



MEETING MINUTES

Chief's Advisory Committee (In Person) Thursday, May 26, 2022

Welcome to Committee by Chief Pàez

Chief Pàez welcomed the committee to the May 26, 2022 meeting.

Committee members present: W. Dwayne Maynard, Ajmeri Hoque, Gaurav Goel, Emmet Apolinario, Zhen Xing, Isao Shoji, Chief Justin Pàez, Rama Billakanty, Deputy Chief Nick Tabernik (via WebEx), Corporal Devin Howard, PIO Rebecca Meyers and Guests: Kirby Dearth and Peggy Kilty

Minutes by: Linda Richey

Committee Business

Chair W. Dwayne Maynard and Vice Chair Ajmeri Hoque

Dwayne Maynard thanked everyone for coming out. He stated that the committee began with a theme and they carry forward monthly and throughout the year, on a global front, it's important that we acknowledge that there is a war going on in Ukraine, it started in February 2022. His hope is that we keep people in conflict in our thoughts and prayers and have a resolution sooner than later. On a national level, he acknowledged Asian American and Hawaiian Pacific Islander Heritage Month and its significance, and just like during Black History month, invited anyone to make any comments. He also stated that between now and the next meeting, we will commemorate two national holidays, Memorial Day and Juneteenth this year. Most importantly, focusing on the shootings that have occurred, gun control issues and mass shootings events, he commented that we are in troubled times, and that the work of the advisory committee in this community becomes even that more important.

He then deferred to Chief Pàez to call roll.

- **Attendance**

Chief Pàez called roll for the meeting:

Judge Dwayne Maynard – present

Ms. Ajmeri Hoque – present

Ms. Susan Ortega – not present

Ms. Zhen Xing – present

Mr. Gaurav Goel – present

Mr. Emmet Apolinario – present

Ms. Yanling Yin – not present

Mr. Isao Shoji – present

Ms. Rama Billakanty – present

Ms. Stella Villalba – not present

Chief Pàez thanked Dwayne Maynard for opening the meeting. He stated that Deputy Chief Lattanzi was not able to attend because of the race that was currently going on. He mentioned Deputy Chief Tabernik being with us through WebEx. Chief Pàez Introduced Linda Richey and stated she was filling in for Rebecca Metcalf for today's meeting. He shared that Linda is currently involved with the DEI committee. He mentioned her name last year to the committee when he

read what she wrote in regards to Black History Month. Linda Richey then introduced herself to the committee.

Dwayne Maynard then asked for the meeting agenda.

Review/Amend/Adopt Last Meeting's Minutes

Dwayne Maynard asked committee members if everyone had opportunity to review minutes for March and April. He asked if there were any additions or corrections to the March meeting notes. He noted that his name was misspelled and currently corrected in the notes. Ajmeri Hoque mentioned a small typo error in the end of notes. He asked for motion to accept the March minutes. Ajmeri Hoque motioned to accept and Isao Shoji seconded the motion. Dwayne Maynard asked that all in favor signify by stating "I". All were in favor and the March 2022 minutes were adopted. He asked if there were any additions or corrections to the April 28th CAC committee minutes. There were none; he asked for motion to accept April 28, 2022. Ajmeri Hoque motioned to accept and Emmet Apolinario seconded the motion. Dwayne Maynard asked that all in favor signify by stating "I". All were in favor and the April 28, 2022 minutes were adopted.

Old Business

Dwayne Maynard asked if there was any old business that needed to be addressed.

Rebecca Meyers stated she had shared pictures with women in history month. Dwayne Maynard asked if anyone wanted to share in regards to this and Ajmeri Hoque stated she thought it was fantastic and the response was pleasant and it showed everyone who was involved.

Dwayne Maynard spoke on CCW. He stated that he was on the bench when carry concealed permit passed in 2004, he went back through those materials, and he has the 1st Ohio concealed carry book (27 pages of how to use and how to defend yourself) that was put out by the Ohio Attorney General Office. He read what Attorney General Petro wrote at that time. He commented that in the course of 20 years, things have changed and on the 13th of June the new CCW law goes into effect. He commented that history changes and changes quickly. He stated that we need to continue to talk about our role and how we deal with the new law. Emmet Apolinario then shared his concerns about the new law.

Dwayne Maynard asked if there was any other open business to discuss. Neither the Committee nor Rebecca Myers had any further old business

Chief's update to Committee:

Chief Páez, I think we can safely discuss what is on everyone's hearts and minds today, and preview what is to come and can come should member's desire to discuss.

Finalizing annual reviews: Tom Hirschy handles every year. He conducts a bias-based review analysis, pursuit analysis, and response to resistance analysis. We do not engage in pursuits; our practice has always been that pursuit is a bad tactic in certain circumstances. We only authorize pursuits if the offense that is involved could cause serious physical harm. Bias-based analysis: we are working on finalizing the bias-bases analysis; it is approximately 32 pages of traffic stops. Response to resistance: this analysis is slightly shorter but approximately 17 pages. Police Officer Hiring: The department wants to stay as ahead as we can, and have quality candidates. The question becomes how do we help diversify our staffing. The City's administrative order is what we utilize as our guidance and we are in the process of updating.

Once completed we will bring that back and share with the group. One important piece and element we wanted to add is that a member of the community be a part of the hiring process and be present for the Chief's final interview. Reason is when we are sorting applicants; we may have 100 - 200 people we interview. Generally, we have approximately 60 candidates to interview the first 2 weeks and the best place we felt to have a partnership with the community is the final interview. It falls on the Chief's shoulders to make the final decision, but that community involvement is a component we are considering.

Ajmeri Hoque asked how many interviews the Chief generally conducts. Chief Pàez, answered as few as 7 to 15 it varies, it depends on how many we are hiring. Detectives also conduct a background interview. In our most recent process, they did eight interviews and made offers to seven candidates. Chief Pàez wanted to share this information with the committee for consideration for the next police officer process.

Isao Shoji asked a question in regards to making an offer to the candidates. Chief Pàez described the process and when we make offers. First, we present the test, candidates are filtered down based on their score which can end with 50 or 60 people. Candidates are then interviewed by a panel made up of a field training Sergeant, an H.R. Business partner, and other officers. Candidates are then sorted down to backgrounds, once they have been through the test, and through backgrounds, is when they progress to the Chief's interview. People who have been vetted in the process, typically are good candidates for us to consider. Chief Pàez commented that we are very blessed to get a number of officers that have experience with other agencies participate in the process. In this current group, we have 5-7 candidates. Three are outside the State of Ohio, so they will have to go to our Academy. One is from the Dayton Police Department, one is from Cleveland Police, two are from Columbus and one is straight out of college.

Zhen Xing asked what requirements are needed or used. Chief Pàez advised that there is a standardized test for municipalities to use specific to policing, but they do not have to have a degree or a police background. There is a test guide given out to study and prepare for the test. We have also used National Testing Network which affords the opportunity for a candidate to take the test remotely.

Zhen Xing asked what are the types of knowledge needed? Chief Pàez advised basic writing, grammar, directions, police procedure questions. They are provided an informational booklet which they have 25 minutes to go through and remember as much as they can and then answer questions based on the information from that booklet.

Emmet Apolinario asked if this test is similar to a civil service test. Chief Pàez answered it is similar. He commented that we really would like to interview all, but the interview process is extensive; the interviewers are generally sitting for eight hours in a room for a couple of weeks. Corporal Howard added that when he took the test in 2013 there were only approximately 60 people. They had to write out directions with intersections, use good grammar, etc.; there has to be some type of filter mechanism. Having people come in to interview is important, we can miss quality candidates if we use the test only. Someone may not do as well on the test, but has the problem solving skills needed to be a good candidate.

Chief Pàez stated that we will have our HR business partner bring back information to a meeting so she can answer any other questions the committee may have.

Chief Pàez shared information about the Ohio Collaborative Community-Police advisory board. The board passed a new standard on developing policing and positive youth interaction. It is intentional that the word Youth is used instead of juvenile. Juvenile sounds negative and it conveys a different interaction. The standard includes searching, detaining, arresting, and interviewing, constitutional rights, allowing use of officer discretion making least restrictive approach to arrest, with arrest as last resort. Our accreditation manager has been working with the Office of Criminal Justice on the standard and updating our policy.

Ajmeri Hoque asked if all agencies are certified for this. Chief Pàez answered no but there are over 500 agencies. If you go to the Ohio Criminal Justice website, they have a breakdown on every county and where they stand with the standard. Ajmeri Hoque asked if they are they pushed to make it standardized. Chief Pàez answered yes; the hope is to have every agency with some degree of compliance of the standards. It is 214 pages but the hope is to get every agency on-board.

Dwayne Maynard stated the 214 pages of standards would be good to print and send out to the committee. There is documentation, materials that were sent to new community partners, and the history of this organization. Just some affirmation that what we are working on is having an effect.

Ajmeri Hoque believes the standard is on the Public Safety sight as of May 12, 2022.

Isao Shoji asked why some agencies are not a part of this, is it not enough resources, or just saying we are not going to be a part of it. Chief Pàez answered that some agencies may have only one fulltime employee or auxiliary or reserves doing this. Other agencies may not feel like they should, or are paying no attention, or could be CAELA certified already. They may think they are meeting the community's expectation; they do publish within that document agencies who are and who are not certified. To receive grant funding, you need to be certified by the Ohio Collaborate Services. If you are going to get money from the Federal government, you need to have some certification.

Ajmeri Hoque commented that Ohio is diversified and the needs of Dublin are not necessarily the needs of everywhere.

Dwayne Maynard asked if there were any further questions. There were no further questions or discussion from the group.

New Business

Dwayne Maynard asked Chief Pàez to continue to lead discussion on how we are going to start looking at D.E.I. framework and the taskforce. Chief Pàez mentioned at the last meeting they had asked that we continue to check-in on the taskforce. He advised that we occasionally check back in to make sure we are on task contributing to the progression, promoting public safety, sense of security, while respecting various cultures, and cultivating the community in engagement strategy; public trust attracts businesses. In addition, we are working toward diversifying police personnel of the department.

Chief Pàez shared that when he first took the police test, he did not do well. There was an information packet and he did not know what to do with it, the last 25 questions were about the information packet. His score was at the lower end. His dad worked with him to prepare for the next test and explained about the information packet. After learning this, when he re-tested, he

turned right to the packet of the test. Sharing information and talking to people who have been through the test helps. Our test is free but most agencies make you pay a fee. Chief Páez recommends to everyone to come in and take our test, just for the experience. If you have an interest and are ready, he recommends it. We have done open houses, prep sessions, HR gets an overview of the test, and we provide and prepare a pamphlet as a way to try to help a candidate. He also explained the evolution of the process after the interview panel; Officer McCloskey, and Corporal Gatterdam, will contact candidates after the interview and offer their support as a resource for the candidate. They are advised that they can call anytime if they have questions. We invited candidates and their families to get a tour of our facility. The next evolution in recruiting is if we see a candidate with a certain skill set, we want to reach out to that person to help them be successful.

Dwayne Maynard stated that now we have a framework as the next generation to determine what we want to see in the department. Recruiting maybe more important to this group, to help the department. He stated that they probably need to spend more time amongst themselves so they can give to the department; not only just take in from the department but also to be engaged.

Ajmeri Hoque stated that they have been fortunate to have diverse candidates but she would still love to see development and incentivizing to candidates who are fluent in Mandarin. Some Muslim did not grow up speaking Muslim but learned in college, this helps and gives us a way to connect. She also asked what do you do differently to attract those candidates. Chief Páez commented that he wished he knew but, no matter how we arrived, it is not just based on final interviews. He shares his story with many candidates as to what brought him to Dublin; diversity, equity, inclusion, high standards, and support from the community. All these are important to the organization and community and is what has kept him here and is something he wants to continue to take part.

Dwayne Maynard commented that he has been here since the beginning with the advisory committee starting with Chief von Eckartsberg. We are building on moments of years ago, what worked best, some things did not work as well, some of it is just the right way to draw people, in every field right now, and we are invested in wherever we need to do to bring quality people here.

Ajmeri Hoque added this is what we believe in, making sure you acknowledge these issues. Chief Páez stated in every interview he talks about Dublin's DEI as that is an important conversation. He asks what are their thoughts on current conversations on DEI and what they bring to the table. He provides the candidates the opportunity to share why they think they are the right fit.

Guest Peggy Kilty commented that she had the opportunity to attend some meetings in the City of Columbus; they have a new American Advisory Counsel, American Community Forum, and a Choice Connect Forum. These groups assist with issues relating to community engagement with law enforcement and creating community trust. They go out into the community and make connections, have meetings with special groups, and have joined Black & Latino Communities in gatherings to help bridge the gap. She shared some thoughts about the discussion from the last meeting and gaining some understanding about expectations for new Americans on a traffic stop; should consider what they already know from where they came from. She also talked about hiring and recruitment, as well as connecting with 2nd generation and 1st generation may not know how to connect, with police, fire, and EMT. Need to find some way to connect with youth. Schools

have career events, she asked if the department is engaging in anything like this. Chief Pàez advised the department is involved and does also attend other events and cultural events regularly. We have a desire to be everywhere, if we get an invitation we are there. The department also has a Community Education Unit working on a youth police academy to get some awkwardness out and have some comfort level between youth and police. Sgt. Stoll is partnering with Target on the youth academy with hopes of rolling it out next summer.

Ajmeri Hoque asked if there is an age limit for the academy. Chief Pàez advised that there is not a limit at this time.

Peggy Kilty asked if there have been any events where police had a picnic for the community. Chief Pàez advised they have had a block party, and hosted bike events to connect with the community but the last few years with the pandemic has made it difficult. Those events provide a good opportunity for community members to meet and put a face with an officer.

Peggy Kilty asked if there has been any engagement by police speaking with English speaking classes. Chief Pàez advised they have had some engagement with Dublin Community Church, but there is always more we can do. If there is place we can be, we want to be there. Last year we asked Rainbow Dublin how you want us to be there. We will be there to be supportive, but we must be mindful to let us walk before we run, and making those connections.

Deputy Chief Tabernik added participation in National Night Out, members of community can interact with different departments throughout the community. He also encourages anyone to think about attending special events: Memorial Tournament, Irish Festival, 4th July. Fifteen years ago we were concerned with safety and we still are. You see an officer; we are there to interact with people.

Chief Pàez stated Rebecca Meyers and Community Liaison, Officer Scott Brown, Officer Amber McCloskey have been reaching out to diverse communities and staying connected; that is their focus. Officer Scott Nicholson, Officer Quintanilla, Officer McCloskey and Officer Brown are working in partnership with Washington Township on finishing up "safe space" for the community; this initiative supports safety to the community and anyone visiting.

Emmet Apolinario stated this is a reflection of our community.

Peggy Kilty shared her thoughts that a relationship is a two-way street; the community needs to reach out as well.

Dwayne Maynard stated we also have the town hall.

Ajmeri Hoque stated people might not always be as welcoming to officers.

Current events

Dwayne Maynard asked if anyone wanted to say anything regarding Asian Hawaiian Pacific Month.

Ajmeri Hoque stated as Asian Americans we need to be aware of the wide variety that encompasses us. We have five members on the committee from different countries. Our continent encompasses many different features. This includes the Pacific Islanders, they have their own culture, from island to island. We have Black and White issues in the country, it is historical among the community and has been there for hundreds of years. She suggests

acknowledgement of agencies and government that it is Asian Heritage month that include cultural events.

Zhen Xing stated she is uncomfortable in a way and she can't represent all Asians; she stated she is first generation and her spouse was born and raised here. It's a constant reminder you are not an American.

Rama Billakanty shared there is a difference; there is a gap, and it is harder for her kids than herself. She commented that her kids consider themselves as American but there is still a gap and it bothers her; asked what do we do about it.

Dwayne Maynard stated that other school districts place an emphasis on high schools where they have a week that they celebrate their heritages wearing colors in some schools.

Rama Billakanty advised her daughter does not want to wear an Indian dress and go out in public.

Zhen Xing shared each family is different, lots of generational gaps. Some parents may do a better job with handling this. It may be good being part America but not losing their heritage.

Ajmeri Hoque stated with first generation issues, you go through a phase of not wanting to have anything to do with the American culture; it is not something that is important to you. She states that as she got older, she leaned more into the culture but struggles with not being considered an American; she speaks the language, dresses in the clothes but it is hard when you look completely different from others.

Emmet Apolinario spoke about his mixed marriage. Being Hispanic and part Filipino and part Chinese, he married someone from Tiffin, Ohio who has blond hair and blue eyes, but they have their own identity.

Rama Billakanty stated that lots of changes are coming in from the past three or four generations, and the gap is becoming smaller, but is not completely going away.

Dwayne Maynard stated that he hopes that with discussion, it allows his kids to feel comfortable with this topic. At OSU College, they have their own cultural groups.

Rama Billakanty stated it is not in high school regarding discussion but in college.

Zhen Xing shared her daughter just started OSU. She is in the Chinese Association.

Rama Billakanty shared she is more comfortable of her kids joining these clubs around people like her.

Zhen Xing said in some ways parents need to meet sometimes in the middle with their children.

Ajmeri Hoque shared it was a journey for her parents. Parents had to meet us in the middle.

Rama Billakanty shared she came to this country when she was sixteen; she sees how she looks at things and how her kids see things as well.

Ajmeri Hoque stated that the country has not developed yet; we need to figure out what our culture is going to be. We are part of establishing our culture.

Zhen Xing shared with the war in Ukraine, she has noticed Anti-Russian sentiment just because someone has a Russian last name. She stated that she thinks about what is happening in China and worries.

Dwayne Maynard stated that he is hopeful that with the younger generation, the conversations we are having today, that high school will have this conversation amongst themselves and with people who are different from them.

Peggy Kilty shared that her children come home seeing discrimination against Asian Americans; she asks her kids to stand up; it is important that we all remain aware it is accepted to stand up.

Ajmeri Hoque stated that she cannot speak for everyone but welcomes people standing up for others.

Dwayne Maynard stated he thinks about how we can be supportive in acknowledging and celebrating this particular heritage month.

Current Events

Ajmeri Hoque stated she had a lot to discuss regarding current events and some of her comments/questions follow: It is painful; I have a nine-year-old. Kids murdered just two days ago, it is an angry time for me. I have reached out to the community on what they would like police to do. Chief Pàez, I do not know if you have all the answers for this topic. I can send you my questions, some of them are: Who makes decisions on security issues? Alice Training, how often do we offer a refresher? Are students, children, and teachers involved in training? What happens if you are locked out? What materials are sent home to parents? What is the response time? This current incident involved the assailant crashing a vehicle and entering the school. What are some of the scenarios? How often are you touring schools? Is the front vestibule, windows, doors, bulletproof? What is the protocol? Who are the SROs in the elementary schools? At what point are we losing kids to violence and what can we do? You have an 18-year high school dropout, no history, without history within schools. Uvalde had police officers, case management, licensed professionals, motion detectors, security detectors, and metal detectors. A person with an AR15 is unacceptable in schools, or to have this.

Chief Pàez's comments follow: There are many questions he could answer; what we should be doing, what we could be doing is ensuring safety for teachers and parents. It has been a decade and feels like we have done nothing; I am overwhelmed just thinking about it. I want to do more, I want us to do more, to figure out what the next step is, not just metal detectors, culture safety, the entire community has to be involved in safety enforcement, mental health, catering those who fall through the cracks. People do not have to live in fear. I spoke to Sgt. Stoll who has been involved in our training with active threats. By next month I'd like to have him talk about these questions. Chuck Collier has spoken to the group before, he is now with the Dublin Schools, he will reach out to him.

Corporal Howard commented that a strong point of intervention is that if we can normalize going to a police officer, a teacher, create a partnership of everyone paying attention and bring that to attention to the right person and response.

Ajmeri Hoque commented that after Columbine, there was a massive attempt that if you are nice to people this would not happen again, movement amongst young men. Where is that conversation starting and why are we are ignoring it?

Peggy Kilty shared a personal story that her kid received a text from a friend, school was not in session, the text stated "I am going to kill myself." "I am going to take other kids out too." She contacted the subject's mother and asked her to check on her child, and made some suggestions. She realized later that she had spoken with subject's sibling and not a parent. Information did get to the school. They asked why didn't I call police, it is scary, I felt like I failed.

Corporal Howard advised you took action, usually calling parents that is fine. If someone reaches out and tells us the situation we will respond. Will reach out to school, calling the police is not to punish the child but we have resources to make the sure child gets the help they need.

Chief Pàez added that we coordinate our officers' response to the home. You want to be mindful of the environment, that it is safe; using right resources for child and family. On Tuesday Sgt. Stoll and Deputy Chief Lattanzi will be in contact with every school we know we have; this has scared kids, teachers, and administration. This did not happen here, but everyone's worried it could happen here. We need to ensure we are all on the same page. From tragedies that never happen here, we should not to push conversation away, we should talk about what we know, what are we missing. Football games, soccer and other gatherings, to feel safe we need to acknowledge the realities that we are facing and openly acknowledge the gaps.

Dwayne Maynard asked if police departments treat active shooters the same for a church, school, grocery store? Chief Pàez stated yes absolutely. We treat them the same and have the same expectations; get there quickly, to understand where the threat is, control the situation, address lifesaving aid.

Ajmeri Hoque added that maybe as more information is divulged we will have more questions.

Isao Shoji shared that he has an eight-year-old daughter, I watched her sleep and I started crying. It is very emotional; every parent feels this way. Ultimately basic things we do here, times like this people are looking for some sort of response, not just a statement something they can observe, even if not perfect, it makes them feel better and feel safe in our community. Feeling it is easy, to say these things are obvious, in a case like this school it is a delicate situation, people are looking to hear something that makes them feel better.

Ajmeri Hoque stated it is on our elected officials not just on you Chief Pàez.

Zhen Xing stated she is hearing parents are feeling like keeping their kids at home, they are just so scared.

Ajmeri Hoque commented that she does think parents are very scared, tomorrow is the last day of school.

Dwayne Maynard stated the loss of 19 kids, 2 teachers; it is very hard as a father of kids who decided to be teachers; we have different perspectives but we all have some type of connection.

Public Comments

Rebecca Meyers received a comment by email and will respond. Comment is included below:

Lin Rice
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Chief Páez and members of the Chief's Advisory Committee:

Thanks to all of you for serving Dublin. I believe that strong, local partnerships are the best way to make our community thrive, and this committee is an encouraging example of that work being done.

We live in the Riverside Green neighborhood of Columbus, and our rising 4th and 2nd graders attend Griffith Thomas Elementary. I volunteer at Thomas and know their teachers and staff, and I'm very thankful that's where my kids get to go to school.

Recent violence in Ohio and beyond has all of us focused on the safety of our students. A good partnership between the district and Dublin, I believe, is the best way to accomplish it.

I also believe that placing armed officers in schools on a regular basis must be justified and done properly. Now more than ever, it's important for us to work together to best protect our students.

I think it would be helpful to our community to have a solid understanding of:

- How officers are utilized in the District
- The memorandums of understanding between Dublin and the District, how they are renewed, modified, carried out, etc.
- Dublin's past experience with threats and violence - how situations were addressed, what conclusions and changes in policy resulted, etc.

Understanding how these programs work, and including community input in their upkeep, I believe, is our best way to plan for the future.

I want to again thank those of you who make student safety your daily concern. I've had my kids close to me through most of the pandemic, and sending them back to school has been hard. But I've watched them bloom this year. Being at Thomas has been wonderful for them.

Knowing their friends and teachers are safe, and that their safety is provided with all of their educational needs in mind - I can't overstate its importance. An engaged community partnership is how we continue to make that happen. Thanks again, and please feel free to contact me any time.

Sincerely,

Lin Rice

Chief Pàez stated for the next meeting he will reach out to Sgt. Stoll and partnership now and for the next school year with the Fire Department and Dublin Schools on what can we with the community regarding sending kids to school; this is an opportunity now to have some messaging for safer environment and not just be one person's responsibility.

Dwayne Maynard requested we communicate our thanks with our response to the woman for sharing with us. We are all that concerned and will be addressing in weeks and months to come. He then asked If there, was anything else and thanked everyone for coming out along with Deputy Chief Tabernik for staying on with us virtually and asked that we let Jay Somerville know we are thinking of him, and looking forward to his comeback.

Dwayne Maynard asked for a motion to adjourn the meeting. Ajmeri Hoque motioned to adjourn and Emmet Apolinario seconded the motion. Dwayne Maynard asked that all in favor of adjourning the meeting signify by stating "I". All were in favor and the meeting was official adjourned at 8:08 pm.

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