



RISE TOGETHER - NOV. 26, 2024

SPOTLIGHT ON DE&I

RECOGNIZING INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

Observed annually on Dec. 3, the [International Day of Persons with Disabilities](#) highlights the importance of understanding disability issues and supporting the dignity, rights and well-being of individuals with disabilities. Promoted by the United Nations since 1992, this day serves as a global call to action.

This year's theme, *"Amplifying the Leadership of Persons with Disabilities for an Inclusive and Sustainable Future,"* emphasizes the essential contributions of individuals with disabilities in shaping an inclusive world. It also underscores the importance of their involvement in decision-making processes connected to key global initiatives, such as the Pact for the Future and the 2030 Agenda. These efforts aim to promote leadership opportunities for persons with disabilities across all levels. Learn more about the International Day of Persons with Disabilities and the efforts driving inclusivity.

REFLECTING ON OUR LUNCH & LEARN SERIES

Earlier this month, we wrapped up the final session of the DEI Committee's 2024 Lunch & Learn series. Since launching the program late last year, we've seen consistent growth in attendance—thank you for your support!

This year's series featured four impactful sessions, and we're looking forward to bringing them back in 2025. But we want to hear from you! In December, we'll send out a short survey asking for your input on topics and themes for next year's DEI programs. Your feedback will help shape future sessions, so keep an eye out for the survey and be sure to share your ideas!

CULTURAL CELEBRATIONS AROUND TOWN

- [Holiday Histories](#): Dec. 7 and 14, 6-9 p.m., at Ohio History Center (1800 E. 17th Ave., 43211)
- [Ohio Underground Railroad Whistle-Stop Poetry Tour: Capstone Celebration](#): Dec. 7, 11 a.m.-5 p.m., at Ohio History Center (1800 E. 17th Ave., 43211)
- [Pre-Hanukkah Celebration](#): Dec. 17, 5-7:30 p.m., at Franklin Park Conservatory (1777 E. Broad St., 43203)
- [Kwanzaa 614](#): Dec. 28-29, 12-4 p.m. at Ohio History Center (800 E 17th Ave., 43211)

IMPORTANT DATES

English **2-8**): A week-long celebration of the principles of Unitarian Universalism.

- **Bodhi Day (Dec. 8):** A celebration of the day Buddha (Siddhartha Gautama) experienced enlightenment.
- **Pancha Ganapati (Dec. 21-25):** A five-day festival honoring Ganesha, Patron of Arts and Guardian of Culture.
- **Yule (Dec. 21-Jan. 1):** A celebration marking the first day of the winter season at the winter solstice.
- **HumanLight (Dec. 23):** A celebration of the human values of reason, compassion, humanity and hope.
- **Newtonmas (Dec. 25):** A celebration of Isaac Newton’s birthday as an alternative to Christmas.
- **Christmas (Dec. 25):** A celebration of the birth of Jesus Christ.
- **Hanukkah (Dec. 25 – Jan. 3):** A commemoration of the recovery of Jerusalem; also known as the Festival of Lights.
- **Kwanzaa (Dec. 26-Jan. 1):** A festival celebrating African harvest festival traditions.
- **New Year’s Eve (Dec. 31):** A global observance marking the last day of the Gregorian year.

NEWS AND INFORMATION

MAKE YOUR VOICE HEARD: TAKE THE PLAY TO WIN SURVEY

As part of our Play to Win initiative, we’re working together to strengthen our organizational values and build a workplace culture that reflects who we are. Last month, over 350 team members shared their insights during engagement sessions. Now, we’re taking the next step by launching the Play to Win survey—and we need your input!

This brief, five-minute anonymous survey is your chance to help shape our values and contribute to a more unified, inclusive and supportive environment. Let’s aim high and triple our participation to reach 1,050 completed surveys!

Make your voice heard and be part of this important step forward. [Take the survey by Wednesday, Dec. 4!](#)

LET’S HEAR YOUR QUESTIONS FOR THE LEADERSHIP TEAM

The next Quarterly Staff Leadership Meeting is on Tuesday, Jan. 28, from 1-3 p.m. at 1111 East Broad St. in the Continental Room. All are welcome to listen in!

We want to hear what’s on your mind! Have a burning question for department leadership? Now’s your chance to ask! Our presenters will tackle some of your questions live, and we’ll also feature a roundup of the most popular ones in the *Rise Together* newsletter so no one misses out. [Submit your question online](#)—feel free to stay completely anonymous if that’s your style!

Quick Note: We’re looking for questions that matter to the whole team. If you have a personal issue or concern, your supervisor or HR representative is the best person to help.

12/9/2024

S	M	T	W	T	F	S
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	3	4



There are no events on this day.

KEY DATES

NOVEMBER

Last Day for CREATE Culture Silent Auction Donations

Nov. 27 | Drop off at the Sports Office, 1111 E. Broad St.

2025 High Deductible Health Plan Open Enrollment Closes

Nov. 30

Sick Leave Reciprocity Elections Due (Eligible staff only)

Nov. 30

EMPTY BOWLS: HELP US FIGHT HUNGER THIS HOLIDAY SEASON

Make a meaningful impact in our community by participating in the Empty Bowls program, benefitting the Mid-Ohio Food Collective. For a minimum \$10 donation (or more if you're feeling generous!), you'll receive a beautifully handcrafted bowl made by a local artist and enjoy a delicious bowl of soup prepared and donated by one of our own team members.

Join us on Friday, Dec. 20, from 11:30 a.m.-1 p.m. at 1111 E. Broad St., Hungry Soldier Room, and Friday, Jan. 10, from 11:30 a.m.-1 p.m. at 1533 Alum Industrial Dr. Every donation helps provide meals to those in need this holiday season. Let's come together to support this important cause!

For questions or additional information, contact Annie Brown at 614-645-2753.

LAST CALL: ENROLL IN FREE CREDIT MONITORING FOR EXTRA PEACE OF MIND

As part of our commitment to protecting your personal information, the City is offering free Experian credit monitoring for all current and past City employees, Franklin County Municipal Court Judges and Clerk employees, and anyone else who may have shared personal information with the City. This service includes two years of credit monitoring across all three credit bureaus, identity theft restoration with insurance, and dark web monitoring.

All current staff should have received enrollment instructions by mail around the week of Aug. 5. If not, just reach out to your department's HR Officer/Manager for assistance.

Former employees, residents and others eligible for this coverage can easily sign up by visiting Columbus.gov/Services/Cybersecurity or by calling 833-918-5161 with the code B129832. Be sure to enroll by Nov. 29!

DECEMBER

CREATE Culture Silent Auction

Dec. 2-13 | 1111 E. Broad St., Fiscal Area

Holiday Luncheon

Dec. 11 | 11:30 a.m.-1 p.m. | The Boat House at Confluence Park

Service Credit Payout

Dec. 12

Empty Bowls

Dec. 20 | 11:30 a.m.-1 p.m. | 1111 E. Broad St., Hungry Soldier Room

JANUARY

Empty Bowls

Jan. 10 | 11:30 a.m.-1 p.m. | 1533 Alum Industrial Dr.

Sick Leave Reciprocity Payout (Eligible staff only)

Jan. 17

Vacation/Personal Business/PTO Use-it-or-Lose It

Jan. 18

2025 Open Enrollment

Jan. 27- Feb. 28

Quarterly Leadership Staff Meeting

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

SAFETY CORNER

EMPOWERING SAFETY: EXPLORE NEW TOOLS AND RESOURCES

The Safety section of the intranet has been enhanced with nearly 60 new resources, including toolbox talks, incident packets, Hepatitis B applications/waivers and more! With these tools at your fingertips, we're strengthening the foundation of safety and health across the workplace. This update empowers staff by offering easy access to essential safety information and supports supervisors in building a proactive, safety-focused culture within their teams.

To access the Safety section, go to the [intranet's CRPD page](#), click on the Human Resources box and click on the [Safety box](#). *Please note: You must be on the City network to access the intranet.*

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.

LEARN, GROW AND THRIVE WITH CITYWIDE TRAINING & DEVELOPMENT

This holiday season, invest in yourself with Citywide Training & Development's engaging courses designed to help you grow professionally and personally. From sharpening your interviewing skills to building self-care strategies, these sessions offer something for everyone. Highlights include *"The Trust Edge: Character, Compassion and Connection"* on Dec. 3, *"Self-Care is Not Selfish"* on Dec. 5, and *"Civility in the Workplace"* on Dec. 10. Virtual options like *"How to Manage Your Finances"* on Dec. 3 ensure flexibility for your schedule.

Don't miss your chance to enhance your skills, build positive relationships and end the year on a high note. [Check out the full lineup and register today!](#)

TRAINING

Check out these upcoming training opportunities.

- **Friday, Dec. 6:** OPRA Regional Training – Customer Service: At the Heart of the Matter – the “Little” Things are the BIG Things

Visit OPRAOnline.org for more information and to register.

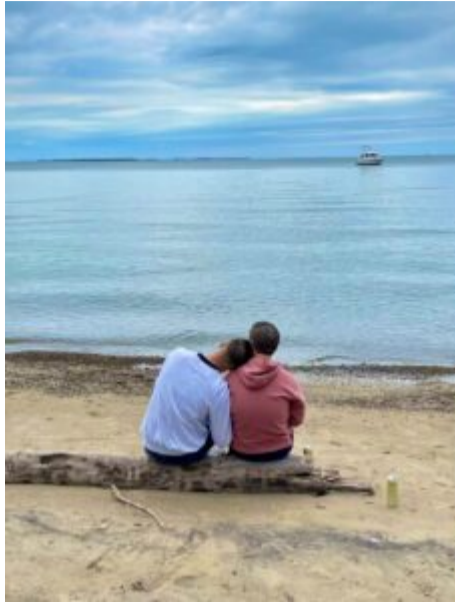
PROFESSIONAL ACHIEVEMENTS

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

STAFF SPOTLIGHT

ERIC POTTS, PAYROLL/BENEFITS CLERK-HUMAN RESOURCES

HE/HIM/HIS



How long have you been with the department? 8 months

What do you enjoy most about your role? The people I work with.

What's your favorite project? All of payroll.

What's your favorite ice cream? Black raspberry chocolate chip

What's your favorite book or movie? The Associate. Due Date. The Heat. Too many good movies to choose from!

What's one piece of advice you'd share? Don't take life too seriously.

ARCHIVE

2024



2023



2022



NATURE

[Nature](#)

[Conservation](#)

[Educational Gardens](#)

[Nature Preserves](#)

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WELLNESS

[Wellness](#)



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