



## RISE TOGETHER - JUNE 11, 2024

### SPOTLIGHT ON DE&I

#### COLUMBUS AMONG MOST LGBTQ+ FRIENDLY CITIES IN OHIO

Columbus is a city on the rise, constantly at the top or near the top of lists of U.S. cities when it comes to [population](#) and [growth](#). Given its size, and knowing that Ohio boasts the [sixth-largest LGBTQ+ population in the country](#), it's reassuring to know that Columbus is also among the top cities when it comes to protecting equality for the LGBTQ+ community.

Columbus recently earned a perfect score of 100 in the [2024 Municipal Equality Index](#), published by the Human Rights Campaign. This index rates how inclusive a city's laws, policies and services are of LGBTQ+ people who live and work there, from zero to 100.

Much like the City, Columbus Recreation and Parks aims to provide an environment that is inclusive for all. Tuttle Community Center even held a clothing swap event this past March and will host an LGBTQ+ Pool Party at Tuttle Pool on July 17 in collaboration with [Kaleidoscope Youth Center](#).

There are plenty of activities around Columbus to celebrate Pride Month, including the Stonewall Pride Parade on Saturday, June 15. Find additional Pride events below.

#### CULTURAL CELEBRATIONS AROUND TOWN

- **[Stonewall Columbus Pride & Resource Fair](#)**: June 14-15 at Goodale Park, 20 W. Goodale St., 43215
- **[Stonewall Pride Parade](#)**: June 15, 10:30 a.m. at Broad St. & High St.
- **[Juneteenth on the Ave](#)**: June 15, 12-6 p.m. at Mt. Vernon Ave.
- **[Juneteenth Ohio Festival](#)**: June 15-16 at Genoa Park, 303 W. Broad St., 43215

English

▼ **[Bible Day Festival](#)**: June 16, 10:30 a.m.-5 p.m. at Ohio Village, 800 E. 17th Ave., 43211

- **[Somali Cultural Festival](#)**: June 29, 3-8 p.m. at Innis Park, 3000 Innis Road, 43224

## IMPORTANT DATES

- **Pride Month (June)**: A month dedicated to honoring the movement for LGBTQ+ rights and celebrating the LGBTQ+ culture and community. It began after the Stonewall riots, a series of gay liberation protests in 1969, and has since spread outside of the United States.
- **Caribbean-American Heritage Month (June)**: Celebrates the achievements and contributions of Caribbean immigrants and their descendants living in the United States.
- **Juneteenth (June 19)**: Commemorates the emancipation of enslaved African Americans. The name comes from combining “June” and “nineteenth.” It is celebrated on the anniversary of the order proclaiming freedom for slaves in Texas, which was issued on June 19, 1865.
- **World Refugee Day (June 20)**: An international day organized to celebrate and honor refugees from around the world. The day was first established on June 20, 2001, by the United Nations.
- **Somali Independence Day (July 1)**: A national holiday observed in Somalia to celebrate the unification of the Trust Territory of Somaliland and the State of Somaliland into the Somali Republic on July 1, 1960.
- **Independence Day (July 4)**: A federal holiday commemorating the Declaration of Independence, which was ratified by the Second Continental Congress on July 4, 1776, establishing the United States of America.

## DEI COMMITTEE SETS PLAN TO RESPOND TO YOUR FEEDBACK

Thank you for completing the DEI staff survey! We had 50+ responses. Below is a summary of your feedback and how the committee is incorporating it into its work.

### **Focus on educational, seasonal cultural events. Provide more regular opportunities at work and after work.**

- The committee will plan consistent Lunch and Learns in 2024 and 2025. Three more are in the works – watch for more information soon!
- The committee will promote the Office of Diversity and Inclusion’s Employee Resource Group (ERG) events, many of which are after work hours.
- The committee will work with the ERGs and CREATE Culture Committee to publish a calendar of events. Some of the ERG events will be outside of work hours.

### **Provide regular updates from committee members to their sections and have committee members readily identifiable.**

- The committee will post updates in the newsletter and explore more ways to share updates.
- You can share your input, feedback or concerns with any committee member: [see a list of committee members](#).

### **Ensure all sections have representation on the committee, either directly or indirectly.**

- While a smaller committee size enables effective discussion, it doesn’t provide direct representation of all sections. Four new subgroups will focus on each of the committee’s goals; these groups will be expanded to directly involve more sections. The subgroups include:
  - **Subgroup 1: Have a workforce broadly reflective of the community.** Members include Kennedy Billups, Carlos Mojica and Sherri-Lynn Wynn.
  - **Subgroup 2: Attract and retain a workforce skilled at working in an inclusive manner.** Members include Aniko Williams, Taylor Glynn and Melissa Michel-Thomas.
  - **Subgroup 3: Improve policies, programs and procedures for how we serve residents.** Members include Jamie Schlichting and Shannon Prince.

- **Subgroup 4: Improve policies, programs and procedures for how to conduct business with vendors and community partners.** Members include Corinne Taylor, Stan Bulejski and Tina Mohn.

To learn more about the committee's work, provide input, ask questions or inquire about potential representation on a subgroup, please send an email to [DEICommittee@columbus.gov](mailto:DEICommittee@columbus.gov).

*You can still share your opinion with the DEI Committee! Please contact any committee member or complete this quick [online survey](#).*

## NEWS AND INFORMATION

### NEW FORMS, PROCESSES FOR TRAINING AND TRAVEL REQUESTS

The department's Training and Travel request process has been updated. Some changes to note include:

- The [Travel, Membership & Certification Request Form](#) has been updated. Please use the new form.
- All travel and training requests must be completed using the new form and turned in to your Fiscal representative 60 days prior to the end of Early Bird Registration.
- For any out-of-town training, you must also include the estimated travel costs for the training by completing the [Travel Estimate, Reimbursement and Cost Comparison Form](#).
- The HR Officer is no longer required to sign the form.

The updated process and request forms can be found on the intranet. Go to the Columbus Recreation and Parks page, click on the Fiscal box on the department's home page then click on the [Conference, Training & Travel Folder](#).

### SEEING THE IMPACT OF OUR WORK

Every day, we make a difference in our community, whether we're working with residents or behind the scenes. Below is an excerpt of a letter we received from someone who lives out of state but has visited the Park of Roses several times in his long life. His beautiful words are a great reminder of how much what we do benefits our community!

*Many years ago now, well before I was married, let alone a widower, my business travels once brought me to the town of Columbus, Ohio. It was to my good fortune that one of my clients took me to see your lovely park. Its beauty so impressed me that the images I saw that day have stayed embedded in my mind.*

*Today, my travels once again brought me to Columbus, and having a few hours to spare before my flight home, I once again visited the Park of Roses. What I saw was beautiful! The roses in so many colors – white, yellow, pink, so many shades of red – vines and shrubs all perfectly presented and lovingly tended with care and competence beyond the ability of my vocabulary to fairly describe. The sights, sounds, and smells are perfectly combined to make a visit to your park a truly life-enriching experience.*

*But even more inspiring than that, I saw a beautiful garden of humanity in your park. On the paths between the roses were people young to old. I saw people of all races together smiling at the same blossoms. The hard work you have done and the resources you have committed to creating a place of beauty that inspires and soothes have succeeded in supporting your community in all of its beautiful diversity.*

*It is clear that the leaders of your garden are wise, your workers are strong, and the beauty you create adorns your city and enriches the lives of all who visit your garden.*

*Thank you for your contribution to the progress of humanity by creating a place where people find belonging in the beauty you provide and share.*

Keep up the good work and thank you.

6/24/2024

S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	1	2	3	4	5	6



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 of the ways you can grow, personally and professionally, and celebrate those who have reached a professional milestone.

## TRAINING

- Check out these upcoming training opportunities.
  - **[Due July 29 - Annual Ethics Training: 50 Years of Promoting Governmental Ethics](#)**: This one-hour online course is available through the Training Gateway. If assigned, you must complete the training by July 29.
  - **[Tuesday, Aug. 27- OPRA Urban Recreation Institute](#)**: OPRA's second Urban Recreation Institute will provide practical training for professionals serving urban communities. In addition to hands-on breakout sessions, we will hear from two outstanding keynote speakers: Stephanie Hightower, President and CEO of Columbus Urban League; and Kenston Henderson, Founder and CEO of Live With Lyfe. The training will take place at Barnett Community Center. Registration is just \$50 and includes lunch.
  - **[Tuesday, Oct. 22 - OPRA: Artificial Intelligence for Parks and Recreation Professionals](#)**: Artificial Intelligence is changing the way that we live and work and presents opportunities and challenges. Jason Peters, President at GovTech Innovators, Inc., and Sam Lunt, a Michigan parks and recreation professional and artificial intelligence consultant, will present at this virtual training. Registration is \$50 for OPRA members.

## PROFESSIONAL ACHIEVEMENTS

Have you recently earned a degree, award or certification? [Let us know, and we will share your accomplishment in the newsletter!](#)

## STAFF SPOTLIGHT

### KORI DEFELICE

SHE/HER/HERS



**Section:** Office Manager, Human Resources

**Length of employment:** 11 wonderful years

**What's your favorite aspect of working for the department?** Helping our incredible staff so they can provide safe activities and environments for our community.

**What's your favorite project?** Payroll is by far my favorite project and its ongoing and ever changing that's for sure!

**What's your favorite ice cream?** Toft's salted caramel

**What's your favorite book or movie?** The Green Mile

**What's one piece of advice you'd share?** Embrace every new person, task, skill, and idea. Make your journey incredible.

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### 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.

# ARCHIVE

**2024**



**2023**



**2022**



## NATURE

[Nature](#)

[Conservation](#)

[Educational Gardens](#)

[Nature Preserves](#)

[Outdoor Recreation](#)

[Parks](#)

[Pollinator Habitats](#)

[Trails](#)

[Urban Forestry](#)

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## WELLNESS