

CITY OF GROVE CITY, OHIO
G.C. COMMUNITY DIVERSITY ADVISORY TASK FORCE

December 12, 2022

MINUTES

Regular Meeting

1. The regular meeting of the Grove City Community Diversity Advisory Task Force was called to order by Chair Reynolds at 6:00 p.m., in the City Hall Council Chambers, 4035 Broadway. Roll was called and the following were present:

Caden Bauman , Jeffrey Tadlock, , Miracle Reynolds, Missy Anderson, Chris Moscato, Teresa Breckenridge, Dan Witteman, Shayne Downton, Viren Patel.

Also present: Tami Kelly, Clerk of Council; Christine Houk, Council Member; Steve Francis, Consultant.

Absent: Dorothy Stewart, Danielle Williams.

2. Chair Reynolds asked for a motion to approve the Minutes from 10/12/22. Mr. Downton moved to approved said minutes; seconded by Ms. Anderson. Motion unanimously approved.

Ms. Anderson moved to approve the 11/14/22 Minutes; seconded by Mr. Tadlock. Motion unanimously approved.

3. Chair Reynolds recognized Mr. Steve Francis, DEI Consultant, to facilitate a Work Session for the Task Force.

Mr. Francis showed a Template that he uses and how one group filled it out. He explained that these templates are designed to DRAW the ideal image for each goal/duty; SEE the current status/situation; and THINK of actions required to achieve the goal/duty – this fills the gap between DRAW and SEE.

He took the Task Force through six (6) templates with questions he prepared for this work session. The Task Force members shared their thoughts for each column (Draw/See/Think) on each of the templates. Mr. Francis discussed this items with the members. He shared that diversity/equity/inclusion supports the rights of different viewpoints. He asked the members to complete the templates on their own. Once they are complete, the Task Force can develop realistic actions. He said he recommends that they focus on 2 or 3 from the Resolution to prioritize. He suggested finding “what is the most important thing to help Grove City”; “what do you want to do and why”, all while remembering the limited resources and time.

4. Chair Reynolds stated that the next meeting would be for all members to complete the templates prior to the meeting and send them to Ms. Kelly for compilation. They will categorize the trends from the group.
5. A motion to adjourn was approved by unanimous consent.

Adjourned at 7:55 p.m.

Teresa Breckenridge
Secretary


Miracle Reynolds
Chair

Danielle Williams

Draw, See, Think DEI Goal Themes

DRAW (Ideal Image)

#1: 'Explore opportunities to spur DEI community conversations related to understanding different viewpoints and experiences in order to build on our strong community spirit'.

List elements of what you consider to be the ideal image of your goal:

- Community Roundtables
- Think tanks for city activities
-
-
-

Identify certain resources that would be needed:

- city council
- counselors
-

List certain Internal (Leadership & Staff) and External (Community Stakeholders, Partners, Residents, etc.) support needed:

- Mayor
- local business partners
-

SEE (Current Situation)

Honestly and objectively state where things stand in the present regarding the initiative based upon current resources and support

1. Still a lot of defining, but very little action → just the sideways
2. We need to define our final path: put it in action.
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____

THINK (Action Required)

Compare your Draw and See, critically analyze any gaps and think about a specific 'action plan' required to achieve the 'Draw' state of your goal.

1. Action Item:
put an actual DEI plan together
2. Action Item:
execute the DEI plan
3. Action Item: _____
4. Action Item: _____
5. Action Item: _____
6. Action Item: _____

Draw, See, Think DEI Goal Themes

DRAW (Ideal Image)

#2: 'Invite/engage with a wide array of community members and community partners to enrich their understanding of DEI issues and concerns which may be present'.

List elements of what you consider to be the ideal image of your goal:

- special meeting with targeted individuals/community members
-
-
-
-

Identify certain resources that would be needed:

- marketing
-
-

List certain Internal (Leadership & Staff) and External (Community Stakeholders, Partners, Residents, etc.) support needed:

- city council
- city press release
-

SEE (Current Situation)

Honestly and objectively state where things stand in the present regarding the initiative based upon current resources and support

1. we haven't done this yet
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____

THINK (Action Required)

Compare your Draw and See, critically analyze any gaps and think about a specific 'action plan' required to achieve the 'Draw' state of your goal.

1. Action Item:
Set a date to meet with these parties
2. Action Item:
Set an agenda
3. Action Item:
Meet with the parties
4. Action Item:
execute actionable takeaways
5. Action Item:
6. Action Item:

Draw, See, Think DEI Goal Themes

DRAW (Ideal Image)

#3: 'Evaluate relevant City policies, procedures and practices relative to their support of the City's commitment to cultivating DEI in all aspects of City administration and services'.

List elements of what you consider to be the ideal image of your goal:

- review of policies

-
-
-
-

Identify certain resources that would be needed:

- copy of city policies

-
-

List certain Internal (Leadership & Staff) and External (Community Stakeholders, Partners, Residents, etc.) support needed:

- city council

-
-

SEE (Current Situation)

Honestly and objectively state where things stand in the present regarding the initiative based upon current resources and support

1. We haven't done this yet

2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____

THINK (Action Required)

Compare your Draw and See, critically analyze any gaps and think about a specific 'action plan' required to achieve the 'Draw' state of your goal.

1. Action Item:

get a copy of the policies

2. Action Item:

review & analyze the policies

3. Action Item:

suggest changes to the policies

4. Action Item:

5. Action Item:

6. Action Item:

Draw, See, Think DEI Goal Themes

DRAW (Ideal Image)

#4: 'Identify key areas requiring further exploration and a larger community discussion around DEI.'

List elements of what you consider to be the ideal image of your goal:

- definition of DEI
- discussion of initial resolution
-
-
-

Identify certain resources that would be needed:

- city council representative
- copy of resolution
- examples from other task forces
- List certain Internal (Leadership & Staff) and External (Community Stakeholders, Partners, Clients etc.) support needed:

- city council
-
-

SEE (Current Situation)

Honestly and objectively state where things stand in the present regarding the initiative based upon current resources and support

1. We have defined DEI: I & communicated these to the community
2. We discussed the resolution in depth
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____

THINK (Action Required)

Compare your Draw and See, critically analyze any gaps and think about a specific 'action plan' required to achieve the 'Draw' state of your goal.

1. Action Item:

NONE

2. Action Item:

3. Action Item:

4. Action Item:

5. Action Item:

6. Action Item:

Draw, See, Think DEI Goal Themes

DRAW (Ideal Image)

#5: 'Suggest areas where DEI education and informational programming would be beneficial for Task Force Members, elected officials, City staff, or the community at-large'.

List elements of what you consider to be the ideal image of your goal:

- review existing programming

-

-

-

-

Identify certain resources that would be needed:

- detail of existing programming

-

-

List certain Internal (Leadership & Staff) and External (Community Stakeholders, Partners, Clients etc.) support needed:

- city council

-

-

SEE (Current Situation)

Honestly and objectively state where things stand in the present regarding the initiative based upon current resources and support

1. We haven't done this yet

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

8. _____

THINK (Action Required)

Compare your Draw and See, critically analyze any gaps and think about a specific 'action plan' required to achieve the 'Draw' state of your goal.

1. Action Item: get the existing programming

2. Action Item: evaluate the programming

3. Action Item: suggest additional programs

4. Action Item: _____

5. Action Item: _____

6. Action Item: _____

Draw, See, Think DEI Goal Themes

DRAW (Ideal Image)

#6: 'Recommend long-term community DEI goals, as well as strategies and required resources for meeting those goals.'

List elements of what you consider to be the ideal image of your goal:

- execute suggested programming then make additional suggestions
-
-
-

Identify certain resources that would be needed:

- execution of short term programming
-
-

List certain Internal (Leadership & Staff) and External (Community Stakeholders, Partners, Residents etc.) support needed:

- city council
- DEI specialists
-

SEE (Current Situation)

Honestly and objectively state where things stand in the present regarding the initiative based upon current resources and support

1. we haven't done this yet
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____

THINK (Action Required)

Compare your Draw and See, critically analyze any gaps and think about a specific 'action plan' required to achieve the 'Draw' state of your goal.

1. Action Item: execute short-term programming
2. Action Item: create long-term goals
3. Action Item: execute long-term goals
4. Action Item: _____
5. Action Item: _____
6. Action Item: _____