



Office of the City Manager
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Memo

To: Members of Dublin City Council
From: Dana L. McDaniel, City Manager
Date: June 19, 2020
Re: Resolution 37-20 Combating Injustice, Inequity, Intolerance, Negative Stereotyping and Discrimination Based on Race, Religion, Ethnicity or Belief

Summary

At City Council's direction, staff has drafted Resolution 37-20. If passed, City Council condemns racism, declares that Black Lives DO matter, and pledges to combat injustice, inequity, intolerance, negative stereotyping and discrimination based on race, religion, ethnicity or belief. The Resolution also affirms the constitutional rights of everyone to peacefully assemble and protest or demonstrate against injustice and that the City will provide a welcome and safe environment for all to be respected, listened to and heard.

Resolution 37-20 also states a series of actions to be taken by the City. The Resolution requires:

Section 5. City Council directs the City Manager to undertake a review of the City's relevant organizational and departmental policies, practices and training to ensure the City fosters diversity, equity and inclusion in all aspects of City operations and report findings and improvement plans to City Council no later than September 14, 2020. Such an effort will include our senior leadership team, legal counsel, Bargaining Unit Leadership along with other employees as may be necessary to conduct this assessment. The City staff leadership has undertaken Diversity, Equity and Inclusion training over the last 18 months or so. Progress on this program and future plans will also be shared with Council. Staff will seek outside assistance, assessment, and/or auditing can such expertise or resources be identified.

Section 6. The City Manager and Chief of Police will continuously inventory and assess the City's training and associated resource needs based upon both training requirements, as may be or become legally required, and training that may be suggested by our residents and/or by the City's staff. This is training as it may apply not only to Police Officers but also for employees citywide. We are fortunate that Chief Paez is currently appointed as the representative of the Ohio Association of Chiefs of Police as their representative to the Ohio Collaborative Community-Police Advisory Board placing him at the center of this conversation at the State level.

Section 7. The Chief of Police will establish a Chief's Advisory Committee. The Chief previously had a Chief's Advisory Committee comprised of community members representing races and cultures of the community. This was an informal advisory committee. As stated in the Resolution, the City could formalize a Chief's Advisory Committee with the intent to make its interactions, advice and counsel to the Chief and Police Department as a whole, providing proactive community engagement and critical dialogue concerning the protection, service, and public safety needs for the City of Dublin. This advisory committee will be more public than was previously practiced. The Chief will conduct routine meetings with the advisory committee and provide summaries of the

meetings and any proposed actions as a result to the City Manager and to City Council. Attached to this Memo is more information on the intent of such an advisory committee.

Section 8. The City Manager will establish a Task Force. As stated by the Resolution, this Task Force will be a diverse representation of our community to advise Council and City staff on those matters stated in the Resolution. The City Manager will work with Council to identify those individuals to serve on the Task Force. City Council will appoint members of the task force at its July 27, 2020, Council meeting.

In regards to the proposed Chief's Advisory Committee and Task Force, Council may choose to do both, one or the other. The community-oriented Task Force can also serve in an advisory role to the Chief or the Chief's Advisory Committee could serve the same function to Council. The Chief and I feel it is important to emphasize that the conversation should include a focus on Police and City policies and practices among many other community-oriented conversations, issues and needs. Council can provide any direction regarding the composition, term and particular focus of these at its meeting on June 22. From that, the City Manager will prepare further legislation authorizing a Task Force and/or Chief's Advisory Committee that may be necessary.

Section 9. The City Manager will work with staff and other community partners to develop a schedule of proposed public engagements per the Resolution. Such engagement may be in various forms and types. Council will review and approve a schedule of events at its July 27, 2020 Council meeting.

Section 10. The City will collaborate with other community organizations and promote engagements in order to maximize public participation and input.

Section 11. Council and staff have and are actively engaging with Central Ohio Mayors Managers Association, Mid-Ohio Regional Planning Commission, Ohio Municipal League and the Ohio Mayor's Alliance. All of these organizations are actively engaged in the dialogue on combating racism. These forums and collaborations serve as a means to share information among peer communities and learn from each other.

Recommendation

As City Council has discussed, we must condemn and combat racism, engage and hear our public and set forth a plan of action. Resolution 37-20 makes this statement and provides a plan of action. Staff recommends Council pass Resolution 37-20.

Attachment

Dublin Police Department - Chief's Advisory Committee:

The Chief's Advisory Committee establishes an opportunity for proactive community engagement and critical dialogue concerning the protection, service, and public safety needs for the City of Dublin.

The Chief's Advisory Committee is a volunteer group of community members comprised of City of Dublin stakeholders including, representatives from minority populations in the City of Dublin, administrative representatives from the Dublin City School system, City of Dublin business owners, as well as leadership from City of Dublin civic associations and homeowners' associations.

The Chief's Advisory Committee will meet with the Chief of Police, as well as Dublin Police Department executive staff, to provide valued advice, perspective, recommendations, and feedback on significant police-community relations issues. The Chief's Advisory Committee will assist the police department with aligning its mission and goals with community expectations by conducting research, soliciting community feedback about the department, reviewing policies and procedures, and supporting department's efforts in community outreach & engagement.

RESOLUTION 37-20

A RESOLUTION COMBATING INJUSTICE, INEQUITY, INTOLERANCE, NEGATIVE STEROTYPING AND DISCRIMINATION BASED ON RACE, RELIGION, ETHNICITY OR BELIEF

WHEREAS, The recent death of George Floyd and the brutal manner in which he died is a somber reminder of the racial injustice that ~~is~~ still exists prevalent in our nation; and

WHEREAS, racism acts on systemic, institutional and interpersonal levels, all of which operate throughout time and across generations and negatively affects members of our society and therefore deserves action by all levels of government and civil society; and

WHEREAS, racism takes on multiple forms, including but not limited to: individual racism, whereby an individual prejudices or discriminates against another based on race; institutional racism, where policies, practices and procedures are established that serve one population better than another, even if unintentional, because of race; and structural racism, which is the history and current reality of institutional racism across all institutions, combining to create a society that negatively impacts specific communities, due to race; and

WHEREAS, the manifestations of historic racism are many –the threat of physical violence, voter suppression, underfunded schools, discriminatory lending practices, limited available housing and transportation options, restricted employment opportunities, exclusion from social advancement, and daily degradations and distractions all of which has and still results in economic and social injustice; and

WHEREAS, racism today continues to cause disproportionately higher rates of homelessness, incarceration, and economic hardships for persons of color throughout our country; and

WHEREAS, the recent deaths involving persons of color and other minority members, and the manner in which they died, has caused our society to question the trust of those institutions, policies and practices designed to protect all human beings from injustice and equality; and

WHEREAS, achieving racial justice requires that we listen and act at the municipal, organizational, neighborhood, and personal levels; and

WHEREAS, City Council previously adopted Resolution 37-17 encouraging all to combat intolerance, negative stereotyping and discrimination and stating that hatred, fear, and discrimination against individuals on the basis of race, religion and national origin is detrimental to all people who cherish freedom and equality; and

WHEREAS, City Council and the employees of the City of Dublin understand they must earn the trust and confidence of all members of the public we are sworn to serve and protect; and

WHEREAS, City Council affirms the dedicated service, protection and public safety provided by the men and women in the Dublin Police Department, while recognizing the need for accountability, transparency, and continuous improvement; and

WHEREAS, the Dublin Police Department, a nationally accredited agency, awarded as Gold Standard with Excellence by the Commission on Accreditation for Law Enforcement Agencies, has required and

will continue to require its officers to regularly participate in training in diversity awareness, ethics, social and emotional intelligence, crisis intervention, bias awareness, use of force, and de-escalation techniques, promoting the best practices to protect civil and human rights; and

WHEREAS, the Dublin Police Department has adopted use of force policies consistent with federal and state law and has been certified by the Ohio Collaborative Community-Police Advisory Board; and

WHEREAS, City Council supports First Amendment rights advocating for justice and equality – peacefully, lawfully, safely and productively.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Dublin, _____ of its elected members concurring, that:

Section 1. City Council condemns racism in all forms.

Section 2. City Council declares that Black Lives DO matter.

Section 3. City Council pledges to combat injustice, inequity, intolerance, negative stereotyping and discrimination based on race, religion, ethnicity or belief.

Section 4. City Council affirms the constitutional rights of everyone to peacefully assemble and protest or demonstrate against injustice and that the City will provide a welcome and safe environment for all to be respected, listened to and heard.

Section 5. City Council directs the City Manager to undertake a review of the City's relevant organizational and departmental policies, practices and training to ensure the City fosters diversity, equity and inclusion in all aspects of City operations and report findings and improvement plans to City Council no later than September 14, 2020. Council encourages and authorizes external assistance, assessment and auditing.

Section 6. City Council will continue to support the Dublin Police Department and other City departments with the necessary training and funding to protect everyone, while expanding opportunities for public engagement, continuous improvement, transparency, and oversight.

Section 7. City Council directs the Chief of Police to establish and support a Chief's Advisory Committee to provide opportunity for proactive community engagement and critical dialogue concerning the protection, service, and public safety needs for the City of Dublin and valued advice, perspective, recommendations, and feedback on significant police-community relations issues.

Section 8. City Council directs the City Manager to present legislation to City Council for consideration on July 27, 2020, establishing, defining the roles and responsibilities of and appointing members to a Community Task Force. This Community Task Force is intended to advise Council and staff on matters of social justice and promoting opportunities to foster understanding, positive relationships, and a strong sense of community among people of diverse racial, ethnic, and cultural backgrounds.

Section 9. City Council directs the City Manager to provide to Council a recommended schedule of community engagements that will facilitate an open and honest discussion among the Dublin community regarding injustice, inequity, intolerance, negative stereotyping and discrimination based on race, religion, ethnicity or belief. The proposed schedule will be submitted to Council for review and approval July 27, 2020.

Commented [DLM1]: Does City Council want this and/or a community Task Force?

Commented [DLM2]: Council can determine the name of the Task Force

Section 10. City Council encourages all people to participate in all public engagement efforts.

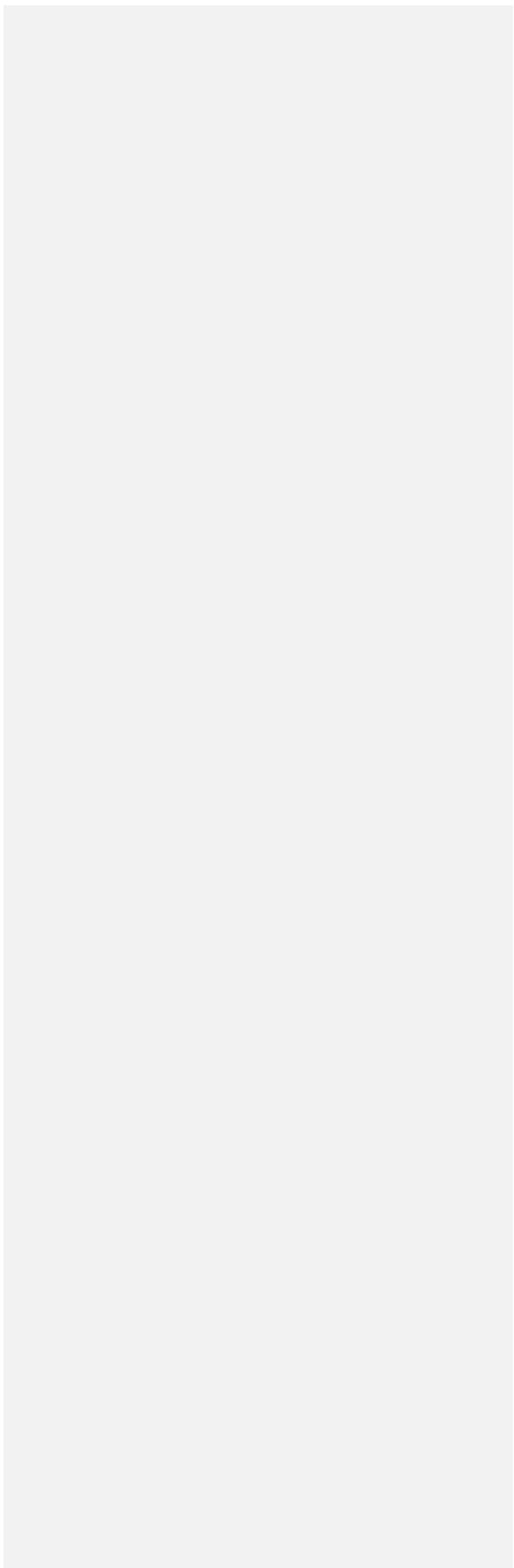
Section 11. City Council encourages all communities to work together to raise awareness, promote racial equity, and eradicate racism and will actively participate in regional efforts to achieve these goals.

Passed this _____ day of _____, 2020.

Mayor – Presiding Officer

ATTEST:

Clerk of Council



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