



MEETING MINUTES

Chief's Advisory Committee (In Person) Thursday, January 19, 2023

Welcome to Committee by Chief Páez

Chief Páez welcomed the committee to the meeting.

Committee Members Present: W. Dwayne Maynard (Chair), Zhen Xing, Emmet Apolinario, Gaurav Goel, Susan Ortega, Yanling Yin, Rama Billakenty, Chief Justin Páez, Deputy Chief Nick Tabernik, Deputy Chief Greg Lattanzi, Officer Amber McCloskey, PIO Rebecca Myers; Guests: Kirby Dearth, Peggy Kilty, CIAC Member
Minutes by: Becky Metcalf

Committee Business

Chair W. Dwayne Maynard

Chair Maynard welcomed all back to the first meeting of the CAC for 2023. He continues to be aware nationally and focus locally. He appreciates being a community partner with all and attempting to make the community safer and more in tune with all citizens. On the global scale, the Ukraine conflict and invasion is now ongoing for 10 full months. The attacks are becoming more brutal as they are now impacting civilians on a more regular basis and allies are pledging more military support. He suggests keeping all of those persons and families in our thoughts and prayers. Today we heard that the female prime minister of New Zealand has decided to step down to spend more time with family and as well due to mental and emotional strains. He applauds her for stepping away for family and for her own mental health well-being. Nationally, we don't have to start a new year focusing on the attack that happened on Jan 6 but the political climate is not much better; we have to see how this Congress is able to serve the people without the impasses. In the New Year, he hopes that issues like inflation and reaching the debt ceiling don't negatively impact us far into the year. At the time of this meeting, we are coming off of the celebration of Martin Luther King, which is always uplifting and at the end of the week, the celebration of the Lunar New Year, Year of the Rabbit. We should remain optimistic that 2023 is positive for us nationally even though we continue to experience national disasters throughout the country. Locally, it was difficult today to see the sad news on the Dublin website, as we also celebrate our 2023 Grand Leprechaun, when one of the citizens of Dublin tragically lost his life in an accident, and within the same week the department has had to investigate a potential murder suicide. We realize that issues plaguing other cities also plagued us here in the City of Dublin. We recognize

there is valuable work that we need to do in partnership with the department to be responsive and protective in serving the community to the best of its ability. He thanked the Chief, the Administrative Staff and support personnel for all of the assistance given in leaning into this project and making the committee one that can dialogue openly and honestly with the department and have the opportunity to recognize that there are many voices within the community worth being heard.

- **Attendance**

Chief Páez called roll for the meeting:

Chair Dwayne Maynard - present

Vice Chair Ajmeri Hoque – not present

Mr. Emmet Apolinario – present

Mr. Gaurav Goel – present

Mr. Isao Shoji – not present

Ms. Zhen Xing –present

Ms. Rama Billakenty – present

Ms. Yanling Yin –present

Ms. Susan Ortega – present

Ms. Stella Villalba – not present

Chief Páez shared that Isao Shoji has made the difficult decision to leave his role with the CAC but will continue serving on the CIAC committee; he will remain in his role until a replacement is selected. Chief Páez is grateful for the time Isao has spent with the CAC. Chief Páez shared a timeline for replacement members depends on reconciling all commissions and committees throughout the city with a plan to advertise in March, with appointment in April.

Review/Amend/Adopt Last Meeting's Minutes

Chair Maynard asked if everyone had the opportunity to review December's minutes and if they had any additions/corrections. The committee members had no additions or corrections. Chair Maynard asked for all who approve to say I. All approved and there were no Nays; with that the minutes for December 6, 2022 were approved.

Old Business

Chair Maynard asked if there was any old business to be addressed. Rebecca Myers did not have any old business but there was public commentary, which is shared below.

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From: Chief's Advisory Committee <no-reply@wufoo.com>
Reply-To: "no-reply@wufoo.com" <no-reply@wufoo.com>
Date: Thursday, January 12, 2023 at 3:43 PM
To: Justin Paez <JPaez@dublin.oh.us>, Rebecca Myers <rmyers@dublin.oh.us>
Subject: Chief's Advisory Committee: Send Public Comment [#5]



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Subject Sharing a thank you and an opportunity
*

Comments *

Dublin Arts Council thanks Dublin Police Chief Paez and the department's staff for inviting the organization to serve as a Safe Space location in Dublin. Chief Paez joined Dublin Arts Council for a very informative session about the program with our board on Jan. 10. We are in the process of staff training and are honored to participate in this important community program from the Dublin Arts Center on Riverside Drive.

Dublin Arts Council (DAC) has also recently announced an opening for an additional staff member, and is seeking applicants for a full-time Communications Manager. DAC's DEIA framework is centered around organizational, environmental, programming and values-based attributes. The organization is committed to exhibiting diversity in board, staff, contractors, artists, volunteers, visitors, partners, suppliers and funders. To that end, Dublin Arts Council invites each of you to share this opportunity within your networks to encourage an applicant pool that reflects the Dublin community. Details can be found on the Dublin Arts Council website, beginning on the home page at www.dublinarts.org. The application deadline is February 1st.

Thank you for your time, consideration and volunteerism. Your efforts make Dublin a place where creativity can flourish for all!

Sincerely,

Janet Cooper, for the Dublin Arts Council board and staff

Chair Maynard asked about the scenario that is occurring in the Hilliard School System and asked for other's thoughts, if it will have an impact on our community. Peggy Kilty thanked him for bringing this up as it has been weighing on her mind as well. She wonders if this opens up litigation for programs here in Dublin, hoping that it does not. Susan Ortega commented that it is an awful situation and to answer the question does it impact other communities, yes, it does.

Chair Maynard commented that his understanding is that Safe Space is for all or any that feel threatened.

Chief Páez advised that we have had opportunity to share Safe Space in the community and it has been well accepted and received much support. They met with the Dublin Arts Council and they were very eager to help and share awareness of the program. It was an encouraging conversation. Last Friday, he gave a presentation to other economic development directors outside the City of Dublin and information about Safe Space, the CAC and CIAC committees. There will always be a balance of being informed about other things that occur in communities outside our city. Chief Páez deferred to Kirby Dearth and Rebecca Myers to share their input.

Chair Maynard asked if other neighboring communities were part of this forum.

Kirby Dearth advised that yes, the forum included peer organizations throughout Central Ohio and that community development is also an important part of economic development. He advised that it is hard to speak about Hilliard City Schools or even Dublin City Schools as we are different organizations, but perhaps we can be a beacon of navigating those spaces. We are trying to step forward publically in these spaces. Will it affect Safe Space; these are not the same conversations, what happens in schools vs. us setting up places in which we have formal responses that is contextually driven by equity, diversity, and inclusion. Rebecca Myers shared that she was impressed with the Dublin Arts Council's willingness to expand the program. We have received some media interest just this week regarding the Safe Space Program. She added that it would be great if this committee or members of the CIAC could potentially become trainers for this program.

Chief Páez shared that one of the members of the arts council works for Crawford Hoying and commented that all of their buildings should be safe spaces. They will be receiving the training tomorrow.

Peggy Kilty asked if there has been any conversation about bringing Safe Space to the Dublin Schools. Chief Páez advised that we have shared the program, not there yet but will work toward that.

Officer McCloskey shared some context of the training: explaining what Safe Space is, and what options and resources are available to assist. QR code links folks to all of the available resources. They are working on a video to offer the training as well and hope to integrate the video as part of their onboarding process.

Chief Páez commented that along with that video training piece we want to ensure that partners are comfortable with the information.

Susan Ortega shared her perspective as Syntero being a Safe Space location. She advised that the handouts are great. She asked if cruisers would be considered Safe Spaces.

Chief Páez does not want to undercut the program by putting the decals on cruisers, we will potentially consider putting program stickers on other city vehicles but is yet to have those conversations.

Chair Maynard appreciated all that was shared.

Peggy Kilty made a recommendation about having a map that shows the Safe Space locations. Rebecca Myers shared that this information is already available on the website

by navigating to the City's main page, clicking on the "Safety" button; once there scroll down and click on the button for "Mental Health Resources & Suicide Prevention". You can then click on the Safe Space logo, there you will find information about the program and a map below that shows the pins of the Safe Space locations. There is a video on the website and more information available as well.

New Business

2023 Committee Goals

Chair Maynard would begin with the framework – starting with public safety

-discussed getting back to the framework

-be intentional about capturing progress

-policy updates and making that intentional so we have that available for meetings

CAC Leadership Succession Planning

-making sure we had commitments; Susan will continue and be reappointed; Isao will not continue with the CAC

-encourages all to consider leadership going forward; will revisit on more than one occasion; Yanling Yin asked if he and Ajmeri plan on being replaced; Chair Maynard advised that they will have served since 2020; he feels it would be good to have a new chairs; not saying he wants to leave the CAC as he represents a voice that needs to be heard; Yanling suggests staggering replacement, do one at a time; Susan agrees, some groups also have a past chair role. Chair Maynard is willing to have the discussion in smaller groups or in this venue to discuss succession planning.

Chair Maynard spoke about cataloguing successes; they need to have some discussion about what is next, what can we do beyond to continue to move forward; after this week we can easily say that the mental health town hall is something that the CAC continues to support and help encourage; he suggests planning calendars for the year around what we know is coming (i.e., school starts in August, talk about SROs in July); Dublin is ahead of the curve and can continue to influence what can be best practices, which can include more community involvement.

Rama Billakenty commented that some communities will not come to large functions; suggests bringing information to smaller groups; Kirby Dearth asked if she feels it is the setting or the commitment to one topic; and if meeting with multiple bits of information would help. She advised that she does not think so; the mindset is if it is not an issue that affects them, they will not show up. Yanling Yin commented that it can also be a cultural problem, some issues can be taboo.

Chief Páez shared there is so much connectivity that can extend to different cultures; he asked the Deputy Chiefs (DC) to share what we have done in our cultures, in our department, to ensure the members have the resources that they need. Both DCs have

done a wonderful job. It is a challenge, but we will continue to have the awareness, acceptance, and encouragement.

DC Lattanzi shared that he struggles to get folks to join the conversation especially in a public venue; over his entire life, he has been involved in policing and law enforcement. Police officer culture has significantly evolved in many arenas, to include mental health, suicide, the reason as to why it has changed is we have had folks that have gone out on a limb to share their experiences and have sought out help. The more conversation and more opportunity as CAC, police department and city, to have those conversations the more likely we are to change that culture. Members will be more comfortable having those conversations. We are going to make a difference. Continue fighting the good fight.

Yanling Yin is looking at ways we can have more involvement; looking for those people who are willing to share their experiences is very powerful. Need to consider how we can have that face to represent their communities.

Susan Ortega shared that these conversations get her really excited. The Town Hall was very affective; having a diversified group of trainers is important; suggests CAC members consider becoming a certified trainer; there are self-paced training opportunities. The training equips you how to train others, getting comfortable asking questions, how do you persuade, how do you refer. If anyone is interested she asks you to reach out to her; can also offer the opportunity to the CIAC. She feels this is one of the ways you can have those conversations on a smaller scale. She will follow-up with the director about criteria and share that information and share the website with Rebecca to send out to the group.

DC Tabernik commented that these issues transcend cultures; all of his experience is learned, he did not grow up in the police culture. The department created a wellness committee, Susan is a member. In addition, the peer support team has had much success and will be expanding. The city has an EAP program, which is an outsourced program, but it has many different features. We are conducting mental health check-ins for sworn and civilians, where they can talk to someone who can provide resources and allow them to unpack their baggage. The programs have been a very positive and intentional move toward mental health wellness in our department. The department's suicide prevention policy is way to tell members we are here for you, we take this very seriously and we thank Chief for his leadership in allowing us to do these things. He also shared a personal experience while attending the FBI Academy with police leaders from around the world; they are all talking about wellness. When talking about breaking culture, you just have to keep trying.

Kirby Dearth commented that their policy is an intentional design specifically for the police department but may be a tailored strategy for some of those other cultures. He does not have the answers of how to do that.

Gaurav Goel acknowledged all the good work, commenting that it is a slow progress but definitely worth continuing.

Yanling Yin shared how traumatic this week's incident has been for her child. They knew the young man in the recent incident. She asked if there something that can be done in the school to offer support.

Chief Páez commented the he is sure there is something, but will follow the lead of the school and what the school wants to achieve. The department can absolutely bring resources we have to the table.

Peggy Kilty asked if there is an opportunity for the police to provide information about gun safety, gun storage, is that something that has been done in past or that could be done.

Chief Páez that is certainly something we could do, we do have gun lockboxes available. It has been advertised on the website and can be shared with the group.

Rebecca Myers showed members where the information could be found on the website; Safety Page then go to resources for Mental Health. There is also other useful resources and information available on the website

Xhen Xing commented that although there may not be a good turnout it does not mean that it is not having a positive effect, it has a ripple effect. She asked why the announcement sent out was about the murder/suicide and not just about when there is a suicide.

Chief Páez advised that the response is to ensure clarity and to convey whether or not there is concern that there is a safety threat. Those are all aspects of why/when we would issue information.

Rebecca Myers shared that release information goes out on our the city's website and the Twitter feed; both are good resources. Also, goes out on Next Door.

Chief's Update

Chief Páez provided information on recent crime and police activity in the community. Crime report overview: theft overall increase, theft from vehicle increased, catalytic converter thefts a large part of the increase; B&E decreased to a historic level, and accidents decreased slightly. Stolen vehicles probably doubled which is part of a larger

trend we are seeing in the area. Mostly affecting Kia and Hyundai, he suggests clubbing vehicles. He offered that if members know of persons that can't find a club that the department has some on hand. He also thanked those who had reached out recently to our officers and department following recent events. The department had team meetings at the beginning of the month and he shared the intentions for the year: full staffing; resources and what we will need more of in the future; be transparent with the members of the public and city staff; clarity on what we are dealing with and working towards.

Corporal Howard offered that the department wants to extend an invitation to all members to participate in a ride along or sit in on roll call.

Chair Maynard shared that he saw on Next Door how the police came out and talked with a neighborhood and asked how that came about. Chief Páez advised that a community member reached out as they had some crime in those neighborhoods; the discussion solicited more reports as a result as it helped them to realize if they have information please share it with the police. He offered if members have a desire for officers to come and have a conversation with your neighborhood that we would be glad to do that. Chair Maynard also asked if dialogues that we have are helpful in having those conversations with the neighborhoods. Chief Páez advised that in this particular situation they were just concerned mostly about their neighborhood, if they have officers still drive through their neighborhood, also helps for them to understand how much our officers are tackling and dealing with every day throughout the city.

Chair Maynard suggested coming back to the DEI framework review at the next meeting and that in light of tonight's conversation maybe a discussion about critical incident policy and protocol can be a topic of discussion. How the department responds to critical incidents, policies employed for big events. Chief Páez advised that there are some policies we can share, active threat being one.

Chair Maynard asked, due to the time, if there was anything else anyone wanted to share for the good of the order. Yanling Yin advised she would not be available for the next meeting. Peg thanked all for allowing her to attend and participate in the meetings; she is looking forward to seeing the work they do this year. She is also trying to get a better understanding of mental health on a multi-cultural perspective and to keep pushing and keep trying. She hopes there is some way to reach people and see change. There was no other information to be shared by the committee.

Chair Maynard expressed his appreciation for everyone's time and entertained a motion to adjourn the meeting and the meeting officially adjourned at 7:45 PM.

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