



IDEA Meeting – July 8, 2021

All participants present via Zoom Webinar

IDEA Committee Leaders: Dr. Lisa White, Courtnee Carrigan, Council Member Brisk

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

IDEA Stakeholder Representatives: Ben Collins, Benjamin Reid, Kimberly Lee Minor (joined later), Paul Naumoff, Jennie Wilson

Public: Council Member Matt Shull, Council Member Fellows, Sarah Thompson, Karina Sammons, Joseph Soza (Equity Ohio), David Nesbitt, Ana-Maria Tudela,

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

Not present, Mayor Spalding, Nwando Olayiwola, Tiana Samuels, Anita Patel, Nicole Dempsey, Mohit Gupta, Renee Shumate

Call to meeting order at 4:03 pm

Councilwoman Marlene Brisk opened the meeting with remarks and Jennifer Mason conducted the roll call of today's committee members.

Equity Ohio Speaker

Lisa briefly asked Courtnee to introduce the speaker from Equity Ohio, Joseph Soza. She started off by saying that in recognition of PRIDE month in June she thought it would be fitting to have Joseph talk about the work that Equity Ohio is doing in the community. It was also a nice introduction to our conversation around partnerships.

Joseph recognized that there was a PRIDE month resolution that had recently been passed and some LGBTQ+ members of the community that have been coming to the forefront. He grew up at the intersection of a lot of identities (gay, male, Latino, etc.). He learned from an early age how our culture does not include and nurture the gay community. He was pleased to be a voice for the Ohio team. It exists as a statewide organization to do activism work. They focus on systems and institutions and whether the LGBTQ community is represented within those systems. Equality Ohio does advocacy on behalf of the LGBTQ community to affirm that they are represented in the policies and legislation of the state. They also try to put a stop to legislation that can cause harm. Equality Ohio has a free legal clinic in the organization that represents individuals who have faced discrimination because of their sexual orientation. Another sector of their work is public education and programming.

Joseph highlighted 2 camps of equality: lived equality and legal equality. There are ways in which these 2 forms of equality overlap. Legal equality is the equality that you can see on paper. We can write it down, track it, and put it into our legislation. Lived equality has to do with the life experience of people. It is harder to track and define. He can feel the inequality in the community when he goes to certain places and feels that he is not safe being his true self.

In the News

Adrienne provided an update regarding New Albany events in the area: Our t-shirts are in. Some of you have picked up your t-shirts from Village Hall. I think the logo came out great. Just a reminder to pick yours up if you haven't already. We also had our first farmer's market booth. Thanks to Shoba, Tiana, and Lisa who worked the booth. Community stopped by the booth, and we got some input from the community about what we can do to keep creating a welcoming environment in New Albany. We have 2 more farmer's market events this summer. We have a few people signed up, but there are still some openings available. I can send the SignUp Genius link out again if that would be helpful to everyone. The next library Speak Up Speak Out series event is July 21st. It will feature the book Broken On All Sides. The Chamber also has their continued diversity training on August 12th. Their meetings are the same day as the IDEA committee.

Abe was curious about the feedback we received from working the booth at the farmer's market. Lisa responded and said that it was a great opportunity for people to come and ask questions to find out more about what the IDEA committee is all about. She felt the response was largely positive. Lindsey felt also that overall, the community was open to the goals and objectives of the IDEA committee. Shoba concurred that there was a lot of positive feedback. She said that some were also actually inquiring about opportunities to participate which was great news. One of the common themes was interest in the school system and providing more initiatives within the school system to help the students feel welcome and safe. There was also discussion about the recent town hall meeting.

Programs and Events

We moved on to reviewing our summary of the discussion around programs and events but were briefly disrupted by individuals causing a disruption. When we reconvened, Kimberly asked a question related to the response from the school system. Paul responded by saying that it's an opportunity for other stakeholders to get involved. His thought was that high schoolers could be paired with a mentor.

Marlene clarified that Kimberly and others have already been working on a film festival sponsored by the New Albany Foundation. She wanted to let everyone know this was already in process. Kimberly confirmed that they would like to have support and partnership with the city to bring the film festival to fruition.

Courtnee continued to share a presentation outlining the ideas shared and the action steps that can be taken to implement DEI programs and events. She asked for any additional thought and feedback from the group. Ofra pointed out that the local conversations in

Windsor was only one example but was not exclusive. Open houses could occur in any part of the city. There were no other corrections noted.

Partnership Survey Results

Sarah began the presentation by saying that of the 7 partners within the IDEA Committee received 4 responses. Their feedback and insights were reflected in the presentation. Sarah indicated that we could send the PowerPoint to the committee members following the meeting. The highlights were as follows:

Question 1: Has your organization done any DEI-related projects, successful or otherwise, that you would be willing to share the experience with us?

- Columbus Library has been actively involved in DEI work stemming from the events of 2020
- A Social Justice Speaker series has been ongoing that will expand to include movies, art, and food

Question 2: Have the staff at your organization received training on DEI topics?

Of the four respondents, 1 received consistent training, 1 received some training, 1 received little or none, and 1 was not sure.

Question 3: Does your organization have an executive sponsor for DEI-related initiatives?

75% of the respondents did have an executive sponsor.

Question 4: Does your organization have any existing DEI infrastructure?

50% of respondents did have existing infrastructure.

Question 5: Does your organization use demographic data to explore disparities in workforce engagement and outcomes?

50% weren't sure, 25% said yes, they do use data, and the other 25% did not.

Question 6: Does your organization partner with other community organizations and resource providers to help reduce disparities in the community?

75% of the respondents do partner with other organizations and 25% did not.

Question 7: How would you like your organization to benefit from a partnership with the city?

- To pursue opportunities to work toward appointed boards and commissions that reflect the diversity of the community.
- The Library, and New Albany Branch in particular, benefits from close partnerships with the city.

- To support the Multicultural Festival.
- The McCoy Center would like to actively partner with the city to help support IDEA recommendations.

Question 8: Would you like to share any ideas for partnering with the city on diversity, equity, and inclusion initiatives?

- To pursue opportunities to work toward appointed boards and commissions that reflect the diversity of the community.
- I think a slate of diverse speakers helping to educate the community better about the history of inequalities coupled with a film series could be a great way for the McCoy to partner.

Question 9: Have any DEI best practices and/or ideas for the IDEA Committee and the future City of New Albany efforts? If so, please describe. How would these ideas accomplish the mission of the IDEA committee?

- I completed an initial blind review of employment applications with no names, addresses, or identifying information.
- With the recent response to the Town Hall, it seems the IDEA Committee is the best positioned to help continue those community conversations.

Workgroup Breakouts

Group 1 Notes:

- Sarah Thompson - make partnership grid – with those that responded or are on the committee or are natural partners so that City can have a list of all those working the space and what their main activities are.
- Partner: Mentoring goal with the schools
- Partnership statement: we have a lot of resources in our community. These are a collection of identified partnerships and is a living list.
- There are already strong bridges built with some of these partners. It might be as easy as asking to get together and chatting about what is possible.
- Question about what the City's role is
 - Listing of what activities are going on
 - Calendar
- Chip / Healthy New Albany – would be willing to do more partnerships. They have summer program events
- The need to have a more diverse leadership presence is important for the community to know that there has been a diverse group providing input.
- How is this sustained?

- o Quarterly Forum?
- o IDEA Committee continues?
- o Formal Commission convened?
- Increase partnership conversation to see if partners have any needs
- Use city as a resource
- Interconnected- can use resources to promote events, so there's some overlap, synergy.
- Everyone in agreement – we didn't to the how
- Seven partners – is there a hierarchy? Is there one group in charge? How to make sure we aren't redundant
- HOW DOES THE CITY SUPPORT ALL OF THESE EFFORTS?
- Is the city the convenor?
- New Albany has a head start because there is a strong history of great partnerships. What roles do we play to each other?
- IDEA comm a forum but we have
- Challenges: IDEA Committee doesn't have official authority as a body. If that is desired, it must evolve into a new entity, properly seated within the village infrastructure. If this is a recommendation, this could be a formal recommendation
- History of IDEA Committee was for IDEA to focus on exploration since Summer 2019.
- Compile notes from all meetings – how to build as ongoing step.
- PARTNERSHIP GRID

How does the city best coordinate and complement the efforts of the partners?

Group 2: The group briefly debriefed the disruptions. This is not something new for most of us. The comments from Joseph Soza about the legal and living equality resonated today. It was offensive to experience the disruptions. Vida: Anyone who partners they are not doing it for recognition. They do it in part because they want a better work environment for their employees. My thought is if they can share an experience that has helped them feel a part of the community.

Jennie: I am the chair of the McCoy Board. I was thinking about the film festival. I don't know that the McCoy is a partner in that. We have the facilities and resources to share if they are in need of that assistance. But I think it has been going on separately. We have a venue they could use. Benjamin in the library could also be a partner. I worry that we do too much in silos. If we can pull a thread through all of them and use our collective resources. Marlene: I feel exactly the same about everything you said. Everyone wants to have their own initiatives. Maybe we should ask them how much partnership they need. We want to be supportive, but we don't want to take control. The symphony is in the process of planning a concert for next year that is multi-cultural event. Vida: Could we have a diversity week or month. Food trucks could come in and we could provide

educational opportunities. Jennie: Yes, we could make it family oriented and have something for every age group. It may start small, but it's something that could take root. We have to envision what it may look like 15 years from now. Lisa: We have to create a pathway for the city to support the partnerships.

Several committee members stayed on after the original timeframe to debrief the unwanted disruptions to our meeting. We expressed our frustrations and offered words of support to one another.

The meeting adjourned at approximately 5:45 p.m.