

Communications

Recommendation 1: DEI Town Hall Meetings

The DEI Task Force recommends that the City of Dublin host monthly diverse Town Hall meetings, each meeting aimed at amplifying the voices and concerns of different diverse groups represented in the City of Dublin.

- Example: LGBT+ community, the Black Community, Latino/a/e Community, 1st gen immigrants/ESL residents, Muslim Community, Asian Americans, residents with disabilities, etc
- Hybrid meetings, both in person and over Zoom, held at various locations based on what best serves the needs of the specific participants
- Line up with different cultural heritage months?
- ESL Accommodations:
 - Sending translated questions ahead of time for 1st gen/ESL residents
 - Record meeting in foreign language so residents can talk freely, translate w/ subtitles after the fact to show city council
 - Have a translator at the meeting
 - Registering for zoom event → indicate preferred language
- Point people to get in contact with
 - Churches/Mosques, nextdoor groups
 - Reach out to participate in a cultural festival

JUSTIFICATION:

These town hall meetings will allow for more targeted outreach that will promote increased citizen participation in local affairs. The meetings will allow the Dublin City Council to have a more informed sense of constituents' concerns.

EVIDENCE:

Recommendation 2: Data Collection

The DEI Task Force recommends that the City of Dublin collect the following data sets: disaggregated data on specific languages spoken at home, and disaggregated ancestry data on Asian Americans in Dublin.

- racial demographics of eligible voters in Dublin and voter turnout in Dublin?
- PDFs uploaded on City website are not able to be translated using the site's translation tool

JUSTIFICATION:

Most of the Dublin population that does not speak English well are Asian Americans.

The category "Asian" comprises many different languages/ethnicities. Without disaggregated data on languages spoken, we can't provide multilingual resources that are best suited for our community.

EVIDENCE:

- 15.5% of Dublin population speak English *less than very well* → 8,766 people
- ~65% of them are Asian Americans: 5,660 people out of 8,766
- 82.4% of foreign born Dublin residents are Asian, 39% of all Dublin residents are foreign born
- Foreign born population: 23,865 (51.1% citizens, 48.9% non US citizen → 11,676 people)
- Total pop: 61,240

Recommendation 3: Translated Info Bulletins/Paper Resources

The DEI Task Force recommends that the City of Dublin translate local government and city information into multiple languages and post paper copies to be displayed on bulletins at strategic locations identified by the City. The Task Force recommends that these bulletin boxes be built as standalone outdoor structures with a lockable display case, maintained and accessed solely by City staff. The City will assure that the bulletins are in the predominant languages spoken in the specific bulletin box locations.

- Website information? Voting information?
- Possible languages:
 - Mandarin, Cantonese
 - Tagalog
 - Hindi
 - Farsi
 - Korean

- Spanish
- Possible locations:
 - Ulferts Center
 - Senior Centers
 - Schools → Dublin High, Emerald High
 - Sahara Market
 - Ranch 99
 - Sodam
 - Churches/Mosques/Temples
 - Local parks
 - Library
- Informational bulletins, translated bulletin posts on local govt and city happenings
 - Place outside, separate bulletin board from the ones already present, under lock and key, only city govt can make open/close/update it

JUSTIFICATION:

EVIDENCE:

Equitable/Inclusive/Accessible Programming and Events

Recommendation 1: Diversity/Multicultural Festival

The DEI Task Force recommends that the Splatter festival be renamed and rebranded into a multicultural/diversity festival that highlights the diverse cultures represented in Dublin through entertainment, food, and interactive activities.

- Be mindful of the date of the festival (example: September 11th, avoid schedule conflict w/ DHS homecoming dance)
- Gives everyone an opportunity to showcase diversity
- Find a way to supplement/get around booth fees for local businesses and school clubs
- Work with DHS cultural clubs and other Dublin schools
- Public contest to decide name and logo for the event
- Art contest, theme each year
- Celebrate residents with disabilities, work with Best Buddies club
- Celebrate the LGBT+ community, work w/ GSA club at DHS
- Origami display
- Interactive teaching events
- Poetry/Picture book reading
- School-age art gallery

JUSTIFICATION:

EVIDENCE:

Recommendation 2: Farmers Markets/Food Events

The DEI Task Force recommends that the City of Dublin promote restaurants and small businesses that are owned and operated by marginalized groups through new and existing local events.

- Multicultural farmers market
 - Lowered fees for local Dublin businesses

- Ongoing booth, each month switches out highlighting a different culture/business/restaurant
- Find a way to supplement/get around booth fees for farmers market/festival
- Local Food Tour Event
 - Features local restaurants
 - “Taste of small business” food vendors
 - Can sell tickets
 - Donate some money to a food bank or DHS cultural clubs
 - Social outing for city
 - Food focused, no alcohol.

JUSTIFICATION:

EVIDENCE:

Recommendation 3: Arts

The DEI Task Force recommends that the City of Dublin is intentional about displaying public art and utilizing the public art fund in a manner that is representative of the diversity within our city. This includes but is not limited to: cultures, abilities, gender diversity, mediums, styles, and artistic theory. City should collect data on the array of artist-diversity represented and include it in the annual report.

- Highlight a random Dublin resident in an article, similar to Humans of New York
 - Google form, send requests/nominations for people to write about
- Include books on library displays that highlight diversity: cultural, ethnic, all abilities, LGBTQ
- Invite book authors that are of diverse backgrounds
- “Recommend that the City work with Alameda County to ...”
- Public Art
 - Add Diversity lens in public art, murals etc

JUSTIFICATION:

EVIDENCE:

Recommendation 4: Programming

The DEI Task Force recommends that the City of Dublin proactively recruit instructors and intentionally seek class offerings that represent the diverse cultures and ethnicities in Dublin.

The DEI Task Force recommends that The City of Dublin enhance efforts to inform residents of Dublin of how they can submit requests for additional classes that are reflective of the City's diversity.

- Look into recruitment process of recreational classes and how those classes are selected in the City catalog
- Local cultural events section on city websites
 - Google form people can
 - Research best practices that are employed by other agencies in this field.
 - Look for activities that are authentic to traditional cultures (Punjabi Pakhi Hand Fans, Native Beading...)
 - submit info on holidays and how to respect them
 - Events/holidays recognized by a banner in the city, recognized in school?

The DEI Task Force recommends that the City of Dublin collaborate with The Alameda County Public Library to encourage the Dublin Branch to increase the selection of books by authors and illustrators who represent the diversity within our community (language, culture, ability, and gender). The Dublin Public Library should highlight and promote a diverse selection of authors and speakers when possible.

Resources from John

- [2020 Public Art Master Plan](#)
- [Guidelines for Recognizing Culturally Significant Events on Social Media](#)
- [2019 Census Data](#)

To Do:

- Make any necessary additions/amendments to recommendation
- Organize bullet points into Evidence, Justification, etc to fit in the spreadsheet
- Go over the other 3 recommendations