

4/25/2024 | 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/87655884826>
Join by Phone: 877-853-5257
Meeting ID: 876 5588 4826
Passcode: 306404

- 1. Welcome**
- 2. Approval of January 25, 2024 Minutes**
 - a. Approve January 25, 2024 Community Relations Committee Meeting Minutes
- 3. City Updates**
- 4. CRC Logo**
- 5. Iftar Dinner**
- 6. Adjournment**
- 7. 2024 CRC UA Welcome Series**
 - a. 2024 Programming Schedule
- 8. Other Programs/Events**
- 9. Facilitated Process**
 - a. Draft RFP
- 10. Liaison Updates**
- 11. Community Questions/Public Comments**

DRAFT MEETING MINUTES

January 25, 2024 | 4 pm

Members Present

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

City Staff & Others Present

Steve Schoeny, City Manager	Emma Speight, Community Affairs Director	Andrés Antequera, Communications Manager
April Gregory, Human Resources Administrator	Kathy Adams, UA City Council	Jodi Osborne, Cultural Arts Manager
Kristyn Anderson, Upper Arlington Schools	Jen Faure, UA Library	Kristin Greenberg, UA Historical Society
Vicki Zust, St. Mark's		

1. Welcome

2. Approval of November 16, 2023 Minutes

Motion: Brent Theaker

Second: Elaine Alicea

Minutes Approved

3. Resignation of JP Dorval (attached)

- CRC members expressed sadness but understanding of JP's decision to resign from the CRC.
- JP shared that a combination of increased professional obligations and some personal changes have limited the time he can commit to the CRC. He shared that he is proud of what the CRC has accomplished, the work is truly benefiting the UA community.

4. City Updates

- April Gregory is the City's new Human Resources Administrator. She is certified in DEI for HR professionals and is looking forward to using her education to assist the community. Her current recruitment focus is on Police and Fire, trying to reach broader range of candidates that are reflective of a more diversifying community.
- Andrés Antequera is the City's new Communications Manager. He will be focusing on expanding/enhancing the City's social media platforms and short videos.
- The CRC discussed an idea from Jen Faure at the UA Library, to develop an informal list of diverse community contacts who could serve as a sounding board/advise on programs and issues. This would be open for community civic groups to tap into. The Library will develop the list, CRC members are encouraged to volunteer and to think of additional contacts to suggest.



5. 2024 CRC Small Innovation Grant Program Recipients

- The program is continuing to expand, with 12 applications submitted for the 2024 grant cycle.
- Five grants have been awarded (see the attached summary document for expanded details):
- **Leadership UA Non-Profit Board Governance Workshop, \$1,500** – this April 11 program will be opened up to representatives of community non-profits, in addition to the 2024 Leadership UA program participants.
- **St. Marks' Culture & Artisans Fair, \$3,000** – the 2024 event will double the number of artisans to, and will include a more robust translator program. The planning team is adding tents to better prepare for weather, and live music. Approximately 800 people attended last year, the hope is exceed 1,000 attendees in 2024. Planning meetings are going well and it promises to be a successful event. It will also be part of the CRC Welcome Series. Steve Schoent noted that typically grant funds decrease in the second year, but because of the nature of this event and its potential for the community, and because St. Mark's requested a small amount in 2023, the grant has been awarded in full.
- **UA High School hUmAn Connection Festival, \$2,500** – this is a reduction in funds, but now includes an evening component that will invite families, students and community groups to host a table that shares how their activities and programs support a diverse community. Followed by jazz performance by Jazz Arts Group. The March 7 activities are student focused and will include performances, etc.
- **UA Historical Society History Speaks Series, \$2,000** – the funds will enable UAHS to record the sessions and add them to their website for all to enjoy and preserving the events over time.
- **UA Civic Association Neighbors Night Out, 3,500** – this is a reduction in funds, since this is a second year for the grant.
- Equal UA had submitted an application for a program idea that requires more refinement, that would focus on facilitating neighborhood gatherings/focus group discussions to better understand what defines UA neighborhoods, how people relate to them, and what “best practices” might be translatable to the broader community. The program idea is evolving, and more work will be done to explore this idea, with the possibility of City funding support at the appropriate time.
- A summary of the 2023 CRC grant reports had been provided to the members (attached). Members discussed ways to provide feedback to the grant recipients, perhaps encouraging each entity to develop a formal feedback process for attendees/participants. Another idea is to host a grant planning workshop in future years, so that applicants can learn from previous recipients.
- Steve Schoeny shared that he believes the grant program is one of the most impactful programs accomplished by the CRC to date.

6. 2024 CRC UA Welcome Series (January 24 Version Attached)

- **UA Schools' New Family Welcome Event (January 16)** – the first of the 2024 UA Welcome Series, this program was a success. Emma, Jason, Hana, Elaine and Brent participated. It was the second in a series of three welcome events for new families to be hosted by the Schools. Attendance increased significantly. The event focused on sharing details of spring/summer programs, that are available for students – City summer camps, library programming, summer school academy, etc. – and provided an opportunity for new residents to meet/connect with others. Hana developed a list of additional camp resources to share. There was a wonderful mix of families, including several who are recent immigrants. Jason mentioned that this was another example of how the Welcome Series can be effective at reaching residents where they are.
- **Black History Month:**
 - Author event, Ta-Nehisi Coates, February 4 – Jen Faure of the UA Library shared that 1,200 tickets have been sold, with lots of interest across the region.



- **Black History Month Event: February 24** – Jodi Hatfield gave an overview of the event (summary attached). As a UA Welcome Series component, the CRC will host a hot beverage station. A couple CRC members will be needed to assist with welcoming guests, handing out programs, etc.
- The rest of the 2024 Welcome Series and CRC programming schedule is shaping up for the year. Several ideas came out of the January Network UA Meeting, including:
 - **UA Quest scavenger hunt with the UA Historical Society** – ideas were to add a new resident component/prize to the quiz, adding a tenure question to the registration form. Kristin Greenberg will look into securing Neighbors Night Out tickets for the prize-winning new resident team.
 - **Cherry Blossom Celebration** – the event have been moved to April 10 to avoid the solar eclipse. Jason is working on programming.
 - There are two opportunities in June - UA Pride and Arts on Arlington.
 - Party on the Plaza on July 18 will also be added to the list.
- A member asked for an update on the Litchford Memorial at the High School – Steve and Emma are attending a meeting on planning, so hope to have an update soon.
- Emma and Kristyn Anderson will start to discuss ideas for National Welcoming Week – to include a social media campaign, ties to the “Start With Hello” campaign (Sandy Hook Promise) and other possible opportunities for the month of September.
- An Iftar Dinner is being planned for March, during Ramadan, to be funded by a private donation. There was some discussion about whether the event fell within the UA Welcome Series. Since it’s limited in number and was being planned as an invitation-only event for this year, members agreed to start small and see how the event is received.
- Pride Flag Raising – a date is pending for this event.
- Juneteenth Flag Raising – a CRC cheerleader will be needed to help with programming ideas.

7. 2024 Priorities, Facilitated Session, Report to City Council

- More work is needed to to identify a facilitator to assist with revisiting the body and its goals and priorities. Staff hopes to have an update for the February meeting.
- The prioritization/dot exercise (summary attached) highlighted some areas that should be focused on in 2024:
 - **Collaborating with other communities (5 dots)** – Abby has some contacts and Jason will begin those discussions with chairs and staff, and will possibly schedule an initial “first contact” meeting to see if there’s interest in collaborating, sharing best practices, etc.
 - **Continuing the strategic planning exercise/CRC Retreat (5 dots)** – this is a priority, to include member transition plans, revisiting bylaws, etc.
 - **Connections with the Schools (4 dots)** – having expanded representation from the schools, thanks to Kristyn Anderson is helping to advance this goal considerably.
 - **Transition Plan/Filling vacancies (3 dots)** – it was agreed that this should be more of a recruitment process, with personal contact/encouragement from members to prospective applicants. The application for Boards and Commissions is always open and accessible here: <https://onboard.upperarlingtonoh.gov/application/>. The CRC will be down a member for a few months since the process transitions in June. Other members (Brent, Deborah, Andy all filled unexpired terms) have terms expiring this June and are asked to inform staff as early as possible if they don’t wish to serve another term. All three will be recommended for reappointment assuming they wish to continue serving.
- Staff provided a quick run through of the City Council presentation (attached). Members were asked to share any thoughts on tweaks before the February 12 presentation. All members invited to attend the meeting. The presentation shows that the committee has accomplished a lot. The Co-Chairs will ask would Council like to see come next from the committee.



8. Liaison Updates

- Jason will take on the role of liaison for the UA Historical Society.
- Ukeme Awakessien Jeter is now Council President and Mayor, and she decide to add an official liaison to the CRC – Kathy Adams will serve in this role for the next two years.

9. Community Questions/Public Comment

ADJOURNMENT

The meeting was adjourned at 5:38 pm



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.



U P P E R
A R L I N G T O N
H I S T O R I C A L
S O C I E T Y

October 18, 2023

To: Community Relations Committee

RE: 2023 Grant – Final Report

Executive Summary:

The CRC's grant of \$3000 was instrumental in the success of our History Speaks programming this year. The funds allowed us to:

- > Pay for **professional recording** of all five events (one event's video link is "on request" only, based on presenter's preferences). An average of 182 people have viewed each video. Additionally information, such as the history of Tarpy's & Huffman's iconic grocery stores, is captured for years to come.
- > **Rent venues in north and south Arlington**, providing a diversity of locations throughout our community (rather than just using the *free-to-us* MSC and UAPL buildings).
- > **Pay fees to market the events across Franklin County** to encourage non-residents' attendance.

The full description of the five events, attendees' demographic survey results, and our fulfillment of the Information, Identity, and Inclusion goals are at uahistory.org/2023hssummary (password: thanksCRC).

Major points are as follows:

- > We spent a total of \$3677.70.
- > *Information*. Our events focused on diverse populations including Black history, life in the 1880s, 1940s-2000s in UA, indigenous peoples from year 0.
- > *Identity*. An average of 20% of attendees were non-residents.
- > *Inclusion*. An average of 48% of attendees came to a History Speaks presentation for the first time.
 - o *Area to improve*: An average of 70% of attendees were 15+ year residents of UA.

Our average attendance at these events was 100 people, an increase of 40% from last year.

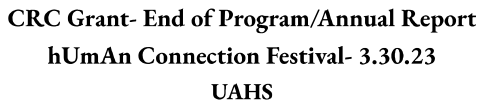
We are grateful to the Community Relations Committee for extending the grant money to our organization in partnership to discover, preserve, and celebrate UA's history while enhancing our community's diversity profile. Please contact me with any questions.

Thank you,

Kristin Greenberg
Executive Director

DISCOVER PRESERVE CELEBRATE

1670 Fishinger Rd, Suite 220 Upper Arlington, OH 43221
(614) 470-2610 info@uahistory.org www.uahistory.org



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.

Date received	Receipt #	Description	amount	main spets	PO #	Description	amount
3/6/23	901238	from UAHF	\$2,500.00	3/1/23	2304403	Pan Fries	\$330.00
4/4/23	903238	from City of UA	\$300.00	3/20/23	2304509	Al San Del Jys	\$300.00
3/23/23	802243	from UAHF PTO	\$300.00	3/20/23	2304480	Amazon	\$87.24
				3/20/23	2304504	PNC	\$205.95
				3/20/23	2304505	Power Point	\$526.45
				3/26/23	2304633	Texas, Michael	\$250.00
				3/31/23	2304726	PNC	\$161.24
				4/11/23	2305013	Carnes, Natalia	\$54.46
				4/11/23	2305014	Quilan Farnes, Texas	\$72.83
				4/11/23	2305010	Han, Kijul	\$213.97
				4/11/23	2305011	metabagno, Dominic	\$73.65
				4/13/23	2305013	Ordaz, Young-Jin	\$149.25
				4/13/23	2305012	Wen, Sonica	\$74.29

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
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
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

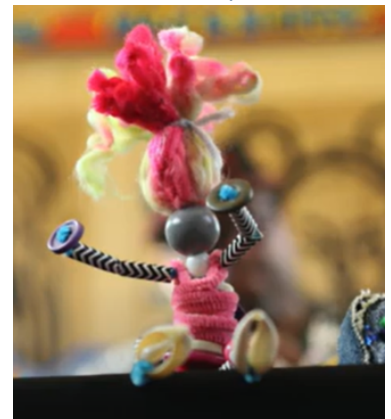
Saturday, February 24 | 2-4 pm

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



CRC INNOVATION SMALL GRANT PROGRAM

UA PRIDE



HISTORY SPEAKS SERIES



CRC INNOVATION SMALL GRANT PROGRAM

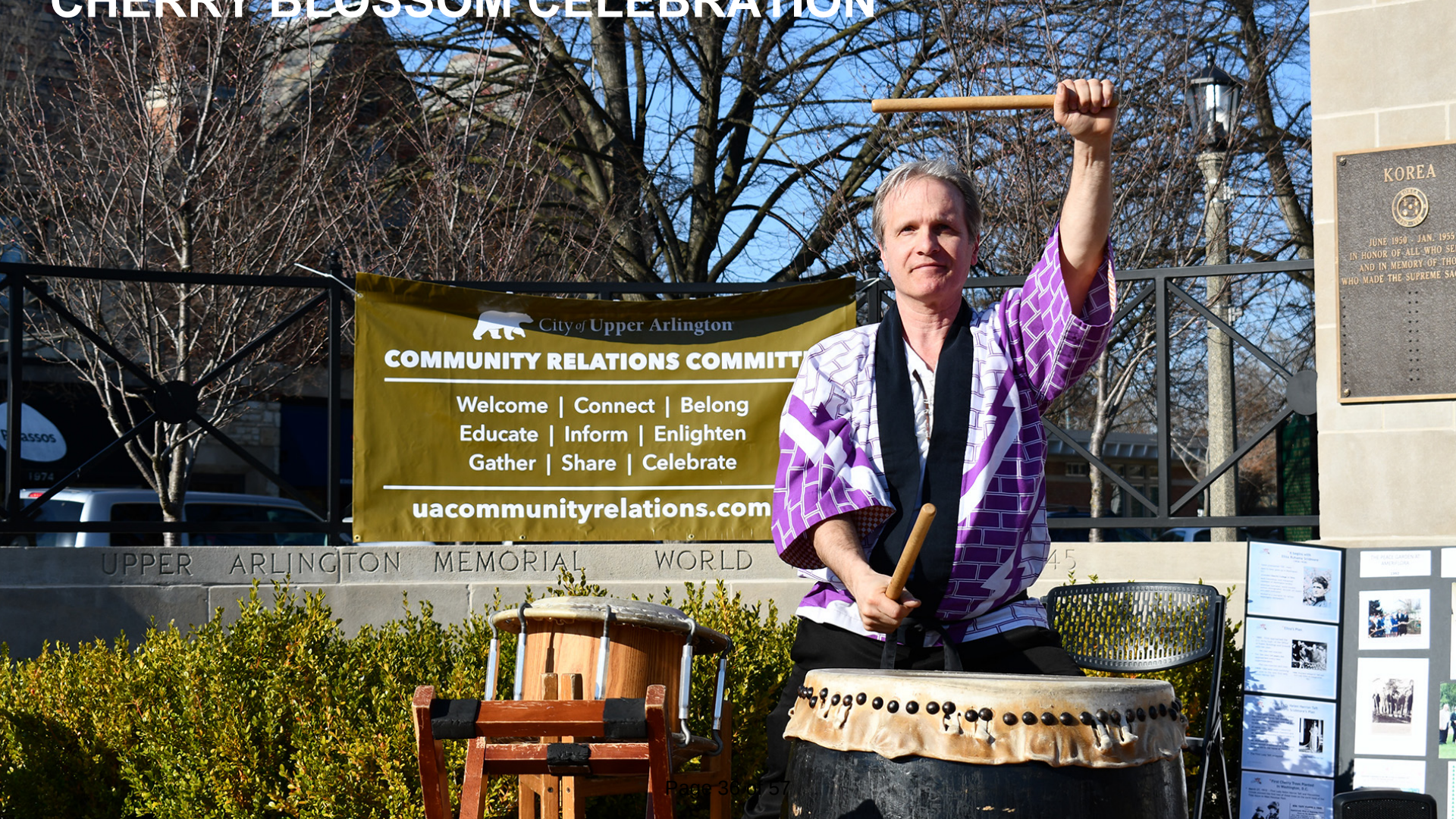


2023 PROGRAMS & ACTIVITIES

● **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



 City of Upper Arlington
COMMUNITY RELATIONS COMMITTEE
Welcome | Connect | Belong
Educate | Inform | Enlighten
Gather | Share | Celebrate
uacommunityrelations.com

KOREA
JUNE 1950 - JAN. 1955
IN HONOR OF ALL WHO SERVED
AND IN MEMORY OF THOSE WHO MADE THE SUPREME SACRIFICE

UPPER ARLINGTON MEMORIAL WORLD 45

JUNETEENTH FLAG RAISING CEREMONY





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



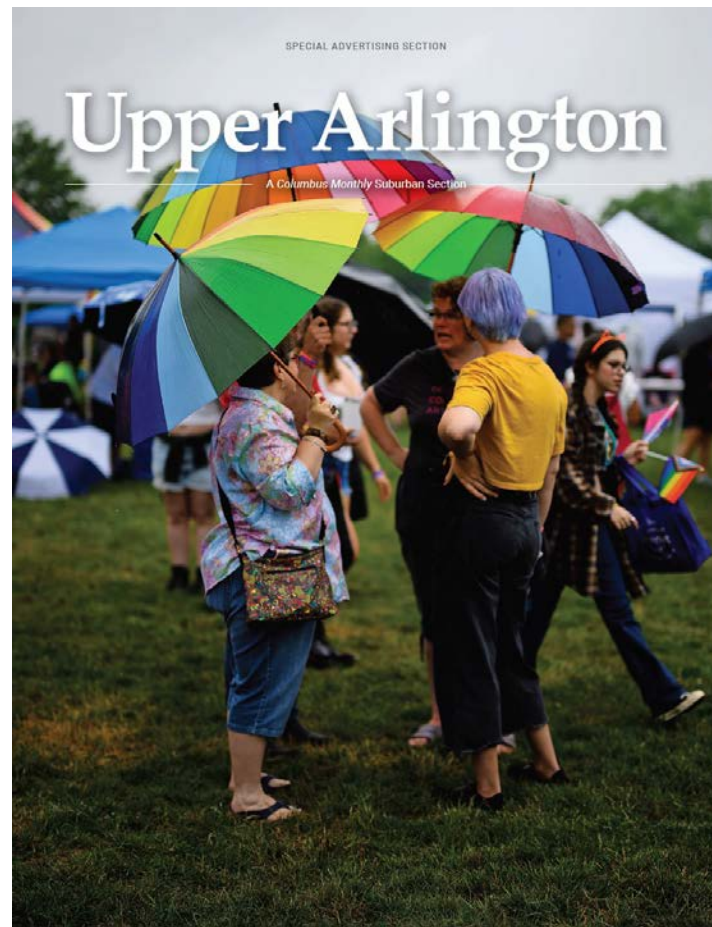
CRC WEBSITE ENHANCEMENTS

- ***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?



MEETING NOTES
February 22, 2024 | 4 pm

Members Present

Jason Sayat, Co-Chair	Brent Theaker	Howard Warner
Andy Klaben-Finegold (remote)	Elaine Alicea (remote)	

City Staff & Others Present

Steve Schoeny, City Manager	Emma Speight, Community Affairs Director	April Gregory, Human Resources Administrator
Jodi Hatfield, Cultural Arts Manager	Kristyn Anderson, Upper Arlington Schools	Kathy Adams, City Council

NOTE: Quorum was not reached for this meeting. The following is a meeting summary.

1. City Updates

- **Bob Crane Community Center** – a video tour of the building was shared. Advisory Council members got to view the building from The Coventry, with staff holding up signs to show where facilities and amenities would be in the building and to show parking proximity.
- **Board and Commission application process** – CRC members interested in continuing are now required to reapply – this approach helps for record keeping, gives new members of City Council a chance to learn about all members, and streamlines the process/makes it more accessible to the community. The selection process is driven by Council. Deborah, Brent and Andy are all up for new terms because they filled unexpired terms. The deadline is April 30. Council will review applicants in May, with action expected on June 17 and new terms beginning June 30. Since we will have at least one new member, we have the opportunity to share insight with Council on the CRC body's hopes for new members – this is an active board (meetings and community events, etc.). so not just looking at diverse perspectives, there's an expectation for members to be actively engaged in activities.
- **PLAY UA** – UA Parks & Rec started the fund a couple years ago. Automatic \$1 surcharge when registering for programs, helps offset fees for residents needing assistance to participate in programs. Discount is increasing to 75% for swim lessons. 2022 stats - 141 participants. 2023 stats – 157 participants. UA Parks & Rec hopes to expand day camp programming in 2025 to better meet demand.
- **Tri-Village Lions Cookbook** – targets seniors in UA, giving them useful recipe ideas for just one or two people, and presents an opportunity for civic groups to have a page of info. We are including a page on the CRC, UA CARES and the Community Center. There will be launch parties in the summer.
- **Leadership UA** – this program is now under the UA Community Foundation, running for approx. 5 months, and this class has 15 or 16 participants. A grant opportunity for up to \$10,000 if available, that will be judged by the Leadership UA class. The CRC would be eligible, so a team is working on ideas for September Welcoming Month programming. Jason will present a CRC



overview at the February 29 meeting. April 11 is a session on local non-profits. April 25 is the non-profit board governance workshop (which received a CRC grant). May 9 is the program graduation and announcement of grant recipients.

- **DEI Resource Group** – this idea will start to take shape in April/May. To be built by/housed at the Library.
- **Municipal Equity Index** – an internal team looking at what is required to request a rating. Goal of being ready for 2025.

2. Council Presentation Review

- Brent and Howard joined Jason and Farida for the February 12 update. The presentation was well received with positive feedback. Council are seeing the difference – programs are happening and recognition is growing.
- A new resident/family float idea was raised by a Council member. The City will look at providing a truck and trailer. Ideas for finding new residents: “Nominate Your Neighbor,” see if Northwest Realtors could help identify new residents, contacts from the UA Schools New Families programming, contacts from the UA Quest quiz, open invitation along the parade route for new residents to join in and walk with the float.

3. 2024 CRC UA Welcome Series

- **Black History Month February 24** – CRC to host a welcome table with hot chocolate, thanks to UA Community Foundation. Jason, Elaine and Emma will be there.
- **UA Quest March 2-10** - taking shape, UACA providing 2 tickets to Neighbors Night out. Registrations underway with 13 teams already registered.
- **hUmAn Connection Festival March 6** – CRC will have a table. Brent, Jason, Elaine, Emma to attend. The globe/map/show us where you’re from idea to be used again.
- **Cherry Blossom Celebration April 10** – participants will include the High School AAPI Association, Cover to Cover Books, friendship bead activities, origami, and lining up musical performances.
- **Pride Flag Raising June 3** – a member of Rainbow UA will assist with program planning.
- **Welcoming Month Idea** – Kristyn Anderson and Emma have begun looking at options for developing a UA-centric month of welcoming activities that build on National Welcoming Week, Start with Hello Week (in the Schools the past two years), Neighbors Night Out (September 14), and Equal UA’s idea for neighborhood gatherings.

4. Facilitated Process

- The workshop will probably be a Saturday morning activity. Approx. five facilitators have been identified, and the City will issue an RFP to determine who will run the workshop. CRC members will see a draft of the RFP before it is issued.



2024 Programming

CRC UA Welcome Series & Event Participation Schedule

Updated April 23, 2024

CRC UA Welcome Series

Observance/Event	Date/Detail	CRC Support
January		
Schools Welcome event	6 pm, January 16 UA High School	Brent Theaker, Jason Sayat Hana Abdelbaki, Elaine Alicea Emma Speight
February		
Black History Month event	2-4 pm, February 24 Tremont Library	Jason Sayat, Elaine Alicea Emma Speight
March		
UA Quest (Historical Society)	March 2-10 Around UA Features a New Resident prize package, including tickets to the 2024 Neighbors Night Out event	N/A
hUmAn Connections Festival	6-8 pm, March 6 UA High School	Elaine Alicea, Jason Sayat Brent Theaker, Emma Speight
April		
Cherry Blossom Celebration	5 pm, Wednesday, April 10 Mallway Park	Jason Sayat , Deborah Carvalho, Hana Abdelbaki, Emma Speight
May		
St. Mark's Culture & Artisan Fair	10 am-3 pm, Saturday, May 4	Elaine Alicea (set up) Deborah Cavalho, Hana Abdelbaki 10 am-12:30 pm: Elaine Alicea 10 am-12:30 pm: _____ 12:30-3 pm: _____ 12:30-3 pm: _____ (Emma Speight - break down?)

Observance/Event**Date/Detail****CRC Support****June**

UA Pride

1-5 pm, Sunday, June 9

Elaine Alicea

Emma Speight

1-3 pm: Deborah Carvalho

1-3 pm: _____

3-5 pm: _____

3-5 pm: _____

Arts on Arlington

6-9 pm, Thursday, June 13
Mallway Park

Emma Speight

6-7:30 pm: Deborah Carvalho

6-7:30 pm: _____

7:30-9 pm: _____

7:30-9 pm: _____

July

Fourth of July New Resident Float

9 am, Thursday, July 4

Party on the Plaza

6-9 pm, Thursday, July 18
MSC

Emma Speight

6-7:30 pm: Deborah Carvalho

6-7:30 pm: _____

7:30-9 pm: _____

7:30-9 pm: _____

August

UA Library event

Date TBD
Tremont Library

September

Labor Day Arts Festival

Monday, September 2
Northam Park

Emma Speight/April Gregory

UACA Neighbors Night Out

Saturday, September 14
Tremont Center

Brent Theaker

October

Fall Fest

Art in the Park Event

Thursday, October 17

Deborah Carvalho (early shift)

Northwest Kiwanis Park

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

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
- Maps

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

Candy/cookies from different countries

Welcome series promotion/giveaway

Other giveaway ideas?

CRC shirts for members - 2024

CRC nametags – COMPLETE

Other CRC Programming

Event	Date	CRC Cheerleader/s
Iftar Dinner (Ramadan)	7 pm, Wednesday, March 20	Farida El Hennawy Hana Abdelbaki
Pride Month Flag Raising - Develop/coordinate program/activities - Promotions assistance	6 pm, Monday, June 3	Bonnie Emory (Rainbow UA)
Juneteenth Flag Raising - Develop/coordinate program/activities - Promotions assistance	Monday, June 17	April Gregory
Welcoming Month Activities IDEAS: - Develop UA-centric program that ties together Welcoming Week, “Start With Hello,” Equal UA’s neighborhood gathering idea, Neighbors Night Out - Social media campaign based on daily themes - Proclamation at Council Meeting - Highlight new community members (tie to We Are UA Program)	September	

DRAFT
Request for Proposals
Community Relations Committee
Strategic Planning Workshop

The City of Upper Arlington is seeking proposals from local facilitation/strategic planning consultants to develop and facilitate a half-day workshop with members of the City's Community Relations Committee.

About the Community Relations Committee

<https://uacommunityrelations.upperarlingtonoh.gov/>

The Community Relations Committee (CRC) was established by City Council in the fall of 2020, to help advance Upper Arlington as a welcoming community for all who live, work or visit the City. The CRC began its efforts with a "Guiding Framework" (attached) that had been developed by a temporary committee and was subsequently updated following a facilitated session as the CRC began its work.

In February of 2021, the CRC decided to refocus its work around three core areas:

- **Internal Operations** – to advise on how the City can better incorporate diversity, equity and inclusion into all elements of City operations.
- **Improving From the Inside** – to develop programs and events that bring community organizations and individuals together to support the diverse communities already in UA.
- **Improving From the Outside** – to explore ways to encourage more people and businesses from underrepresented groups to become part of the UA community, and to change perceptions of UA "from the outside."

Since that time, the CRC has made significant progress in some areas, but less progress in other areas. Several instances have transpired that brought to light some inconsistencies in approach and understanding of the CRC's purpose and role in the community, and the framework within which the CRC operates as a board of City Council.

Members and Staff agree that now is a good time to revisit the purpose and structure of the CRC, and to establish an updated set of goals, priorities, and implementation strategies.

Goals for the Workshop

The overarching goal for a strategic planning workshop is to reach consensus on what the CRC is and what it is not. Areas to be covered include but are not limited to:

- Team building exercise:
 - Reconnecting members: who they are, why members are serving on the CRC.
 - What members personally hope to accomplish.

- Revisit CRC rules/procedures, including:
 - Open meetings guidelines, public records requirements, the benefits and challenges as a public body under City Council.
 - Expectations of members: meeting attendance; role as CRC liaisons; role and expectations as CRC spokespersons/ambassadors; participation in/support of CRC programming/events.
 - Selection/transition of Co-Chairs.
 - Improve the process for setting agendas: expand member participation; longer-term agenda planning process.
 - Sustainability as members transition on and off the CRC.
- What the CRC is and what it is not:
 - Should the CRC pursue a narrow focus (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 potentially divisive, emotionally fraught, or controversial issues that reach beyond our borders and the City's skillset?
 - What policy framework would be needed for sound decision-making?
 - What support resources would be needed?
 - Would taking on such issues dilute the CRC's ability to achieve its goals?
- Review and celebration of accomplishments: compare to existing mission/vision/short-term goals
- The work moving forward:
 - What goals are yet to be accomplished? Why? Are they still appropriate?
 - What can the CRC realistically accomplish, based on its current makeup and the available resources?
 - Revisit the three "Working Groups."
 - Explore a CRC Alumni or Ambassador Program.
 - Map out goal setting framework and implementation strategy: short term (1-2 years); mid-term (3-5 years); long term (6-10 years).
- Next steps, to include:
 - Follow up session to review workshop summary, reach consensus on recommendations.
 - Update to City Council: are changes recommended that require Council support or guidance?