Welcoming Community History

1997 - Present

Glossary of Organization Terms

BCSC  Bartholomew Consolidated School Corporation
CAMEO  Columbus Area Multi-ethnic Organization
CCA  Columbus Chinese Association
CCP  Connected Community Partnership
CEC  Community Education Coalition
CEDC  Columbus Enterprise Development Corporation
CICP  Central Indiana Corporate Partnership
CMAD  Columbus Museum for Art and Design
CPD  Columbus Police Department
CRH  Columbus Regional Hospital
CYP  Columbus Young Professionals
EDB  Economic Development Board
ESL  English as a Second Language
HELP  Hispanic Education and Literacy Partnership
HF  Heritage Fund
HRC  Human Rights Commission
<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
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<tr>
<td>ICC</td>
<td>Inclusive Community Coalition</td>
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<td>IFC</td>
<td>Interfaith Forum Columbus</td>
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<td>IFF</td>
<td>Irwin Financial Foundation</td>
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<td>IUCAD</td>
<td>Indiana University Center for Art and Design</td>
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<td>LBC</td>
<td>Leadership Bartholomew County</td>
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<tr>
<td>L.O.V.E.</td>
<td>Latin American Organization of Volunteers for Education</td>
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Welcoming Community Events Timeline

No dates available:

The Latino American Organization of Volunteers for Education (L.O.V.E.) was established as a mentor program to encourage Latino students to pursue college education.

1997

The Community Education Coalition (CEC) was founded by the Economic Development Board, Chamber, community stakeholders and major businesses such as Arvin, Cummins and Irwin Financial Foundation (IFF) in collaboration with educators. The CEC is focused on aligning and integrating our community learning system, economic development and quality of life. (Community Education Coalition, 2014)

Irwin Financial Foundation began ten years of funding for BCSC Family School Partners, which visited Latino families w/preschool aged children in their homes to convince them to send their children to preschool and assisted with school readiness. The program addressed the needs of a growing Latino population to prepare children for academic success.

1999

The Columbus Human Rights Commission utilized a Heritage Fund grant create a video “Lifting Up a Voice” documenting the history and progress on civil rights for African Americans in Columbus. (Columbus Human Rights Commission, 1999) Community leaders involved in civil rights advocacy, such as Irwin Miller were highlighted along with long standing African American Columbus area leaders such as Benjamin “Mickey” King. As of 1990, there were just 1,000 African Americans living in Columbus. Columbus established the Human Rights Commission in 1972 as a branch of city government following adoption of an open housing ordinance to address housing discrimination. Issues facing the growing Hispanic community and accessibility for people with disabilities were also addressed.

The Central Indiana Corporate Partnership (CICP) was formed as a group of Indiana corporate and university leaders to promote long-term economic growth and prosperity for the region. It is dedicated to the proposition that the public, private and academic sectors must plan and invest strategically to build a competitive, 21st century economy in Central Indiana. (Central Indiana Corporate Partnership, 2014)
IFF funded Avanza, an early version of English as a Second Language (ESL) program. Beacon received after school funding.

**May 1999**

Su Casa was founded by Juana Watson to provide programs, services, and education to increase the self-sufficiency of the Latino population and advocates cross cultural interaction within the community. Su Casa began making referrals to existing community services that may be helpful to newly arriving Latinos. Heritage Fund provided $25,000 in start-up funding. Su Casa operated under the umbrella of Sans Souci. (Su Casa, 2014)

**Early 2000**

In January, 2000 Heritage Fund formed the Outreach Committee and charge it with the responsibility to identify and gather information regarding issues affecting the community. (Heritage Fund, 2014) The Board felt that a critical component of any community undergoing fundamental change and seeking to diversify its economic base was the human component. A diverse and inclusive environment, where all people feel welcome, is an important component in creating an attractive community. The Outreach Committee was given the responsibility of leading the diversity initiative, defined as: “nurture an attitude of tolerance and respect for all opinions, beliefs and cultures and promote respect for the richness that diversity brings to our community.”

Tracey Souza, then President of the Cummins Foundation, convened a group of community leaders to discuss how Bartholomew County could do a better job of being welcoming and easy to plug into. (Cummins Foundation, 2014) Doug Otto, Sarla Kalsi, Dominic Glover and Lyn Morgan were among the attendees. The main issues identified were lack of a cohesive web presence, third place, the Commons, and child care/school. Third place referred to the concept of besides work and home, where is the third place you go for entertainment.

After helping launch the non-profit Columbus Chinese School in 1997 for language learning, Ryan Hou founded the Columbus Chinese Association (CCA) to support the school. The mission of CCA is to offer and promote Chinese Language and Culture to the local community of Columbus, Indiana. Harry Huang was an early organization president. (Columbus Chinese Association, 2014)
Early in 2000 a few people began discussing the feasibility of an organized gay presence in Columbus and the surrounding areas. Around that time Cummins Inc. offered domestic partner benefits to its employees. The resulting outcry made it evident that there was a very real need for a group like the **Gay Straight Alliance**.

A rally was held in Mill Race Park in March. The overwhelming attendance there demonstrated that there was interest by gay and straight community members in an organized group whose purpose would be the nurturing of an all-inclusive, positive environment in the Columbus, Indiana area through social action and education.

The group, which came to be known as the Gay Straight Alliance, would celebrate diversity and advocate civil rights and justice for all community members, regardless of sexual orientation or gender identity. Later the group changed its name to **Pride Alliance Columbus**. (Pride Alliance Columbus, 2014) Early supporters include Columbus Peace Fellowship, First Presbyterian Church and the Unitarians.

Sondra Bolte organized a **Cummins LGBT Affinity Group** to begin educating employees about LGBT issues. She acted as a liaison between the Cummins group and outside LGBT supporters such as Pride Alliance Columbus. Top management at Cummins was supportive, while there was some resistance from some employees. When the LGBT Affinity Group sponsored a guest speaker panel at the Cummins Tech Center, some employees protested, handing out anti-gay buttons. Eventually as employees became more educated, the atmosphere improved.

**2001**

**CICP Foundation** provided planning grants to several communities, including Columbus, to craft strategies for the transition to a knowledge-based economy. CICP continued to work with elected officials and economic developers on “New Economy” issues, and also supported programs to encourage entrepreneurship and address the “brain drain” of college graduates.

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**Cummins** starts a Women’s Affinity Group for Indiana for its Indiana employees. (Cummins, Inc., 2014)

**2002**

**Interfaith Forum Columbus** (IFC) was born out of the experiences of Columbus residents Sharon Karr, Christine Lemley and Quinn Lemley, who attended the 1999 Parliament of the World’s Religions in Cape Town, South Africa. At the close of the Parliament, Executive Director Rev. Dirk Ficca challenged everyone to return to their home communities and to take one action toward promoting interfaith dialogue and engagement there. Its core purpose is
dialogue, diversity education and reconciliation. It is not allied with any sect, denomination, or political party. IFC fosters deeper understanding on importance of dialogue through continued education and seeks to build bridges to create the inclusive, harmonious society. (Interfaith Forum Columbus, 2014) (Harvard University, 2005)

The Heritage Fund Outreach Committee area of initiative is identified as “Nurture an attitude of respect for all individuals and promote an appreciation of the richness that diversity brings to our community.” Action items were:

- Encourage an attitude of respect for differing opinions through individual actions and public statements
- Provide funding and technical support for initiatives to bring minority groups into the full life of our community
- Build social capital by bringing people together of different cultures, abilities, socioeconomic levels and generations for a common purpose
- Explore opportunities to work with and/or support the City’s Cultural Awareness Committee, Su Casa, Human Rights Commission, NAACP, Ecumenical Assembly, Interfaith Forum, Gay/Straight Alliance, the ARC and others

Lincoln-Central Neighborhood Family Center launched Transitions, an intensive case management program to move low income families to self-sufficiency. Four core elements of the program are empowerment, advocacy, intensive case management and collaboration. (Lincoln-Central Neighborhood Family Center, 2014)

January 2003

Heritage Fund joined forces with the Irwin-Sweeney-Miller Foundation for an Anniversary Grant program honoring the 25th and 75th anniversary of fund establishment, respectively. Grants were awarded to:

1. Ecumenical Assembly for Let’s Talk – Families Helping Families – targeting socio-economic diversity working with Columbus Service League to bring parents together to help other parents in child care topics.
2. Center for Teaching and Learning for Creating a Culture of Inclusion – focusing on language and literacy to build bridges among different populations at BCSC schools and McDowell Adult Education Center. (Center for Teaching and Learning, 2014)

May 2003
“The Rainbow Paper” was presented to the Heritage Fund Board making the case for promoting inclusion as part of our leadership efforts in the community. The Governance and Planning Committee and Outreach Committee met jointly to address commitment to diversity and what effect this would have on operational policies. The people involved were Loretta Burd, Dody Harvey, Rick Johnson, Will Miller, Lyn Morgan, Rudy Olivo, Doug Otto, Rick Pease, Randy Scheidt, Sherry Stark, Rich Stenner, Barb Stevens, Tim Solso, Tracy Souza and Madhu Vedak. The committee recommended updates to the diversity policy:

“It is the general policy of the Heritage Fund of Bartholomew County to include people without regard to age, disability, economic circumstances, ethnicity, gender, race, religion, or sexual orientation in carrying out our mission.”

For unrestricted grants, the group evaluated the possibility of applying a litmus test (no grants to any organization that is not open to everyone in the community) or a portfolio test (seek to balance the total portfolio of grants over time so that in total they address the needs of everyone in the community). They recommended a portfolio approach.

Madhu Vedak led diversity training for United Way social services seminars with 40 people in attendance.

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Su Casa separated from Sans Souci to become an independently operating nonprofit with support from United Way. Elizabeth Partridge was hired as Executive Director. She was previously Editor of the Republic’s Spanish supplement, La Prensa. A dedicated Board of Directors focuses on strengthening services available for Spanish speaking residents. Heritage Fund provided $35,000 over three years as a financial bridge. A new Spanish language paper, El Correo de Su Casa, has replaced La Prensa, which had been published by the Republic. The agency’s 2002 estimate of total Hispanic population new to the community since 1998 is about 5000, representing over 10% of the community population. The Su Casa Board of Directors was Jo Lucas, Gene Foldenauer, Doug Showalter, Fr. Todd Goodson, John Elwood, Laura Hurt, Maria Fritz, Frank Souza, Mike McGill, Lynne Hyatt, and Rudi Olivo.

June 2003

Jack Hess, then President of the Columbus Chamber of Commerce read “The Rise of the Creative Class: And How It’s Transforming Work, Leisure, Community, and Everyday Life” in which Dr. Richard Florida traces the fundamental theme that runs through a host of seemingly unrelated changes in American society: the growing role of creativity in our economy. The Creative Class now comprises more than 30 percent of the entire workforce. Their choices have already had a huge economic impact. In the future they will determine
how the workplace is organized, what companies will prosper or go bankrupt, and even which cities will thrive or wither. Attracting and retaining the creative class became an economic vitality strategy for Columbus. A pivotal quote from the book is “Hiring for diversity, once a matter of legal compliance, has become a matter of economic survival because creativity comes in all colors, genders and personal preferences.” (Florida, 2002) (Columbus Area Chamber of Commerce, 2014)

Tom Miller, a consultant with Tomas P. Miller and Associates, was retained by the Cummins Foundation to frame the question of how to apply Florida’s principles to create a comprehensive and inclusive community economic development vision for Bartholomew County. The preliminary work was presented to the Heritage Fund Governance and Planning Committee on June 27th for consideration as a potential “Big Idea” project. The Governance and Planning Committee also reviewed the work of the Central Indiana Corporate Partnership’s (CICP) economic development for the region. Will Miller, Tim Solso and Tracy Souza have been connected with that effort, under the leadership of Dave Goodrich. Three initiatives to revitalize the economy of central Indiana: life sciences, advanced manufacturing, and information technology. Columbus was not an active part of this work.

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**Lockheed Martin** rented the Crump Theatre to host a week long Diversity Film Series which was open to the community. (Lockheed Martin, 2014)

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**Heritage Fund and Irwin-Sweeney-Miller Foundation** awarded funding for two collaborative programs: 1) *Creating a Culture of Inclusion* – to support the integration of ESL and low-income students and 2) *Let’s Talk – Families Helping Families* – to bring parents of various socio-economic groups together to discuss childcare issues with coordination from Love Chapel. The Community Education Coalition hired Cindy Frey as the Community Diversity Coordinator.

**August 2003**

A presentation was made to the Heritage Fund Board entitled “Facilitating a Common Strategic Vision for Community Economic Development.” Tom Miller, Kyle Salyers, Dave Goodrich, Lee Lewellen, EDB Board Members and Jack Hess were guests. The “Big Idea” presented was that Heritage Fund is in a unique position to convene and facilitate a series of community sessions that could explore and develop a new community economic development vision. Tom Miller presented some ideas on how Columbus could innovate:
• **Creativity** – Increase awareness regarding the role creative assets can play in community and economic development.

• **Leadership** – Encourage emerging civic leaders to become engaged in community decision making and facilitate leadership transitions between established and emerging leaders.

• **Entrepreneurship** – Establish entrepreneurship and small business formation as a focused economic development strategy for the region.

• **Creatively Measuring** – Establish an agreed upon set of dashboard metrics to identify measurable program and community development progress.

CICP presented economic clusters as a strategy for growth.

**November 2003**

Tim Tarnowski reported to the Heritage Fund Board on the Connected Community Partnership (CCP) Community Network Project. (Connected Community Partnership, 2014) The project mission is to determine what I.T. infrastructure will be required 10 years from now to electronically connect community resources that will enable citizens to collaborate in accomplishing community goals related to a vital economy, an effective government, excellent education and inclusiveness. Research conducted by a Purdue professor found Columbus has a technical infrastructure similar to other communities our size, but does not meet the “world class” definition. The next steps for this project are to conduct a network design and feasibility study and determine whether to fund and implement a network project.

**March 2004**

Will Miller, then CEO and Chairman of Irwin Management, gave a speech to the Economic Development Board about how positive community outcomes are advanced by certain drivers. Critical issues were attractive educational opportunities, leisure and cultural activities, and a welcoming culture to bring people with needed skill levels to Columbus. (Columbus Economic Development Board, 2014)

**April 2004**

Heritage Fund formed a Community Economic Development Steering Committee to develop a draft shared community vision for fostering economic growth and explore how community organizations – initially the Chamber of Commerce, CEDC, CEC, and EDB – can work together synergistically to help achieve the vision. The Steering Committee members were Fred Armstrong (City), John Burnett (CEC), Jack Hess (CEDC), Bud Herron (Media), Larry Kleinhenz (County), Lee Lewellen (CICP), Will Miller (HF), Tracy Souza (HF), Sherry Stark (HF),
Rich Stenner (Chamber), Tim Tarnowski (EDB), Don Trapp (Staff), Brooke Tuttle (EDB), and Pamela Wells-Lego (Chamber).

May – September 2004

The HF Outreach Committee, chaired by Tracy Souza, worked with Dr. Fredricka Joyner in May to develop a series of questions important to a welcoming culture. In August and September data was collected through a series of focus groups and a written questionnaire.

300 responders rated the community on a scale of one to four based on access to information, openness to differences, friendliness and ability to get involved, and access to arts and cultural activities. Three series of focus groups represented technology and knowledge workers, newcomers, and the Latino population. Focus groups were coordinate as follows:

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<tr>
<th>Focus Group Series</th>
<th>Groups</th>
<th>Outreach Committee Rep.</th>
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<tbody>
<tr>
<td>1 – Technology and knowledge workers</td>
<td>1A. MBA Cohort</td>
<td>Jacquie Frantz</td>
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<tr>
<td></td>
<td>1B. Entrepreneurs and small business owners</td>
<td>Bud Herron</td>
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<td></td>
<td>1C. Professional and/or technology knowledge workers from the gay community</td>
<td>Arlette Cooper-Tinsley</td>
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<tr>
<td>2 – Newcomers and people considering relocating to Columbus</td>
<td>2A. Realtors, recruiters, and HR professionals</td>
<td>Dom Glover</td>
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<td></td>
<td>2B. Technology/knowledge workers who work in Columbus and live elsewhere</td>
<td>Tracy Souza</td>
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<tr>
<td></td>
<td>2C. Technology/knowledge workers and/or family members who have lived in the community 5 years or less</td>
<td>Joan Vogel</td>
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<tr>
<td>3 – Latino population</td>
<td>3A. Individuals who provide service to the Latino community</td>
<td>Laura Hurt</td>
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<tr>
<td></td>
<td>3B. Latino clients at VIM</td>
<td>Laura Hurt</td>
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<td></td>
<td>3C. Latino members of the St. Bartholomew parish</td>
<td>Laura Hurt</td>
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Key finding: Columbus has many positive attributes. However, we are not perceived as a welcoming community to all people, particularly people outside the mainstream, young people, and newcomers.

Columbus can take steps to improve the welcoming factor:

- Improve access to information and the community web presence
- Implement proactive diversity education strategies
• Develop an inclusive, vibrant gathering place
• Take steps to redefine the Columbus Brand

September 2004

Retired educator Paulette Roberts set up the Columbus Enrichment Program to tutor minority K-12 students on Saturdays at Second Baptist Church, a traditionally African American congregation.

October 2004

Bartholomew Consolidated School Corporation started a pilot After School Program for ESL students with grant funding from Heritage Fund and Irwin Financial Foundation. The goal is to provide academic instruction, mentoring, homework help, and social and recreational experiences for children attending the Clifty Creek ESL program in grades K-6 and social interaction and language practice for level 4-5 students at Foundation for Youth. (Clifty Creek Elementary ESL Program, 2014)

2005

Columbus Young Professionals formed as a volunteer based non-profit whose mission is to enhance life, community and careers for young professionals in Columbus, Indiana. They offer monthly social networking events, professional development seminars, and community advocacy and volunteer opportunities. (Columbus Young Professionals, 2014)

Columbus Regional Hospital expanded its eligibility for benefits to include qualified partners: unmarried couples of the opposite or same sex. To verify qualified partner status, couples need to sign a verification form and show proof of joint bills or banking and residing at the same address. Paige Harden, CRH public relations and marketing specialist, said, “As a ‘Best Place to Work’, it is important that we offer a strong benefit package to our employees.” (Johannesen, 2011) (Columbus Regional Hospital, 2014)

Columbus was named to the list U.S. Dozen Distinctive Destinations – National Trust for Historic Preservation. USA Today included Columbus in its “Ten Great Places to Discover Midwest Charm.”

July 2005
BCSC created a Diversity Council and appointed a Diversity Director. Dawn Palmer was the first to hold the position.

2007

Columbus was ranked in the 100 Best Communities for Young People – America’s Promise – The Alliance for Youth. The New York Times published that Columbus has the most incredible collection of modern architecture in the Midwest outside of Chicago.

Michael Schulman spearheaded formation of an IUPUC Diversity Council to facilitate a campus environment supportive of all individuals and groups. Original group members were Arlette Cooper-Tinsley, Michael Schulman, Laura Lee Wetzel, Frederica Joyner, Lula Young, and Susie Blizard, and Dr. Jay Howard, acting Vice Chancellor. LBC collaborated with the council on diversity training. The council also established an annual IUPUC Excellence in Diversity Award.

April 2007

Julia Stumpff, Sondra Bolte and Ann Jones proposed that community organizations could sponsor events that focused on sexual orientation and gender identity, and the idea of a coalition of organizations and individuals was born. A coalition was especially appealing as it was likely to bring more of the community together around the issue of sexual orientation and gender identity.

June 2007

Community organizations and churches were contacted about joining the Inclusive Community Coalition (ICC), and the first ICC event, “Remember who made you” was presented. Members of the ICC collaborated on the development of the name, the mission, the vision and the goals. (Inclusive Community Coalition, 2014)

2008

Columbus is ranked in the Top 100 best places to live and launch a business by Fortune Small Business magazine

February 2008

The city of Columbus committed $6 million to fund a new Commons project downtown. Heritage Fund led a capital campaign, called “A Cause in Common”. HF and Irwin-Sweeney-Miller Foundation pledged $3 million each to the cause.
April 2008

Dan Burden, Executive Director of Walkable Communities said Columbus was one of the nation’s “most walkable” communities.

Summer 2008

Laura Hurt gathered Latinos representing several countries to form the Columbus Latin American Association. Rocio Rodriguez rallied the Cummins Latin American Affinity group to participate.

2009

Columbus Area Multi-Ethnic Organization (CAMEO) launched to address the need for proactive diversity strategies. (Columbus Area Multi-Ethnic Organization, 2014) During 2008 the HF Outreach Committee, chaired by Lorraine Smith, developed the concept of an umbrella organization of ethnic associations. The umbrella organization would provide a forum for ethnic associations to develop and coordinate programs and activities that promote and foster a Welcoming Community from an ethnic or descent-based perspective. Susan Staley accepted the position of volunteer Administrative and Project Consultant.

Three established ethnic associations and six newly formed associations were invited to join with the Heritage Fund to create the Columbus Area Multi-Ethnic Association — CAMEO. The nine founding member associations were: the African American Association, Columbus Chinese Association, Columbus Japanese Business Association, Columbus Latin American Association, Columbus Korean Association, Indian Association of Columbus, Middle Eastern Association, Pakistan Association, and Trinbago Association.

Heritage Fund Technical Assistance Grants included recipients promoting diversity:

- **Inclusive Community Coalition** – a presentation and discussion – *Same Sex marriage comes to the Heartland: First Iowa and then Indiana?*
- **International School of Columbus with CAMEO** – conducted an *International Film Series* for area students and their families.

In November, the HF Board heard a presentation from Dr. Steve Frantz regarding growth in the immigrant population in Bartholomew County, including a projected 239% increase in the Latino population by 2040. The most pressing problem presented was a 2008 statistic showing 60% of the Latino population has a primary education or less. Programs providing literacy and basic education in Spanish to Spanish-speaking populations would improve
literacy rates. The Hispanic Education and Literacy Partnership (HELP) is offering classes to the Latino population. CEC also started a Latino Education Outreach committee.

Sherry Stark led the HF effort to defeat the Commons funding remonstrance by 16-1. “A Cause in Common” continued to successfully fundraise.

The board heard a presentation on “A Potential Framework for Community Leadership Development in Bartholomew County” by a committee of Mayor Fred Armstrong, Jesse Brand, Jeff Brown, Loretta Burd, Rich Freeland, Jack Hess, Rick Johnson, Lynne Maguire, Will Miller, Hutch Schumaker, and Sherry Stark. They pointed out that most community leaders came to these roles by being elected to public office, being an executive at a local corporation, or being the next generation of a family with a history of community service. Increasing diversity of community leadership should be a goal. Organized education activities aimed at the younger generation, outreach to talented individuals from other segments of the population, and creating mentorship are strategies to develop the next community leaders.

Columbus Regional Hospital contracted with Professional Research Consultants, Inc. to conduct a Community Health Needs Assessment.

- 95.4% agree that Bartholomew County is generally a friendly community.
- 89.9% agree diversity is welcomed and valued.
- 92.5% believe people in their neighborhood help each other out.
- 62.1% volunteered time to charitable causes in the past year.

Cummins started a Cultural Awareness Affinity Group.

Columbus made the list of Top 100 Places to Live – Relocate - America

2010

Representatives of Heritage Fund met with community groups to explore the need for proactive leadership development in Columbus and Bartholomew County. Conversations were held with Leadership Bartholomew County, CAMEO, CYP, IUPUC, Cummins Inc., BCSC, CRH, and Columbus Area Chamber of Commerce. All agreed that the high turnover in key leadership positions within the community made this an opportune time to develop a
process that would encourage emergence and development of new leaders. (Leadership Bartholomew County, 2014)

For Phase 1 of the Community Leadership Development project, nearly 90 personal interviews were conducted and over 1,400 “voices” about leadership development were collected by Rich Freeland, Jack Hess, Hutch Schumaker, Sherry Stark, Loretta Burd, and Jeff Brown. The six key ingredients for a successful community leadership system are:

1. Create the right environment that  
   a. Promotes trust, civility and diverse opinions.  
   b. Recognizes and seeks out nontraditional, untapped sources for leadership development.  
   c. Shares the stories of the community’s unique public/private partnerships and values.  
   d. Promotes an inclusive environment that values and encourages differences in prospective leaders.  
2. Ensure that recruited leaders reflect the community footprint (including its diversity around ethnicity, gender and age, educational attainment, rural and urban residence, inclusive community membership, and socio-economic status).  
3. Provide hands-on, project-based learning opportunities.  
4. Preserve and promote the uniqueness of Bartholomew County.  
5. Identify and describe the opportunities available. The need for a “living list” of community leadership opportunities becomes important so that people can see specific ways they may become involved.  
6. Intentionally mentor the next generation of community leaders.

The Columbus Chinese School Endowment was created at HF.

Forbes ranked Columbus #10 – Best Small Cities to Raise a Family

**May 2010**

Jack Hess, Columbus Area Chamber of Commerce President, created a Talent Attraction Packet and talent@work/talent@play.com website to sell the community to potential employees and commuters with a grant from Heritage Fund. The Columbus Young Professionals agreed to establish an ambassador project to meet with potential new hires. The effort was in response to demographics showing commuters were the fastest growing component of the area’s work force. In the under-40 segment of the work force, seven out of ten worked in Columbus but were not living in the area.
The Women’s Giving Circle was launched during Heritage Fund’s annual meeting to empower women givers and make a positive change in the lives of women and families in Bartholomew County.

**November 2010**

Heritage Fund launched the Committee on Leadership Development. The focus is on the intersection of organizational leadership development (business, hospital, etc.) and community leadership development (how to integrate the two sectors). This led to a Cummins Six Sigma study by Ala’a Wafa on Community Leadership that was completed in 2011. Community leadership values identified were:

- **Best Value** – achieve the greatest return on investment of our resources to create the best value for our people
- **Public-Private Partnerships** – commitment to forming consensus with elected and appointed officials together with private individuals and organizations
- **Forward-Thinking** – welcome creative approaches in a proactive way
- **Welcoming Community** – attract, develop, and engage the very best people and ensure that everyone is able to participate in future growth of the community
- **High Aspirations** – excellence should be the only standard in judging our results
- **Collaboration** – People want to participate in building something greater than themselves
- **The Value of Good Design** – high quality architecture
- **Service to Others** – expectation of personal service and giving back

**Early 2011**

Welcoming Community II survey created by consultant Dr. Fredericka Joyner was conducted with 1400 people to assess progress since 2004 in access to information, openness to differences, friendliness and ability to get involved, and access to arts and cultural activities. The Heritage Fund Team included Outreach Members Lorraine Smith (Chair), Sarla Kalsi, Ignacio Garcia, Ryan Hou, Kenan Al-Husseini, Amber Fischvogt, Cindy Frey, Laura Hurt and Lyn Morgan. The Cummins Six Sigma Team of Karen Cecil and Anne Trobaugh analyzed results. Additional reviewers were Tom Brosey, Austin Bistle, Valerie Chowning, Arlette Cooper-Tinsley, Carolyn Cory, Stephen Dunning, Tom Harmon, Phil Luzius, Daniel Noel and Mark Uebel.

**Key Themes:**
• Most demographic groups reported improvements in openness to differences, but some issues remain.
• Advances in technology have led to an improvement in access to community information but have also led to higher expectations. Interest remains high in a comprehensive community information portal.
• While there is a strong interest in community involvement, there is also the perception of some barriers and challenges to involvement.
• There is broad recognition that a wide variety of options for arts, entertainment, and cultural activities exists in the region (and that these activities provide important opportunities for social connection), yet several barriers and challenges were identified.
• There are concerns that low income people feel disenfranchised.
• Despite deeply felt concerns about some specific community issues, there is a strongly expressed feeling of pride in the community. Over 80% of respondents feel proud to live in the community.
• New to the 2011 survey, an interest was expressed in actions and activities that support healthy lifestyles and a sustainable community.

Recommendations for Community Action Strategies:

• Community Diversity Strategy – expanding the role of CAMEO, inclusion of LGBT and Latino populations, increasing awareness and understanding of processes to address discrimination.
• Access to Community Information Strategy – Develop comprehensive, updated sources of information that allow informal networking and allow low income individuals to connect to key sources of information.
• Communication Strategy – Increase transparency of decision making and information related to community development strategies, ensure communication reaches all demographic groups.
• Newcomer Strategy – Develop proactive outreach strategies to engage newcomers. Work with employers, key contact points, etc. to facilitate connections between newcomers and formal and informal networks.
• Entertainment/Arts District Strategy – Create opportunities for informal interaction; provide ample free and low cost entertainment.
• Community Leadership Development Strategy – Develop and implement intentional processes for development of community leaders, including proactive strategies to identify, mentor, foster, retain, and grow young professionals from diverse backgrounds.
• Healthy Lifestyles and Environmental Sustainability – Support work currently being done related to healthy lifestyles and environmental sustainability.

February 2011

House Joint Resolution 6 passed the Indiana Senate by a 40-10 vote after passing 70-26 in the House on February 15. HJR 6 states “Only a marriage between one (1) man and one (1) woman shall be valid or recognized as a marriage in Indiana. A legal status or substantially similar to that of marriage for unmarried individuals shall not be valid or recognized.” State Sen. Greg Walker and State Rep. Milo Smith voted for HJR 6.

Before HJR 6 could become part of the state constitution, it must pass separately elected General Assembly, in either 2013 or 2014, and be approved by a statewide, public referendum.

A Cummins representative testified before the Senate Judiciary Committee on March 16 that HJR 6 would harm the company’s business and make the company more reluctant to create jobs in Indiana. “Cummins believes that inequality based on marital status sends a message of intolerance that has no place in a state that professes to treat all citizens with dignity,” she said. (The Republic, 4/2/11)

Mill Race Center opened to offer activities and services for senior citizens. (Mill Race Center, 2014)

Heritage Fund awarded grant money to help seed the Indiana University Center for Art and Design along with lead funder, Cummins. (IU Center for Art and Design, 2014)

March 2011

The Commons opens to the public offering restaurants, a children’s playground, and upstairs large event space. (The Commons, 2014)

May 2011

The ICC sponsored The Threads of Our Diversity oral history film project documenting stories of gay and lesbian individuals living in the Columbus area. (Inclusive Community Coalition, 2011) The project is an attempt to hear the stories of LGBTQ individuals and to foster greater understanding and support for this sector of our community. It is an effort to help others who
view the video to appreciate and accommodate diversity. The video is divided into five main parts:

- *Finding a Community* – explores the history and experiences of the LGBTQ community from the 1970's to the early 1990's. While remaining primarily underground, LGBTQ individuals did form organized groups such as COGLA and Womyn 2 Womyn.
- *Pushing Against the Closet Doors* – explores the process of coming out, including difficulties of self-awareness, risks with being out, and the personal costs of being closeted.
- *Domestic Partner Benefits* – explores the hostile public reaction when Cummins, Inc. decided to offer domestic partner benefits to the same-sex and opposite-sex unmarried couples, leading to the first public demonstration of LGBTQ fairness in Columbus.
- *Civil Rights, Special Rights, or Human Rights* – discusses the need for full inclusion of the LGBTQ community in the city’s existing Human Rights Ordinance.
- *“Lifting up a Voice” The Importance of Allies* – emphasizes the need for strong vocal allies in the straight community, particularly in positions of authority.

Of the 20+ individuals recorded, a few were reluctant to be included in the final film, stating “Columbus is not ready…” *The Threads of Our Diversity* was produced in partnership with the Inclusive Community Coalition, Pride Alliance of Columbus, IUPUC and IPUC: Division of Liberal Arts, Ivy Tech and the Human Rights Commission with a Welcoming Community II Grant from The Heritage Fund. A study guide was produced in conjunction with the film.

**September 2011**

The Anti-Bullying and Inclusion Program of *Columbus East High School and Central Middle School* started as part of Jarred Myers' Senior Project. Peer leaders were trained on the dangers of bullying and how it can affect their school. After the training, peer leaders ran four campaigns in which they educated their peers on the dangers of bullying and how one should be included no matter what their differences may be.

**August 2011**

The IUCAD opens to offer arts opportunities for IU students and the Columbus community. The Center includes an exhibition are where items from collections housed at IU will be rotated. IU professors with support from CEC and an Advisory Board are working with the Visitor’s Center, YES Cinema and Columbus Museum of Art and Design (CMAD) for special programming and non-credit classes. IUCAD increases interest in the downtown area.

**2012**
Columbus Regional Hospital contracted with Professional Research Consultants, Inc. to conduct a Community Health Needs Assessment. Results are compared to its 2009 survey:

- 94.2% agree that Bartholomew County is generally a friendly community.
- 93.6% agree diversity is welcomed and valued.
- 91.3% believe people in their neighborhood help each other out.
- 60.7% volunteered time to charitable causes in the past year.
- Individuals who were low income or uninsured were the most likely to characterize Bartholomew County as not being friendly or welcoming diversity.

An Community Leadership Development Advisory Council was formed with a membership roster of: Mike McIver (LBC), Tom Harmon (CAMEO), Brooke Hawkins (CYP), Julie Abedian (CRH), Tracy Souza (Heritage Fund), Jack Hess (Chamber of Commerce), John Burnett (CEC), Mayor Brown, Pia O’Connor (County representative), Randy Allman (Lincoln Central Neighborhood Family Center), Mark Stewart (United Way), Bob Pittman (Mill Race Center). The council would also have a rotating member representing large business such as Cummins or Toyota, and a higher education representative rotating between IUPUC and Ivy Tech. Council members were responsible for identifying and sharing leadership opportunities.

The Heritage Fund Engage Columbus web portal was identified as a place to make connections. Emerging leaders would be matched to mentors and opportunities in the community. Community Leadership Network was not envisioned as a standalone program with its own events; the role would be making connections. The goals of Engage Columbus are to:

- Create a strong sense of community by building relationships among those who share common interests, passions and vocations.
- Broaden opportunities for emerging leaders to become involved in community projects.
- Create a portfolio of mentors for nurturing the next generation of community leaders.
- Identify prospective volunteers from within the community.
- Foster a welcoming community by making it easier for new residents to connect and engage.
- Increase participation from nontraditional and untapped sources for leadership and volunteer talent.
- Create a mechanism for sharing the community's leadership values.

Targeted resident groups:
• Young professionals
• Leadership Bartholomew County class members and alumni
• CAMEO membership
• New residents
• Trailing spouses
• Emerging and existing leaders
• Internships and service learning projects
• Non-traditional and untapped leadership sources
• Retirees (Third-Wave)

The Engage Columbus website was originally developed to host profiles of mentors and mentees along with their interests and memberships and list available community project opportunities. Ultimately the Community Leadership Advisory Council did not continue as an active organization.

March 2012

Heritage Fund’s Welcoming Community Grant Program began receiving applications for a one-time projects and programs and events designed to make the community more welcoming to diverse groups and individuals such as: African Americans, Internationals, and Latinos, LGBT, young professionals, new residents and seniors. An organization could seek funding of up to $4000 for a program or event, or up to $10,000 for collaboration with a partner(s) to support a Welcoming Community Impact program. Heritage Fund allocated $30,000 to support the grant program. In order to selected, projects needed to meet at least one of the following goals:

1. Provides knowledge about a different culture/tradition
2. Fosters greater understanding
3. Provides opportunity to build new relationships
4. Expands outreach efforts to low-income populations

Projects approved for funding were:

<table>
<thead>
<tr>
<th>Grantee</th>
<th>Project</th>
<th>Overview</th>
<th>Partners</th>
</tr>
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<tbody>
<tr>
<td>Columbus Chinese Association</td>
<td>Chinese New Year</td>
<td>Host community event at Commons</td>
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<tr>
<td>Columbus Cooperative Grocery</td>
<td>Eating Better Together</td>
<td>Cooking/housekeeping classes</td>
<td>Eastside Community Center</td>
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<tr>
<td>Eastside Community Center</td>
<td>Community Sports and Games events</td>
<td>Create interaction among low income and international residents</td>
<td>Trinbago Association</td>
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<tr>
<td>Faith, Hope and Love</td>
<td>Mentoring Young</td>
<td>Monthly support</td>
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<tr>
<td>Organization</td>
<td>Program/Activity</td>
<td>Description</td>
<td>Location</td>
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<tr>
<td>COGIC</td>
<td>African Americans in America Today</td>
<td>meeting for AA students</td>
<td></td>
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<tr>
<td>Family School Partners</td>
<td>International Families</td>
<td>How to navigate educational system</td>
<td></td>
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<tr>
<td>Hindu Society of Southern Indiana</td>
<td>Hindu Community Center</td>
<td>Understanding Hindu religion/culture</td>
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<td>Human Rights Commission</td>
<td>Great Columbus adventure in Diversity</td>
<td>Series of diversity events spanning 7-8 months</td>
<td>Mill Race Center</td>
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<tr>
<td>IUPUC – Division of Liberal Arts</td>
<td>Threads of Our Diversity</td>
<td>Collect and record oral history of diverse members of community</td>
<td>PAC, ICC, Ivy Tech, HRC</td>
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<tr>
<td>kidscommons</td>
<td>Being Me: Passport Project</td>
<td>Interactive educational programs representing different ethnic and ability groups</td>
<td>The ARC, First Steps, BCHS, CAMEO, CYP</td>
</tr>
<tr>
<td>McDowell Adult Education Center</td>
<td>International Club</td>
<td>Support and discussion group for residents with limited English skills</td>
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<td>Middle East Association</td>
<td>Get to know your neighbor</td>
<td>Build awareness of Middle East/Islam</td>
<td>Islamic Society</td>
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<tr>
<td>Su Casa</td>
<td>Get to know Columbus</td>
<td>Build awareness and pride of community</td>
<td></td>
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<tr>
<td>Trinbago Association</td>
<td>Cricket Camp</td>
<td>Bring international sport of cricket to Columbus</td>
<td>Indian/Pakistan Associations</td>
</tr>
</tbody>
</table>


### April 2012

Some pushback from churches regarding the focus of the 2013 grant program including LGBT groups resulted in a meeting with Don Strietelmeier, Collin Scheidt, Rev Doug Bauman (St. Paul Lutheran), Pastor John Armstrong and Pastor Gowin and Tracy Souza. Some pastors believe LGBT groups should either not receive funding for religious reasons, while others believe equal access to groups who hold opposing lifestyle views should be available. Heritage Fund responded to these concerns by adopting a policy of having a balanced portfolio of grants that include a variety of viewpoints.

The Human Rights Commission held its first Diversity Roundtable with 50 representatives from business, education, advocacy, faith-based organizations and government. Luke
Visconti, CEO of Diversity Inc. Media LLC mediated a discussion of diversity issues and areas of concern.

**May 2012**

Top community suggestions from **Heritage Fund Annual Meeting** related to Welcoming Community: revitalize the Crump, more vibrant downtown with grocery store, funding for ESL, learning opportunities for students to speak foreign languages, funding for early childhood education, affordable housing and apartments, comprehensive public transportation connected to surrounding areas, vibrant East Columbus, inter-generational programs, diversified economic development, more alignment of social service providers, values and leadership training, increasing rec opportunities for youth, diversity training, multi-cultural/welcome center, inclusion of Hispanic population in civic life, community garden

**August 2012**

A series of Community Leadership Development Process studies identified an opportunity for **CYP, CAMEO and Leadership Bartholomew County (LBC)** to benefit from collaborating together. The organizations needed support for sustainability, and people desired members to be more engaged in leadership roles. Kristin Munn was hired as partnership manager for the three organizations. The position was funded by **Heritage Fund, Cummins Foundation, and Nugent Foundation**. After a year, it was determined a shared position was not the solution. The common need that was seen across many organizations was a need to get more people connected to the community. To further this goal, the Engage Columbus project was proposed as a connection center.

The Spanish Language School for children, sponsored by **Su Casa and Columbus Latin American Association** began offering Spanish immersion classes for four year olds – sixth grade students. Classes are all taught by native speakers at BCSC Northside Middle School on Saturday mornings. The school was organized with the help of Rocio Rodriguez to introduce native-English speakers to Spanish language and Latin American culture and also to help Latin American children stay connected to their roots. (Clayton-George, 2012)

**Spring 2013**

CAMEO partnered with Cindy Felsten, Director of Alumni Relations for IUPUC, for international business etiquette luncheons. Demonstrations for China and Japan have been held. Future plans include showing etiquette from Brazil.

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Irwin Financial Foundation set up the Hispanic/Latino Scholarship Fund administered by Heritage Fund. Scholarships are designated for undocumented Latino teens with a 3.0 grade point average in high school. This ‘dreamer’ generation of teens is ineligible for government aid through FAFSA due to the undocumented status of their family. In 2014 it funded 10 fulltime tuition and fees for students attending our local higher education institutions of Ivy Tech, IUPUC, and Purdue College of Technology.

August 2013

The Engage Columbus project was brought to the Heritage Fund Board. Stakeholders identified were the Heritage Fund Outreach Committee, City of Columbus, Chamber of Commerce, CAMEO, CYP, LBC, United Way Volunteer Action Center, Businesses, not-for-profit organizations, and the International Center. Heritage Fund began developing a plan for financial sustainability.

Sumit Gupta conducted a Six Sigma project through Cummins with sponsors Srikanth Padmanabhan and Tom Harmon to assess interest and viability of a Columbus Cultural Center. Leaders of many civic and cultural groups answered a survey. The conclusion drawn was that there wasn’t enough interest and financial support available to go forward with a center at this time. Respondents did believe such a center could serve to increase cultural education for the broader community and become a gathering place for all ages and cultures. However, many people felt there were enough existing spaces in Columbus that could hold about 200 people for events, including the Commons, the Learning Center, and the Fair Oaks Mall (which is underutilized).

CAMEO partnered with Ivy Tech international programs to show foreign films with accompanying discussions. Films from India and Latin America were shown, along with a discussion on immigration issues. There are plans to continue the film series in coming years. (Ivy Tech Community College, 2014)

January 2014

African-American community leaders joined together to establish the African American Fund of Bartholomew County at Heritage Fund. The endowment’s vision is a future where African Americans who make their home in Columbus, Indiana, do so as part of a vibrant community that is welcoming and nourishing. Original founders are Tom and Mary Harmon, Gil and Dawn Palmer, Dennis and Paulette Roberts, Charles and Lorraine Smith, Ben Downing and Lori Thompson, and Donald and Shirley Trapp. The fund is designed to help inspire and
equip African Americans in Bartholomew County to achieve the fund’s purpose through the following focus areas:

- **Education** – promote high educational attainment, close the achievement gap, increase high school graduation rates, and increase awareness of African American children and families’ preparatory needs
- **Leadership development** – mentoring programs, positive self-esteem programs for African American youth, and training and preparation for community board memberships
- **Economic/career development** – promotion of increased economic opportunities, provision of career development best practices, and support and links to business start-up/applications/data
- **Health awareness** – provide information and access to encourage community members to take advantage of health and wellness programs, and promote connection to health coaches
- **Arts & culture** – support Afro-centric entertainment, provide access to forums, speakers and issues, and support educational opportunities that broaden youth cultural awareness activities

**February 2014**

The African American Ministerial Group and the Columbus Police Department (CPD) met to discuss problems between the African American community and CPD and move from division and distrust to collaboration and welcoming. CPD discussed affirmative hiring and recruitment practices, in-service diversity training, and a complaint process through the Human Rights office and CPD’s website. Statistics show that in 2013, African Americans made up 4% of traffic stops and 10% of arrests. CPD is seeking accreditation made up of 184 standards from the Commission on Accreditation of Law Enforcement Agencies (CALEA) which includes the National Organization of Black Law Enforcement Executives (NOBLE). The accreditation process takes three years. (Columbus Police Department, 2014)

**March 2014**

The second grant cycle of HF Welcoming Community Arts, Culture and Design Grants accepted applications for up to $4,000 for an Arts/Culture/Design project program or event or up to $10,000 for a collaboration with a partner(s) to support an Arts/Culture/Design Impact program.
The Chamber of Commerce conducted an interactive community design workshop on 3/4/14 led by Peter Coughlan, an expert in organizational innovation. Participants included Ivy Tech design students, Cummins, engineers, small business owners and non-profit leaders. Focus group discussions related to Welcoming Community:

- Q: How might we as a community ensure that everyone feels at home and engaged in our community? Outcomes: Talent retention and happier, more engaged citizens. Recommendation: Host dinners for 12 strangers regularly.
- Q: How might we encourage more creativity and inventiveness among our citizens? Outcome: New business start-ups, a place where artists and designers thrive. Recommendation: create a “maker space” where DIY artists and designers could work.

The Engage Columbus Team was formed to develop a business plan. Team leaders are Tom Harmon and Srikanth Padmanabhan with members Kristin Munn, Jayne Farber, Tony McClendon, Rocio Rodriguez, Greg Knudson and Sumit Gupta. (Engage Columbus, 2014)

Summer 2014

The Institute for Coalition Building launched a community collaborative leadership course that included a work group focused on how to get a more diverse leadership in nonprofits. Sondra Bolte participated in this group which concluded that leaders need to reach out to groups like CAMEO and ICC to mentor members that are underrepresented in current nonprofits and civic organizations.

September 2014

Most financial commitments are secured for Engage Columbus project. A group of Ivy Tech students led by Professor Jan Bannister drafted designs for remodeling Carriage House which will become the Welcome Center. United Way provided an AmeriCorps Volunteer Resource Manager, Pamela Weiss to work with the Engage Columbus program.

October 2014

McDowell Adult Education Center started a Mentor for a Month program available to ESL students partnering Cummins Distribution Center employees for one hour weekly meetings to help English learners reach their goals. The program is the result of a Six Sigma study by Vivek Kulkarni to improve opportunities for international people in the community. Lynnsay Swan administers the program matching adult learners to Cummins mentors. (McDowell Adult Education Center, 2014)

January 2015
Soft launch anticipated for Engage Columbus program.
Bibliography


