



MEETING MINUTES

Chief's Advisory Committee (In Person) Thursday, October 20, 2022

Welcome to Committee by Chief Páez

Chief Páez welcomed the committee to the meeting.

Committee Members Present: W. Dwayne Maynard (Chair), Isao Shoji, Zhen Xing, Rama Billakenty, Susan Ortega, Ajmeri Hoque, Yanling Yin, Chief Justin Páez, Deputy Chief Nick Tabernik, Deputy Chief Greg Lattanzi, Jay Somerville, Officer Amber McCloskey, PIO Rebecca Myers; Guests: Dr. Linda Burrs, Kirby Dearth City of Dublin Economic Development, Peggy Kilty CIAC, Michael Wise Dublin Resident, Maria (Guest of Peggy).
Minutes by: Wendy Greasamar

Committee Business

Chair W. Dwayne Maynard

Chair Maynard welcomed and thanked all for attending the meeting. Chair Maynard provided his thoughts being aware globally, nationally, and focusing locally. The war in Ukraine continues and has become more brutal over time. Nationally, midterm elections. What impact will issues around DEI have on these elections? Stay tuned, stay engaged, and vote. Locally, get to know something about your candidates when you can. Congrats to our new City Manager. She becomes the primary connection after the Chief to our City Council. He asks that the committee be as intentional about forging relationships with her as they are about doing so with our police department. Thanked Dr. Burrs, the department, community partners, and asked they keep an open mind as they listen to the presentation and have honest and open dialogue.

Chair Maynard has been in touch with former CAC member Cameron Justice. He invited him out tonight as he felt the discussion would benefit from having a young African American male in the room, but he could not attend. Cameron hopes to continue to hear about the CAC committee. He then deferred to Chief Páez to call roll.

- **Attendance**

Chief Páez called roll for the meeting:

Chair Dwayne Maynard - present

Vice Chair Ajmeri Hoque – present

Mr. Emmet Apolinario – not present

Mr. Gaurav Goel –not present
Mr. Isao Shoji – present
Ms. Zhen Xing –present
Ms. Rama Billakenty – present
Ms. Yanling Yin – present
Ms. Susan Ortega – present
Ms. Stella Villalba – not present

Review/Amend/Adopt Last Meeting's Minutes

Chair Maynard asked if everyone had the opportunity to review September's minutes and if they had any additions/corrections. The committee members had no changes or corrections. Vice Chair Hoque motioned to approve the minutes and Zhen Xing seconded. All members approved minutes without additions/corrections.

Chief's Update

Council on American Islamic Relations (CAIR) Ohio's 25th annual Columbus banquet is 10/29 from 5-8pm. Coming up at end of month. They were hoping some CAC members would attend.

Deputy Chief Lattanzi thanked Susan Ortega and Rebecca Myers for their work on the upcoming Dublin Town Hall on 11/17 from 5:45pm-8:15pm. "Police Interactions: Cultural Awareness and Mental Health" covering perception and stigma regarding mental health, what to expect if you call 911, focusing on different cultures, their experiences, and mental wellness. He hopes that CAC/CIAC members will attend. At the end of presentations, they will break off into smaller groups. He wants folks to be comfortable asking questions and they may not ask in a larger group setting. Wants them to ask questions to police, Syntero, CAC/CIAC members. Rebecca Myers asked CAC members to share information with their communities.

Questions from the group: Do CAC members need to register? Per Rebecca, they can, but it is not necessary. Is there a max number for registrants? Chief Páez said that it depends on what the capacity is for the room. DC Lattanzi said that the space he has reserved could hold a couple hundred. Is this limited to Dublin residents? This event is free and open to all. It is recommended that children under 18 years attend with a parent or guardian, as some content could be activating for younger audiences. An RSVP is encouraged but not required.

Chief Páez gave an update on Safe Space Dublin. Website is up and running. Launching in November. Going to be a police administered program. Three pillars: Safety, Security, and Support. Locations participating in the program will have a sticker indicating their participation. Each sticker has a QR code that can be scanned and take people to the Safe Space Dublin website for more information and resources. Amber McCloskey will be

a trainer for places participating. A write-up of the program is in Dublin Life magazine. Chief Páez advised that there are places who have contacted him wanting to be a part of the program because of the article.

Deputy Chief Tabernik spoke about upcoming community events. Fill a Cruiser (partnership with DPD and Get Behind the Badge.) DPD's 3rd year participating. December 3rd from 10am-1pm at the Justice Center.

December 10th-Heroes and Helpers. Partnership with Dublin City Schools (DCS), Powell PD, and Target. DCS designates the children who are most in need through their guidance counselors. We are taking donations for this and they will be forwarded to Powell's CPA to get a head start for next year's event.

Questions from the group: How do you accept donations? We accept them that day, or DC Tabernik will forward the information. Do donations dictate how many kids get to participate? Yes. This year we have about 30-35 participating. Is it Elementary, Middle School, High School? Mostly just elementary/middle school.

New Business

Chief introduced Dr. Burrs, who last year gave a presentation specifically on bias. This year's subject matter for officers during annual training was "Does DEI still matter?" What are some of the barriers to making DEI still matter?

This year a big question to officers was "why are you here?" Why did you choose this profession? What has changed? Covered a lot about diversity of thoughts, creating new solutions, and supporting the community's need for diverse perspectives and shared values.

Potential barriers to seeing why DEI still is still needed.

- The Hive Mind-a collective mental activity expressed in a well-coordinated behavior that acts as a single mind to control the behavior of others, which can lead to invulnerability and morally correct. "Choose what works over what has always been done."
- Emotional Contagion-describes how people see or experience the emotions and behaviors of another; tend to copy or reflect those emotions and behaviors.
- Triggers and Trust: Triggers are anything that causes you to have an emotional reaction.

Why do these three elements matter with DEI?

- Stand out or blend in during challenging situations

- Able to present clear headed solutions
- Shared diverse perspectives/experiences
- Escalate or deescalate-stay the course
- Willingness to try new things

Shared values between Community, LE, and Policy/Law: What belongs and what does not belong? In Dr. Burrs' training with our department they did not get to this, but LE would typically answer this. Chair Maynard asked if we could go through this exercise as a community.

He felt Protect life should be shared among the three. Others stated safety, respect, peace, integrity. Dr. Burrs felt this would be common in most communities. Vice Chair Hoque does not like the word compliance. She stated even within the law, having compliance on everything doesn't allow people to speak up without facing consequences. Chief Páez offered his perspective on compliance, policies, intentions and organizational mission.

Yanling Yin added that compliance also has to have awareness for the culture.

Chair Maynard asked if members of the department feel they are free to voice their perspective about the direction of the department even if it goes against the administration. Chief Páez hopes that is the case, we create a space in the department that allows that.

Chair Maynard asked if there was anything anyone wanted to share for the good of the order. Isao Shoji shared that he was thinking of the Venn diagram that Dr. Burrs shared (Shared values between Community, LE, and Policy/Law) and the situation in Hong Kong. Police are thinking they are doing the right things. Community wants freedom. If we were dealing with the same situation here, what would that look like?

Dr. Burrs commented that we need to evolve as a society, so we may need to push against compliance and look at how we define compliance.

Chief Páez advised that he is trying to connect with Dr. Balaswamy with ASHA Ray of Hope to attend a meeting.

Vice Chair Hoque made a motion to adjourn and Isao Shoji seconded the motion. All were in favor and the meeting was officially adjourned.

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