DIVERSITY = A BEAUTIFUL MOSAIC

JULY 29-30, 2020
WELCOME!

Umama Alam
Diversity and Inclusion Committee Member

Brian Riblet
City Manager

Matthew Vanderhorst
Community and Information Services Director
DEMOGRAPHICS

• Community
  – 10% percent of Montgomery residents are cultural minorities

• Sycamore Community Schools
  – 40 Nationalities and Spoken Languages
HOW DID WE FORM THE COMMITTEE

• Reached out to Chip Harrod
• Recruited residents
• Joined by key staff, including City Manager
• Not politically driven
• Initial goals of the committee
WHAT IS DIVERSITY AND INCLUSION?

• Quickly expanded our view of diversity
• Inclusion?
INITIAL ACTIVITIES

- Review of website, social media, City publications
- Created #IamMontgomery campaign to bring awareness
- Committee education
- Independence Day parade
- Diversity Dinner
- Cultural and religious holidays added to City calendar
- Add diversity and inclusion in MCLA curriculum
MEDIA AND PUBLICATION REVIEW

- Reviewed website
- Printed publications
- Social media
CREATED #IamMONTGOMERY CAMPAIGN

https://youtu.be/2I-5nziqb8s
COMMITTEE EDUCATION

- Understanding Islam and Muslims
- Hispanics in Ohio and Cincinnati MSA
- Rebuilding Lives: How people with criminal records reintegrate into the community
- Valuing Diversity
- Turning Adversity into Opportunity
- An Overview of the Hispanic Culture
- Understanding Indian Culture & Hinduism
EVENTS

- Independence Day parade
- Farmers Market Booth
- Bastille Day – Signs and buttons
- Diversity Dinner
OTHER ACTIVITIES

- Cultural and religious holidays added to City calendar
- Add diversity and inclusion to Montgomery Citizens’ Leadership Academy curriculum
FUNDING

• Budget added in 2019 budget
• Duke Energy Foundation Grant
BUILDING ON OUR SUCCESSES

• Continued committee education
• Created a work plan
• Sharing our story during the City Manager’s state of the City with the Montgomery Chamber & Cincinnati Chamber.
• Started the “Meet the committee member” Bulletin articles.
• Staff training on cultural competency and implicit bias.
• Know Your Neighbor Series
HOW DID WE KNOW WE WERE SUCCESSFUL

• Dinner Around the World
• Created a metrics sub-committee
• Residents started feeling comfortable coming to City events
• Residents continue to ask for #IamMontgomery signs
• Montgomery Chamber of Commerce “Spirit of Montgomery” nominee.
WHAT’S AHEAD?

• How do we attract a more diverse workforce? Our challenges.
• Luncheon with Montgomery Chamber of Commerce. Inviting members of minority chamber of commences.
• Considering the creation of a community diversity and inclusion award.
• Diversity of thought in this political climate.
• Small sub-committee working on employee recruitment efforts.
THANK YOU!