



**COMMUNITY DIVERSITY ADVISORY COMMITTEE  
MEETING MINUTES  
FEBRUARY 16, 2022**

**CALL TO ORDER**

Chair Heather Karr called the meeting to order. Those in attendance were: Heather Karr, Chair; Jason Nahvi, HR Business Partner; Steve Hrytzik, Chief of Police; Robert Davis, Committee Member; and Dee Miller, Committee Member.

**APPROVAL OF MINUTES**

**Minutes of January 19, 2022**

[01.19.2022 CDAC minutes.pdf](#)

MOTION: Stephen Hrytzik moved to approve Community Diversity Advisory Committee Meeting Minutes of January 19, 2021. Robert Davis seconded the motion.

Motion passed by consensus.

Minutes of January 19, 2022, approved.

**TODAY'S BUSINESS**

Chair Karr stated the swearing in of new/expired members would take place at the next meeting.

Ryan Ault appeared by telephone and discussion began on Passport to Powell, August 19, 2022. He spoke of how these festivities could be a win, win for everyone. He spoke of "walking through the line" kind of festival. Chair Karr advised Dustin Sun stated it could be a good idea to spread things out in the downtown area. Ryan Ault stated the Third Friday's would begin at 6:00 p.m. and end at 9:00 p.m. He stated that he felt with the awareness of Third Friday's and what is trying to get accomplished, they could maximize the potential of getting people's attendance. Steve Hrytzik stated having some of the entertainment in the downtown area and having a signature event at the amphitheater, both, might make sense. He stated the African Drums and the entertainment and energy they brought, could be the signature piece. A discussion of food trucks ensued and talk about how many food trucks would be brought in. Ryan Ault also spoke about having a food truck event sometime, as a thought for the committee to consider. Chair Karr stated that she felt gearing to what is happening on the Green towards families and especially families with small children who may not be able to hit all of the spots involved would be an excellent idea. Ryan Ault stated it was amazing, from our first event to our second event on Third Friday's, about 14 businesses have reached out to be included in the events. Robert Davis made the suggestion of checking that the event will not any other events such as Saint Joan of Arc Festival.

Chair Karr went on to the next item on the agenda, Diversity Training for Staff. Jason Nahvi stated that this training has been done in the Police Department, but he didn't believe that Staff has received this training as of yet. He spoke of working with Dyann McDowell of Training Marbles, Inc. He said that he has trained with her before and he really liked her approach, for the trainings she provides are of very high energy and puts everything she has into those trainings. Also, she discusses personal experiences and her topics are never dry. Further, he stated she would provide two trainings, one for Staff and one for Supervisors. The training for Staff would include understanding diversity and inclusion in the workplace, the difference of teasing, bullying, hostile work environment and harassment, understanding BAD behavior and dealing with micro aggressions and incivility in the workplace and an explanation of bias. For the Supervisor training, this would include reviewing the State and Federal regulations for diversity, understanding the company's core values and beliefs, sexual harassment training module, implementing communication standards that support the company's core values and documentation and accountability standards that promote lasting change in the workplace. He also stated this was the beginning of a larger program.

Chair Karr moved to the next topic on the agenda, Holidays in Powell (December 3, 2022) She stated that Diwali starts October 24, 2022, Hanukah starts December 18, 2022, Kwanzaa doesn't start until December 26, 2022. She stated these holidays are not consistent on a calendar and that a close eye on when they fall on the calendar was a must so they are recognized.

A member of the audience spoke, inaudible.

#### FUTURE BUSINESS

Discussion of the next Committee Meeting took place. It was discussed and decided there would be no meeting in March, and the next Community Diversity Advisory Committee Meeting would be April 20, 2022, at 6:00 p.m.

#### ADJOURNMENT

MOTION: Robert Davis moved to adjourn. Stephen Hrytzik seconded the motion.

Motion passed by consensus.

ADJOURNED AT 6:49 P.M.

MINUTES APPROVED: APRIL 20, 2022

 4/20/22  
Date

Heather Karr,  
Chair

 4/20/22  
Date

Amy Deere,  
City Clerk