

NEW ALBANY

IDEA Meeting – March 11, 2021

All participants present via Zoom Webinar

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

IDEA City Representatives: Vida Farwana, Abe Jacob, Shohba Painter, Tiana Samuels, Ofra Eliav Greenshtein, Anita Patel

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

Public: Council Member Matt Shull, Sarah Thompson, Karina Sammons, “Theresa”

City Staff: Administrative Services Director Adrienne Joly, Planner Chris Christian, Human Resource Officer Lindsay Rasey, Chief Communications Officer and Marketing Director Scott McAfee, Clerk of Council Jennifer Mason

Not present: LaVerne Fudge, Mo Gupta, Nwando Olayiwola, Renee Shumante

Call to meeting order at 4:07 pm

Mayor Spalding opened the meeting with remarks and conducted the roll call of today’s committee members.

February Wrap-up

Lisa White referenced the PowerPoint that she emailed the group with the revised IDEA purpose and the definitions of diversity, inclusion, and equity. She received no emails from the committee with any further revisions, therefore she suggested that they move through the agenda. There were no further comments, therefore we proceeded to the next agenda item.

Segregated by Design discussion and de-brief

Courtnee highlighted the video that was sent to IDEA committee. She described the video as an appropriate introduction to the work groups because it examines the policies and procedures that created our environment. She then broke the group into three groups with the task of answering the following questions:

- What was something that jumped out at you that you didn’t know while reviewing the video?
- What’s one action step you can do to fix this broken system? Individually or collectively?
- How does this connect to the New Albany street signs?

Courtnee then instructed them to discuss the questions within the small groups. The outcome for each discussion is as follows:

Group 1

Tiana Samuels – There were many take-aways from homework. For some of the group, the information was shocking and new. For others, the information was review. However, the impact was powerful seeing it all in 17 mins. There is a cumulative impact of the residential policies that is difficult to reverse.

Action steps suggested are: (1) really listen to people with intent to understand. It's overwhelming to think about changing something that is built into the infrastructure of society. However, the objectives of IDEA committee are applicable both to sign situation and overarching challenges, (2) engage experts and take personal responsibility to be more educated, (3) be inclusive who we ask and get heterogeneous perspectives, (4) reviewing the inclusivity of policies by considering the impact on the community and how it will be interpreted, (5) sometimes we listen and know intent, but that original intent is not necessarily received and interpreted in the same way.

Group 2

Kimberly Lee Minor - Got to a good place and wished for more time. Overall thought was the understanding – didn't know how much went into creating these communities that were left behind. Led to people wanting to educating themselves more –

What is one action step – educating yourself – having empathy – going into any situation and now understanding the motivation that caused the outcome you are now seeing – being able to represent – it is overwhelming, but individually, this is what my purpose is in life – to have these opportunities and represent those who might not feel they have a part – who weren't part of the dialog – weren't considered – bringing people together to have those conversations so everyone can be heard – so outcomes are inclusive, not exclusive

Did not get to talk about street signs at all.

Group 3

Benjamin Reid – talk about how moving the video is – he had read the book – he emailed out to family friends and staff – easy to share – talked about awareness

Action step - Built on the awareness step – the conversation about federal rules with housing – at that moment had equal policies, but not equitable policies – in our region we need more housing everywhere – don't want to be walled off enclave, need more housing types

Street signs - Inclusivity – not barring anyone by law from moving in – but should actively welcome in and perhaps those street signs do not say that to all people.

Courtnee – think about Segregated by Design every time we meet – it's big, but we can start to chunk it, do the work. Over the next several meetings work thru process to create recommendations. Explain breakouts for each meeting. (Slide: Workgroup Focus Areas Descriptions and Assignments)

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 is 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 that 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 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 many of the names in the subdivision are 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 upcoming events. Benjamin provided a link in the chat <https://www.columbuslibrary.org/speak-up-speak-out>

Next meeting date March 11th 4-5:30

Adjourn 5:29 pm

