



MEETING MINUTES

Chief's Advisory Committee (In Person) Thursday, September 21, 2023

Committee Members Present: W. Dwayne Maynard (Chair), Kimberly Hollie (Vice Chair), Susan Ortega, Yanling Yin, Gaurav Goel, Zhen Xing, Alex O'Ryan; Chief Justin Páez, Deputy Chief Greg Lattanzi, Deputy Chief Nick Tabernik, Sergeant Jordan Ratliff, Officer Scott Nicholson, Rebecca Myers, Officer Amber McCloskey; Guest Tyler Wolfe Dublin City Schools Director of Student Well Being, Public Guest

Minutes by: Becky Metcalf

Welcome to Committee by Chief Páez

Chief Páez welcomed the committee to the meeting. Quorum in attendance. Chief Páez deferred to Chair Maynard for opening remarks.

Chair Maynard welcomed and thanked all for attending and made opening remarks. Gave special thanks to visitors this evening. He shared his thoughts thinking globally, being aware nationally and being focused locally.

Committee Business

Chair Maynard deferred to Chief Páez to call roll and thanked all for coming out to the meeting for this important undertaking.

- **Attendance**

Chief Justin Páez called roll for the meeting:

Chair Dwayne Maynard – present

Vice Chair Kimberly Hollie – present

Mr. Gaurav Goel – present

Ms. Zhen Xing – present

Ms. Susan Ortega – present

Mr. Alex O'Ryan – present

Ms. Yanling Yin – present

Ms. Rama Billakenty – not present

Mr. Emmet Apolinario – not present

Ms. Ajmeri Hoque – not present

Public Guest introduced himself advising that he wishes to join either the Dublin Police Department or Upper Arlington Police Department.

Review/Amend/Adopt Last Meeting's Minutes

Chair Maynard asked if all had an opportunity to review minutes from the August 17, 2023 meeting. All had an opportunity to review the minutes. Chair Maynard asked if there were any additions, corrections or amendments. Chair Maynard had three minor corrections, which were completed by Rebecca Metcalf. Chair Maynard asked for a motion to adopt the minutes from the August 17, 2023 meeting as amended. Yanling Yin motioned to adopt the minutes and Alex O'Ryan seconded the motion.

Chief Páez polled the members for their vote to approve the minutes for the August 17, 2023 meeting as amended: Chair Maynard, Yes; Vice Chair Kimberly Hollie, Yes; Susan Ortega, Yes; Gaurav Goel, Yes; Zhen Xing, Yes; Alex O'Ryan, Yes; Yanling Yin, Yes.

The minutes for August 17, 2023 were approved as amended.

Old Business

Rebecca Myers advised that a member of the community completed the online contact form and officers responded to their request.

New Business

Chair Maynard deferred to Chief Páez to review the edits to the CAC Rules of Order.

Chief Páez reviewed the edits with the committee taking into consideration the input from last meeting's discussion. In the membership section, language was added to reflect the rich diversity, cultures, beliefs and experiences of the committee's members. The primary staff liaison was clarified as the Dublin Chief of Police and throughout the document reflected the role of the Vice Chair in addition to the Chair. The attendance section was updated to align with other committees. The Clerk of Council accepted all changes. The document will go to council for approval.

Chair Maynard thanked all for their work and asked if anyone else had anything to add. There was no additional input from the committee. Chair Maynard motioned to adopt the proposed rules and regulations for CAC to be sent to city council and Alex O'Ryan seconded the motion.

Chief Páez polled the members for their vote and all agreed.

Youth mental health resources presentation and discussion.

Chief Páez thanked Chair and Vice Chair for bringing this discussion to the committee and DC Tabernik for arranging the presentation by Mr. Wolfe of Dublin City Schools. DC Tabernik reached out to Mr. Wolfe to provide some information to the committee.

Mr. Tyler Wolfe introduced himself and shared information with the committee on what they are doing in the schools related to mental health and their efforts to change the stigma surrounding mental health. He shared that there are 23 buildings in the Dublin School District and that each building has a team. The teams conduct risk assessments (Columbia Suicide Risk Assessment) when there are indicators present from students. Additionally, there is a program platform (Go Guardian) that monitors and gives him notification when certain language, flagged words and/or searches by students occur while on the school's server. When he receives an unusual alert, he

informs the school's team. Mr. Wolfe shared that the highest suicide age range is 10-14 followed by ages 15-20.

Yanling Yin asked if staff disclose how they discovered or received the information. Mr. Wolfe advised that they do share that information with the student. Yanling Yin's concern is that next time they may not search at school. Mr. Wolfe agrees but advised they also have other mechanisms in place as well as partnerships outside of the school system. Dublin Schools have 50 school counselors; 18 mental health specialists; Syntero clinicians partnership; two substance use disorder counselors, 5 behavior analysts as well as strong partnerships with OSU.

Mr. Wolfe shared some of the other programs available in the schools:

- SOS Signs of Suicide program is used in health classes grades 7-12 on suicide prevention and awareness; conducted three times a year in health class.
- Hope Squad is another program, providing peer-to-peer awareness and suicide prevention programs. Students are trained to be the eyes and ears of hallways, sports events, social media, and can connect students to resources. These kids are nominated by their peers, students are vetted, parents educated and at that time can then decide if they are able to participate. They are the medium to get help. They are rolling out the program this year to middle school but don't specifically do suicide prevention in elementary; they do provide information on making good choices.
- ROX (Ruling Our Experiences) is a program for girls grades 5-12.
- Wayfinder is a resource, which can be purchased; it provides activities about adaptability, resilience, and character and helps to build those type of skills.
- Character Strong provides similar topics for elementary kids.
- LifeSports in conjunction with OSU, provides students who are marginalized or do not have the opportunity to participate in sports.
- Handle with Care program in conjunction with Dublin Police (Officer Nicholson was instrumental in getting this program started) provides notification anytime a student has any type of contact or interaction with the police outside of school. The information is handled confidentially, school personnel are informed so they can "handle with care" or have a background on what the child may have experienced.
- OSU Cadre partnership with OSU – program to educate 25 Dublin City School teachers in becoming mental health specialists in Dublin City Schools.

Gaurav Goel commented that his daughter went thru the ROX program and had very positive feedback.

Zhen Xing shared that she was contacted from the school on one occasion. Her daughter was doing a school project and typed in a flagged word; they were contacted as part of the guardian program. They also utilized a counselor resource at the school right after COVID and it really helped her son.

Yanling Yin commented that she is glad to hear of those programs especially those specifically geared toward girls. She asked what is the distribution of boys, girls. Mr. Wolfe advised they do collect demographic data, and there are more assessments on girls in 7th and 9th grades.

Zhen Xing asked if they do studies or if there can be some type of information session for parents. Through education of parents, it may help. Mr. Wolfe advised that is something they would like to do more. He also shared that recent information indicated that 90% of drug abuse is prescription drugs.

Susan Ortega shared that Syntero has had a few parent sessions but they haven't been well attended. Having a parent opt-in their kids has had a huge impact on student participation but she shared that the district is doing a great job. Additionally, there are drug/gun lock boxes available for pickup at both Syntero and Dublin Police Department.

Alex O'Ryan asked if there are other programs they are having trouble funding. Mr. Wolfe shared that the more funding they have the more they can do. Alex O'Ryan asked if there are specific hurdles to getting that funding and Mr. Wolfe advised that it is very competitive.

Yanling Yin shared that one reason she believes girls have bigger mental health issues is because of the environment. She asked if there had been any comparison of public school to an all-girl school. Mr. Wolfe commented that is a great question, he can't speak to it, but national numbers and trends likely include kids in private schools. He doesn't know if there is a difference or if that data is available. Other contributing issues include social media, bullying, feelings of lack of self-worth, sleep, over booked and over stressed; there needs to be a balance.

Public Guest asked if the increase in suicide could be due to the increased questioning about mental health. Mr. Wolfe shared that there has been ample research to indicate that talking about suicide doesn't increase suicide.

Susan Ortega shared that a report recently indicated that the age continues to go lower; more males complete, and females are higher in attempts. Dublin does a good job as a school and community, but it is most important to just connect and communicate.

Mr. Wolfe shared two most important things to help reduce suicides are a sense of belonging to school and community, and having a trusted adult they can go to. These are two easy things can be done in schools to make a difference. Resources are still available during the summer and counselors do stay in contact with those students that are at high risk.

Alex O'Ryan asked if there is a higher rate of suicides over the summer. Susan Ortega advised that a lot of times the highest rate is during January/February. Syntero does work with schools all summer and the schools have a 24-hour hotline.

Chair Maynard asked about the Public Safety Coordinator in the schools. Chief Páez shared that Chuck Collier is a School Safety Coordinator in the school system and used to be a Dublin Police Officer. Chair Maynard asked if there is a potentially larger role the police department can play with youth suicide. Chief Páez shared that Officer Paul Burks is involved in the LifeSports program and DC Tabernik shared that the SROs are part of the ecosystem in each school and they are having connections with students on a regular basis.

Chief Páez thanked Mr. Wolfe for his attendance and the opportunity to share this information; Dublin Schools have a great team and there is great connection between the schools and police.

Officer Nicholson shared information about the Handle with Care program and the SRO mental health role; SROs are always looking for reasons to be involved. He shared a personal story about a connection with a student. The Handle with Care program is not 100% up and running; there are 25 coordinators throughout the district; those folks then train their own teams in their specific buildings. The program is not just law enforcement but includes WTFD, Union County, and is an example for other agencies and other districts. Any first responder that sees any problem where a student is involved or has experienced trauma reports the information by google form; the information is collected (i.e., name, approximate age, school if they are aware) and is then forwarded to two administrators and himself.

Alex O'Ryan asked if in off hours, is there a higher incidence of mental health related calls. Officer Ratliff advised mental health related calls encompass all ages, and occur at all times of the day. Sergeant Howard shared that they have calls with youth once every couple of days at least, and they do provide those contacts to the SRO.

Chief Páez appreciates the conversation; the discussion may help identify where there are gaps as well as what we are missing.

DC Tabernik shared that an offer has been extended for the Public Safety Coordinator position; they will be a Syntero employee based out of the police department. They can provide additional mental health and other resources to people in need. Susan Ortega shared that internally with the department and externally with the community, they will ensure that their role is clearly identified. The main role being to help link to resources available in the community.

Chief Páez thanked all for the discussion.

Rebecca Myers shared the mental health resource page on the city's website.

Chief's Update

DC Tabernik shared the draft proposal policy on visible tattoos. Current policy is that if you are representing the department you have to cover your tattoos. He reviewed the proposed language and exceptions to restrictions. Alex O'Ryan asked in the first bullet why there needs to be approval. Officer Ratliff advised that a majority of departments' policies have an approval piece. Chief Páez does not feel it should be just his opinion. This is why they are bringing the policy to the CAC, to get the community's perspective and ensure the department is meeting public expectations; there is a different standard placed on the person who is responding or arriving to a call, so the department has to be cognizant of that. Sgt. Howard clarified that it does not say cannot have those tattoos, just that they can't be visible; it becomes a part of the uniform that is presented to the public. Officer Nicholson reiterated that is similar to our uniform policy; ensuring that we are presenting a professional image.

Alex O'Ryan asked if there was a grandfather rule. Chief Páez advised that there isn't anything that would preclude a new chief in doing that. He feels that having this conversation with the CAC in developing this policy includes what is acceptable by the community. Officer Ratliff shared that it will definitely help with recruiting as she gets asked frequently "what is your tattoo policy".

Yanling Yin wondered if there was any research if they have visible tattoos on face hands etc. and if that damaged their credibility. She also mentioned the need to be culturally aware of certain tattoos.

Officer Ratliff shared that this is a start and that they can do additional research; if they find that there needs to be a change the policy can be amended.

Zhen Xing asked about the changes that were made in 2007 and why the department is making the changes now; what came about to initiate the change. Chief Páez shared that officers previously were not allowed to have facial hair. Tattoos were permitted but had to be covered which was a change from no tattoos. Zhen Xing asked if the decision was based on societal changes. Chief Páez advised yes, our department recognized that other agencies have made changes and we want to include this in our policy.

Public Guest suggested possibly conducting a community survey. Chief Páez shared that the CAC are members of the community and can take the information back and share to get that input from their members.

Chief Páez thanked the committee for allowing the department to present the policy information. Chair Maynard asked what is needed of the committee. Chief Páez advised they would leave the policy in the committee's hands and have them bring back feedback.

Rebecca Myers shared two upcoming partner events.

Chief Páez thanked Yanling Yin for her participation in the police officer interview process. Regarding Safe Space, Officer Brown has gotten through training with Dublin Methodist Hospital and Ohio Health. Indian Run Methodist Church wants to coordinate the training and become a Safe Space. Additionally, Officer Brown was selected by the Asian American Commerce Group to receive their annual "Diversity Leader of the Year" award.

Chair Maynard asked about the update memo to council that they received. Chief Páez shared that the goal is to have Chair Maynard and Vice Chair Hollie attend the upcoming October 9, 2023 council meeting to present the memo.

With the end of discussion, Chair Maynard entertained a motion to adjourn the meeting. Vice Chair Hollie motioned to adjourn the meeting and Yanling Yin seconded the motion. Chair Maynard asked if all members were in favor and all responded with I. The meeting officially adjourned without objection at 7:43 PM.

Dublin Police Department - Contact Information
614-410-4800

Chief Justin Páez
jpaez@dublin.oh.us

DC Nick Tabernik
ntabernik@dublin.oh.us

DC Greg Lattanzi
glattanzi@dublin.oh.us

Sergeant Devin Howard
dhoward@dublin.oh.us

Officer Amber McCloskey
amccloskey@dublin.oh.us