

UPPER ARLINGTON COMMUNITY RELATIONS ASSESSMENT WORKSHOP

May 18, 2019 and June 5, 2019 8:00 a.m. – 1:00 p.m.

Purpose of the workshop: To assess and develop a plan that will assist Upper Arlington City Council in analyzing the needs for a standing public body, private body or an individual that will provide City Council direction on the appropriate approach on the advancement of the City at all levels. A roadmap will be created that will allow Upper Arlington to capitalize on its strengths and shore up areas of weakness. In addition, a stronger engagement of key internal and external constituencies will be created to increase Upper Arlington's overall advancement and inclusion of all current and future residents as a welcoming and thriving community. Two workshops will be conducted and consist of **60-100** participants for each workshop (**6 to 8 per table**).

8–8:30 a.m. Continental Breakfast

8:30 a.m. Welcome, Introductions and Overview
Floyd Akins, UA Community Member

8:45 a.m. Group Exercises (Relationships and UA Poll)

9:00 a.m. Part One: (45 minutes)

Two volunteers at each table are needed:

- A recorder, who will write up the group's ideas as requested below on easel paper.
- A reporter, who is willing to report back to the whole group throughout the work session.

Step I: Assessment- Using SWOT analysis, assess Upper Arlington's cultural environment.

Step II: Each table will develop their own list using SWOT.

Step III: Reporters will share suggestions from each table with entire group.

9:30 a.m. Step IV (45 minutes)

From what you learned from the SWOT analysis, what recommendations would have the biggest and most positive impact on advancing the Upper Arlington community?

Identify Key/Big Ideas

To begin: From earlier discussion, what are the top ideas Upper Arlington should consider immediately to increase the overall advancement of the community. Each group should develop a list of ideas that can assist in improving the Upper Arlington

community. Each member will then vote on the top five ideas they would like to put forth through the group at-large.

Consider these criteria in making your choices:

- *What ideas will truly make a major impact on Upper Arlington's ability to be a more welcoming community for all people?*
- *What do other communities in the Columbus area have that Upper Arlington does not?*
- *Who should be involved in making decisions on how to move Upper Arlington forward as a community?*
- Collectively, what five recommendations would have the biggest impact on inclusion and equity in Upper Arlington.

10:15 a.m. Break (15 minutes)

10:30 a.m. Part II (45 minutes)

Read attached "Addendum" and discuss what communication vehicle (group and/or individual) should facilitate ideas and any future initiatives on behalf of the community.

The Recorder prepares an easel sheet with the following information:

- A short phrase that describes your decision (don't worry about wordsmithing!)
- REASONS WHY—up to 3 bullet points with reasons why your group feels strongly about this approach.
- The Reporter (aided by the group) prepares a brief (less than 5 minutes) report on your table's approach.

11:15 a.m. Pre-Survey Discussion and Open Forum

11:45 a.m. The Privilege Walk

12:10 p.m. Lunch Discussion (35 minutes)

At each pre-designated table, discuss what outside constituencies would say about Upper Arlington? The purpose of this exercise is for each community member to assume the role of non-UA residents and identify perceptions of the Upper Arlington community from a different lens.

12:45 p.m. Wrap Up

ADDENDUM

Possible Communication Vehicles to Represent UA Citizens

A. City Commission Appointed by City Council
(This would be a public body subject to open meetings laws and public records)

A **City Commission** is a form of municipal government in which individually elected officials serve on a small governing board, called a **commission**, that exercises both legislative and executive powers to govern the municipality. The **commission** contains a specified number of members, often five or seven. Community members would be allowed to submit ideas and initiatives to be considered for implementation.

B. Community Relations Advisory Board
(This would be a public body subject to open meetings laws and public records)

The function of an advisory board is to provide guidance to enterprises with anything from equity and inclusion; marketing and managing; and human resources to influencing the direction of the organization. Advisory boards are composed of accomplished experts offering innovative advice and dynamic perspectives. Meeting quarterly or biannually, boards can provide strategic direction, guide quality improvement, and assess program effectiveness.

Possible Roles and responsibilities of advisory board members:

- Provide “wise counsel” on issues
- Provide unbiased insights and ideas from a third point-of-view (not involved in the operation of the organization)
- Encourage and support the exploration of new ideas
- Act as a resource for executives
- Encourage the development of a governance framework that enables sustainable growth of the community
- Impose challenges to directors and management that could improve the community

C. Director of Equity and Inclusion (City Position)

A Director of Equity and Inclusion would act as the point of contact for any group or organization to present ideas and facilitate appropriate initiatives for City Council to consider. This would be a qualified person with experience in working in diversity, equity and inclusion (DEI) as well as one who has experience of working in large organizations. This person would provide the following:

- Advice and counsel to City Council and other City officials on a wide range of policy issues affecting equity and inclusion.
- Thought leadership and strategic partnership on equity and inclusion.
- Serve as the administrative liaison between the City and the community; and facilitate all meetings with groups such as EQUAL UA.

- Work collaboratively with City Council on inclusion and equity strategies designed to enhance community diversity.
- Work with human resources to develop and implement a comprehensive strategy to educate the community and drive cultural awareness, competency and understanding.

D. UA 501(C)(3) Organization (Non-Profit)

(This group would most likely be able to seek funding through the City's grant application process)

Upper Arlington could authorize utilize a 501 © 3 organization to assist in providing the UA Community on direction and goals that would assist UA in creating a more equitable and inclusive community. In this case, it would be a cooperative service organization that invest assets contributed by members of the organization, community, outside entities or, in this case, the UA City Council. This group would be dedicated to furthering equity and inclusion or advocating for any shared point of view. This group would be a nonprofit that is tax exempt or charitable, meaning they do not pay income tax on the money that they receive for their organization. In the case of UA this group would operate as a sounding board for the City Council and they would be accountable to the citizens of Upper Arlington.

E. Ombudsperson (City Council Appointment/Contract)

Under the Ombudsperson model, an official would be charged with representing the interests of the community by investigating and addressing complaints of maladministration or a violation of rights. "The typical duties of an ombudsperson are to investigate complaints and attempt to resolve them, usually through recommendations (binding or not). Ombudspersons sometimes also aim to identify systematic issues leading to poor service or breaches of people's rights." (Wikipedia)