



## RISE TOGETHER - OCT. 1, 2024

### SPOTLIGHT ON DE&I

## COLUMBUS: HOME TO A GLOBAL COMMUNITY

As one of the Midwest's fastest-growing cities, Columbus benefits from the diverse skills and perspectives that community members bring, and immigrants are no exception.

A 2023 Vera Institute of Justice study states that immigrants comprise 9 percent (185,900) of Columbus' population. These immigrants then play a vital role in shaping the City's identity by launching businesses and sharing their traditions. That same study provides evidence, noting that 10,300 immigrants in the Columbus metropolitan area are entrepreneurs.

Beyond their entrepreneurial endeavors, the Vera Institute of Justice states that immigrants make up 10 percent (123,000) of Columbus' workforce. These contributions are key to the City's economic growth and resilience, as they help build a more robust workforce and promote a culture of collaboration. [Learn more about Columbus' foreign-born population.](#)

As Columbus embraces its multicultural identity, the benefits of this diversity continue to enhance the community, making it a better place for all residents.

## LAST DAY TO SIGN UP FOR THE STORY OF DOS HERMANOS LUNCH & LEARN

Join the DEI Committee for a very special Lunch & Learn tomorrow, Wednesday, Oct. 2, from noon-1 p.m. We will be joined by Lisa and Vicente Gutierrez, owners of Dos Hermanos, who will share their experience as business owners and the Oaxacan roots of their cuisine. This free event will take place at 1111 East Broad St. in the Continental Room and comes complete with salsa and chips!

Make sure you [RSVP today](#) so you don't miss out! *Note: This takes you to SmartSheet, which **can be accessed** within the City network.*

## CULTURAL CELEBRATIONS AROUND TOWN

- [2024 Latin American Film Festival](#): Aug. 28-Oct. 16 at Hagerty Hall, Room 180 (1775 College Road., 43210)

English  [Community Resource Fair](#): Oct. 8, 9 a.m.-2:30 p.m. at Ohio History Center, 800 E 17th Ave., 43211

- [Columbus Italian Festival](#): Oct. 11-13 at N. 4th and E. Lincoln streets in Italian Village
- [Day of the Dead Festival](#): Oct. 19 at Greenlawn Cemetery, 1000 Greenlawn Ave., 43223
- [Latino Heritage Month Art Show 2024](#): Friday, Oct. 18, 6-10 p.m. at Blockfort Gallery, 162 N. 6th St., 43215

## IMPORTANT DATES

- **Global Diversity Awareness Month (October)**: Celebrates the positive impact diverse cultures have made on society as a whole.
- **National Disability Employment Awareness Month (October)**: Commemorates the contributions of people with disabilities to U.S. workplaces and the economy. This year’s theme is “Access to Good Jobs for All.”
- **Breast Cancer Awareness Month (October)**: Increases awareness of breast cancer and raises funds for research into its cause, prevention, diagnosis, treatment and cure. This annual international health campaign, organized by major breast cancer charities, was founded in 1985 in partnership between the American Cancer Society and the pharmaceutical division of Imperial Chemical Industries.
- **World Mental Health Day (Oct. 10)**: Increases awareness of and advocacy for mental health education and advocates against social stigmas. This international day was first celebrated in 1992 at the initiative of the World Federation for Mental Health.
- **International Day of the Girl (Oct. 11)**: Celebrates girls everywhere, amplifying their voices, actions and leadership. This global day belongs to everyone who cares about girls and their rights. This year’s theme is “Girls’ vision for the future.”
- **Indigenous People’s Day (Oct. 14)**: Celebrates and honors indigenous American peoples and commemorates their histories and cultures. In the U.S., it’s held on the second Monday in October and is an official holiday in various localities.
- **Spirit Day (Oct. 17)**: Increases support and awareness for people who identify as LGBTQ. Observed on the third Thursday in October, this annual awareness day began in 2010 in response to a rash of widely publicized bullying-related suicides of gay school students. Observers wear purple as a visible sign of support for LGBTQ youth.
- **Samhain (Oct. 31 – Nov. 1)**: Marks the end of the harvest season, the beginning of the Pagan and Wiccan New Year, and honors ancestors and the dead. This celebration is also known as All Hallows.

## NEWS AND INFORMATION

### QUARTERLY LEADERSHIP STAFF MEETING UPDATES

Missed the first Quarterly Leadership Staff Meeting? No worries! [You can now access meeting notes, FAQs and the presentations shared during the session on the intranet.](#) Simply visit the Recreation and Parks page and click on the Quarterly Leadership Meeting box. *Please note, the intranet **can be accessed** within the City network; you must be on the City network to access the intranet.*

Mark your calendars for the next meeting on Jan. 28, from 1-3 p.m. Got a question for leadership? [Submit it online](#)—anonymously if you prefer! *Please note: This takes you to SmartSheet, which **can be accessed** within the City network.*

10/15/2024

S	M	T	W	T	F	S
29	30	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	31	1	2

# BUILDING A STRONG ORGANIZATIONAL CULTURE: PLAY TO WIN INITIATIVE

We're embarking on a year-long journey to strengthen our workplace culture and set the standard in recreation and parks. A strong culture leads to individual and organizational success, benefiting both staff and the community. This initiative will ensure we create an inclusive, supportive environment that empowers everyone.

The process is divided into two phases. Phase One (September-February) focuses on assessing our current values and defining the culture we want. Phase Two (March-August) will develop training and resources to help us live these values daily.

We need your input! Participate in culture assessment sessions happening throughout October. Full-time staff are required to attend; part-time regular staff are encouraged to attend. Watch for more information about how to sign up.

Let's shape the future of our department together!

## TEE OFF IN SUPPORT OF A GREAT CULTURE: JOIN THE 2024 GOLF OUTING

It's back and better than ever!


Join us for the 2024 Golf Outing, proudly hosted by the CREATE Culture Committee. We're excited to bring back this fun-filled event for all staff, friends and family. The 4-person scramble kicks off at 9 a.m. on Sunday, Oct. 20, at Mentel Memorial Golf Course, 6005 Alkire Road. The cost is just \$50 per player, which includes green fees, a cart, food and prizes. For added convenience, electronic payments will be available, and you can also pay on the day of the event.

Gather your team and sign up today! All proceeds go toward supporting staff events organized by the CREATE Culture Committee.

To register, email your team's names to Mike Musser at [MRMusser@Columbus.gov](mailto:MRMusser@Columbus.gov) by Oct. 15. Don't miss out on this exciting day of golf and camaraderie!

## PAYING STAFF FAIRLY AND ACCURATELY: ELECTRONIC TIMEKEEPING SYSTEM PROCEDURE

It's important to ensure all staff are paid in compliance with all applicable State and Federal laws, and paid fairly for the hours worked. It's just as important to be able to

 There are no events on this day.

## KEY DATES

Mark your calendars for these upcoming events. More details will be shared as they are set; please note that details may change.

### OCTOBER

#### DEI Lunch & Learn

Oct. 2 | 12-1 p.m. | 1111 East Broad St., Continental Room

#### Timeclocks Roll Out for CWA\*

Oct. 13

#### CREATE Culture Committee Golf Outing

Oct. 20 (Rain Date Oct. 27) | Mentel Memorial Golf Course

### DECEMBER

#### End-of-Year Luncheon

Dec. 11 | Details TBD

### JANUARY

#### Quarterly Leadership Staff Meeting

Jan. 28 | 1-3 p.m. | 1111 East Broad St., Continental Room

account for the time staff are paid for; any discrepancies resulting in an overpayment could be considered theft of time, which is very serious.

The new Electronic Timekeeping System Procedure covers all things timekeeping to ensure everyone is paid fairly and accurately, and that appropriate records are maintained. Some of the topics covered in the procedure include core business hours, standard work schedules, who is and is not overtime-eligible, clocking in and out, and what to do if you forget to do so.

As we prepare to roll out timeclocks for overtime-eligible staff, it's important staff and supervisors are aware of the procedure so everyone is following it. To access the full policy manual, go to the intranet's CRPD page and click on the [Administration box](#). You can search for a specific policy on this page. *Please note, the intranet **can be accessed** within the City network. You must be on the City network to access the intranet.* If you need a copy of the policy, please talk with your supervisor.

## **SAY GOODBYE TO SUMMER COOKOUT: CREATE CULTURE LUNCH**

Join us for the next CREATE Culture Committee staff lunch and fundraiser! For \$10, enjoy burgers, hot dogs, pasta salad, potato salad, fruit salad, chips and dessert. All proceeds will support staff appreciation events hosted by the committee.

Come on Oct. 18, from 11:30 a.m.-1 p.m. at 1533 Alum Industrial Drive. [Register today!](#)

## **THE CREATE CULTURE WELLNESS CHALLENGE IS BACK**

Get ready to “Fall into Wellness” with a fun, four-week challenge designed to help you build healthy habits while engaging in some friendly competition! Whether you gather a group of coworkers or join a random team to meet new people, this is your chance to focus on becoming the best version of yourself.

Here's how it works: From Oct. 20–Nov. 16, track six key wellness indicators. The wellness indicators are accessible to all abilities. Submit your totals daily or weekly, or designate a team captain to keep everyone on track. Look out for pop-up wellness events throughout the challenge and don't miss the celebration after work once it's all over. Contact a CREATE Culture team member or email [CREATE@columbus.gov](mailto:CREATE@columbus.gov) with questions or suggestions.

Join us for a fun, energizing and a great way to stay healthy – [register your team](#), or [register as a free agent!](#)

# YOUR EMPLOYEE ASSISTANCE PROGRAM (EAP): HERE WHEN YOU NEED

The City of Columbus Employee Assistance Program (EAP) is a free, confidential, HIPAA-compliant counseling service, available to all City employees and their significant others. Staffed by licensed, master's-level clinicians, the EAP provides support for both personal and work-related issues.

When you call, you'll speak directly with a clinician - no wait time. Appointments are typically available within a few business days at a time that fits your schedule. Services and benefits include up to 10 free counseling sessions (with three during work hours, with approval) and information, referrals and supervisory consultation. If more specialized or long-term care is needed, the EAP can connect you to community providers who accept City insurance. Note: services beyond EAP are covered through your medical/behavioral health insurance.

To get in touch, call 614-645-6894; if no one answers, leave a message and you'll receive a call back within one business day. Hours are Monday-Friday, 8:30 a.m. to 5 p.m.

## 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.

- **Tuesday, Oct. 22:** OPRA - Artificial Intelligence for Parks and Recreation Professionals
- **Nov. 12-13:** OPRA Leadership Summit
- **Friday, Dec. 6:** OPRA Regional Training - Customer Service: At the Heart of the Matter - the "Little" Things are the BIG Things

Visit [OPRAOnline.org](https://OPRAOnline.org) for more information and to register.

### PROFESSIONAL ACHIEVEMENTS

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



# SECTION SPOTLIGHT

## YOUTH DEVELOPMENT DIVISION

- **What changes were recently made to your section? How will this change benefit residents?** In May 2024, due to rapid growth, the Youth Development Division participated in a division restructure. ReRoute and Voice intervention services will be under the leadership of Manney Clarke, and the APPS Job Readiness Program and Youth Programming sub-divisions will work with Antonio Combs. The restructure will allow management to streamline duties and responsibilities while focusing on engagement and programming, community resources and wellness initiatives in the community. In basic terms, our road map will open opportunities to consistent after school and special event programming; job training and skill development for the teens and young adults; intervention and mentorship for those who need additional guidance and; providing resources and additional support to victims of crime and the entire family. Youth Development has something for everyone and it starts as early as 6 years of age and well into adulthood.
- **What's the core function of this team?** The core functions of our team are programming, engagement and relationship-building.
- **How does this team interact with residents?** We interact with residents through continuous relationship building by programming and special events, bedside intervention, job training, mentoring and resource linkage.
- **How many staff work in this section?** 35 full-time and 350+ part-time
- **What's a fun fact about this team?** In 2022, Youth Development had seven full-time staff members. Now we are up to 35!

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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

