help contribute to in order to ensure all citizens have access to its resources. Christine Nardecchia assured the Committee that is a goal for the department.

Peggy Kilty discussed the existence of an application for this program but asked if there is an interview process. Christine Nardecchia responded that yes, there is an interview process and also a background check process that applicants go through.

Within the discussion on the DEI Framework, Isao Shoji expressed his gratitude towards the clarification on town halls and information collection. Isao Shoji continued by touching on how the structure of town halls traditionally has not worked for people of several ethnicities and races, as people attend these events that might oppose them.

Peggy Kilty introduced the idea of a hybrid format brought up at the Chief's Advisory Committee, allowing residents to tune into community conversations either in-person or online.

Niki Lombardo stressed that the Committee has to think of ways to expand the programs mentioned as the Dublin community has over 50,000 residents that need to be heard and represented.

Noor Amara asked if there is an ambassador set up in each neighborhood to relay this information of this kind. As the City has around 80 neighborhoods, Christine Nardecchia answered that there is no program like this at this time but it could be introduced. Currently, the City has several park ambassadors.



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Kristine Aldemir suggested that each neighborhood's Homeowner's Association could partner with the City to achieve an ambassador program of this nature.

Niki Lombardo asked how the Committee can reach out to diverse populations within the community to communicate that programs like Citizen University or Leadership Dublin exist. Christine Nardecchia recommended finding out who leaders within these populations are and reaching out to them for recruitment.

Michael Haynes asked if the City has any data/metrics about which languages are primarily spoken within the Dublin community. Kirby Dearth volunteered to look for updated demographic information. Dana McDaniel commented that Dublin City Schools may have more accurate data on languages than the City currently has.

Christine Nardecchia offered her office phone (614-410-4406) and her email address (cnardecchia@dublin.oh.us) to Committee member if they wish to send her any ideas or reactions. Nardecchia will also be in attendance at the CIAC Retreat on September 27th.

Dana McDaniel shared information about the upcoming 2022 ICMA Annual Conference volunteer opportunities on September 17th.

4. CIAC Business Cards

Imran Malik shares that the Chair of the Chief's Advisory Committee suggested having a business card with the Committee email. No other City of Dublin committees have business cards like this.

Kirby Dearth shared that he reached out to Kat Crowder, DEI Coordinator for the City of Upper Arlington, and discovered that their City's external DEI group has business cards like the ones suggested.

Questions/Comments

Niki Lombardo asked how long the committee members in Upper Arlington serve on committees. Kirby Dearth commented that he does not know, but will look into these service periods.

Michael Haynes asked if the business cards would be centralized. Imran Malik responded that yes, the original idea was to have them be centralized.

Kirby Dearth asked if the Committee members want their own individualized cards. Michael Haynes suggested this may be helpful for the Chair and Vice-chair but other members could have a generalized card.



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Peggy Kilty, Niki Lombardo, and Kristine Aldemir all agree that centralized cards would be helpful. Niki Lombardo then asked if an individual could reach out to members through the information provided on this card.

Rebecca Myers suggested the use of a QR code that takes individuals to the CIAC landing page on the City's website, which can then include personal information about the Committee members. However, any questions submitted through the website will probably still go to the Office of the City Manager. Kirby Dearth reassured the Committee that staff will take these comments back, take a look at the business card idea, and present options to the CIAC at a future meeting.

5. Conversation Parliament of World Religion

Imran Malik explained the Dublin interfaith community's connection the United Religions Initiative (URI). URI's regional coordinator, Tahil Sharma, will be visiting Columbus on September 21st and meeting individuals at the Dublin Donato's. Imran Malik informed the Committee that the Dublin interfaith community is hoping to host one of URI's signature events, the Parliament of World Religions, in the year 2024. This event would host around 4,000 guests. Imran Malik also suggested CIAC collaborating with URI on some of their smaller events to help launch Dublin as a global city of choice.

Questions/Comments

Peggy Kilty asked if Dublin currently has the capacity to host a convention of this size. Dana McDaniel stressed that Dublin alone would not have the capacity but that the Central Ohio region would, suggesting that formatting this proposal through a regional approach would allow many multicultural and faith-based organizations in the area to be involved and allow for the capacity to hold an event such as this.

6. Meeting Times

Imran Malik suggested increasing the meeting times of the Community Inclusion Advisory Committee to a 2.5 -3 hour session with a break in-between.

Multiple Committee members expressed that they supported increasing meeting times until they have completed that week's agenda, but stressed that they wished not to include breaks and keep meeting to as few nights as possible.

Imran Malik recommended waiting until after the CIAC Retreat to officially decide on this topic.



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7. Retreat Efforts

Kirby Dearth shared the outline for the content of the September CIAC Retreat. Dearth explained the concepts that will be covered by Communication and Public Information and Events during the retreat. Kirby Dearth explained that the City's Law Director will be present at the retreat to explain recent U.S. Supreme Court case against the City of Boston.

Dana McDaniel stressed that it is important for all committee members bring all of their perspectives, including a list of celebrations, how other public/private entities celebrate these events, and which of these observances are significant to the Dublin community.

Kirby Dearth assured the Committee that he will collect the various documents discussed and will distribute them one week ahead of the retreat. The goal of the retreat is to come away with a consensus on various policies addressing events and the bridge lighting policy. Dana McDaniel echoed Dearth's remarks and recommend formulating parameters that staff can then go back and draft.

8. Dublin Food Pantry Capital Campaign

Peggy Kilty explained the Dublin Food Pantry's Capital Campaign. Kilty stressed that the food pantry is looking for partners and asked Committee members to reach out to their places of work to see if they have philanthropy department or something similar.

Michael Haynes asked if there is a time limit on this campaign and if there is an opportunity for the Committee to support a fundraising challenge. Niki Lombardo stressed that there are a number of City Events throughout rest of the year and that the Committee could advertise donations through those pre-planned events.

9. New Business

Imran Malik mentioned the upcoming Gandhi Memorial Event that takes place on September 9th, 2022. This event will take place in Westerville from 5:30 pm – 9 pm and attendees must RSVP by email.

Imran Malik informed members of the 9/11 Remembrance Ceremony hosted by Washington Township at 9:59 am on Sunday, September 11th.

Imran Malik reminded the Committee member of the New American Conversation at Capital University on September 27th, 2022. This will be the university's 2nd time hosting, opening the conversation to more faiths and highlighting 4 different stories from



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individuals of 4 different ethnicities. As the sanctuary at Trinity Lutheran Seminary only holds around 300 people, seating is on a first-come, first-serve basis with no RSVP.

Imran Malik recognized fellow CIAC member Michael Haynes and congratulated him on his new book with a collection of short stories which debuted at World Science Fiction Convention, or Worldcon.

Kirby Dearth addressed a recent article released by the City of Worthington about messages from a white supremacy group that were found on the doorsteps of some of their residents. Dana McDaniel shared the news of troubling graffiti that was discovered over the weekend. Kirby Dearth asked CIAC members to please reach out if they see or hear anything of this kind.

Leah Dotson informed the Committee about her email conversation with the City's Law Director, Jennifer Readler, about their questions regarding open document sharing between Committee members. According to the Law Director, members of the CIAC using an open document could violate the Open Meetings Act as it could lead to real time exchanges by a majority of Committee members. However, Jennifer Readler believes that a shared folder between members may be acceptable as long as Committee members are not engaging in discussion. All documents shared within this folder would be public record.

10. Chief's Advisory Updates

Justin Paez explained that the majority of the last Chief's Advisory Committee consisted of a review and revisit of the DEI framework, specifically priority area 4 and the various indicators of success.

11. Adjourn

NEXT MEETING: CIAC Retreat, September 27th from 10 am – 3 pm

Respectfully Submitted,

Leah Dotson, City Management Intern