

11/16/2023 | 4:00 PM

**MUNICIPAL SERVICES CENTER, COUNCIL CHAMBER
3600 TREMONT ROAD**

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/874226149>

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Meeting ID: 874 2261 4994 | Passcode: 686588

- 1. Welcome**
- 2. Approval of October 26, 2023 Minutes**
 - a. October 26, 2023 Minutes
- 3. City Updates**
 - a. CRC Website Improvements
 - b. New Date for CRC Update to City Council
- 4. UA Green Team**
 - a. Justin Milam (Community Development Department), Katy Rees (Public Service Department)
- 5. United Arlington**
 - a. Cathy Pultz
- 6. Scope and Purpose of the Community Relations Committee Discussion**
- 7. Liaison Updates**
- 8. Community Questions/Public Comment**
- 9. Adjournment**

DRAFT MEETING MINUTES

October 26, 2023 | 4 pm

Members Present

Jason Sayat, Co-Chair	Hana Abdelbaki	Brent Theaker
JP Dorval	Howard Warner	Elaine Alicea
Andy Klaben-Finegold	Deborah Carvalho	

City Staff & Others Present

Steve Schoeny, City Manager	Emma Speight, Community Affairs Director	Maggie Rochon, Communications Specialist
Krystin Anderson, Upper Arlington Schools	Kathy Adams, UA City Council	Jodi Osborne, Cultural Arts Manager
Abby Cochran, Human Resources Director	Sergeant Bryan McKean	

1. Welcome

2. Approval of September 28, 2023 Meeting Minutes

Motion: Howard Warner

Second: Deborah Cavalho

Minutes Approved

3. Educational Speaker Series

Marck Harrison from Greenleaf Job Training Services provided a presentation on the best practices for hiring and working with people who have special needs and/or disabilities, in recognition of National Disability Employment Awareness Month (presentation attached). Marck shared some information on ways to support Greenleaf Job Training Services and encouraged continued discussions on ways to further this work in the Upper Arlington community. For additional information, members were encouraged to visit:

<https://greenleafjts.com/>

4. Divided Community Workshop Update (previously agenda #5)

- Steve Schoeny shared an update on the Divided Community Project, hosted by OSU's College of Law earlier in October, a workshop designed to help communities prepare for and address difficult events/situations. UA's group initially wanted to focus on LGBTQ+ issues. The team included: City Manager Steve Schoeny, Community Affairs Director Emma Speight and Police Chief Steve Farmer for the City; Brent Theaker for the Community Relations Committee; Catherine Kennedy for Equal UA; Bonnie Erwin for Rainbow UA, Denise Lutz for



the Upper Arlington Schools; and Steve Turnbull of Upper Arlington Lutheran Church for the faith community.

- This was a 2-1/2-day workshop that provided invaluable insight on the tools and approaches that could help navigate difficult situations. Over the course of the workshop, the group gravitated to a broader discussion based on making sure all the right voices are in the room, so that all opinions/positions can be heard, with a goal of building a program that could support ongoing community conversations.
- It was a master class to be educated on many difficult situations at a national level, providing tools that could help a community develop a process that could not only focus on how to respond if/when something happens, but could also help reduce the likelihood of issues occurring in the first place.
- The team envisions a series of focus groups in 2024 that could include CRC involvement – with a goal of bringing the “middle” to the table – folks who may stay out of conversations because of fears of being labeled, etc.
- In closing, Steve mentioned that the head of the Divided Community Project – Karl Smallwood – is a longtime UA resident.

5. 2024 Strategic Planning and Council Presentation (previously agenda #6)

- Items to emerge as priorities from the September meeting are included within the minutes. A separate summary sheet will be provided to members. The CRC working groups could convene and look at these areas to develop plans for implementation for next year.
- Steve Schoeny shared that the CRC annual presentation to City Council – previously scheduled for November 20 – will likely be delayed until the New Year, due to a very full agenda.

6. Discussion of Current Events in the Middle East (previously agenda #4)

- Co-chair Sayat welcomed all attendees in the audience and shared that there would be space for public comments at the end of the meeting.
- A draft statement from the CRC has been prepared for consideration by the committee. Hana Abdelbaki read the statement (attached). Steve Schoeny expressed his gratitude to the members who crafted this statement – it included several different opinions, and the result is impressive. The statement was approved by seven votes with one absention.
- Co-Chair Sayat read a statement from Farida El-Hennawy who was unable to attend the meeting (attached).
- Hana expressed that she believes we are doing the right thing by allowing people to come and share their opinions, and wondered how we are talking to resolve our own conflicts in the U.S. Are we learning from all that is happening and are we talking with each other with civility – something we should always strive for.
- Steve suggested some guided conversation: for City Staff it’s important to know what CRC members are hearing from members of the community.
- He also shared that a bigger discussion should be had to make sure we are living the CRC values and goals – in order to create a safe space and make sure everyone has a voice, there has to be a process guiding decisions, or you run the risk of missing something.
- Steve asked CRC members, if personally affected, what would you want to share at this time? Fundamentally, we are about what we can do within our community.



- Jason agreed that the agenda development process should be further considered. It does not mean that one voice is greater than another, but all voices should be heard. So it is hoped the committee could look at agenda setting approaches that are more inclusive.
- Steve shared that Council members rotate through the leadership meetings/agenda setting processes, and a similar approach could be taken with the CRC. As a side benefit, it's a great way to help all members understand the process and be better prepared for taking on leadership roles. And having more voices in the room can help minimize issues of implicit bias.
- JP Dorval shared that this has been a painful couple of weeks, and for him, it has become a serious exercise in education and listening to better understand what's happening. He is proud that the CRC was able to create a statement that is reflective of the committee. Upset there are members of the community who feel unheard from some previously released statements. CRC is a vehicle for conversations, education, and learning, but hopefully all come to these conversations with good intent.
- Jason also prepared and some thoughts (attached).
- In advance of public comments, Steve suggested that the typical Council ground rules be used for members of the audience who wish to speak (take place in line, keep comments to about three minutes).
- Elaine shared her observation on the challenge of showing support for groups without being labeled an opponent of the other side.
- Steve concurred that the tendency to label has been increasing, and often those on the extremes of an issue are quick to label and demean others who may not agree with them.
- Howard shared that "when the power of love replaces the love of power, there may be peace."

7. Community Questions/Public Comment

- Ten audience members – four of whom are Upper Arlington residents – shared their concerns, experiences, fears and hopes relative to the devastating impacts of the war in Gaza.
- At the close of the meeting, Steve Schoeny thanked all the speakers and shared that thought will be given to how best to move discussions forward.
- Co-Chair Sayat agreed and said the committee would try to do the best it can with the available resources. The CRC does want to hear from community members but determining the appropriate process for facilitating difficult conversations needs to be considered.

ADJOURNMENT

The meeting was adjourned at 5:54 pm



Disability Inclusion



About Marck Harrison



- Greenleaf JTS Community Donor & Engagement Specialist
- Former Greenleaf Job Coach
- Former Greenleaf Participant
- Self-Advocate



About Greenleaf Job Training Services

We offer personalized support to match individuals facing disability and other obstacles, to meaningful employment so that everyone feels truly seen for who they are and who they capable of becoming.

We believe everyone has value in the workplace, no matter where they've been, where they want to go, or what challenges they face.



Why Disability Inclusion?

- People with disabilities are a huge untapped labor pool.
- People with disabilities are loyal and stay at their jobs at a higher rate than their non-disabled peers.
- People love to support companies and organizations that are socially responsible and making a difference in our community.
- People with disabilities in the US have nearly \$500 billion in disposable income.



Topics Covered

- Introduction to disability
- Terminology
- Person first vs identity first
- In-Person Interactions
- Accommodations
- Community Resources





Intro to Disability

- Not a bad word
- Same diagnosis $\neq$ same person
- Symptoms are a spectrum



- Categories include:
 - Developmental, including Autism
 - Learning
 - Intellectual
 - Mental/Emotional
 - Visual
 - Hearing
 - Speech/Language
 - Physical



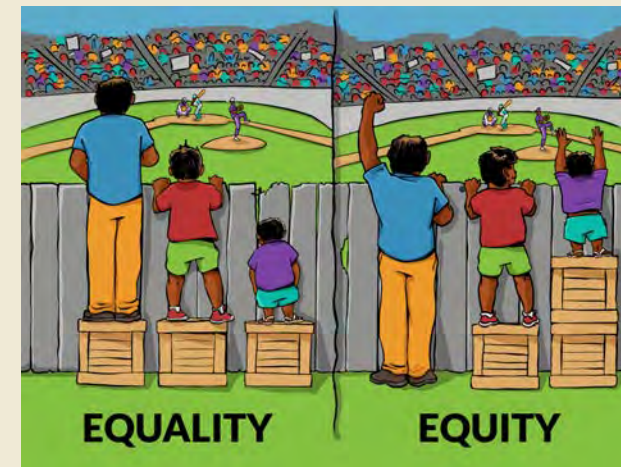
Terminology

- **Diagnosis**-the identification of the nature of an illness or other problem by examination of the symptoms.
- **Disability**- a physical or mental condition that limits a person's movements, senses, or activities.
- **Accommodation**- a modification or adjustment to a job, the work environment, or the way things are usually done during the hiring process.
- **Accessibility**- when the needs of people with disabilities are specifically considered, and products, services, and facilities are built or modified so that they can be used by people of all abilities.



Terminology

- **Equity**- recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances.
- **Equality**- the state of being equal, especially in status, rights, and opportunities.
- **Inclusion**- the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.



Person First Language vs. Identity First Language



- Person First

- Focuses on the fact that a person is a person just like everyone else whether they have a disability or not
- Lets people identify with the fact that they are not just their disability, but a whole person
- "Sarah is a friend with autism."

- Identity First

- Focuses on the fact that a disability is a large part of a person's identity even if it is not their whole identity
- Lets people take back ownership over their identity since it isn't a bad thing to have a disability
- "Sarah is my autistic friend."



Person First Language vs. Identity First Language

- Both languages identify someone's disability in the terms they are comfortable with
- Both languages don't make the disability a bad thing
- Similar to pronouns
 - ASK THE PERSON IF UNSURE



In-Person Interactions



Plain Language

Communication that is made to ensure as many people as possible can read, understand, and process the information given.



Spoken Language

- Normal pace (not fast) and clear diction
- Meet the person where they are
- Simple, but not diminutive
- Consider yes/no questions or a list of options to choose from when appropriate
- Check in for understanding
 - Does that make sense?
 - Should I repeat that?
 - Do you have any questions?



Person Guided Interactions

- Check with the person first- what are they comfortable with?
What's best for them?
- Never assume ability level
- Respect autonomy



Blind/Visually Impaired

- Blind $\neq$ Complete Vision Loss
- Service dogs and/or canes not required
- Offering help
 - Ask them how to guide if you're unsure
 - Using the "clock method" is typical.





Deaf/Hearing Impaired

- Don't talk slower/louder
 - Many people who are deaf/hearing impaired have no other disability and should not be talked down to
- Keep a normal pace, face them, make lips easily visible, make eye contact
- Written communication when easier/appropriate
 - Type in phone
 - Hand write notes

I AM DEAF. I AM HARD OF HEARING.

Please point to the pictures to help me understand what you want.

REGISTRATION

INSURANCE

CCW

WEAPON

VIOLATIONS

EXPIRED

OTHER

SPEED LIMIT 55

STOP

RECKLESS

BROKEN

YOU ARE BEING:

WARNED

TICKETED

ARRESTED

I NEED HELP

LOST

I AM DEAF. I AM HARD OF HEARING.

This card is for law enforcement officers. This card will help you communicate with me.

THE BEST WAY(S) TO COMMUNICATE WITH ME:

INTERPRETER

TEXT

WRITING

LIP READING

GESTURES

ASSISTIVE LISTENING DEVICE

Use the QR code to search for an interpreter by Ohio county.

COMMUNICATION TIPS

When communicating with me, please:

- Get my attention first.
- Move to a well-lit area, when possible.
- Make eye contact when you speak.
- Repeat, rephrase, or write your request down if necessary.

Be aware that:

- Shining a flashlight in my face will make it difficult for me to understand you.
- I may need to communicate through a qualified sign language interpreter.
- I may need to contact an assistive device to my hearing aid or cochlear implant to hear better.
- A hearing aid or cochlear implant does NOT allow me to understand everything you say.

If I am going to be arrested or be asked to come in for questioning, I may need:

- A qualified sign language interpreter for both spoken and written communication.
- A communication access real-time translation (CART) for captioning conversations.
- For a phone call — video phone, internet service, computer, captioned telephone, or cell phone for texting.

Disclaimer: This visor card does not waive the user's right to effective communication under the Americans with Disabilities Act (ADA).

OTS 0005 3/22 (760-1109)

Physical Disability/Mobility Aids



- Do not touch or move
- Talk to the person directly
- Ask for guidance on what can help



Accommodations



What is Reasonable?

It depends...

- Accommodations are determined through the interactive process between the employee making the request and the employer
- They are required under the Americans with Disabilities Act
- Most accommodations cost less than \$500.



Accommodation Examples

- Speech recognition software for dictating test
- Text to speech to convert written to spoken language
- Adaptive keyboards and mouse devices
- Remote sign language interpretation
- Smart glasses and hearing aids
- Accessible software and applications
- Cloud-based collaboration tools with accessibility features (i.e. meeting transcription in Teams and Zoom)
- Customizable workstation set-ups including adjustable desks and ergonomic chairs



Questions?



Contact Information:



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Community and Donor Engagement Specialist
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Thank You

Upper Arlington Community Relations Committee
DRAFT STATEMENT
October 2023

In the face of escalating violence and horrific loss of human life in the Middle East, the Community Relations Committee of Upper Arlington stands in solidarity with community members impacted by these tragic events. Situations like this only bring additional suffering and division if individuals are not able to see beyond their own views—for this reason, we encourage our community to come together for conversation, connection, learning, and consolation. The CRC condemns any form of violence that transpires against certain groups or individuals because of their views, race, ethnicity or religion. An important lesson to learn from what is happening is that civility and mutual understanding is the only way we can live and thrive together. Let us continue to practice civility to resolve issues during these tough times and in any future challenging circumstances that we might face. We hope that peace and justice prevail at the end of the day.

October 2023 Community Relations Committee Meeting

Farida El-Hennawy Statement

Distinguished Members of the Community Relations Committee,

The fundamental values of the Community Relations Committee is to create a space for every member of this community to feel respected, heard, and valued. When we refuse to have an open dialogue, when we reject speakers and when we attack anyone who holds an opposing view then we have denied ourselves the opportunity to pursue the truth and understand each other as humans. Instead we end up with an echo chamber of one-sided opinions that do not represent all of us.

I address you today with a solemn call for an unwavering commitment to justice, equity, and fairness for all, especially the marginalized communities whose voices have been silenced for far too long. It is our moral duty as representatives of this diverse and compassionate community to stand for the principles of human rights and advocate for the voiceless, including the Palestinian people who have long endured a protracted struggle for their fundamental rights and dignity.

When Nelson Mandela was released from prison he stated “We know too well that our freedom is incomplete without the freedom of the Palestinians.”

Since 1948, the Palestinian people have faced systemic injustices and constant violations of their basic human rights. Over the past 75 years, the Palestinian people have experienced death in the thousands, immense suffering, displacement, and a 15-year-long inhumane siege and blockade in Gaza, which has been described as the world’s “largest open-air prison” by human rights organizations. The blockade, which has been ruthlessly imposed by Israel on land, sea, and air has effectively deprived Palestinian residents of freedom of movement and crippled Gaza’s economy. It has severely restricted access to basic human needs, like food, clean water, electricity, and medicine. Israel’s war crimes against Palestinians of all faiths have been well documented by Human Rights Watch, Amnesty International, B’Tselem, and others who have unequivocally declared Israel an apartheid state.

Every life is valuable: Israeli, Palestinian, or any other; however, this compassion and attention is only given to Israelis and not the Palestinians.

In this pursuit, it is imperative that our city’s policies and initiatives reflect a commitment to unbiased representation and an unwavering dedication to the principles of justice. We must ensure that our local institutions and decision-making bodies remain free from any form of prejudice or bias that could compromise the fair and just treatment of any community, including the Palestinian population.

Within Upper Arlington, there are families who have been directly affected by the bombings and destruction of Gaza. As of Wednesday evening, the death toll in Palestine has exceeded 6,000 civilian souls. More than half are children. To put that in perspective, all the children in all of the Upper Arlington schools are 6,232. Imagine if Upper Arlington woke up tomorrow and found half of its children dead.

Let us remember that our collective progress as a society is contingent upon our ability to promote empathy, understanding, and a commitment to the protection of human rights. By standing in solidarity with the Palestinian people and advocating for their rights, we reaffirm our city’s commitment to fostering a culture of inclusivity and fairness, where every individual is valued and respected.

In closing, I urge each of you to join me in reaffirming our commitment to advocating for the rights of all marginalized communities, including the Palestinian people. Let us work together to create a city that embodies the values of equality and justice for all.

I leave you with another quote from Nelson Mandela. He stated: "May your choices reflect your hopes, not your fears."

Thank you.

Jason Sayat Statement

I've been looking for the right words, but the truth is there are none. It's impossible to put into words a sentiment of the suffering that's taking place in Palestine and Israel. Anything that is said will be too much for some and not enough for others... But looking away isn't an option.

We all hope desperately for an end to the violence.

We think of all who are suffering right now, who do not feel represented, and wish only for peace. For all of humanity's sake, I hope that peace can be found.

To our community members who feel the burden on this conflict, I want to emphasize/ reinforce that our CRC is a safe forum for our city and community. A forum where all voices are heard and welcome. A forum where difficult discussions between community members and servants can be done with free expression, shared respect, and security. There is no place for hate in UA, including antisemitism and Islamophobia.

Threatening behavior, property destruction, and disorderly or antagonizing conduct, among other actions, have no place in our community. Instances of discrimination or bias can be reported to our City or UAPD.

As you know, the CRC is a City of Upper Arlington initiated advisory committee of community residents that is not a governing body, policy making or grievance mediating. Our CRC membership, small as it is, was built on and embraces diversity and is actually a microcosm of our community. We haven't had a blueprint or process in place for scenarios like this but promise to continue to move forward and evolve in our endeavors. I ask you and those present, to draw upon your resources, extensive knowledge and talent within community to help cultivate further ongoing, meaningful, equitable, and productive engagement and dialogue.

To advocate for an inclusive culture of religious, spiritual, and secular expression and belief in developing recommendations for best supporting our entire community; in promoting our mission of UA as a welcoming community of understanding, mutual respect, and sense of belonging among all residents.