



Thursday, January 25, 2024 | 4 pm

Council Chamber, Municipal Services Center, 3600 Tremont Road

The meeting can also be attended via Zoom

The Community Relations Committee welcomes comments from the public at the close of each meeting. For Zoom **attendees**: the Chair will ask them to raise their hand in Zoom if they wish to speak and the meeting organizer will admit them as a meeting **participant**. Please note – any comments added to the Zoom chat feature will not be incorporated into the meeting minutes.

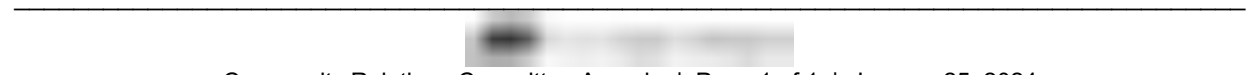
Join the Meeting: <https://us06web.zoom.us/j/87655884826>

Join by Phone: 877-853-5257 | 312-626-6799

Meeting ID: 876 5588 4826 | Passcode: 306404

1. **Welcome**
2. **Approval of November 16, 2023 Minutes**
3. **Resignation of JP Dorval**
4. **City Updates**
 - Introduce April Gregory and Andrés Antequera
 - Informal DEI feedback/resource group (idea of UA Library)
5. **2024 CRC Small Innovation Grant Program Recipients**
6. **2024 CRC UA Welcome Series**
 - Report from UA Schools New Family Welcome Event (January 16)
 - Black History Month Event: February 24
 - 2024 Schedule Review
7. **2024 Priorities, Facilitated Session, Report to City Council**
 - 2024 Priorities List/Working Groups Next Steps
 - Facilitated Session: Revisit CRC Mission/Vision/Goals
 - Tentative Date for Report to Council – February 12, 2024
8. **Liaison Updates**
9. **Community Questions/Public Comment**

ADJOURNMENT



MEETING MINUTES

November 16, 2023 | 4 pm

Members Present

Jason Sayat, Co-Chair	Farida El-Hennawy	Brent Theaker
JP Dorval (remote)	Howard Warner	Elaine Alicea
Andy Klaben-Finegold	Deborah Carvalho	Hana Abdelbaki

City Staff & Others Present

Steve Schoeny, City Manager	Emma Speight, Community Affairs Director	Krystin Anderson, Upper Arlington Schools
Kathy Adams, UA City Council		

1. Welcome

2. Approval of October 26, 2023 Meeting Minutes

Motion: Deborah Cavalho

Second: Hana Abdelbaki

Minutes Approved

3. City Updates

- **CRC Website Improvements** – the CRC website has been expanded, and now includes a New to UA? section, a CRC Innovation Small Grant section, expanded Resources, and a standalone Events & Programs section. Members are encouraged to view the enhancements and share any feedback and additional resources.
- **New Date for CRC Update to City Council** – due to a series of full City Council agendas through the end of 2023, the CRC Update to City Council will be moved to early in 2024.
- **Police Chief Retirement** – Police Chief Steve Farmer has announced his plans to retire early in 2024. The process to select a new Chief will be underway soon, utilizing an outside search firm.

4. UA Green Team Presentation (presentation attached)

- **Green Team Webpage:** <https://upperarlingtonoh.gov/resources/sustainability-in-ua/>
- Justin Milam, Senior Planner in the Community Development Department, and Katy Rees, Performance Analyst for the Public Service Department provided an update on the City's Green Team efforts relative to sustainability initiatives. Some items shared included:
 - **Electric Aggregation** – the City will be providing an Electric Aggregation Program for households starting early in 2024 – at a rate of 7.2 cents per kilowatt hour for 100% green energy (<https://upperarlingtonoh.gov/electric-aggregation/>).

- **Food Waste Collection Program** (<https://upperarlingtonoh.gov/public-works/food-waste-collection/>) – the program features three drop-off locations open to any resident. The program expanded to include a curbside pilot program in April 2022, with 745 households participating – averaging 11 lbs per household per week, and 85% participating weekly. A pumpkin collection program has also been added – collecting 105,000 lbs in 2022.
- The City participates in the Library’s Sustainability Fair each year, but the team has scaled back its number of events as year-round programs have been added, such as a e-waste drop-off location at the Public Service Center. – includes an e-waste collection, and now have a drop-off location for e-waste at the Public Service Center. Scaled back special events because provide options throughout the year.

5. United Arlington – Cathy Pultz

- As President of United Arlington, Cathy Pultz shared that the group is in the process of becoming a 501 (c)(4). She stated her belief that that United Arlington goals align with CRC goals, and how encouraging it is to see new groups form in UA to replace the void created when the weekly newspaper was shuttered, creating spaces for open, respectful dialogue. United Arlington aims to host a gather & learn session once per quarter. There is also interest in participating in the CRC UA Welcome Series. Co-Chair Sayat shared that the CRC will be reviewing opportunities for the 2024 Welcome Series early in the New Year.

6. Scope & Purpose of the Community Relations Committee

- Members discussed this topic in response to the following October 30 email from City Manager Schoeny relative to the October 26, 2024 agenda item, “Discussion of Current Events in the Middle East:”

CRC Members:

First, let me thank you for handling a very difficult situation last week with grace and patience. Your demeanor during the meeting reflected your character as individuals, and that helped to keep an emotionally charged situation as calm as possible.

Second, I am sorry that most of you were caught off guard. The situation developed very quickly for us, and we did not have time to brief all of you. At the end of the day, we need to not put you in those situations, and we will work hard to avoid that happening in the future.

The attacks by Hamas, the response from Israel, and the reaction to both in the US and globally have highlighted several fundamental questions for the CRC. The CRC’s foundational charge from UA City Council has three key provisions:

- *To continue to support Upper Arlington as a welcoming community and to promote understanding, mutual respect and a sense of belonging among all residents to affirm the value of each individual and foster a continued culture of shared community.*
- *Work to nurture Upper Arlington’s continued deep sense of community and neighborliness through activities designed to further enhance understanding, appreciation, communication, and mutual respect for all members of our community.*
- *Work to enhance the vision of Upper Arlington as a community that continues to actively welcome, support and treat all people with integrity, fairness, and respect.*

That charge is very easy to follow on issues where there is an unquestioned right and wrong, especially if those issues have a clear nexus and solutions in our community. Highlighting and

providing education about cultures in our community is easy. Speaking out against specific acts of hatred and discrimination in UA or the United States is easy. As we get further from UA and more into global issues, the answers are much harder. Do international conflicts have a nexus in our community? Is it sufficient that members of our community are impacted because their families and friends are being killed and in danger? Is it enough if members of the community feel that they are subject to discrimination because of international events? If so, how many members of our community need to be impacted and by what kinds of actions for CRC to get involved? What does it say to those who are impacted if CRC chooses not to get involved in an issue? If the groups in opposition overseas are both represented in our community, how is that dynamic balanced so that our support for the pain of one community does not harm another? Is it possible to do or say something meaningful that is not perceived as favoring one side of the other? Does it matter if one group isn't represented in our community? Do we have an obligation to speak on behalf of those who are not represented here?

Second, if we can sort through all of those questions and determine that it is possible for the CRC to productively weigh in on issues, what is the process for making the determination of which issues to become involved in and how that involvement should be structured? Do the co-chairs decide together? What if they disagree or one is not present? What if another member objects to a topic or how the topic is being addressed once the agenda is shared? How do we vet topics and speakers with the community beyond the members of the committee to ensure that we are treating issues as fairly and compassionately as possible?

I tried to get this conversation started on Thursday. In hindsight, there was no way that we could do that without significant preparation, even under the best of circumstances. The circumstances were not helpful for you because we had you sitting on a dais in front of the largest attendance we have ever had at a meeting, and the attendees did not want to hear us debate the finer points of organizational purpose and governance while their families are dying.

I do not have the answers to these questions. If you believe that the CRC should be leaning into international and national events, the organization will need to come to consensus on the answers to these questions and those that will spring the discussion. Conversely, if you believe that the CRC should take a more focused approach to fulfilling its charge, we will need to come up with ways to clearly identify the issues that CRC will and will not address. Emma and I will discuss with the co-chairs options for diving into these questions starting at our November meeting.

Emma and I are always happy to talk with any of you about your thoughts on any issues with the CRC. I also encourage you to talk amongst yourselves between meetings (so long as you are in groups of less than 5).

- Some initial items that members indicated support for included (in no particular order):
 - Secure the assistance of a professional facilitator to frame and guide the discussion. This would likely require a half-day session, and a possible follow up session.
 - Revisit/celebrate what the CRC has accomplished – compare to existing Mission/Vision/Short Term Goals. Are we on track?
 - Consideration of what the CRC can realistically accomplish as a body with limited time and resources.
 - Consider the benefits and challenges of being a public body under City Council. Are there alternative approaches?
 - Revisit the four primary buckets of work for the CRC:
 - Recommendations to Council
 - Work with City Manager/City organization
 - Proactive community work

- Reactive community work – this is the challenging space. If the CRC chooses to react to a situation, consideration should be given to the desired impact and potential consequences before collectively agreeing to proceed.
- Revisit the purpose and charge of the CRC, with consideration to:
 - Defining what the CRC is not.
 - Should the CRC keep the focus narrow (ie, programs and activities that support UA as a welcoming community/help to reduce barriers to entry), OR
 - Should the CRC be open to facilitating discussions on issues that may be fraught with conflict, emotion, or divisive agendas? If CRC wants to take this path:
 - Decision-making and policy framework is vital.
 - Additional level of support resources would be necessary (City staff not qualified/equipped to manage difficult discussions).
 - Risk of losing focus, creating division, losing productivity.
- Share results from facilitated process/thoughts on next steps with City Council for their input.
- Expand CRC member involvement in the agenda setting process:
 - Include additional members in the monthly agenda setting meetings.
 - Establish an extended agenda planning calendar for regular review by the CRC.
 - Make sure there's an inclusive process for the CRC agreeing to take on a new issue.
- Some considerations that should be part of the facilitated session:
 - The value and importance of setting aside personal opinions when serving as a member of a public body.
 - The public process/meetings requirements slow the work and decision-making.
 - Reconnecting with members – insight on who members are, why they are serving.

7. Liaison Updates

- Library – the Library will host a Welcome Series event in August.
- UA Schools New Families Event – Kristyn Anderson shared details on the welcome night series for parents of new students. January 16 event will focus on what's happening in the community around the schools – info on programs, summer camps, etc. Library, CRC, and UA Parks & Rec will all participate.
- Rainbow UA will be holding its UA Pride event in June.
- UACA's Neighbors Night Out – had 600 register in advance, and over 100 the night of. Total of about 750 guests, about a dozen were new residents.
- UACA – leadership transition in the New Year. Dan Ayars will be the new President.

8. Community Questions/Public Comment

N/A

ADJOURNMENT

The meeting was adjourned at 5:42 pm



November 16, 2023 Update



Recent Awards/Submissions

- Named “Climate Action Community” – Power a Clean Future Ohio (2023)
- OSU GHG Studio led to CDP Cities submission (2022) and future LEED for Communities (likely 2024 submission)
- Designated SolSmart Gold Community (First in Ohio, 2022)
- Awarded “Implementation Level” of Encouraging Environmental Excellent for Communities Ohio EPA (First group, 2021, will likely re-apply in 2024)
- Named Ohio Green Fleet Community from Clean Fuels Ohio (2021)



Electric Aggregation

- SOPEC – Sustainable Ohio Public Energy Council
- January 2024 thru June 2025
- AEP Standard Rate = 11.844 cents per kWh
- 7.203 cents per kWh (100% wind, solar, hydro, RECs)
OR 6.823 cents per kWh (traditional “brown” energy)
- Opt-out program option, 21-day window
- Open House Dates: Dec 4 and 12 (Senior Center), Dec 4 (Library) and Dec 11 (City Hall)



SOPEC
Sustainable Ohio Public Energy Council



Food Waste Collection Program

Community Drop-Off Stations

- 3 Locations (MSC, Sunny 95/Barn, Fancyburg Park)
 - Total 17 containers
- Open to all UA residents
 - no sign up required
- **507,241 lbs / 254 tons collected since May 2010**



Food Waste Collection Program

Curbside Collection Pilot

(April 2022-current)

- **745** participating households
 - *Sign-up required*
- **349,218 lbs / 175 tons** collected
- **11.16 lbs** per HH per week
- **84%** set out rate



Food Waste Collection Program

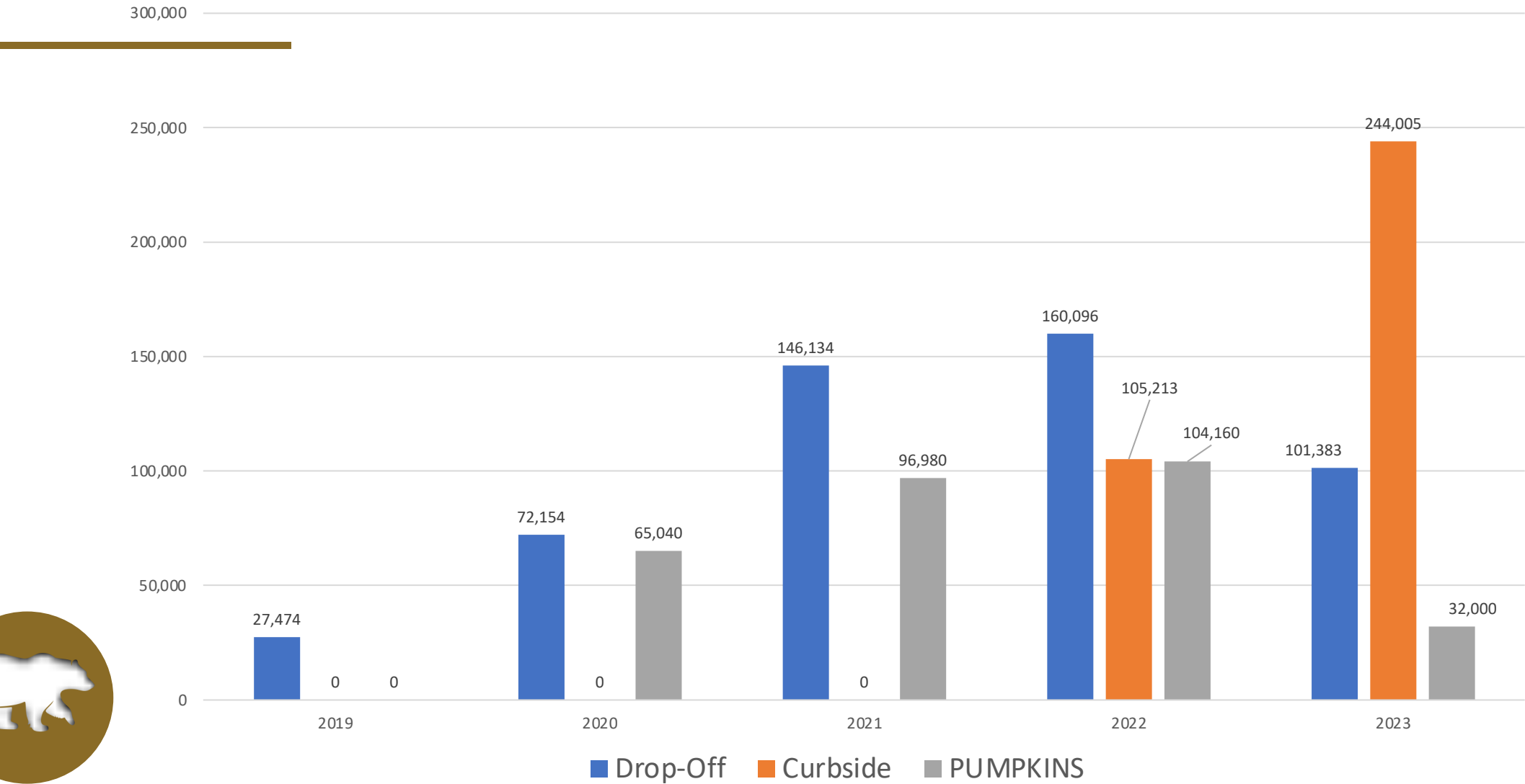
Annual Pumpkin Collection

298,180 pounds / 149 tons

- 2020 – 65,040 lbs
- 2021 – 96,980 lbs
- 2022 – 104,160 lbs
- 2023 – *on-going*



Food Waste Collection Program Totals



Food Waste Collection Program Totals

PROGRAM	TOTAL (lbs)
Community Drop-Off	507,241
Curbside Collection	349,218
Pumpkin Collection	298,180
PROGRAM TOTAL	1,154,639



Questions? Feedback?

JUSTIN MILAM, AICP, LEED GREEN ASSOCIATE

Senior Planner | Community Development Department

jmilam@uaoh.net

KATY REES

Program Manager | Public Service Department

krees@uaoh.net



1/8/2024

City of Upper Arlington
3600 Tremont Rd
Columbus, OH 43221

Dear City Manager Schoeny,

I am writing to inform you of my resignation from my role as a member of the City of Upper Arlington's Community Relations Committee effective January 25th, 2024.

Serving on this committee as one of its inaugural members has been one of the greatest honors I have experienced to date, and despite my passion for the work of the committee, developments in my personal and professional life have greatly limited my ability to engage in the work as of late. As a result, I believe that it is in my best interest, and in the best interest of the committee to step away so that another voice in the UA community has an opportunity to ensure that UA continues to strive towards inclusivity, understanding, mutual respect and a sense of belonging for all that call UA home.

I plan to remain active in the community and look forward to celebrating the future wins and progress made by the committee.

With Gratitude,

Jean-Philippe Dorval

2024 CRC Grant Program Results & Feedback Notes

Grants to be Awarded

Leadership UA Non-Profit Governance Workshop

\$1,500

Amount Requested: \$1,500

In providing a \$1,500 grant to the Leadership UA Program, we ask for the April 11 Non-profit Governance Workshop to also be promoted and made available to a limited number of community non-profit representatives, in addition to the 2024 Leadership UA program participants. This would further tie this funding request to the goals of the CRC grant program, helping to engage and strengthen the community's network of service organizations that, in turn, work to foster a welcoming and supportive community.

St. Mark's Episcopal Church Culture & Artisans Fair

\$3,000

Amount Requested: \$3,000

The CRC Innovation Grant of \$3,000 will enable the St. Mark's planning team to build on the success of their 2023 event. Plans for the 2024 St. Mark's Culture and Artisans Fair will further expand support of refugee and immigrant populations in Central Ohio, while providing an opportunity for the UA community to welcome, learn from and build positive connections with the participating artisans and other visitors who attend this event. Since the goals and potential outcomes from the Fair align so closely with the goals and purpose of the CRC, the Fair will be included and promoted as part of the CRC UA Welcome Series and is therefore considered a partnership project that merits financial support.

UA High School hUmAn Connection

\$2,500

Amount Requested: \$5,000

A CRC Innovation Grant of \$2,500 will be awarded for the hUmAn Connection Festival – representing 50% of the funds requested for the 2024 event. We are pleased to see plans for this event expand to include a March 6 evening event that will be open to families, community leaders and CRC affiliates, in addition to a school day full of activities on March 7. The decision to provide reduced funding was primarily driven by two factors: This is the second year for providing support through a CRC grant; since a majority of the event is schools focused and will be conducted during the school day, we believe the UA Education Foundation is better aligned as a primary funding source.

UA Historical Society History Speaks Series

\$2,000

Amount Requested: \$3,000

The UA Historical Society's 2024 History Speaks Series will receive a grant of \$2,000 – representing two thirds of the funds requested by the Society. The 2023 History Speaks Series successfully presented a diverse series of educational events that were well attended by community members as well as non-residents, and we believe the planned schedule for 2024 will continue goals for sharing varying perspectives on the community's history and appealing to a broader audience. The decision to provide reduced funding was primarily driven by two factors: This is the second year for providing support through a CRC grant and our hope is for the series to become financially self-sustaining through other sources of funding; while we understand the Society's logic behind the topics selected for the series, the 2024 schedule has less relevance to the grant program's goals for supporting understanding and appreciation for diversity.

UACA Neighbors Night Out

\$3,500

Amount Requested: \$5,000

A CRC Innovation Grant of \$3,500 will be awarded to the UA Civic Association for its Neighbors Night Out event – representing approximately two thirds of the funds requested. The success of the inaugural event in 2023 indicates that Neighbors Night Out has the potential to become a community tradition, with new neighbor welcoming components that support the information and inclusion goals of the CRC Innovation Grant Program. However, we do have concerns that ticket prices may dissuade some community members from attending. To that end, we

encourage UACA to further develop appropriate strategies for attracting/welcoming new residents to this event, and a process that addresses affordability for existing residents who may be facing financial restraints (such as an online registration/raffle process or some other approach to providing free or reduced admission). The decision to provide reduced grant funding for 2024 was primarily driven by two factors: This is the second year for providing support through a CRC grant and our hope is for the grant to serve as seed money to help events such as this become self-sustaining; Neighbors Night Out serves as a fundraising initiative for UACA, resulting in a relatively high cost for admission.

Under Deliberation/Additional Info Needed

Equal UA – Project Neighborhood

Amount Requested: \$5,000

While there is definitely merit to the goals and intent of Project Neighborhood, a decision on this funding request is pending for several reasons: The scope of what is being proposed for Project Neighborhood has the potential to far exceed volunteer capacity and financial resources, especially if a consultant/facilitator team is to be secured to help develop and drive this project forward; it would be helpful to see a more expansive financial analysis for this proposed project, to include total anticipated expenses, a breakdown for each component (meeting facilitation, data analysis, promotions, etc.) and the identification of additional funding sources to meet the overall financial needs; has consideration been given to possibly starting with a smaller number of clearly defined neighborhoods, then expanding the project in phases? These initial questions and concerns lead us to conclude that Project Neighborhood might not be ready for implementation in 2024 but is most definitely a proposal worth further exploration and refinement, in order to be an actionable/successful endeavor for the community. The City team would be interested in participating in further discussions on this proposal and remains open to serving as a possible funding source at the appropriate time.

Grants Declined/Feedback for Applicants

Arab League Club

Amount Requested: \$250

We are extremely encouraged to see this new group of students forming at the High School and wish them every success in their efforts to provide fellowship opportunities and programming that will build understanding and enhance connections between students of Arab heritage and the UA High School community. However, the funding request is being denied for several reasons: We believe the UA Education Foundation is better aligned for providing financial support to schools-focused programming and student groups; a grant is already being provided for the hUmAn Connections Festival as a whole (which has added an evening/community component to its activities for 2024), therefore funding may be available through the event organizers to support the Arab League Club's plans for participating in this event.

Bunco for Babies

Amount Requested: \$1,000

We salute all involved with YoungLives and efforts to support teen parents within the Central Ohio region, however, the grant request is for general fundraising support and the Bunco for Babies fundraising event does not specifically align with CRC Innovation Grant goals for enhancing information and appreciation for diverse populations within Upper Arlington, for increasing positive interactions within the community, or for specifically increasing the sense of belonging and inclusion for all residents, with a special focus on non-majority residents. As YoungLives continues to grow and evolve, we encourage you to consider reapplying for a future CRC Innovation Grant as/when a program or community event is developed that specifically provides support and connections for residents in the UA community. We wish you all the best in your efforts.

OSU Youth Leaders for Equitable Outdoor Play

Amount Requested: \$1,573

While we applaud the focus and intent of this proposal, the CRC Innovation Grant Program was not created to support academic research. However, we do wish you every success in your research endeavors and encourage you to connect with the City's Parks & Recreation Department, both as you work through the research process and to share your findings and recommendations for the potential creation of equitable outdoor play spaces for teens in the UA community. Should recommendations emerge from this research that have a direct correlation to the goals of the CRC Innovation Grant Program, we encourage you to consider submitting another grant request at the appropriate time. We wish you all the best in your efforts.

Rainbow UA's Rainbow Reach (UA Pride & Fall Community Event)

Amount Requested: \$5,000

For the previous two years, we have been pleased to provide grant funding in support of the annual UA Pride event, and we salute the members of Rainbow UA for their efforts to expand programming in 2024. However, we will not be providing funding in 2024 for the following reasons: We had shared in previous years that our intent was not to be an ongoing funding source but to serve as start-up funding to help community events such as Pride become self-sustaining, therefore we do not believe it is appropriate to provide funding for UA Pride for a third year; we do not believe it's an appropriate use of City funding for the fall event when it is yet to select its national speaker (other grant recipients, such as the UA Historical Society's History Speaks Series, have already finalized their speakers and topics for 2024, providing us the opportunity to review the entirety of their plans as part of the grant consideration process) and fully flesh out the plans/intent for this new program. We wish you all the best in your endeavors for 2024, and encourage you to submit future grant requests as you develop programming and events that align with the goals of the CRC Innovation Grant Program.

Wickliffe Wolves Around the World

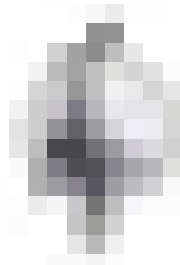
Amount Requested: \$1,000

We applaud the impressive planning effort that is underway for the Wickliffe Around the World school event. However, since this is a schools/student-focused event, we believe the UA Education Foundation is better aligned as a prospective funding source to support this event. We wish you all the best for a successful event in 2024, and if in future years, your efforts expand to include a broader community component, thereby fulfilling the goals of CRC Innovation Grant Program, we certainly encourage you to consider reapplying at that time.

Progressive Education Network (PEN) National Conference

Amount Requested: \$5,000

The PEN National Conference – to be held at Wickliffe Progressive School in Upper Arlington in the fall of 2024 – clearly presents a wonderful opportunity for learning for public educators, helping to foster critical thinking, community, and social responsibility. However, since this is primarily a schools focused program, we believe the UA Education Foundation is better aligned as a prospective funding source to support this conference. Additionally, we received and will be awarding grants to several highly-qualified proposals for events and programs that have a broader community focus and impact. We wish you all the best for a successful event in 2024.



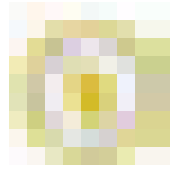
UNIVERSITY OF
SOUTH ALABAMA

STATE OF ALABAMA
COUNTY OF _____

NOTICE TO CREDITORS

- 1. _____
- 2. _____
- 3. _____

- 4. _____
- 5. _____
- 6. _____
- 7. _____



CRC Grant- End of Program/Annual Report

hUmAn Connection Festival- 3.30.23

UAHS

Financial Statement:

Please see below for expenditures. *Al Son Del Iya* was a band that performed for Middle School Spanish students, all HS students/staff, and Community Members. Along with 3 performances, the band provided a Q & A session with higher-level Spanish students and community members as an added academic connection. The UAHS Paw Prints helped with marketing the event and signage. Students in our Digital Art class designed our graphics for posters and t-shirts. The t-shirt design can be found [here](#). Students were reimbursed for their student-led tables and interactions.



Narrative of Program Activities:

The UAHS **hUmAn** connection festival was a student-led celebration organized in collaboration of high school students, the UAHS Building DEI Team, and various student life clubs.

The planning team was led by Nikole James, UAHS Assistant Principal and Jacob Ramsey, UAHS Student Life Assistant Director, with support from Upper Arlington Education Foundation staff, (# students, staff, dates, # of meetings) and a student committee.

Student-led clubs were invited to participate by displaying diverse and interactive exhibits down Golden Bear Boulevard during lunch. Tables included:

Indian Table (mende & food); China Table (food & calligraphy); Koren table (custom attire), Philippines (food, ubay, majang), Pakistan (food, mehndi), Fashion Club (history of cultural influence on fashion/photography), African Culture table (food), Black America Culture Table (celebrate arts/music), Benen's culture (music/food), Cameroon (food), Syrian (artifacts/food), Italian (artifacts/food), Jewish (artifacts/food), Open Mic (see Laura) Sami Mujanama (African food), Central America table (Galvan 2x, Pujol 2x- food Venezuela & Mexico); Columbus Parks and Recreation- Disability Division (track wheelchair/summer opportunities)

In addition, there was a teacher leading salsa lessons in the gym and a bagpiper performing in GBB.

Community members were invited to attend the concert, Q & A sessions, and assist with student-led tables.

Connection to Ohio Standards and the Profile of an Engaged Learner can be found [here](#).

Timeline of Planning can be found [here](#).

School Modified Schedule:

Period 1 ~ 8:05-8:49 (4 mins for announcements / 40 mins for class)

Period 2 ~ 8:54-9:34 (40 mins)

Period 3 ~ 9:39-10:19 (40 mins)

hUmAn Connection Festival: Student-Led Exhibit during lunch along GBB

Period 4a ~ 10:24-11:04 (40 mins)

Period 4b ~ 11:09-11:49 (40 mins)

Period 5 ~ 11:54-12:34 (40 mins)

Period 6~ 12:39-2:20 (Take attendance at the start of the period and then transition accordingly)

hUmAn Connection Festival: Performance by Al Son Del Iya in PAC

--Group A ~ 12:45-1:30 (45 mins)

--Group B ~ 1:35-2:20 (45 mins)

Period 7 ~ 2:25-3:05 (40 mins)

A clip from *Kickin' It* can be seen [here](#).

Performance Metrics:

Goal 1 - Prioritize and make time for meaningful opportunities for students that gives them more exposure to various types of diversity that will increase inclusiveness, empathy, compassion and civility within the school community and beyond. It was of utmost importance to make decisions that would allow us to create a sustainable event.

Goal 2 - Create opportunities for student groups and staff to have authentic connections with community members during the planning and execution of the event. These interactions will foster relationships between students/staff and community members that could lead to mentorships or lasting friendships.

GOAL 3 - Plan an event that can evolve year to year with a focus on celebrating differences, increasing understanding of these differences, and building relationships among students and the UA community.

As an extension to this event, Nikole James facilitated a student-led panel discussion on our May 2nd Professional Development titled "Leveraging Student Voice". Staff shared questions for panelists and participated in open dialogue to further hUmAn connections.

Every station of the event included a QR code that led participants to a survey. Questions considered:

1. As we continuously improve, what is one thing that you feel we should keep for next year?
2. As we continuously improve, what is one thing that you feel we should focus on for next year?
3. The goal for today was to positively enrich lives by celebrating cultures and diversity within our community. We want to hear your story. Please share your memorable experience in which you expanded your hUmAn Connections.

*Feedback included the following statements:

- "I loved that UAHS brought this music, cultural experience and richness into the UA community and to the students that often don't get to experience different cultures or traditions outside of UA or Florida, frankly."
- "The Cameroonian cuisine was really good. I learned more about Jewish, Italian, and multiple Asian cultures."
- "there was an Irish bagpiper and it was a positive atmosphere during lunch's HUMAN Connections"
- "During lunch we got to try different food a from different cultures and the food was really good. So I guess there is a connection because the person who made the food enjoys it and now so do I."



Upper Arlington Civic Association's (UACA) newest event, Neighbors Night Out, surpassed the organization's goals in metrics and concept. The event's intent was to bring together a diverse group of neighbors from all over Upper Arlington, inspire city-wide engagement and focus on building community. An emphasis was put on welcoming new residents and reaching residents in every neighborhood.

Neighbors Night Out drew 833 residents – 551 adults and 282 kids, 21 of whom are new residents. This far exceeded the projected goal of 600 attendees.

UACA used several strategies to accomplish this:

- Door hangers - more than 50 volunteers distributed nearly 15,000 door hangers advertising the event to every house, condo and apartment in UA
- New homeowner mailers – direct mailers were sent to every home purchased in UA in the last 15 months
- New resident incentives – the purchase of a ticket for new residents included a free membership to UACA, a welcome swag bag and a personal thank you note from UACA leadership
- Electronic marketing – UACA employed a social media and email campaign that targeted our more than 7000 followers and 7300 members

The event was held September 30, 2023, 5:00 p.m. to 10:00 p.m. in the Tremont Center parking lot with a stage, music, large tent, tables and a kids' area. Family friendly activities were available 5:00 p.m. to 7:30 p.m., and included yard games, customized airbrush hats, cookie decorating by The Goodie Shop, a photo booth by Street Sotheby Realty, Kona Ice Truck and an Upper Arlington fire engine. Littleton's Market was a featured sponsor, providing heavy appetizers and hot dogs for the kids. Yachtopia (local band featuring former UACA Director and local orthodontist, Dr. Andrew Wade) provided entertainment, adult beverages were provided by The Daily Growler and the evening included a raffle and tables featuring the Community Relations Committee (CRC), Upper Arlington Community Foundation and UACA.

Neighbors Night Out also acts as a fundraiser for UACA, which is a 501(c)(3) organization. UACA hosts eight community events throughout the year, made possible entirely through member donations and corporate sponsorships. Fundraising was previously executed through "The Walk", a door-to-door campaign to solicit donations. Neighbors Night Out replaces that effort and allows for fundraising to connect with community engagement. The funds raised will offer continued support for favorite community events like the Fourth of July Parade and Party in the Park, Golden Bear Scare and Christmas in the Park.

Since this was an inaugural event, some challenges were expected. There was heavy demand for beverages at the onset of the event which caused a line to form and depleted the supplies more quickly than expected. The beverage supplier did not stock extra product and supplies ran out for a short time. This situation was remedied and the demand for beverages slowed throughout

the evening. For future events, a second beverage station will be added to more quickly serve the guests and more product will be ordered and on hand.

The amount and method of food distribution will be revised as well. Littleton's passed food through the crowds initially. This approach didn't get enough food out to the large number of guests who arrived at the start of the event. They shifted to food stations through the night which proved to be a better method. After discussions with Littleton's, it was decided the food will be distributed through stations moving forward and the amount of food will be increased.

UACA intends to make Neighbors Night Out an annual event. Littleton's has agreed to be a continued supporting partner. Along with the previously mentioned changes, the raffle will be expanded, and size of the tent and orientation of the activities will be assessed to ensure an optimal experience. The organization also plans to explore further ideas to attract more new residents, possibly discounted tickets or other incentives.

The CRC grant was instrumental in the success of the inaugural Neighbors Night Out. UACA is thankful for support from the CRC and the organization's belief in the mission of this new event and its aim to unite and engage diverse members of our community.

CULTURE & ARTISANS FAIR 2023

Event Summary

Goals and Results:

1. Goal: Eighteen artisans and food vendors will participate.

Result: Sixteen artisans from DRC, Eritrea, Bangladesh, Afghanistan, Ukraine, Sudan, Mexico, and Peru, and four food vendors from Uganda, Eritrea, Mexico and Asia participated.

2. Goal: At least 150 people will attend the event.

Result: Based on sales transactions and quick visual counts, approximately 600-700 people attended.

3. Goal: Feedback on a two-question survey for attendees to rate enjoyment (Did you enjoy the Fair on a scale of 1-5? Would you like to see this event repeated next year - Y or N)

Result: All attendees surveyed responded they very much enjoyed the event and look forward to it in 2024.

4. Goal: Feedback on a two-question survey for participants to rate their sense of value for the day. (Was the Fair a good experience for you - Y or N; Would you participate again next year - Y or N)

Result: 100% of artisans and food vendors responded they felt the day was worthwhile and they would participate next year.

Culture & Artisans Fair 2023 Event Budget

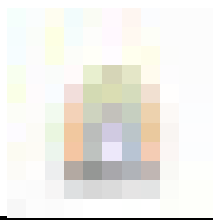
Income

UA Grant	1,000.00
Restricted donations	600.00
Sales	8,509.00
Total Income for Event	10,109.00

Expenses

Banners	121.86
Yard signs	472.50
Poster paper	23.21
Sales ticket books	25.89
UA jazz band	300.00
Drummer	150.00
Trash bag holders and trash bags	84.87
Price stickers and shopping bags	86.50
Additional yard sign stands	26.34
Credit card fees	191.11
Paid to artisans	8,498.00
Total Expenses	9,980.28

Balance **128.72**



2023 Pride Project Budget & Actuals		
Revenue/Support	Budget	Actuals
Foundation grants	\$ 1,000	\$ 500
Corporate Sponsorships	\$ 15,000	\$ 15,762
Government - UA - CRC Grant Request	\$ 2,500	\$ 2,500
Individual Contributions	\$ 2,000	\$ 1,969
Earned Income (Fundraising event, Merchandise Sales & Raffle)	\$ 3,500	\$ 2,219
TOTAL CASH REVENUE	\$ 24,000	\$ 22,950
In-Kind space	\$ 500	
In-Kind supplies	\$ 1,750	\$ 1,750
In-Kind services (e.g. photography, DJ, art booths, hair paint)	\$ 1,200	\$ 1,200
TOTAL IN-KIND SUPPORT VALUE	\$ 3,450	\$ 2,950
TOTAL REVENUE/SUPPORT	\$ 27,450	\$ 25,900

Expenses		
City Event Fee	\$ 2,500	\$ 1,397
Venue Expenses	\$ 6,050	\$ 6,980
Security	\$ 2,000	\$ 978
Photographer	\$ 200	
Entertainment	\$ 3,000	\$ 2,825
Equipment, Supplies, Materials	\$ 4,250	\$ 2,809
Merchandise	\$ 2,000	\$ 2,992
Postage, Mailing, Printing, Advertising	\$ 500	\$ 2,718
Insurance	\$ 550	\$ 1,097
TOTAL CASH EXPENSES	\$ 21,050	\$ 21,796
In-Kind space	\$ 500	
In-Kind supplies and raffle donations	\$ 1,750	\$ 1,750
In-Kind services (e.g. photography, DJ, art booths, hair paint)	\$ 1,200	\$ 1,200
TOTAL IN-KIND SUPPORT EXPENSES	\$ 3,450	\$ 2,950
TOTAL EXPENSES	\$ 24,500	\$ 24,746
Cash Revenue less Expenses	\$ 2,950	\$ 1,155

2024 Programming

CRC UA Welcome Series & Event Participation Schedule

Updated January 24, 2024

CRC UA Welcome Series

Observance/Event	Date/Detail	CRC Cheerleader/s
January		
Schools Welcome event	6 pm, January 16 UA High School	Brent Theaker, Jason Sayat Hana Abdelbaki, Elaine Alicea
February		
Black History Month event	2-4 pm, February 24 Tremont Library	JP Dorval

March

IDEA: [UA Historical Society Scavenger Hunt \(Kristin Greenberg\) – March 2-10](#)

IDEA: [Equal Conversation \(Catherine Kennedy\)](#)

April

Cherry Blossom Celebration	Wednesday, April 10 Mallway Park/Veterans Memorial	Jason Sayat
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IDEA: [Friends of UA Parks Tree Planting event \(Saturday am, park tbd\)](#)

May

St. Mark's Culture & Artisan Fair	10 am-3 pm, Saturday, May 4	Deborah Cavalho Hana Abdelbaki
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June

UA Pride	Sunday, June 9	Elaine Alicea
UA Performance Series – Arts on Arlington	Thursday, June 13 Mallway Park	

July

IDEA: [UA Education Foundation Open House \(Nic Fortkamp\)](#)

August

UA Library event	Date TBD Tremont Library	
IDEA: National Night Out (UA Police)	Tuesday, August 6?	

September

Labor Day Arts Festival

Monday, September 2
Northam Park

UACA Neighbors Night Out

Date TBD
Tremont Center

Brent Theaker

IDEA: Event tied to National Welcoming Week

October

IDEA: Art in the Park Event (Northwest Kiwanis Park) Thursday, October 17

November

December

Ideas/To Assign Months:

- UA History 101
- Police & Community Relations for New Residents/Immigrants
- Veterans appreciation event – either Memorial Day or Veterans Day

Potential Partner Entities:

- UA Community Foundation
- Equal UA – quarterly conversations
- Upper Arlington Library
- Upper Arlington Education Foundation
- Asian American Community Services
- Kiwanis Club of Northwest Columbus

Other CRC Programming

Event

Date

CRC Cheerleader/s

Iftar Dinner (Ramadan)

March date TBD
(March 13, 14, 20 or 21)

Farida El Hennawy
Hana Abdelbaki

Pride Month Flag Raising

Monday, June 3?

Elaine Alicea

- Develop/coordinate program/activities
- Promotions assistance

Juneteenth Flag Raising

Monday, June 17?

- Develop/coordinate program/activities
 - Promotions assistance
-

National Welcoming Week

Early September

- Social media campaign based on daily themes
 - Proclamation at Council Meeting
 - Highlight new community members (tie to We Are UA Program)
-

Booth Activities/Materials

Review/update CRC handouts/materials

Quick quiz activity (similar to “What do you love?” “What would you change?”)

- Diversity quiz wheel
- Themed on specific work group project/activity
- Photo opp/backdrop
- Plinko

Use of banners, flags or other items that reflect a CRC member’s heritage

Candy

Welcome series promotion/giveaway

Other giveaway ideas?

CRC shirts for members - 2024

CRC nametags – on the way

2024 UA Performance Series

Stories of Resilience: Black History Journey Through the Arts

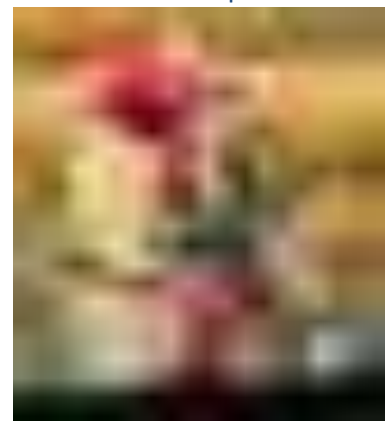
Saturday, February 24 | 2-4 pm

Tremont Library | 2800 Tremont Rd

Come and celebrate the strength, unity, and rich tapestry of Black history, spotlighting the resilience embedded in the artistic expressions of the African American community. Experience the power of storytelling through a diverse range of performances and hands-on art activities that invite you to be a part of the creative process and express your own narrative. Don't miss this opportunity to connect, celebrate, and contribute to the resilience and creativity of black artists and business owners that contribute to the rich and thriving culture in our communities.

	Atrium	Theatre	Activity Area
1:30 pm		Artist Talk – Duarte and Malik	
1:45 pm			
2 pm	Emcee Remarks – Ukeme or JP Cynthia Amoah	Artist Panel Discussion	
2:15 pm			
2:30 pm	Dance Performance – InPulse Dance Co. (Trezon)	Drumming Circle (TBD)	Button People Making
2:45 pm			
3 pm			
3:15 pm	Musical Medley – Story of the Harlem Renaissance (artists TBD)		Button People Making
3:30 pm			
3:45 pm			
4 pm	Event Ends		

- Art Display
 - February 1 - 29
 - Various locations throughout the library
 - Donte to curate artwork from local black artists
 - Artwork to be dropped off to library between January 17 – January 31
 - Limit submissions to 2-3 works of art at first – open to additional artwork from artists if space allows
- Artist Talk
 - Richard Duarte Brown and Malik Carrington
 - History of black artists in Columbus
 - East Side Cannon: Smoky Brown
 - Art display in entryway with art racks to accompany artist talk
 - Art setup for event only
- Artist Panel Discussion
 - Donte Woods-Spikes to coordinate
 - Artists with artwork on display in the library
- Music Medley
 - Story of the Harlem Renaissance
 - Donte to curate a poet, instrumental musician, singer, and dancer
- Donte to facilitate artist panel discussion and introduce each performance on atrium stage
- Connect with UAHS to seek students to film the event – Amanda Fountain?
- Art walk or passport for visitors to visit all the artwork through the month of February



CRC Strategic Planning/Goal Setting Session

- Results:
 - **5 Dots:** Collaborate with other community's CRC entities; host summit/gathering
 - **5 Dots:** CRC retreat: celebrate what has been done thus far; roadmap for achieving goals; common approach/theme for three areas (City; within UA; outside UA)
 - **4 Dots:** Celebrate diversity within the schools; connect with schools – find their needs; working with schools/community to promote non-traditional post-high school tracks (technical/trade schools)
 - **3 Dots:** Welcoming event as part of Fall Fest
 - **3 Dots:** CRC member transition plan (sustainability, continuity)
 - **2 Dots:** Some sort of main CRC event; multicultural event either at the Library or standalone event.
 - **2 Dots:** Address housing issues; housing disparity; promoting legislation banning source of income discrimination.
 - **2 Dots:** UA Police: good communication with all
 - **1 Dot:** Film series – international/cultural films followed by discussions
 - **1 Dot:** The welcoming series to include different cultural education/presentations
 - **Other Ideas:**
 - Continue to improve awareness and access to CRC (website, community center)
 - Share my story program
 - Speakers – from all walks of life; workshops/speakers from diverse representation
 - Next survey – to check improvements in resident opinions/feelings of belonging
 - Community “learn about the organizations day”
- It was agreed that many of these ideas warrant further review/discussion. It was suggested that the working groups meet to discuss which items are relevant to their areas, to review and develop actionable next steps.

UPPER ARLINGTON COMMUNITY RELATIONS COMMITTEE (CRC)

2023 Update/Report to City Council

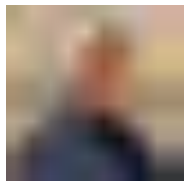
Jason Sayat & Farida El-Hennawy, CRC Co-Chairs

February 12, 2024

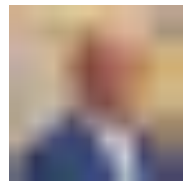




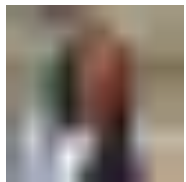
CRC MEMBERS



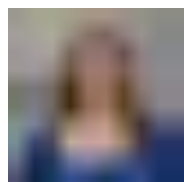
Farida El-Hennawy, Co-Chair



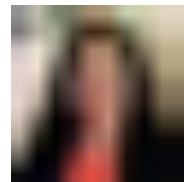
Jason Sayat, Co-Chair



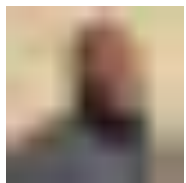
Hana Abdelbaki



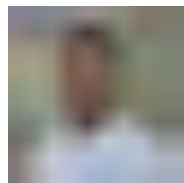
Elaine Alicea



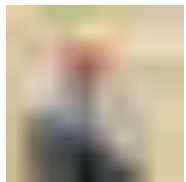
Deborah Cavalho



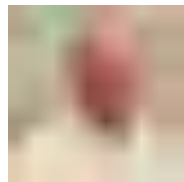
JP Dorval



Andy Klaben-Finegold



Brent Theaker



Howard Warner



BRIEF HISTORY

- **May/June 2019** – Community Relations Assessment Workshops
 - Identified ideas that would have a positive impact if implemented
 - Recommended creation of an advisory board
- **September-December 2019** – Council-formed temporary committee charged with reviewing the report, researching other communities and developing a proposed structure & purpose for a new entity
- **October 2020** – Community Relations Committee held its first meeting



COMMITTEE FRAMEWORK

- Nine members, selected by City Council
- Supported by City Manager, Community Affairs Director (non-voting)
- Comprised of mixed representation to include cultural/ethnicity/gender diversity, youth, new resident, civic involvement, business, schools, library
- Role does not include forming policy or dispute resolution
- Affiliated groups include:
 - Equal UA, Rainbow UA, Library, Schools, Realtors, Leadership UA, Senior Center, Fire/Police, Asian American Community Services, Kiwanis, Rotary, The Stand Project, Faith Leaders, UA Civic Association, Chamber, Education Foundation, Community Foundation, private & parochial schools, Syntero, etc.

MISSION

The Upper Arlington Community Relations Committee will promote understanding, mutual respect and a sense of belonging among all residents by fostering positive human relations, communication and addressing discrimination, while serving as a source of information and community collaboration.

VISION

Upper Arlington is an inclusive community of opportunity for all people.





CORE AREAS OF FOCUS

Internal Operations

The CRC advises the City on how it can better incorporate diversity, equity & inclusion into all elements of City operations.

APPLICABLE UA PERCEPTIONS STUDY RECOMMENDATIONS

- Be intentional about attracting diverse residents, businesses & workers to UA
 - Continue to assess City incentives, supplier diversity goals & other strategies
 - Continue to implement diversity recruitment strategies & share best practices with local businesses



CORE AREAS OF FOCUS

Improving From the Inside

The CRC is working to find ways to bring community organizations and individuals together to support the diverse communities already in UA.

APPLICABLE UA PERCEPTIONS STUDY RECOMMENDATIONS

- Be intentional about attracting diverse residents, businesses & workers
- Ensure new residents are welcomed & included in the community
 - Resident Ambassador Program
 - Facilitate gatherings for new residents
 - Community training opportunities
 - Align with existing programs/events to help create a welcoming environment



CORE AREAS OF FOCUS

Improving From the Outside

The CRC works with the City to explore ways to encourage more people and businesses from underrepresented groups to become part of the Upper Arlington community. The CRC and the City are exploring ways to better understand how to welcome new communities to UA and tell our story.

APPLICABLE UA PERCEPTIONS STUDY RECOMMENDATIONS

- Increase perceptions of UA as a welcoming and inclusive community
- Be intentional about attracting diverse residents, businesses and workers to UA

**So, What Have We Been
Working On?**





2023 PROGRAMS & ACTIVITIES

◎ **CRC Innovation Small Grant Program:**

- St. Mark's Culture & Artisans Fair – \$1,000
- UA Historical Society History Speaks Series – \$3,000
- UA High School hUmAn Connection Festival – \$500
- UA Civic Association “Neighbors Night Out” – \$5,000
- UA Pride – \$2,500

**ST. MARK'S CULTURE
& ARTISANS FAIR**



**UACA NEIGHBORS
NIGHT OUT**



CRC INNOVATION SMALL GRANT PROGRAM

A blurred photograph showing two individuals in the foreground, one wearing a pink jacket. The background is filled with vibrant, out-of-focus colors including yellow, green, and blue, suggesting an outdoor event or festival.

UA PRIDE

A blurred photograph of a group of people standing in front of a brick building with a green awning. The scene appears to be an outdoor gathering or event.

HISTORY SPEAKS SERIES



CRC INNOVATION SMALL GRANT PROGRAM



2023 PROGRAMS & ACTIVITIES

● **Events & Programs:**

- Black History Month
- Cherry Blossom Celebration
- Juneteenth Flag Raising Ceremony
- Pride Flag Raising Ceremony
- CRC Presence at UA Performance Series
- Undesign the Redline YWCA Exhibit in Concourse Gallery

CHERRY BLOSSOM CELEBRATION



JUNETEENTH FLAG RAISING CEREMONY



UNDESIGN THE REDLINE EXHIBIT



PRIDE FLAG RAISING CEREMONY



ARTS ON ARLINGTON CRC BOOTH



SPEAKERS/EDUCATION SERIES

- Parks & Rec/Cultural Arts Events Calendar
- Asian American Community Services
- Haitian Heritage Month
- UA Library Resources & Programs
- National Hispanic Heritage Month
- Best Practices for Hiring & Working with People Who Have Special Needs and/or Disabilities
- City's Sustainability Programs



2023 COMMUNITY AWARDS PROGRAM

- Community Relations Award – Reita Smith
- Youth – Asian American & Pacific Islander Student Organization



ROTARY PEACE POLES

- Joint project of Upper Arlington and Tri-Village Rotary Clubs
- LOCATIONS: UA High School, Municipal Services Center



COMMUNITY RELATIONS COMMITTEE
UA WELCOME SERIES





UA WELCOME SERIES

- New approach to the traditional “Welcome Wagon”
- Collective effort with various UA community & civic groups
- Launched Fall of 2023:
 - EQUAL UA – hosted welcome booth at UA Farmers Market
 - UACA Neighbors Night Out
 - UA History 101 presentation by UA Historical Society
 - UA Police Division Community Policing for New Residents & Immigrants
- Expanding in 2024 to include new resident components at:
 - UA Schools New Families Programming
 - Black History Month event
 - St. Mark’s Culture & Artisans Fair
 - UA Pride



CRC WEBSITE ENHANCEMENTS

- ***Observances Calendar***
- ***New to UA?*** resource section
- Expanded ***Events & Programs*** section
- ***Educational Presentations***



COLUMBUS MONTHLY SPECIAL SECTION

- ◎ Key Themes/Articles:
 - Let Us Reintroduce You to UA
 - Embracing Diversity
 - Building Community Bonds for the Greater Good
 - Building a Healthy Business Community
 - Homes for all Stages of Life
 - UA Schools Adapting to Meet Modern Needs





2024 Priorities

- Launch of “We Are UA” video/audio program
 - Collaborate with CRC entities in other communities
 - Develop strategic roadmap for achieving goals
 - Enhance connections with UA Schools
 - Build on welcoming events/activities
 - Develop a CRC transition/sustainability plan
 - Explore signature CRC/multicultural event
 - Explore community housing issues/opportunities
 - Further enhance Police community relations
-

Questions?

