

NOW HIRING SUMMER LIFEGUARDS

Looking for an exciting summer job? We are hiring lifeguards for seasonal positions with a pay of \$20 per hour. To qualify, you must successfully complete the Red Cross Lifeguard Training course, the fee will be waived if hired by the City of Columbus. If you're 15 or older and have the swimming skills needed, take the first step by submitting an interest form today!

[Learn More](#)



RISE TOGETHER - APRIL 2, 2024

SPOTLIGHT ON DE&I

WHAT IS REDLINING?

Redlining is the discriminatory practice of denying financial or other services to residents of specific areas based on race or ethnicity. But why is it called redlining?

In 1935, the Federal Home Loan Bank Board asked the Home Owners' Loan Corporation (HOLC) to look at over 200 cities and create residential security maps indicating the security level for real estate investments ([Engaging Columbus](#), Ohio Wesleyan University). The newest areas - considered desirable for lending purposes - were outlined in blue on the map and were typically affluent suburbs on the outskirts of cities. Meanwhile, neighborhoods considered the most risky for mortgage support were outlined in red. As a result of this "redlining," minorities and lower-income borrowers were denied mortgages.

In 1968, the Fair Housing Act illegalized discrimination in real estate and mortgage lending, including racially motivated redlining. Although this practice has been illegal for over half a century, the effects of redlining can still be seen. According to an [article by UC Berkeley's School of Public Health](#), several studies show that redlining's harmful legacy has left nonwhite communities struggling with air pollution, reproductive health

English

urban amenities.

To help contextualize the effects of redlining, [view the University of Richmond's "Not Even Past: Social Vulnerability and the Legacy of Redlining."](#) a digital mapping project exploring the connections between redlining and long-term public health outcomes. The City of Columbus and Franklin County's [joint analysis of impediments to fair housing choice](#) is another great way to gain further insight.

This month, the U.S. Department of Housing and Urban Development commemorates the 56th anniversary of the passage of the Fair Housing Act. For more information about your fair housing rights, visit the [Office of Fair Housing and Equal Opportunity's website](#).

To learn more about redlining, you can also listen to this [2022 episode of WOSU Public Media's "All Sides" about the legacy of redlining in the U.S. and Columbus](#).

IMPORTANT DATES

- **Arab-American Heritage Month (April):** Celebrates Arab-American heritage and culture and pays tribute to the contributions of Arab Americans and Arabic-speaking Americans.
- **Diversity Month (April):** Honors the diversity of the world. Aims to recognize and understand our differences, be it gender, race, ethnicity, faith, sexual orientation or other factors, while honoring the common essence of humanity.
- **National Fair Housing Month (April):** Commemorates the anniversary of the passage of the Fair Housing Act, the landmark civil rights law signed on April 11, 1968, that made discrimination in housing transactions unlawful. The Fair Housing Act prohibits discrimination in housing because of race, color, national origin, religion, sex (including gender identity and sexual orientation), disability and familial status. This year's theme is "Fair Housing: The 'Act' in Action."
- **World Autism Awareness Day (April 2):** International day encouraging Member States of the United Nations to take measures to raise awareness about individuals with autism throughout the world.
- **National Day of Silence (April 12):** Gay, Lesbian & Straight Education Network's annual day of action to spread awareness about the effects of the bullying and harassment of LGBTQI+ students. In the United States, students take a day-long vow of silence to symbolically represent the silencing of LGBTQI+ students.
- **Passover (April 22-30):** Major Jewish spring holiday, as well as one of three pilgrimage festivals, that celebrates the liberation of the Israelites' escape from slavery in Egypt. During Passover, those who observe it forgo leavened grain and bread products. Instead, these foods are replaced with matzah, an unleavened cracker or flatbread.

CELEBRATIONS AROUND TOWN

- [National League of American Pen Women: To Create Takes Courage](#): April 12-May 18 at the Priscilla R. Tyson Cultural Arts Center (139 W. Main St., 43215)
 - Opening reception: April 27, 6-8 p.m.
- [April Community Day: Japanese Culture & Cherry Blossoms](#): April 7, 10 a.m.-5 p.m. at Franklin Park Conservatory (1777 E Broad St., 43203)

Share your opinion with the DEI Committee by filling out this quick [online survey](#). Your input is valuable and will help shape the committee's work. Do you want to see the DEI Committee organize events? Let them know!

NEWS AND INFORMATION

LET'S GET READY: 2024 ALL STAFF MEETING

There are just a few short weeks until the 2024 All Staff Meeting! Have you RSVP'd?

Join your colleagues at [Lou Berliner Sports Park](#) on Wednesday, April 24, from 11:30 a.m. to 2:30 p.m. for an afternoon filled with collaboration, excitement and fun!

Don't forget to RSVP to let us know you're coming! [When you RSVP](#), you can indicate if you have a dietary request and if you need accessible parking. Your RSVP is also your entry into the door prize drawing. Door prizes, valued between \$50 and \$250, will be given out at the end of the meeting. The door prizes are generously provided by the Columbus Recreation and Parks Foundation.* RSVP now for your shot at winning!

See you in a few short weeks!

**The prizes are funded through interest earned, not through donations.*

PRESENTING THE CRPD HEALTH AND WELLNESS CHALLENGE

Summer is quickly approaching! Get ready for the increased activity that comes with the season by joining us for four weeks of fostering healthier habits and overall well-being among our staff.

Beginning April 15, teams led by dedicated leaders will [complete a variety of healthy activities](#). Teams will compete for the highest average points each week. [Individual members will track tasks using this tracking sheet](#), with leaders coordinating efforts. Watch for engaging group activities for participants throughout the challenge to enhance camaraderie and motivation.

If you have any questions, please email Ren Kuzmanovich at RNKuzmanovich@columbus.gov.

The challenge starts April 15 - [please sign up by April 10!](#) Let's prioritize our health together!

4/15/2024

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31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20

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There are no events on this day.

REINVESTING IN YOU

This year, one of our areas of focus is reinvesting in our staff. In this section, we highlight some ways you can grow, personally and professionally.

NEW CITY PARKS ALLIANCE MEMBERSHIP CREATES PROFESSIONAL DEVELOPMENT OPPORTUNITIES

The department has joined [City Parks Alliance](#)! City Parks Alliance seeks to *educate and elevate a diverse constituency to leverage the power of parks in shaping equitable, resilient, and thriving cities.*

Our membership in the alliance is another way to expand your access to continuous learning in our profession. There are many professional development opportunities, particularly in the areas of operations, parks and conservation, as well as strategy.

All full-time staff have or soon will receive an email with login information.

Take a few minutes to learn more about [City Parks Alliance](#) and all it has to offer you!

GROWING YOUR CAREER

There are internal and external opportunities to further your industry and business knowledge. Check out these upcoming professional development opportunities:

- **April 16, 9-11 a.m.:** [In-person Annual Ethics Training](#), Jerry Hammond Building, 1111 East Broad- Continental Room
- **April 25, 9 a.m.-4 p.m.:** [2024 OPRA Women in Leadership event](#), Dublin Community Recreation Center, 5600 Post Road, Dublin, 43017

Check out all training opportunities available to you as a City employee in the [Training Gateway](#).

STAFF SPOTLIGHT

CAMILLE PETERSON



Section

Senior Options Supervisor-COAAA

How long have you been with the department?

20 years

What's your favorite aspect about working for the department?

The staff I work with daily in my department and agency.

What's your favorite project?

Being a Trainer Team Lead

What's your favorite flavor of ice cream?

Strawberry

What's your favorite book or movie?

Movie - Elf

What's one piece of advice you like to share?

Keep a balanced work/life system. Do not procrastinate to complete a task - it's hard to catch back up.

Nominate A Coworker for the Staff Spotlight

[Fill out this form to nominate a coworker.](#) They will be notified that they were nominated in order to answer spotlight questions.