



MEETING MINUTES

Chief's Advisory Committee (In Person) Thursday, February 16, 2023

Welcome to Committee by Chief Páez

Chief Páez welcomed the committee to the meeting.

Committee Members Present: W. Dwayne Maynard (Chair), Ajmeri Hoque (Vice Chair), Emmet Apolinario, Chief Justin Páez, Deputy Chief Nick Tabernik, Deputy Chief Greg Lattanzi, Director Jay Somerville, Corporal Devin Howard, Officer Amber McCloskey, PIO Rebecca Myers; Guests: Kirby Dearth, Mitchell Ament, Guest: Andy Kotter in police officer process

Minutes by: Becky Metcalf

Committee Business

Chair W. Dwayne Maynard

Chair Maynard welcomed all. He continues to be aware nationally and focus locally. Globally, Ukraine has been engulfed in its conflict for almost eleven months. They are experiencing tremendous death and destruction. He asks that we keep those being impacted in our thoughts and prayers. Nationally, the earthquake and devastation in Syria and Turkey. At last count over 35,000 have lost their lives. He is grateful for miracle survivors and all responders who continue the search. Five balloons and other objects being shot down. This week marks five years since the Parkland Florida mass shooting at Marjory Stoneman Douglas High School, the shooter, killing 17 and injuring 17 more. Fast forward to this week and most recent mass shooting occurring at the Michigan State University Campus, leaving three students dead and five critically injured. Over 70+ mass shootings have already occurred in 2023. Gun violence issues are plaguing our country. Since last meeting, the tragic death of Tyre Nichols, who lost his life at the hands of law enforcement after a traffic stop in Memphis TN. The video of his beating is a horrific and a shameful display, which hurts him personally. He has a 29-year-old daughter and 27-year-old son. He has found it difficult to talk to them about what the CAC and CIAC try to accomplish. He is grateful for efforts being made by the department, continuing to be committed and engaged. He is grateful for the community engagement, trust, transparency, accountability, and efforts made toward diversifying the departments demographics. The work we continue to do is as important now as ever.

- **Attendance**

Chief Páez called roll for the meeting:
Chair Dwayne Maynard - present
Vice Chair Ajmeri Hoque – present
Mr. Emmet Apolinario – present
Mr. Isao Shoji –present
Mr. Gaurav Goel – not present
Ms. Susan Ortega – not present
Ms. Zhen Xing – not present
Ms. Rama Billakenty – not present
Ms. Yanling Yin – not present
Ms. Stella Villalba – not present

Review/Amend/Adopt Last Meeting's Minutes

Approval of minutes from the January 19, 2023 meeting were tabled, as there was not a quorum in attendance.

Old Business

Chair Maynard asked if there was any old business to be addressed; there was no old business. He asked if there was any public commentary to share; Rebecca Myers received no public commentary.

New Business

Black History Month Recognition

Chair Maynard shared that in 2021 a short presentation was shared via Zoom in honor of Black History Month. In 2022, with this iteration of the CAC, he shared a very streamlined presentation on Judges who influenced his career. He wanted to publically say, in looking at what the city has put out on its website, that he is very appreciative of the effort being made to not only recognize black history month but in suggesting different ways that members of the community can participate. He thanked all those persons or departments that have assisted with that and shared that information. He thanked Rebecca Myers for her work on this and all of the work she has done.

Chief Páez thanked him for the opportunity to participate. He shared a presentation in recognition of Black History Month, which recognized black pioneers in law enforcement.



Rebecca Myers shared the information available on the city's website honoring Black History Month.

Chair Maynard asked if anyone had anything else to share. There were no additional comments.

Diversifying Police Personnel

Chief Páez shared information on efforts in diversifying personnel. HR Partner Whitney Aebker will attend an upcoming meeting to share our recruitment efforts, application, and hiring process. Additionally, Rebecca Myers shared that over the past three weeks there have been radio ads aired on 107.9 and 94.7 targeting women candidates. She also will send, via email, a few short recruitment videos our officers, which have been shared on social media.

Diversity and Cultural Competency for Law Enforcement is a required training module for police personnel. Vice Chair Hoque commented that diversifying is just the first step; what areas of DEI does the training cover?

DC Tabernik shared that the course is called "Diversity and Cultural Competency for Law Enforcement" and was developed to enhance cultural awareness and knowledge, identify and address biases, and build upon inclusive communication skills. Numerous modules covered self-awareness of our own implicit and/or explicit biases. The course then provided tools for rethinking how each of us approach, interact with, and assist people who come from a different cultures and background than us. The course objectives included:

- A new perspective on the value of diversity and inclusion in the community
- A deeper understanding of how identity contributes to your daily interactions in law enforcement
- Knowledge of implicit bias and the ability to identify common microaggressions
- An understanding of how trust within the community is an asset to ease tensions and is the basis for community policing it addresses many aspects

Chair Maynard asked Officer McCloskey to share her experiences once again for the new members. Officer McCloskey shared that growing diversity and culture is ongoing and was one of the reasons why she came to Dublin. She shared a personal story with the group of an impact she had on an individual who decided to pursue a career in law enforcement. She commented that recruiting is tough, but if you have people willing to fight personal barriers and social barriers, at the end of the day, we want to bring in quality candidates that are reflective of the department we want to be.

Rebecca shared two videos. <https://youtu.be/f2r2BsE3k3o>

Chief Páez shared once again his gratitude for the support and input received from this committee bringing forward the diversity Dublin has as part of advertising for recruitment. He hopes one thing to highlight, as part of our process, is the support that we get from our community and thanked all for the encouragement and support, and hopes to build upon that.

Chair Maynard asked about a portion of the DEI Framework under indicators of success, diversifying police personnel bullet 2 where it states " The Dublin Police Department recruits, retains and promotes a demographically diverse Dublin Police staff". Suggests the bullet should include "hires and maintains".

Kirby Dearth commented that they will revisit but can't change the current document; it does serve as a guiding document, which we can build upon. He also shared some information from the CIAC point of view; they are making incremental progress; solid steps; next is how do we define the metrics. Vice Chair Hoque asked how they are doing that. Kirby advised they are going through the document and having those meetings, finding out what we are missing in the framework. CIAC also hopes to have a mutual meeting with the CAC.

Vice Chair Hoque asked how the conversations from both arenas connect.

Isao Shoji shared that more communication between the chairs of both committees would be very helpful or having a liaison; doesn't feel like CIAC has gone to priority #4; communication goes across all areas; suggests a regular cadence of touchpoints.

Kirby Dearth offered, at a future meeting, to go through the entire document with the group focusing on the public safety side of things.

CAC Recruitment

Chief Páez advised we are currently in the application process for new CAC members. The process closes on 2/24/2023; two spots need filled on CAC. He asked the group if they know of someone that may be interested please have them fill out an application. Council will be conducting interviews likely in the first part of March.

Vice Chair Hoque asked if the applicants from last year were contacted. Chief Páez will follow-up with the clerk's office to see if that occurred. Emmet Apolinario agrees that would be a great pool to revisit.

Chair Maynard asked what the term dates of CAC members runs through; Chief Páez advised that the goal would be to move toward a time in April. Chair Maynard asked how that reconciles to when their terms expire. Chief Páez advised that as long as current members are willing to stay on until new members join, then that is how it would be reconciled.

Vice Chair Hoque commented about committee limitations of being a City of Dublin resident; would like it to include school residents as well. She feels that makes sense to have one or two members, they are part of the community and we discuss much about the schools. Chief Páez advised that council would have to revisit but offers that we continue to publicly share the opportunity of attending the meetings.

Rebecca Myers advised that she would start doing more promotion of upcoming meetings.

Kirby Dearth shared that they wanted youth participation in the CIAC; he suggests that ex-officio members be included on every email distribution, that they are treated as full fledged members, that is one way to include those folks.

Chair Maynard shared from last meeting that Yanling Yin suggested that past chair or vice chair could maintain some involvement moving forward; that may be something else to consider. He also shared his disappointment of not having a full group this evening and feels it is important to have more in attendance to discuss topics of response to resistance and officer involved critical incidents, which are most important to discuss. He asked the group if they want to move forward with the discussion or hold until there is a quorum. He feels all or as many need to be present for the discussion. Members agree to hold the information and discussion for the next meeting.

Rebecca Myers shared more information from the city website; Your Dublin Police Department and showed the various sections and navigating the site.

Chief's Update

Chief Páez shared information related to crime in the city and tracking of metrics. He was happy to share this month that we started the year seeing less activity thus far related to theft offenses and burglary. In regard to traffic safety, crashes are less than the first months last year and traffic enforcement is more responsive by officers across the board. Officers are very focused on OVI enforcement. He also thanked officers who have volunteered their time in parking garages as that effort has decreased that activity.

Vice Chair Hoque asked if they have seen a decrease in number of juveniles involved in incidents.

Cpl. Howard shared that we have seen a decrease in theft of vehicle activity but uptick in lower level types of things, criminal mischief, etc...seems to go in cycles, some coincides with school year, holidays, etc...

Vice Chair Hoque advised that she sees a lot of those juvenile charges and she has seen a decrease from her point of view.

Chair Maynard asked about staffing levels. Chief Páez advised that the department requires hiring six to get back to authorized staffing levels. Current process closes tomorrow; he hopes we find some candidates. The department is planning three processes this year.

Isao Shoji asked how Dublin compares in terms of size to other departments. Number of officers to citizens. DC Lattanzi shared that our Law Enforcement Planner does an annual analysis, looks at citizen initiated calls, officer initiated, etc...helps in determining the number of staffing we should have. In comparison to other departments, we are one of the largest in authorized staffing; Westerville may have a couple more than Dublin. DC Tabernik also shared that per capita is somewhat antiquated but we do look at that and we are in line with most similar organizations. Chair Maynard asked if NRECC is included in that count. Chief Páez advised that 74 is only sworn personnel, we have 42 civilian positions, 126 total staff. So we are at 1.5 officers per 1,000 residents.

Emmet Apolinario asked about volunteer officers. Chief Páez advised that at one time, we did have a group of volunteer officers but it was difficult keeping them engaged. Cpl. Howard shared that we do have a Community Service Officer (CSO) program; they do assist in monitoring some areas. They volunteer their time and are all graduates of our Citizen Police Academy.

Chief Páez also shared information on the Ohio Collaborative. They recently put out a policy on Response to Individuals In Crisis. Many of the CAC discussions have been integral in informing this progression across the state as some departments do not have policy and this assists those communities with some guidelines. It also affords us the opportunity to review our policy to ensure we are meeting those state guidelines. The next standard provides guidance on property and evidence. The last piece for the Ohio Collaborative and the Ohio Office of Criminal Justice Service is moving toward the creation of a State Accreditation Office.

Chair Maynard asked, if there was anything else to address or share for the good of the order.

Vice Chair Hoque commented about DEI training for committee members, offering general training to the public and improving community engagement.

Kirby Dearth shared incorporating that into CitizenU, CPA, working with sports groups, it is mentioned throughout framework but will be working toward that. Vice Chair Hoque is specifically thinking about training to take away barriers and make more accessible.

Additionally, Kirby Dearth shared that he has transitioned to a role within the city and his time with DEI transitioning as the next meeting will be his last. Christine Nardecchia will be facilitating. He is happy to continue to try to incorporate DEI in his profession and will encourage Christine to attend future CAC meetings.

Chair Maynard thanked Kirby on behalf of the CAC, the amount of time and energy and willingness from a different partner in the community to move forward, is much appreciated and you will be missed.

Chair Maynard motioned to adjourn, all agreed. He thanked all for their time and the meeting officially adjourned at 7:25 PM.

Dublin Police Department - Contact Information
614-410-4800

Chief Justin Páez
jpaez@dublin.oh.us

Director Jay Somerville
jsomerville@dublin.oh.us

Lt. Greg Lattanzi
glattanzi@dublin.oh.us

Corporal Devin Howard
dhoward@dublin.oh.us

Lt. Nick Tabernik
ntabernik@dublin.oh.us

Officer Amber McCloskey
amccloskey@dublin.oh.us