



**New Albany Inclusion, Diversity, and Equity Action (IDEA) Implementation Panel
November 10, 2022 Minutes**

The IDEA Implementation Panel met for the Panel’s regularly scheduled session at the New Albany Village Hall, 99 W. Main Street, New Albany, Ohio and was called to order by Panel Chair Dr. Johnson at 7:02 p.m.

Those answering roll call:

Panel Chair Brianna Johnson	Present
Panel Vice-Chair Connor Berry	Present
Panel Secretary Precious Singo	Present (arr. 7:04)
Panel Member Kirubel Aklilu	Present
Panel Member Marie Alvarado	Present
Panel Member Eric Duerksen	Absent
Panel Member Nwando Olayiwola	Present (dpt. 7:30)
Council Member Marlene Brisk	Absent
Council Member Andrea Wiltrout	Present

Working group members present: Dr. Sandra Solano, Christina McBride, Pat Huddle, and Dehnie Fong.

Staff members present: Adrienne Joly, Administrative Services Director; Abbey Brooks, Community Program Administrator; and Anna van der Zwaag, Planner.

Dr. Johnson asked if there were any corrections to the minutes from October 13, 2022.

No corrections to the minutes were noted.

Panel Member Berry moved to approve the meeting minutes from the October 13, 2022 IDEA Implementation Panel meeting. Seconded by Panel Member Dr. Olayiwola and the IDEA Implementation Panel voted with 5 yes votes, 0 no votes, and 0 abstentions to approve the meeting minutes.

Dr. Johnson asked if there were any additions or corrections to the agenda.

No additions or corrections to the agenda were noted.

Dr. Johnson asked if there were any visitors requesting to speak on items not on tonight’s agenda.

No visitors were present requesting to speak on items not on the agenda.

Organizational Meeting Requirements.

Planner van der Zwaag stated the first item of business is to break into the working groups to get to know each other, go through introductions, and review the best practices memo that staff pulled together.

Panel Member Dr. Johnson moved to adjourn into working groups. Seconded by Panel Member Alvarado and the IDEA Implementation Panel voted with 6 yes votes, 0 no votes, and 0 abstentions to adjourn into working groups.

Neighborhood Ambassadors Working Group

The neighborhood ambassador program working group members present included Dr. Nwando Olayiwola, Connor Berry, Precious Singo, and Pat Huddle.

Planner van der Zwaag asked members of the working group to introduce themselves.

Council Member Wiltout visited the working group to participate in the conversation.

Working group members discussed a purpose statement for the group. Key ideas mentioned included fostering social connectivity, feeling welcome, *how* to participate, connecting vision to action, both public safety and beautification, convenience, help the community grow, welcome wagon for new residents, feeling included, making New Albany home, helping people find their footing, and being able to participate in the community faster.

Working group members discussed the importance of this program being for all residents, including those who live outside of specific neighborhoods or subdivisions.

Planner van der Zwaag asked and the working group discussed what a successful neighborhood ambassador program would look like. Ideas included: when surveyed, new residents would feel welcomed and connected to their community; seeing certain factors change; participation in groups like the New Albany Women's Network; increased participation, faster; can gauge success by asking "how long did it take you to feel part of the community?".

The working group decided on a purpose statement of "Provide welcoming support to new residents."

Welcome Receptions Working Group

The welcome reception program working group members present included Dr. Brianna Johnson, Dr. Sandra Solano, and Dehnie Fong.

Working group members introduced themselves.

Working group members discussed what this program would look like. Key words included: more connected; social connectedness; empowered to navigate city services; awareness; getting people connected to community; informed; encouraging civic engagement; be involved; social, educational, civic engagement.

Other ideas discussed in by the welcome reception working group included: need to define population/audience; how many people; who is considered "new" and who is invited; need to start in the city and then see where it goes; need for resources such as a "welcome to New Albany" video.

The working group discussed the need for more data about current and new residents.

Multicultural Festival Working Group

The festival event working group members present included Marie Alvarado, Kirubel Aklilu, and Christina McBride.

Council Member Wiltout stated she is excited for this project because bringing the community together is important to help residents find home and community.

The working group reviewed the best practice research and discussion followed about the importance of guiding principles for the event.

Ideas discussed by this working group included: the event is inclusive and not divisive; ensuring that the festival represents the actual diversity of the New Albany community; using a parade to highlight cultures; understanding the cultural makeup of residents.

Community Program Administrator Brooks stated she would find more information on population makeup from the census and share that with the group.

The working group discussed who the target audience should be for the festival; a formal decision was not made.

General group discussion about how vendors participate in events. Brooks explained that vendors are typically charged a vendor fee to participate in an event and that the group will need to determine what those fees, if any, look like. The group also talked about the need to determine parameters for vendor selection.

Working group members discussed concepts for the festival. Concepts included: dance classes, drums and other activities to engage festival attendees; different groups perform on a central stage; typical festival organization including space for vendors, activities on stage, kids' area.

Conversation returned to food vendor selection and the group discussed asked if all vendors should be from New Albany and whether priority should be given to New Albany restaurants. Working group members were not sure if New Albany restaurants accurately represent all of the cultures in the community and they should maybe consider bringing in outside vendors to fill this need.

Community Program Administrator Brooks suggested that the group determine guiding principles for the festival to guide all choices, including vendor selection.

Community Program Administrator Brooks suggested using census data as starting point for determining who should be included in the festival and then discussing as a committee and panel to ensure that the festival accurately represents New Albany. Brooks suggested that the panel engage community members to ensure cultural authenticity and participation.

Panel Member Alvarado asked if the city can use social media to poll the community and ask which cultures should be represented at the festival. She requested an open-ended poll, rather than a list of choices to select from.

Community Program Administrator Brooks said she would check with the city's communications team.

Community Program Administrator Brooks suggested the group think about possible guiding principles before December meeting. The group asked if they can meet more frequently and Brooks said the city would get clarification about meeting guidelines.

Reconvene & Report Back

Panel Member Dr. Johnson moved to reconvene the IDEA Implementation Panel meeting. Seconded by Panel Member Singo and the IDEA Implementation Panel voted with 5 yes votes, 0 no votes, and 0 abstentions to reconvene.

Each working group reported back the conversations from each group.

Neighborhood Ambassadors: Panel Member Singo stated the neighborhood ambassadors working group decided on a purpose statement of “Provide welcoming support to new residents.”

Welcome Receptions: Panel Member Dr. Johnson stated the group had a lot of questions that might help inform a purpose statement for this program. Data about residents would be helpful to determine scope and how many people to plan for. Ideas that might be part of the purpose statement: help residents feel informed, where they can go for different resources; aware of different businesses; empowered to get involved; experience a measure of social connectedness; encourage civic engagement; and, get involved, volunteer, give back.

Festival: Panel Member Alvarado reported that the group discussed background and experiences, as well as guiding principles for how they want the festival to feel. They discussed what kind of cultures should be represented, and utilizing social media to ask residents who and what they want to see. She reported that food, art, and music will represent different cultures.

Other Business

Dr. Johnson asked if there was any other business from staff or panel members.

Director Joly asked if the panel and working group members thought the breakout work sessions worked. Response was “yes” from everyone, with the request to up the breakout time to one hour.

Panel Member Berry asked that working groups consider inclusion of the Special Olympics and all forms of diversity in their program and event planning.

Poll Members for Comment

None.

Dr. Johnson adjourned the meeting at 8:13 pm. All panel members were in favor.

Submitted by Anna van der Zwaag.