

# SUCCESS STORY: DUBLIN, OHIO

In Dublin, Ohio, USA, our vision is to be the most sustainable, connected and resilient global city of choice for all.

We are a city where everyone is welcomed, valued, engaged and included regardless of socio-economic status, race, ethnicity, color, sexual orientation, gender, disability, age, military or religious status.



**MAYOR JANE FOX**  
**DUBLIN, OHIO**

While inclusion has long been one of our guiding principles as a city, over the last couple of years, we have taken many significant steps to strengthen our outward efforts aimed at ensuring all people know they are welcome and respected in our community and that discrimination of any kind will not be tolerated.

In 2020, Dublin City Council initiated the formation of a Community Task Force and Chief's Advisory Committee to assist and advise the City on combating social injustice, inequity, intolerance, negative stereotyping and discrimination. These volunteer groups are composed of Dublin community stakeholders, including representatives from our minority populations, Dublin youth, business owners and representatives from the Dublin City School District.

The Community Task Force spent a year developing a Diversity, Equity & Inclusion Framework, which Dublin City Council accepted in August 2021. As part of those recommendations, the task force urged Council to adopt a comprehensive ordinance to specifically address discrimination on the basis of sexual orientation, gender identity or gender expression in the housing, employment and public accommodation arenas. Dublin City Council unanimously adopted a comprehensive non-discrimination ordinance in November 2021.

Additionally, the City has established two new LGBTQ+ liaison positions, and the Dublin Police Department has appointed two new Community Liaison Officers (CLO) to further community outreach. By identifying specific advocates and providing ongoing opportunities for community participation, we are demonstrating our commitment to inclusion and fostering a future that is exceptionally open and unapologetically diverse, where all feel welcome and valued.

It is an honor to be recognized with the Human Rights Campaign's perfect score on the Municipal Equality Index, which recognizes the overt actions we have taken as a City to express our commitment to diversity and acceptance. As mayor, I have also been honored to hear from our residents, businesses and neighbors who have expressed their gratitude for the City's efforts and expressed that they feel valued in Dublin and encouraged to share their stories with us. We know that our diversity is our strength and that we are better together.