

To: Members of Dublin City Council
From: Dana L. McDaniel, City Manager
Justin Paez, Chief of Police

Date: July 20, 2020

Re: Resolution No. 41-20, A Resolution Establishing A Community Task Force and Chief's Advisory Committee to Assist and Advise on Combating and Prohibiting Social Injustice, Inequity, Intolerance, Negative Stereotyping and Discrimination

Summary

At City Council's direction, per Resolution 37-20, staff has drafted Resolution 41-20. If passed, this Resolution will establish both a Community Task Force and a Chief's Advisory Committee. Per Resolution 37-20, this is one of several actions City Council is taking:

1. Council intends to provide opportunities for community engagement. Possible opportunities will include a series of community discussions and learning opportunities. Staff continues to converse with community partners and experts to identify the specifics regarding possible topics and types of forums in which they may be held. To date, suggestions include an initial forum of open discussion and facilitation to ascertain general public concerns, issues and ideas of the community. Such a forum may help to quickly establish a baseline of understanding, needs and ideas, which may help to inform the initial direction of the Community Task Force and Chief's Advisory Committee. Other topics for additional forums may include: general bias, diversity, equity and inclusion awareness/training/discussion; guest speakers on topics of interest identified by the community; policing; schools and education; housing; etc. In this time of worsening pandemic, we will have to be cautious as to public gatherings. In person sessions are preferred but may be prohibited for a while. Dr. Hoadley has offered the Dublin City School's larger auditoriums in order that we may be able to host such forums and achieve appropriate social distancing. Online forums may be undertaken. Nonetheless, this will be a challenge.
2. Per Council's direction, Staff is conducting its internal assessment of policies and practices. Homer Rogers, Assistant City Manager/Chief Strategy and Innovation Officer, is leading this effort with City staff. We have also retained Mr. Stephen Francis to assist with this internal assessment and with the possible facilitation efforts with the larger public engagements discussed above and/or with the Community Task Force and Chief's Advisory Committee. Mr. Francis has been assisting staff with its diversity and inclusion training. He previously assisted the City in facilitating during the Martin Luther King Supper. He has significant experience as a corporate Diversity and Inclusion executive with Honda of America and the City of Columbus. He was a long time Dublin resident and only recently moved from Dublin. Staff has also identified and continues to look for other expertise that may be helpful with the overall community and Chief's Advisory Committee efforts.
3. The Community Task Force and Chiefs Advisory Committee will be established per Resolution 41-20, when passed in some form. At the direction of City Council, the City

Manager and Chief Peaz have been meeting with and talking to those who have expressed an interest in serving on either or both the Task Force and the Advisory Committee. They have also reached out to others of the Dublin community with whom they think may be representative of the community. Dr. Hoadley has been most helpful in making some recommendations and the City Manager has spoken to those persons as well. The City Manager will advance, separately, the entire list of names for consideration.

Recommendation

Staff recommends Council discuss Resolution 41-20 at its next regularly scheduled meeting July 27 to determine if the Resolution appropriately meets Council's intent. It may be necessary to consider the Resolution at Council's following meeting, August 10, to make time for any necessary adjustments to the Resolution and to provide the time necessary for Council to finalize the slate of persons for appointment. Please contact the City Manager or Chief Paez with any questions you may have.

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Dayton Legal Blank, Inc., Form No. 30045

Resolution No. 41-20

Passed _____, 20____

**A RESOLUTION ESTABLISHING A COMMUNITY TASK FORCE
AND A CHIEF'S ADVISORY COMMITTEE TO ASSIST AND
ADVISE ON COMBATING AND PROHIBITING SOCIAL
INJUSTICE, INEQUITY, INTOLERANCE, NEGATIVE
STEROTYPING AND DISCRIMINATION**

WHEREAS, the City of Dublin is a community that prides itself on being composed of people who have a rich diversity of backgrounds, cultures, beliefs, and experiences; and

WHEREAS, the City strives to encourage such diversity, recognizing that a diverse community creates a welcoming atmosphere for residents, businesses and visitors; and

WHEREAS, Council believes that persons who live, work, visit, or conduct business in the City should treat and be treated with respect and should be protected from unlawful and inappropriate discrimination; and

WHEREAS, on June 22, 2020, Dublin City Council passed Resolution 37-20, *A RESOLUTION COMBATING INJUSTICE, INEQUITY, INTOLERANCE, NEGATIVE STEROTYPING AND DISCRIMINATION BASED ON RACE, RELIGION, ETHNICITY OR BELIEF*, and

WHEREAS, it is the intent of the City that no individual be denied equal protection of the laws, nor shall an individual be denied the enjoyment of his or her civil rights or be discriminated against because of age, color, disability, education, familial status, pregnancy, gender expression, gender identity, genetic information, ancestry, marital status, national origin, race, religion, military status, veteran status, sex, or sexual orientation; and

WHEREAS, Resolution 37-20 directs the City Manager to present legislation to City Council establishing, defining the roles and responsibilities of and appointing members to a Community Task Force; and

WHEREAS, Resolution 37-20 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.

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

Section 1. Community Task Force is hereby established.

A. Members. The Community Task Force shall consist of the following volunteer community members:

- a. Name
- b. Name
- c. Name
- d. Name
- e. Name
- f. Name
- g. Name
- h. Dublin City Schools Representative

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- i. Youth representative from each high school (3)
- B. Term. The Community Task Force will serve for a period of no more than one (1) year from the date of the passage of this Resolution or as City Council determines the Community Task Force has achieved its intended purpose.
- C. Chair/Vice Chair. The Community Task Force will elect from its appointed membership and no later than its third meeting a:
 - a. Chair, whose duties it will be to coordinate meeting agendas and Task Force support with the assigned staff liaison, preside over meetings and serve as the spokesperson of the Community Task Force.
 - b. Vice Chair, whose duty it will be to serve in the absence of the Chair.
- D. Vacancies. City Council will fill any vacancy as may be necessary.
- E. Meetings. The Community Task Force will meet as often as determined necessary by the Chair of the Community Task Force in consultation with the assigned staff liaison. The Task Force will comply with all public meeting requirements. Staff will maintain minutes of all Community Task Force meetings.
- F. Staff Liaison and Support. The City Manager will serve as the primary staff liaison and will provide all necessary administrative support and coordination needs of the Community Task Force.
- G. Duties and Functions. The Community Task Force will:
 - a. Advise on matters of social justice and promote opportunities to foster understanding, positive relationships, and a strong sense of community among all community members.
 - b. Identify and recommend solutions to defeat social injustice, bias, bigotry, and racism in the community.
 - c. Recommend long-term goals for the community and methods by which to achieve those goals.
 - d. Invite, engage and listen to the concerns, issues, and ideas of the community's diverse members leveraging the various means currently or as may otherwise be available to the City.
 - e. Partner with Dublin City Schools, who expressed per Resolution 20-117, their desire to continue to work with the Dublin Police Department, the City of Dublin, and other local government partners to implement meaningful solutions to eliminate social injustice, bias, bigotry, and racism.
 - f. Include, to the maximum extent possible, other community partners in the dialogue and effort.
 - g. Suggest and/or participate in educational and informational efforts for its members, city staff, and the community, as a whole, to understand and develop recommendations to defeat social injustice, bias, bigotry, and racism and to nurture a community environment promoting and celebrating diversity and addressing equity and inclusion.
 - h. Review the findings of and advise Council and staff on a self-assessment of the City's relevant organizational and departmental policies, practices and training to ensure the City

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fosters diversity, equity and inclusion in all aspects of City administration and services.

- i. Advise Council and staff on public safety and public services that are transparent, accountable, and responsive for every person who lives in, works in, and visits Dublin.
- j. Identify key issues requiring further exploration and discussion among the community and/or the Task Force.
- k. Help identify necessary resources to achieve recommendations.

H. Reporting.

- a. The Task Force will submit to City Council a quarterly update as to its progress, findings, and recommendations.
- b. The Task Force will provide a final and comprehensive report of findings and recommendations to City Council no later than one year after the passage of this Resolution, or sooner at the Task Force's discretion.

Section 2. Chief's Advisory Committee.:

A. Committee Members. The Dublin Chief of Police will establish a Chief's Advisory Committee consisting of the following:

a. Volunteer community members:

- i. Chair, Two year term
- ii. Name; one year initial term; subsequent appointment for current or new member will be for two years
- iii. Name; one year initial term; subsequent appointment for current or new member will be for two years
- iv. Name; one year initial term; subsequent appointment for current or new member will be for two years
- v. Name; one year initial term; subsequent appointment for current or new member will be for two years
- vi. Name; two year term
- vii. Name; two year term
- viii. Name; (Syntero rep) two year term
- ix. Name; (business rep) two year term
- x. Name; (Dublin Schools rep) two year term
- xi. City Council will appoint a replacement for any unexpired term and/or new member for subsequent term/s.

b. Staff members:

- i. The Dublin Chief of Police will attend all regular meetings of the Chief's Advisory Committee and will actively participate in discussions but not vote.
- ii. Dublin Police Department Representative (officer of first-line supervisor representation as determined by the Chief of Police) will attend all regular meetings with the right to participate in discussions but not vote.

B. Vacancies. City Council will fill any vacancy as may be necessary.

C. Meetings. The Chief's Advisory Committee will meet as often as determined necessary by the Chair of the Advisory Committee in consultation with the Chief of Police. The Task Force will comply with all public meeting requirements. Staff will maintain minutes of all Chief's Advisory Committee meetings.

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- D. Staff Liaison and Support. The Chief of Police will serve as the primary staff liaison and will provide all necessary administrative support and coordination needs of the Chief's Advisory Committee.
- E. Purpose. To establish an opportunity for proactive community engagement and critical dialogue concerning the protection, service, and public safety needs for the City of Dublin as provided by the Dublin Police Department.
- F. Duties and functions. The Chief's Advisory Committee will:
- a. Meet with the Chief of Police, as well as Dublin Police Department Executive Staff and other members of the police department as deemed appropriate by the Chief of Police, to provide valued advice, perspective, recommendations, and feedback on significant police-community relations issues.
 - b. Assist the Police Department with aligning its mission and goals with community expectations by conducting research, soliciting community feedback about the department, reviewing policies, procedures, and training requirements, and making recommendations regarding the department's efforts in community outreach & engagement.
 - c. The Chief's Advisory Committee emphasizes cooperative efforts between the community and police department to identify and recommend solutions to issues of significant community concern including the defeat of social injustice, bias, bigotry, and racism in the community
 - d. The Committee Chair, appointed by City Council, will serve with the support and assistance of the Chief of Police. The Committee Chair will have authority for scheduling, planning, and facilitating committee meetings; The Committee Chair will share responsibility, with the Chief of Police, for the presentation of the Committee's progress, findings, and recommendations to the City Manager and City Council.
- G. Reporting. The Chief's Advisory Committee will, at a minimum, submit to the City Manager and City Council a semi-annual update as to its progress, findings, recommendations and associated actions of the Advisory Committee, unless more frequent updates are necessary as determined by the City Manager City Council, Chair of the Chief's Advisory Committee and/or Chief of Police.

Section 3. Pursuant to Section 4.04(a) of the Revised Charter of the City of Dublin, Ohio, this Resolution shall take effect immediately upon passage.

Passed this _____ day of _____, 2020.

Mayor - Presiding Officer

ATTEST:

Clerk of Council