



**New Albany Inclusion, Diversity, and Equity Action (IDEA) Implementation Panel
December 14, 2023 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 Member Kirubel Aklilu	Absent
Panel Member Marie Alvarado	Present
Panel Member Eric Duerksen	Absent
Panel Member Nwando Olayiwola	Present (Dept 8:07 p.m.)
Panel Member Taru Saigal	Present
Council Member Marlene Brisk	Present
Council Member Andrea Wilttrout	Present

Working group members present: Pat Huddle and Dr. Sandra Solano.

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

Dr. Johnson asked if there were any corrections to the minutes from the October 12, 2023 IDEA Panel meeting. None were noted.

Mr. Berry moved to approve the meeting minutes from the October 12, 2023 IDEA Implementation Panel meeting. Seconded by Ms. Alvarado 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. None were noted.

Dr. Johnson asked if there were any visitors requesting to speak on items not on tonight’s agenda. None were present.

Business

Dr. Johnson moved to adjourn into a working group session at 7:03 p.m. Seconded by Panel Member Berry. All were in favor and the IDEA Panel moved into a working group session.

Diwali Celebration Recap

Ms. Brooks shared that the Diwali Celebration went very well. She has received great feedback from attendees via email. She stated that the rough estimate for attendance is 700 but it’s challenging to know the exact count. Ms. Brooks stated there were so many great performances throughout the event.

Ms. Brooks stated that Diwali fall slightly earlier on the calendar in 2024 on October 31. Due to that being Halloween/Trick-or-Treat, she has reserved the amphitheater for the Saturday before, which is October 26.

The Panel discussed whether it was more appropriate to have the Diwali Celebration before or after the 5-day celebration.

Dr. Saigal stated having the Diwali event prior to the 5-day celebration would help build anticipation.

Dr. Saigal stated that she has heard that people came from all over Central Ohio to attend and people within the Indian community are talking about how great the Diwali event was. She also said that there was a lot of interest generated for people wanting to perform or have a vendor spot next year.

Dr. Solano said the joy at the event was amazing. The only point of feedback she received was that people who weren't Indian didn't feel like they could come. They thought it was only for people of Indian descent.

The Panel discussed how next year there would be a point to be explicitly clear that all people are invited and that it is not a religious event.

Dr. Saigal agreed and stated the proclamation was a great way to start the event this year.

Dr. Johnson asked how the vendors did.

Dr. Saigal stated the vendors were almost sold out for the people selling clothes and jewelry. There was a lot of positive feedback from the vendors.

Ms. Alvarado stated that the tent felt dark and wondered if it was hard to sell things in the dark. She noted this wouldn't be a problem at the amphitheater in the same way.

Ms. Brooks also noted that next year, the event will take place prior to the time change so it might not be as dark for most of the event.

NA101: Souper Supper Planning

Ms. Brooks summarized the plan for this event to-date. The Souper Supper will take place at the Heit Center with all the spaces open including the lounge, classroom, conference room. The kitchen area/classroom will set up soup, bread, drinks, dessert. Ms. Brooks stated about 20 soup makers will be needed, which will be asked of volunteers from the community. They will need to make large crockpots of soup. The city will provide the bread, drinks, and dessert. People can sample as many soups as they want, as many times.

Ms. Brooks asked if there should be a suggested donation for which the proceeds go towards Healthy New Albany Food Pantry and maybe Neighborhood Bridges.

Ms. Brooks stated previous versions of this event with Healthy New Albany consistently saw 200-250 people and lasted about 2 hours. The event will take place on Wednesday, February 7 around 6-8 pm.

The Panel agreed that 6-8 pm was a good time.

The Panel discussed the donation collection methodology and suggested that there is a Venmo/online/QR code method of payment.

Ms. Brooks stated the donation could be \$5 per person or a family cap of \$20. She also stated the HNA Food Pantry is excited to participate. She requested that the soup options come from diverse residents to have a diverse set of soups and she asked the Panel to help find soup makers.

Dr. Johnson asked if there can be a graphic that can be shared on social media calling for soup makers.

The Panel discussed dietary restriction needs for the event. Ms. Brooks stated she encourages vegan and vegetarian options, and signs will be put out in front of the soups indicating ingredients and potential allergens.

The Panel discussed having conversation starters at each table so people can meet and get to know each other.

Dr. Johnson asked if the bread can be donated.

Ms. Brooks stated that is highly likely, or the city might end up purchasing if needed.

Ms. Brooks asked if the Panel liked the idea of having a competition between the soups. The Panel liked the idea and suggested finding a way to vote via phone.

The Panel also discussed asking the soup makers to share their recipes if they are willing.

Women of New Albany Event Discussion

Ms. Brooks introduced the discussion for the Women of New Albany event that will be held sometime in March. She stated she would like to reserve a venue but wanted to talk more about what it will look like first. Her preliminary ideas included finding a great speaker for a lecture and potentially reaching out to OSU's FREE program to help curate a panel discussion, comprised of women of diverse ages and backgrounds.

The IDEA Panel discussed the purpose and goal of the event. Dr. Olayiwola stated the event doesn't necessarily need to be academic but it depends on the goal of the event.

Councilmember Wiltrout asked what the goal of the event should be. Others have been more celebratory but this doesn't have to be that way.

Dr. Solano stated that all events so far have been about discovering and celebrating and maybe this event should be more celebratory.

Dr. Johnson stated that it doesn't need to be an academic panel but a conversation.

Dr. Saigal stated that women can be asked the same question but have so many different answers depending on their background.

Councilmember Wiltrout stated she likes the style of questions like "What drives you? What have you learned, what do you need, etc.?"

There was census about having it be a panel discussion that delved into how women in New Albany make it work whether they are entrepreneurs, stay at home moms, varying ages and backgrounds.

Ms. Joly asked about the order of the event, in terms of watching the panel discussion and eating.

Councilmember Brisk stated there could be a roundtable discussion at the table to feed off of questions the moderator is asking the Panel.

Dr. Olayiwola stated there needs to be something to center the conversation before the table conversations start. Sounds like the goal is to celebrate the richness of skill, diversity, etc. of the women of New Albany. She stated she thinks the moderator should be someone from New Albany.

Ms. Joly suggested asking Courtnee Carrigan who was involved in the first iteration of IDEA.

Dr. Solano suggested having a visual way to represent what is happening during the conversation.

The tentative dates for the event were discussed, landing on a day the week of March 11-15, depending on venue availability.

Ms. Brooks stated she will look into venues and asked what the Panel thinks about the Estate at New Albany.

There was conversation about providing childcare for the event. The city will investigate this option but it might be challenging due to liability issues.

Dr. Johnson suggested providing a small gift of some sort to show a small appreciation to close out the event and tie it all together.

The Panel discussed having a way to tie the event together and have people leave feeling like they might do something differently or have a good takeaway.

Councilmember Wiltrout suggested the theme of “Who are the Women of New Albany”, which the Panel agreed was a great theme.

Neighborhood Ambassadors Program Discussion

Ms. van der Zwaag introduced an activity that asked Panel members about what they would like to see out of the program and a neighborhood ambassador. The questions and answers were as follows:

1. When you first moved to New Albany, what were the top 3 things you wished you had known or needed to learn?
 - a. The inside story of grocery stores
 - b. How to connect to community groups
 - c. Volunteer opportunities
 - d. How to connect with NAWN
 - e. How to find resources (swim team, other sports, tutors) at school
 - f. Who in official city positions can help citizens
 - g. Pediatrician/Child services
 - h. Navigating school enrollment
 - i. Special things/dates about New Albany
 - j. Childcare, friends, kids activities
 - k. Know where to get info about events happening
 - l. Finding pediatrician, doctors, dentist, hairstylist, etc.
 - m. Where to find a calendar of all city events/celebrations
 - n. Where to connect with people from diverse backgrounds

2. What top 3 expectations would you have for the person selected to become the ambassador for your neighborhood?
 - a. Help organize an event
 - b. Know where/how to access NA info
 - c. Be willing to help/find help if they don't know answers
 - d. Make contact (in person or via email, leaving a note at the door) with each new household
 - e. Plan one event per year to invite residents to (can be a pre-planned event)
 - f. Invite questions from neighbors
 - g. Find new residents and greet them with materials
 - h. Stay up to date with city events
 - i. Maintain neighborhood connections
 - j. Follow the training or protocols
 - k. Knowledge about local resources
 - l. Able & willing to provide time commitment
 - m. Be personable and smart
 - n. Track new neighbors
 - o. Have community recognize their ambassador and have communications frequently
 - p. Able to introduce me to people
 - q. Able to teach me about events
 - r. Has the organization to follow through with everyone
 - s. To be inclusive of all
 - t. Good variety of entry points to connect with others
 - u. Welcome people
 - v. Keep directory

3. What top 3 characteristics, qualities, needs, etc. would you want to be sure your ambassador has?
 - a. Responsible, outgoing, kind
 - b. Polite & warm, diverse background, problem solving skills
 - c. Outgoing, inclusive/approachable
 - d. Potentially know other language
 - e. Outgoing, knows a lot of people, involved in community
 - f. Trustworthy, easy to talk to, follow through with ideas
 - g. Good communication, engaging, organized
 - h. Friendly, warm, and welcoming towards people of all backgrounds; be dedicated, committed (not flaky), dependable; Be committed to celebrating the diversity here in New Albany and dedicated to inclusion of everyone.

4. One year from now, what do you want to look back on to determine if this program was a success in its launch year?
 - a. Seeing NA grow and become more diverse
 - b. Neighborhood parade floats or soup submissions. Also people more engaged in IDEA events and city boards/meetings.
 - c. More people showing up at community events
 - d. Have ambassador for most neighborhoods
 - e. Have people reaching out to be in the program
 - f. The program being common knowledge in town
 - g. Recruitment of volunteers
 - h. Survey of testimonials from community members
 - i. New members sense of community
 - j. People feel welcome and connected

- k. It is clear who to contact for what
- l. People say they have never felt so welcome before
- m. People who are new report feeling welcome
- n. Ambassadors are committed and have remained involved
- o. 30-50% of neighborhoods have an ambassador
- p. Ambassador website

Reconvene and Report Back

Dr. Johnson motioned to reconvene the IDEA Panel in Council Chambers at 9:07 p.m., seconded by Ms. Alvarado and all were in favor.

Dr. Johnson provided an overview of what was discussed in the breakout session.

Other Business

Dr. Johnson asked if there was any other business from staff. None was noted.

Poll Members for Comment

No comments were provided.

Dr. Johnson adjourned the meeting at 9:10 p.m. Seconded by Dr. Saigal. All panel members were in favor.