

**CITY OF HUBER HEIGHTS
STATE OF OHIO**

Culture and Diversity Citizen Action Commission Meeting Minutes

Name of Body: Culture and Diversity Citizen Action Commission
(CDCAC)

Date: September 1, 2022

Time: 7:00 P.M.

Place: City Hall – 6131 Taylorsville Road – Council Chambers

Members Present:

Ms. Jean Newby
Ms. Tara Purvis
Mr. Arrick Richardson
Dr. Frederick Aikens
Ms. Rhonda Sumlin–Vice Chair
Mr Bayram Gulalieu
Mrs. Yolanda Stephens-Chair

Mrs. Carla Staigl-excused
Mr. Eric Stephens-excused

1. Call to Order

Chair Mrs. Yolanda Stephens convened the Culture and Diversity Citizen Action Commission at 7:03 P.M.

2. Roll Call

Roll call attendance was taken. Mr. Eric Stephens and Mrs. Carla Staigl were excused from this meeting.

3. Approval of Minutes

A. June 2, 2022-Ms. Newby had one change for the June 2, 2022 minutes. Starting on page 4, starting with Mr. Virgil Carter, the correction is the business name is Express Fitness Studios. No additional corrections. Dr. Aikens made the motion to accept the minutes with the necessary correction. Ms. Sumlin seconded the motion. It was properly moved and

seconded, all members voted in agreement to accept the minutes with the correction.

- B. July 7, 2022-Mrs. Stephens noted that there was an issue with accessing the video of the July meeting and minutes were prepared without the video. Due to that reason, Mrs. Stephens is moving to table the July 7, 2022 minutes until the next meeting. Ms. Newby made a motion to table the July 7, 2022 minutes to the October meeting. The motion was seconded by Ms. Purvis. All voted in favor of moving those minutes to the October meeting.

4. Citizens Comments-

Commission Chair, Mrs. Stephens, welcomed the citizens and guests in attendance and asked if there were any citizens comments. Once guest in attendance, Dave Thomas, stood to share some comments with the Commission. Dave Thomas is the President of the Huber Heights Performing Arts. He shared that he wanted to talk briefly about the Beer Garden at the MultiCultural Festival that was hosted by the Huber Height Performing Arts. The group was able to break even, or might have lost a little money, on the beer garden because of insurance and licensing requirements. Mr. Thomas shared that they were upset with Parks and Recreation on how the porta-potties were lined up in front of the beer garden so nobody could see it. Mr. Thomas shared that he was very pleased with how well the Performing Arts board and the Commission worked together. It was their first year working with the Commission and they thoroughly enjoyed it. The Huber Heights Performing Arts appreciated the opportunity to come out and serve the community. Mr. Thomas also mentioned that there were ten other community events the day of the Multicultural Festival and he felt that could have been the cause of low attendance for the beer garden at the Multicultural Festival. He shared that Huber Heights Performing Arts would like to continue to work with the Commission on other projects and even if this event was not very successful for them they are excited to grow the relationship with the commission and work together in the future. He thanked the Commission for the opportunity. Chair, Mrs. Stephens thanked Mr. Thomas for his feedback and noted that the Commission will definitely take all of his concerns and comments into consideration. She invited Mr. Thomas to join the planning committee for next year, if he or someone from his group would be interested in assisting. Mrs. Stephens noted that the MultiCultural Festival was well attended, with an estimate of 400 in attendance, so more than had been expected. The Commission will make sure to consider all logistics, such as visibility, before next year's MultiCultural Festival. Mr.

Thomas shared some of his background in event planning and stated that he would love to be on the planning committee for the next Festival.

5. Guest: Ladybug Lemonade:

Mrs. Stephens moved a guest, Ladybug Lemonade owner 8 year-old London Miller. Ladybug Lemonade was set-up in the lobby and came as a guest invite by Ms. Sumlin.

Ladybug Lemonade was started through a National Lemonade Day event held by River Valley Credit Union. The participants completed 16 lessons geared to children that taught them budgeting, how to ask donors for investments, savings and spending, and Ms. London Miller decided to donate some of her proceeds to the Diabetes Association. She chose diabetes because there are people in her family that are diabetic and so she made a sugar-free lemonade. Her grandmother is Type I and can never have the lemonade at fairs, so they created a strawberry sugar-free and a raspberry sugar-free lemonade. They completed a taste-test for feedback in the developing stage of the lemonade. She also created a business plan. River Valley Credit Union held an event once all the lessons were completed where the children came to a park, presented business plans and products, and a contest was held. Ms. London Miller won First Place for the best business plan and won an Oculus. She has had actual sales events in the community and has sold-out of lemonade at some of her events. The last event of the summer is September 30th and after that she will take a check to the Diabetes Association. Chair, Mrs. Stephens thanked London for coming and commented on how amazing it was that she was 8-years old and a business owner. Mrs. Stephens noted that at this age, London already has a black female owned business and is doing a phenomenal job. Ms. Newby shared that she found London to be an inspiration and asked what made her decide to do a lemonade business. London's mother noted that the project started with the National Lemonade Day project that was held by River Valley Credit Union and London decided to keep the business going as long as she still enjoyed the business. Dr. Fred Aikens praised her for having a business model that included giving back to the community. He noted that we need more businesses giving back to the community and to the communities that they service in this country and in our world.

6. Old Business

A. Citizens Complaint Review Board:

Ms. Tara Purvis shared the update on the Complaint Review Board in Mr. Eric Stephens absence. Ms. Purvis stated that Reform has been working with Interim City Manager, Bryan Chodkowski, and Huber Heights Police Chief, Mark Lightner, to go over some details and pre-planning for the Citizen Complaint Review Board. So far, the Reform group has drafted that the Review Board would be made up of a group of seven members, one member would be from the Culture and Diversity Citizens Action Commission, one from the NAACP, one former or current law enforcement officer with close ties to the city, a lawyer with relevant experience, and then two members from the first and second largest minority groups. Two additional non-voting members, one from the police department or Chief Lightner's designee, and then one member from the Law Director or a designee from that office. The intention is to focus on the protections covered in the Civil Rights Act of 1964 and the Equal Employment Opportunities Amendment. The process will start with the Police Department complaint process and would be vetted by the police department and an outcome is rendered. Based on the outcome of that investigation, one would have to disagree with the outcome of the Police Department's investigation and then initiate this compliant review process. Ms. Purvis continued that the point of this process as previously noted by Mr. Stephens is to have an open, transparent process, and to not be reactive. Reform will continue to meet about every two weeks to continue the planning process. Chair, Mrs. Stephens questioned if the plan was to have the forms accessible in different locations? Ms. Purvis noted that the plan is to have the forms available in hard copy at City Hall and at the Police Department, available for online submission and Reform has discussed having the forms available in as many languages as possible. Reform did report that they were not sure if the Review Board would be able to perform independently without some filtering in and out through the Clerk of Council. Another barrier for a fully independent review board is if the members would be granted subpoena powers. A 501(3)(c) would not be granted subpoena powers. Mrs. Stephens would like to look at the subpoena powers for the Personnel Appeals Board and see if that is a feasible option of this Review Board. Mr. Stephens is working on a flow-chart and the Reform group will continue to meet and report back to the Commission on this initiative.

B. Education Forum:

Ms. Jean Newby shared that there has been some discussion on holding the next collaborative forum with Reform and Education with the youth at the Middle and High Schools on policing issues and youth in early 2023. This is still very early in the planning stages, so it looks like it will be best to hold the event early 2023. Mrs. Stephens shared that a few of the Commission members attended the Huber Heights City Schools Opening Day and talked with teachers about the Commission. The Commission members were able to talk to the Principal and shared with him that the Commission would like to hold these events. Ms. Newby will follow-up with Mr. Stephens and will share an update at the next Commission meeting.

C. DEI Collaborative:

Ms. Sumlin shared an update on the DEI Collaborative Meet-up that is scheduled for November 6, 2022 at 6pm. This event will bring together all of the local DEI initiatives in the area and the Commission needs to decide what kind of an event they want to host. Ice cream social or a carry-in? Discussion between the Commission members led to a decision to reach out to TJ Chumps and see if the party room was available for the date and time of the event. Ms. Sumlin was taking the lead on reaching out to the restaurant and was going to get a quote for food for the event. Approximate cost \$1000.

D. Outreach

Dr. Aikens updated the Commission for Outreach. Outreach is looking to complete a Fall activity with the Huber Heights City Schools. He will reach out to the schools and connect with them about curriculum and what is the best way to fit in an activity there for the Fall.

E. Breast Cancer Awareness Month

Ms. Sumlin updated the Commission to the Breast Cancer Awareness Month event. The initial goal was to hold a Pink out and Pearls event, but Ms. Sumlin would like to delay that event until 2023. There has not been a time to hold a task meeting and start the planning for the event. Ms. Sumlin noted that there is a Fall Festival that the city is having on Make a Difference Day, October 22, 2022 and it isn't ideal to have more than one city event on the same day. Ms. Sumlin suggested that the Commission still try to do something meaningful for Breast Cancer Awareness Month, like, Chemo Packs. She explained that it is a pack that has fuzzy socks,

chapstick, a word puzzle or crossword puzzle and other things for someone at a chemotherapy appointment. Ms. Sumlin noted that Mr. Josh King had mentioned that the Commission would partner with Park and Rec for the Fall Festival and do a donation drive for items to complete the kits. The Commission discussed and decided to reach out to Mr. King and see if it is possible to complete a Make a Difference Day donation drive for Chemo Kits at the Fall Festival. Ms. Purvis made the motion to delay the Pink out and Pearls event until October 22, 2023. Ms. Sumlin seconded the motion. Roll call was complete and all members present voted in agreement. Ms. Sumlin made a motion to partner with the Parks and Rec department at the Fall Festival to collect items to create Chemo packs for donation. Dr. Aikens seconded the motion. All members present voted in agreement. Task group volunteers are Ms. Sumlin, Ms. Purvis, Ms. Newby and Mr. Gulalieu.

- F. Council Recommendations Update-Chair, Mrs. Stephens met with city staff to discuss the recommendations that have been submitted to City Council at this time. A list was emailed to the group. Most of the recommendations have been completed at this but Mrs. Stephens wanted to highlight a few items. In regards to the website redevelopment, that process is ongoing. The City has hired a photographer to go out and take pictures to incorporate in the website redevelopment. That project is ongoing. For grants, the City will assist with content for writing for grants. The request for content needs to be made at least 6 weeks in advance. The Commission itself cannot request grants, any grant requests have to come from the City. City staff are working to implement face-to-face Diversity Training utilizing Premier Health to hold the training. The training is targeted for two-hours and will encompass both diversity and harassment training. It will be required for city employees and will be offered to all Boards and Commissions. The Land Acknowledgements, there may be some legal impact to this and so this discussion is ongoing at this time. For the programs that do not need permission from the City- for the Black-Owned Business of the Month, the Commission should reach out to partner with the Chamber of Commerce. Mark Bruns is no longer the Executive Director, Cynthia Boyd is the current Board President. The Commission should reach out to her if the Commission is interested in working with the Chamber of Commerce to adopt a Black-Owned Business of the Month. The challenge with this may be the need to be a member of the Chamber of Commerce. If we wanted to move this to council, they would need a

formal proposal for the event.

- G. RFQ/Needs Assessment-This still needs to be reviewed by the Miami Valley Regional Planning Commission (MVRPC), again, based on the last meeting. Chair, Mrs. Stephens felt the understanding was the RFQ was ready to move forward, but the City Council would like Miami Valley Regional Planning Commission to review the document again. The RFQ is still with the Commission and it has been sent to Interim City Manager Bryan Chodkowski and there has been one amendment to remove the insurance requirement until the proposal has been accepted. Chair, Mrs. Stephens will reach out to MVRPC to talk through any comments and make any changes as necessary. Ms. Sumlin asked if it was possible to have City Council member, Mrs. Nancy Byrge take the lead with MVRPC to work through the edits that she wanted to the RFQ and report those back to the Commission. The document was sent to MVRPC for first review already and Ms. Sumlin felt that the Commission did not need to take any additional time with the RFQ. Ms. Newby would like for the Commission to be cc'd on any communication sent to MVRPC. Ms. Sumlin noted that Mrs. Byrge has noted she worked in contracting and may have some level of experience that the Commission members may not have. Commission members agreed that they would like to see any requested changes before they are made to the document.
- H. Resolution Denouncing Racism-The Commission would like to meet with the City Council to discuss the Resolution declaring Racism as a Public Health Crisis. The Commission did meet with the City Council and that discussion was mostly about the Citizens Complaint Review Board. The Commission is wanted to discuss how to move forward with the Resolution and put action behind the words on paper. Mrs. Stephens noted that she received feedback that they felt this was being met by the implementation of some of the initiatives that the Commission is working on now. There is still a lack of a clear understanding around the need to align action to the Resolution. Ms. Newby noted that she agreed that there has not been adequate action behind the Proclamation and the need for this discussion is ongoing. Ms. Newby stated that it will be two years in April 2023 since the Resolution was adopted by City Council and the discussion is needed. Mrs. Stephens noted that the City Council believes that there are actions that are taking place based on the Commission's recommendations but the need is to get to the deeper systemic issues that need to be worked on. This may be an opportunity to educate and expand

thinking outside of the personal experiences. The Commission has requested for the City Council to come and participate in the educational forums. The educational forums are where a lot of the important conversations are happening and it is important for the City Council to be present at the Educational Forums. Ms. Newby noted there are six sections of the Resolution that should serve as a starting point for action. She questioned what the City Council is needing from the Commission in order to have a productive dialogue. Dr. Aikens suggested identifying five or ten things that the City Council can do outside of the request and recommendations of the CDCAC. Something as simple as gathering the EEO data for City staff applications was requested and has not been implemented at this time. This is information that is needed to track how many minorities are applying versus being hired, and is the City attracting minority applicants? That was a topic that was discussed two years ago and it is still outstanding. Is this Commission really impacting the City with the work that is being done? The elected leaders of the City need to put in some work to keep things from getting to the point where we do not take care of these things. Ms. Sumlin noted that she provided a resource to the City Council for organizations to complete quarterly to benchmark DEI work and initiatives. Ms. Sumlin feels that the Commission is providing resources, education and feels that the Commission has done enough. Chair, Mrs. Stephens stated that the leaders need to set the tone for this city and the Commission needs buy-in and action from the city's leadership. The Commission has worked hard in support of the community and are committed to making sure that we have an inclusive environment for everyone. The intent is to really embed what is in the Resolutions declaring Racism as a Public Health crisis in the community and in the city. There will be a working group for the Resolution and will be looking for a few things the City can do, like Ms. Sumlin's recommendation. Ms. Sumlin, Mrs. Stephens and Ms. Newby will be a part of a working group. Mrs. Stephens noted that all of the Boards and Commissions will have an opportunity to dialogue with the City Council. In the EEO data, the City is working through how to keep the application separate from the EEO data collected.

7. New Business

- A. 2023 Key Initiatives and Calendar (Education, Reform, Outreach/Advocacy)-Mrs. Stephens asked all of the Commission members to consider key initiatives and solidify the calendar for next year by November's meeting. There are a few events and initiatives

already established, like the Multicultural Festival. The focus will remain on the key areas and initiatives. Ms. Newby questioned in what capacity can the workgroups function outside of the Commission. Task groups will be assigned for events and will report back to the Commission during the Commission meetings.

B. HHCDAC Marketing/Promotional Items-Mrs. Stephens would like the Commission to consider some items for marketing and promotional items for the Commission. The Commission also needs some type of a logo for use.

C. 2023 Budget-Interim City Manager, Bryan Chodowski noted that if the budget is going to be over the fifteen thousand already allocated, then to let city staff know soon. It is always possible to request an adjustment to that budget later by the City Council if the Commission finds that the budget is not going to be sufficient.

8. Additional Items

A. Next Meeting October 6, 2022.

9. Adjournment-9:38 p.m.