



Every quarter we will feature a photo from one of our member governments. This quarter: Silverton

Highlights of this Issue:

- A group of governments is considering a traffic calming device library
- Mason has formed a Campus Safety Initiative
- Montgomery's Diversity and Inclusion Committee Continues to Grow
- The Emerging Local Government Leaders Road Trip is Coming to Town



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The Center for Local Government Newsletter

2nd Quarter 2019

New CLG Annual Survey and Datacenter in Beta Testing Mode

CLG has been working on a refresh for our annual survey and datacenter over the last few months, and we have begun beta testing our final product. Many thanks to our information sharing taskforce for providing guidance and expertise! In preparation for the new survey and datacenter's release to the general CLG membership in August (survey) and September (datacenter), we are excited to discuss today the changes that the user will see.

Some notable improvements to the survey include being able to save your responses from year to year and the ability to upload documents to the survey. We removed questions relating to CBA employees, since that information is being collected by SERB and is available through that resource. We removed questions that the taskforce felt were no longer useful and provided clarity on other questions that may have been vague previously. We also moved away from Survey Monkey as the tool for our Annual Survey to Knack, which is the software package we currently use for our datacenter. We hope that all of these changes encourage more frequent participation from all of our member governments improving the usefulness of the survey and shaping the questions in the years to come.

The final piece of the refresh is how data will be displayed in the datacenter. Our information sharing taskforce informed us that most users prefer to download data from our datacenter into excel, and filter it there (instead of using the filters in the datacenter). However, due to the current design of the datacenter, those spreadsheets can be quite large. To assist in quickly finding the information you need, when you need it, the datacenter will feature more headers, which will contain concise data specific to that topic. You'll be able to see this when you complete the survey as it is broken down into more sections, though we believe the survey in whole to be shorter and easier than ever. For example, in the past questions relating to which holidays were provided was presented in the same spreadsheet as other service profile content and featured nearly 2 dozen other questions. In the future you'll be able to click on "Holidays" in the datacenter and you will be given the choice to display or download only the information about holidays provided and the other responses will be in a separate tab of the datacenter specific to each respective topic.

Finally, another huge thanks to all who participated in surveys about how they use the datacenter, changes they wished for and especially to our taskforce members for devoting time to improve the survey design, collection method, data dissemination and participation. Kudos to all of our taskforce members, including Larry Mullins— Springfield Twp, Suzanne Parker— Anderson Twp, Melanie Hermes— Delhi Twp, Jessica Chaney— Indian Hill and Kellie Byrd— West Chester Twp.



WORKPLACE CULTURE DISCUSSED AT CLG HUMAN RESOURCES LUNCHEON

Fostering a positive workplace culture is important to all organizations, and was the focus of the Spring CLG Human Resources Luncheon. A panel of experts discussed a variety of practical methods to help build culture amongst different departments, provide opportunities for professional development, deal with the potential cultural rifts that come with promotions from peer groups, and how to deal with morale in high stress professions like public safety.

The panel tried to focus on practical methods. *For example*, one topic that was discussed was how to develop leadership skills if an organization does not have a robust training budget. Some recommendations included creating internal processes where staff present to each other on how their departments function and fit within the bigger picture of the organization, staff led leadership book discussions as an agenda item at regular staff meetings, and cross-training in different departments— or even with different communities (to gain a wider worldview). For additional information on the other topics, contact CLG and we will provide you with contact info for our presenters.

Speakers:

Alex Yanes
(Organizational Consultant)

Alice Bates (Tipp City)

Aaron Weare
(Clemans Nelson)



The Luncheon was held in the Miami Room at Miami Township (Clermont).

CLG PRESENTS AT OMCA CONFERENCE

The Ohio Municipal Clerks Association (OMCA) “*advances the municipal clerk profession through education, networking, and member benefits, which establishes clerks as experts in their field and leaders in the communities they serve.*” This organization, made up of hundreds of members from communities large and small, is holding their annual conference in Cincinnati this year.

CLG is excited to be featured as a presenter for this conference. We were asked by the OMCA conference planning committee to conduct a presentation on the CLG Leadership Academy. The goal of the presentation is to demonstrate to people in other parts of the state how the lessons and training techniques of the Leadership Academy can be translated— either into internal professional development programs, or into other regional leadership academies.

We will be joined by a selection of Leadership Academy alumni who will talk about their experiences in the program and help lead demonstrations of the interactive exercises that we conduct during Leadership Academy classes. To learn more about the OMCA Conference, [click here](#).



CLG Staff Present to the Ukrainian Delegation

CLG HOSTS UKRAINIAN VISITORS

On June 10th, CLG had the honor of meeting with a delegation of visitors from the Ukraine through the Openworld Program sponsored by the US Congress and locally by the Greater Cincinnati World Affairs Council. We provided an overview on the structure of local government in Ohio and Kentucky to a delegation of eight young local leaders. We also discussed the ways that local governments shared services— both through our programs and other efforts.

We were also excited to be included in a list of excellent organizations that the Ukrainian delegation had a chance to interact with. The other organizations included Cincinnati Department of Community and Economic Development, The Banks Project, Campbell County Economic Development Office, Office of Senator Portman,

European American Chamber of Commerce, The Port, Office of Senator Brown, Covington Business Council, NKY Innovation, Northern Kentucky International Trade Association, Northern Kentucky Visitors Bureau, Flywheel, and HCDC. Thank you to the Greater Cincinnati World Affairs Council for allowing us to present!



MASON CREATES CAMPUS SAFETY INITIATIVE

In 2016, the City of Mason recognized the Mason Campus, comprised City facilities, school buildings, parks, and private offices, presented the City with a unique area that can include over 11,000 individuals on a normal work day. The City began to explore a Campus Safety initiative designed to ensure a safe and inviting environment for visitors and employees to the area.

In 2018, the initiative evolved dramatically as Mason City Schools worked with the City to expand the existing Campus Safety Team to allow for a deeper level of involvement in the schools. The partnership with Mason City Schools provides for the placement of several additional Police Officers and Campus Safety Specialists in various Schools, managed by a Lieutenant and Sergeant. Personnel remain under the authority of the City of Mason but work closely with teachers and School Administrators to provide a safe and inviting environment for learning. There is little precedent for this initiative and likely it will set the example for many other communities in the future.

The Campus Safety Team currently consists of eight police officers, two firefighters, and three civilian employees. The blended structure of full and part time staffing elements means expanded opportunities for professional development of Mason emergency responders as well as new avenues for both recruitment and retention. The Campus Safety Team staffs two officers at Mason High School and one officer at each of the other school buildings. In addition, the Campus Safety Team provides safety and security services for Municipal Court, Community Center, Golf Center, municipal facilities, and after-hours events or activities occurring on campus and in the community.

Many people have come to think that the new Campus Safety program is the presence of more police officers in the Mason Schools, however, there is much more to the program. There have been the mentoring, education, and pro-active security measures. Customer service is at the forefront of their activities as they interact with community members, with a focus on the youth within the community.

Members of the team have provided assistance to Mason City School Administrators and city staff with A.L.I.C.E. training, threat assessment and reunification planning. In addition, the team has helped with coordination of special events including traffic and parking assistance and ingress/egress planning for events. Community outreach programs such as self-defense and protection classes continue to be offered by the Campus Safety Team at the Community Center and at various local churches and businesses.

One of the most rewarding aspects of the Campus Safety initiative involves mentoring youth within the community. One example involved a young man who was struggling to obey rules at home and at the Community Center. The mother of this juvenile reached out to the Campus Safety Team and requested officers assistance in providing guidance for her son. Officers mentored the young man several times per week along with providing follow up with the mother. The mother said she was able to observe a positive behavior change.

Another successful example of a positive mentoring interaction involved a juvenile who has been dealing with behavioral and aggression issues. Campus Safety Officers intervened when the juvenile became agitated and hostile as a result of another student spilling something on his sweatshirt. The Campus Safety Officer not only calmed the agitated juvenile but also took it upon himself to have the sweatshirt cleaned and returned to the juvenile. This act by the Officer slowly built a trusting relationship with the juvenile and an avenue for the juvenile to reach out to when he is experiencing difficulties or needs guidance. Few months later, the team was advised by School officials that student had left school premises in great mental anguish. The Campus Safety team was able to locate the student several blocks from the school. In lieu of placing the student in a police cruiser for the return to school, the officer was able to encourage the student to passively return and took the opportunity to talk to the student while they walked back to the High School. This fluid, compassionate, out of the box type thinking in resolving an issue with a struggling youth demonstrates both the mindset behind the Campus Safety initiative and proactive approach to de-escalate issues.

Numerous positive comments have been received from school administrators, Community Center patrons, business representatives, parents, and residents regarding the implementation of the Campus Safety Initiative. The foresight of Mason City Council and the Mason City School Board in forming this partnership has proven to be a valuable asset to the entire community. The Campus Safety Team's availability to provide safety and security at City and School's facilities has allowed for patrol officers and firefighters to focus their efforts in other areas within the community. These services will continue to progress as relationships strengthen and the team grows. As this initiative matures the goal is to expand the opportunity to Mason's business partners.



MONTGOMERY FORMS DIVERSITY AND INCLUSION COMMITTEE

On November 7, 2017, there were four candidates in Montgomery vying for three City Council spots in the General Election. The City received a phone call indicating there was an issue at one of the polling locations involving a person handing out literature to voters encouraging them not to vote for a qualified candidate exclusively based on the candidate's religious belief. It was this incident that provided an opportunity for us to ask ourselves; "Are we doing enough to create and promote a welcoming environment in our community"?

The City of Montgomery, Ohio, with a population of approximately 10,500, is a premier community of highly rated schools, thriving businesses, beautiful parks, attractive residences, good government and well-educated, civic-minded citizens. For over two centuries, Montgomery has been an open and welcoming place for all those who've chosen to live, work and visit this charming and very livable community. Historically, residents have gotten along well. In recent years and mirroring the national trend, the population of Montgomery has begun to shift. Its heretofore homogeneous residents have begun to diversify racially, ethnically and religiously. Today, approximately ten percent of Montgomery residents are multicultural (Sycamore Community Schools presently has a student population representing 54 nationalities and 41 languages, making the school system one of the most culturally diverse in Ohio!)

For the most part, this demographic shift has been a welcomed development. Montgomery's civic leaders have embraced this shift, having witnessed how the addition of diverse residents has enriched and vitalized the community. They have been encouraged by this influx of different cultures as signifying that cultural minorities are wanting to make Montgomery their home.

But cultural diversity and social change can be uncomfortable for some, wherever they reside, especially for those who are unacquainted with persons who are different from them; those whose social experiences have been narrow, insular or merely lacking in opportunity. Persons in this situation can be less inclined to be welcoming, less accepting, and on occasion, even "un-neighborly." It is well established that the most effective responses to intergroup suspicions and prejudices are cultural education, intercultural contact, and the creation of a climate of tolerance and respect as the community's civic norm.

The voting event and the changing national trends reminded City Council that no community is above bigotry, intolerance, and hate if left unchecked. As a result, Montgomery City Council set out to create a committee to address the issue and develop ways to educate the community to embrace our neighbors and make Montgomery a welcoming community. The initial goals of the committee were:

Promote community awareness, education, and appreciation of Montgomery's diverse cultures;

Promote positive inter-cultural relations among Montgomery residents and create a welcoming environment for all those who live, visit, work and recreate in Montgomery.

The Montgomery Diversity and Inclusion Committee was formed in January 2018. Residents representing various faiths, nationalities, age groups, and life experiences volunteered for the committee along with the City Manager, some City Council Members, and several staff members for administrative support. The City sought the help of a resident, Robert "Chip" Harrod, to help form and lead the committee. Chip is a well-known Cincinnati civic leader who is president and CEO of BRIDGES for a Just Community, an organization that for many years, was regarded as our region's leading human relations agency. Presently, Chip is the convener of the Bridges of Faith Dialogue, a nonprofit that delivers educational programs informed by an on-going conversation among Cincinnati civic leaders of the Christian, Jewish, and Muslim faiths.

The committee defines diversity as all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition that also includes age, national origin, religion, disability, sexual orientation, gender identity, socioeconomic status, education, marital status, language, and physical appearance. The definition also includes diversity of thought: ideas, perspectives, and values. The committee also recognize that individuals affiliate with multiple identities.

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MONTGOMERY (CTD)

The committee launched its efforts by completing a cultural review of the city's social media sites, website, and other materials such as brochures and newsletters. Shortly following this effort, the **#IamMontgomery** campaign was created to bring attention to the committee and the importance of creating an inclusive and welcoming community. The **#IamMontgomery** campaign uses a hashtag in its name so it can easily be shared on social media platforms. A short video (<https://www.youtube.com/watch?v=2l-5nziqb8s>) was created to share on the City's social media channels and website. Buttons, yard signs, and shirts were also created and shared during various City events to help bring awareness.

The committee spent time educating themselves about cultural competency and diversity throughout 2018. Committee members shared information about topics such as Understanding Islam and Muslims, Hispanics in Ohio and Cincinnati MSA, Rebuilding Lives: how people with criminal records reintegrate into the community, and valuing diversity in our public schools. Jamahal Boyd of Tri-Health presented on "Diversity and Inclusion: The Strategy," and Shane DiGiovanna presented about turning adversity into opportunity.

The Diversity and Inclusion Committee reached the community, one person at a time, by participating with the Montgomery Ohio Chamber of Commerce at the Montgomery Farmers Market, participating in the 2018 Independence Day parade and festival and hosting a dinner party in a park that was open to all residents.

Other committee efforts included helping recruit for the Montgomery Citizens' Leadership Academy and helping integrate diversity and inclusion into the curriculum. Also, the Committee provided information to augment the 2019 City Calendar with a listing of common religious holidays.

The Diversity and Inclusion Committee has continued its work in 2019. Articles about Committee members are published in the monthly Montgomery Bulletin and on the City website. In the articles, Committee members state why it's vital for them to participate in the Montgomery Diversity and Inclusion Committee and why diversity and inclusion are important to the community?

The Know Your Neighbor speaking series was also created to bring the educational opportunities that the committee experienced in 2018 to the entire community. The series started with a presentation from Montgomery resident Umama Alam on Learning about Islam and Muslim Americans. A second presentation is scheduled for August 2019 and will feature Shane DiGiovanna, who will share his experiences about turning adversity into opportunity. The series will continue throughout the year and is expected to continue in 2020.

The Duke Energy Foundation recognized the work of the Diversity and Inclusion Committee by presenting the City of Montgomery with a \$4,000 grant to continue its work to build diversity and inclusion in the community.

PEOPLE ON THE MOVE

Please welcome Ron Mosby as the new Interim City Administrator for the City of North College Hill. Mr. Mosby takes over for Sheryl Long, who recently accepted a position as an Assistant City Manager for the City of Cincinnati.

Prior to serving as Interim City Administrator, Mr. Mosby held a variety of public and private sector positions, including having served on the Southwest Ohio Regional Transit Authority (SORTA) Board, and as a City Councilmember in North College Hill. Mr. Mosby also worked for three Cincinnati City Councilmembers as an Aide earlier in his career. In addition to his local government experience, Mr. Mosby is a US Air Force Veteran and served in a corporate capacity for Walmart.

Please join us in welcoming Mr. Mosby to the CLG membership. He can be reached at rmosby@northcollegehill.org or at 513-521-7413.



Ron Mosby of North College Hill



NEWS BITS

CLG is on Social Media

The Center for Local Government has entered the world of social media with a Twitter presence. We can now be found at [@C4LG2018](https://twitter.com/C4LG2018). We joined Twitter because we thought that was the best platform to provide information to our audience of local governments and local government staff members / officials. This will supplement our normal communications tools, and will be a good way to get insights from our trainings, meetings, and other initiatives as they happen. We will also use this platform to help inform you about interesting news from our member governments.

Outreach Visits

CLG has begun to reach out to governments to schedule the 2019 series of outreach visits. It is the goal of CLG to reach out to all governments by the end of July. This does not mean all outreach visits will be conducted by the end of July, but we would at least like to attempt to contact everyone by then. This year's outreach visits will focus on four primary topics: Learning what is going on in your community, updating you on CLG activities, identifying any special projects or needs where CLG may be of help; and determining if there are trends from the outreach visits that may lead to new program development. Thank you for your time!

Public Works Mutual Aid

The Semi-Annual update to the CLG Public Works Mutual Aid Book will happen this July. If you are in the Public Works Mutual Aid Pact, you will receive a message this month asking for an update to your equipment manifest. The new Public Works Mutual Aid Book (2019-2021) will be published in August. CLG will also be forming a taskforce to look at the language of the mutual aid pact to ensure that it still fits with modern Emergency Operations Plans. A request for reviewers will be forthcoming. If your community is interested in joining the Pact or learning more, please contact CLG.

CLG CALENDAR

July 17, 2019 - CLG Leadership Academy: Budget and Financial Principles, at Washington Township Fire Station (8320 McEwen Rd, Washington Township, OH 45458), 9am-4pm

July 2019: CLG Public Works Mutual Aid Pact Update Period

August 2019: CLG Annual Survey Period

August 7, 2019 - CLG Leadership Academy: Land Use and Economic Development, at Hamilton Police Department Training Room (345 south Front Street, Hamilton, OH 45011), 9am-4pm

September 2019: CLG Membership Directory Update

September 11, 2019- Leadership Academy Graduation, location TBD, 11:30am-1pm

September 27, 2019- Emerging Local Government Leaders Roadshow, at the Sharonville Convention Center, Morning- specific time TBD