



CITY OF

MONTGOMERY

A CHARMING PAST. A GLOWING FUTURE.

DIVERSITY = A BEAUTIFUL MOSAIC



DEMOGRAPHICS

- Community
 - 10% percent of Montgomery residents are cultural minorities
- Sycamore Community Schools
 - 40 Nationalities and Spoken Languages



HOW DID WE FORM THE COMMITTEE?

- Reached out to local expert
- Recruited residents
- Joined by key staff, including City Manager
- Not politically driven



WHAT IS DIVERSITY AND INCLUSION?

- Quickly expanded our view of diversity
- Inclusion?



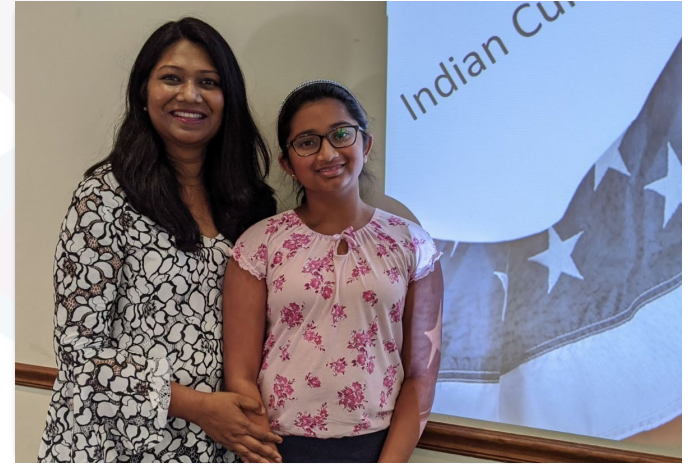
INITIAL ACTIVITIES

- Review of website, social media, City publications
- Created #IamMontgomery campaign
- Committee education
- Independence Day parade
- Diversity Dinner
- Cultural and religious holidays added to City calendar
- Add diversity and inclusion in MCLA curriculum



COMMITTEE EDUCATION

- Understanding Islam and Muslims
- Hispanics in Ohio and Cincinnati MSA
- Rebuilding Lives: How people with criminal records reintegrate into the community
- Valuing Diversity
- Turning Adversity into Opportunity
- An Overview of the Hispanic Culture
- Understanding Indian Culture & Hinduism



EVENTS

- Independence Day parade
- Farmers Market Booth
- Bastille Day – Signs and buttons
- Diversity Dinner



OTHER ACTIVITIES

- Cultural and religious holidays added to City calendar
- Add diversity and inclusion to Montgomery Citizens' Leadership Academy curriculum

JANUARY

January 1 New Year's Day
 January 9 Guru Gobind Singh Birthday
 January 17 Martin Luther King Jr. Day
 January 28 Mahayana New Year

FEBRUARY

February 2 Groundhog Day
 February 8 Nirvana Day
 February 12 Chinese New Year
 February 12 Lincoln's Birthday
 February 14 Valentine's Day
 February 21 President's Day
 February 22 Washington's Birthday
 February 27 Magha Puja Day

MARCH

March 2 Ash Wednesday
 March 17 St. Patrick's Day
 March 18 Holi
 March 19 Holi Mahalla

APRIL

April 2 First day of Ramadan
 April 4 Ching Ming Festival
 April 10 Palm Sunday
 April 14 Vaisakhi - Khalsa Day
 April 15 Good Friday
 April 16 - 23 Passover (Begins sundown April 15)
 April 17 Easter
 April 22 Earth Day
 April 27 Theravadin New Year
 April 29 Arbor Day

MAY

May 2 Eid al-Fitr
 May 8 Mother's Day
 May 21 Armed Forces Day
 May 26 Vesak - Buddha Day
 May 30 Memorial Day

JUNE

June 5 Shavuot (Begins at sundown June 4)
 June 14 Flag Day
 June 14 Dragon Boat Festival
 June 19 Father's Day

2022 Holidays*

June 19	Juneteenth	Federal Holiday
JULY		
July 4	Independence Day	Federal Holiday
July 9	Eid al-Adha	Muslim
July 24	National Parents' Day	
July 24	Asalha Puja Day	Buddhist
July 30	Islamic New Year	Muslim
AUGUST		
August 8	Ashura	Muslim
August 13	Obon	Buddhist
SEPTEMBER		
September 5	Labor Day	Federal Holiday
September 11	Patriot Day	
September 11	Grandparent's Day	
September 20	Mid-Autumn Festival	Chinese Holiday
September 26	Navaratri Begins	Hindu
September 26-27	Rosh Hashanah (Begins sundown Sept 25)	Jewish
OCTOBER		
October 1	First Day of National Day Holiday	Chinese Holiday
October 5	Yom Kippur	Jewish
October 5	Dussehra	Hindu
October 10	First Day of Sukkot (Begins at sundown Oct 4)	Jewish
October 10	US Indigenous People's Day	
October 10	Coumbus Day	Federal Holiday
October 31	Halloween	
NOVEMBER		
November 11	Veterans Day	Federal Holiday
November 19	Guru Nanak Birthday	Sikhism
November 24	Thanksgiving Day	Federal Holiday
November 24	Diwali	Hindu/Sikhism
DECEMBER		
December 7	Pearl Harbor Remembrance Day	
December 8	Bodhi Day	Buddhist
December 19-26	Hanukkah (Begins at sundown Dec 1)	Jewish
December 21	Martyrdom Elder Sahibzadas (Princes)	Sikhism
December 24	Christmas Eve	Christian
December 25	Christmas Day	Christian
December 26	Kwanzaa	
December 31	New Year's Eve	

*Dates may vary.

FUNDING

- Budget added in 2019 budget
- Duke Energy Foundation Grant



DIVERSITY GARDEN



BUILDING ON OUR SUCCESSES

- Sharing our story during the City Manager's state of the City with the Montgomery Chamber & Cincinnati Chamber
- Started the "Meet the committee member" Bulletin articles
- Staff training on cultural competency and implicit bias
- Know Your Neighbor Series
- Residents started feeling comfortable coming to City events
- Residents continue to ask for #IamMontgomery signs



RECOGNITION

- Montgomery Chamber of Commerce “Spirit of Montgomery” nominee.
- 2020 Cincinnati Business Courier CLIMB Award
- 2020 TLG Innovation Award
- Other communities have reached to learn more about the commission



WHAT'S AHEAD?

- D & I Committee became a formal commission in January 2022
- Promoting minority-owned businesses
- Welcome letters from commission
- 2022 Strategic Plan includes a goal about attracting a more diverse workforce
- Community diversity and inclusion awards
- Bridging the political divide
- Continue Know Your Neighbor Series



CITY OF
MONTGOMERY
Diversity & Inclusion
Commission



THANK YOU

