

NEW ALBANY

IDEA Meeting – February 11, 2021

All participants present via Zoom Webinar

IDEA Committee Leaders: Dr. Lisa White, Mayor Spalding, Council Member Brisk

IDEA City Representatives: Vida Farwana, Mohit Gupta, Abe Jacob, Shohba Painter, Tiana Samuels, LaVerne Fudge-Williamson, Ofra Eliav Greenshtein

IDEA Stakeholder Representatives: Ben Collins, Benjamin Reid, Jennie Wilson, Paul Naumoff

Public: Council Member Matt Shull, Courtnee Carrigan, Andrea Wiltrout

City Staff: City Manager Joseph Stefanov, Administrative Services Director Adrienne Joly, Planner Chris Christian, Human Resource Officer Lindsay Rasey, Clerk of Council Jennifer Mason

Call meeting to order 4:03 pm

Mayor Spalding opened the meeting with remarks and conducted the roll call of today's committee members. Adrienne Joly briefly introduced 3 new members to our IDEA committee: Courtnee Carrigan from Raising the Bar as a new consultant. She has the experience of working with both Franklin County and the City of Delaware to help strategize regarding their diversity efforts. Lindsay Rasey is the New Albany HR Office who has the prior experience of also working for the Franklin County Sherriff's office. And, Chris Christian was also introduced who is the New Albany Planner.

January Wrap-up

Dr. White led the discussion and wrap up of the IDEA purpose and the definitions of diversity, inclusion, and equity. She invited additional feedback and Jennie Wilson recommended that the wording for diversity also include language to speak to the goal of inviting others from outside New Albany to be a part of the community. During the discussion of the definitions, Benjamin Reed provided definitions he pulled from the Annie E. Casey Foundation and put the link in the chat <https://www.aecf.org/blog/racial-justice-definitions/>. The suggestions will be revised and sent to the group for review. The goal will be that purpose and definitions will be adopted and going forward to provide focus and clarity.

The next item on the agenda was to review the feedback from the breakouts. There were 3 common emerging themes: 1) diverse speakers, TED talks and focus groups, 2) adding diverse vendors to the farmers market or creating an ethnic festival, or 3) create a welcome committee, packet, or website which will engage and connect new residents to their community. Council member Marlene Brisk pointed out that the city's website plugs into

the city's newsletter. Abe Jacob mentioned that the Healthy New Albany website also has a list of programs and events. These links can be centralized as resources and provided to new residents as a "go to."

Whitehall/New Albany Survey Comparisons

Marty Saperstein from Saperstein & Associates was introduced as a guest to share his findings on community perceptions of diversity in Whitehall to compare them with what we know about New Albany. He hopes these results will serve as a baseline and he preparing to do the survey in other neighboring communities. A survey in Powell is currently underway. Tiana Samuels voiced concern that the results of the survey may be washing out the voices of people of color due to not enough participation. Marty acknowledged that getting diverse participation for the surveys is an ongoing challenge. Courtnee suggested that, in future surveys, we recruit community leaders to send out surveys to build trust.

Overview of Diversity Efforts in Other Communities

To provide inspiration for ideas for our committee, Adrienne Joly provided a presentation of diversity efforts in the following cities: Worthington, Bexley, Upper Arlington, and Westerville. There was interest from the group that they would like the presentation for their review later, therefore we will be sure to forward the slides to the committee members.

Current Topics

Adrienne previously sent an article to the group regarding street names in the Planter's Grove subdivision. It came to the attention of the council leadership that there were streets in the subdivision named after plantations. We asked for initial thoughts from the group because this is an opportunity to tackle tough situations that are unexpected. Chris Christian is in the process completing a review of all of the street names to identify their origins. Mayor Spalding also acknowledged that this is a good opportunity for the IDEA committee to get involved. Courtnee invited the committee members to become more comfortable with having difficult conversations which can lead to positive change.

Next Steps

This was a good lead in for Courtnee to talk about her role of strategic planning. She expressed a desire for us to be really actionable advocates for the City of New Albany and invited us to roll up our sleeves and get to work. Courtnee discussed her three objectives which were to refine goals, strategies, and soft measurement. She will also provide some educational moments for the group.

Before adjourning, Adrienne and Benjamin Reid talked about other organizations' upcoming events. Benjamin provided a link in the library event chat <https://www.columbuslibrary.org/speak-up-speak-out>

Next meeting date March 11th 4-5:30

Adjourn 5:29 pm