

Police Reform: Community Engagement Working Group  
Thursday, October 29, 2020  
ZOOM Group Chat

19:08:19 From Jordan Lewis : <https://www.uwrochester.org/equitychallenge>

19:25:04 From Jordan Lewis : o Why is this recommendation important?

- o How does it support engagement? (Values conversation)
- o What is the desired/expected impact of the recommendation?
- o What info do we need to make a recommendation?

19:43:50 From byron.branch : brb

19:45:48 From Jordan Lewis : Thoughts: education, cultural knowledge, building relationships, customer service, “finessing”

19:45:49 From Serida : maybe there can be something to the effect of culturally educating one another with the

19:45:54 From Youssef Elzein, Dayton Ohio : Few years ago, and as a volunteer to the Red Cross language bank, I was called in by the police officers to assist with a language barrier between them and the male in the house. The call was due to an abusive husband. I managed to stand between the officers and the husband to convince him to let his wife go to the hospital. Are we still tapping into this service?

19:46:04 From Serida : goal of building relationships

19:46:28 From amy mitchell - Dayton Ohio : i understand that the residency rule will never come back, but rather white, black or whatever, if there is a TRUE CONNECTION to the neighborhoods I'm patrolling there could be a disconnect.....no matter what neighborhood the police is assigned to. RELATIONSHIPS make the difference

19:48:38 From Will Smith : <https://www.daytonohio.gov/933/Recommendations>

19:53:59 From Marcie Sherman : This is a recommendation from Group 4:

19:54:01 From Marcie Sherman : Create an advisory group of diverse community leaders that will aid the recruitment unit in reaching diverse potential police recruits.

19:57:50 From byron.branch : ^ how?

19:58:22 From Jordan Lewis : Byron, are you questioning Marcie's comment or Jo'el's comment?

19:58:38 From byron.branch : It was Marcie's I believe.

19:58:43 From dkgre : Excellent!

20:00:07 From dkgre : There you go! Take those covers off! Openness!

20:04:41 From Marcie Sherman : Shannon, I summarized what you were talking about for a recommendation: When hiring new officers, utilize subject-matter experts to assess race and equity in the hiring process. (This is just an initial draft--feel free to dig in.)

20:05:10 From Serida : implicit bias

20:05:31 From dkgre : Yes!

20:05:46 From shannon isom : Jordan, can you capture Marcie's draft of the recommendation

20:05:51 From Jordan Lewis : Yes

20:06:21 From Youssef Elzein, Dayton Ohio : Internalized racism lies within individuals. This type of racism comprises our private beliefs and biases about race and racism, influenced

by our culture. This can take many different forms including: prejudice towards others of a different race; internalized oppression—the negative beliefs about oneself by people of color; or internalized privilege—beliefs about superiority or entitlement by white people.

Interpersonal racism (personally mediated) occurs between individuals.

This is the bias that occurs when individuals interact with others and their personal racial beliefs affect their public interactions.

20:06:23 From Gwen Buchanan : I think there is also more education needed around white privilege, because I believe most white folks take it for granted their status in life and things that are freely given that we as African Americans have to fight for.

20:06:38 From Serida : There are explicit and implicit biases. Hence education

20:07:39 From Marcie Sherman : Erin, summarizing what you said as a recommendation: Require a 12-course implicit bias class, taught by a professor at a local educational facility. This course is a recurring requirement, to be completed on a regular basis once every five years. (Again, feel free to dig in.)

20:08:34 From dkgre : Dialogue shares wisdom!

20:08:53 From Serida : Erin I appreciate your transparency and honesty

20:09:12 From amy mitchell - Dayton Ohio : but why see color, those of us that do community engagement, we walk on porches and sit at kitchen tables not looking at color but AS A PEOPLE working towards a common goal

20:10:29 From hjones-kelley : There is a set of IAT's Implicit Association Tests on Harvard.edu to Erin's point. It allows us to gain perspective on our "preferences" and we do need to be aware of those when we serve people.

20:11:00 From Serida : Sometimes it's worse because it is based on the conversations they have with their peers. That information can be more damaging.

20:11:13 From shannon isom : Helen, could this be part of the recommendation

20:12:10 From Gwen Buchanan : Fear, ignorance and greed breeds bias, racism and oppression.

20:14:26 From Youssef Elzein, Dayton Ohio : This one pager covers what we are actually talking about. <https://www.cacgrants.org/assets/ce/Documents/2019/FourLevelsOfRacism.pdf>

20:14:53 From hjones-kelley : It is a good (and validated) basic opportunity to gain some self-awareness. They are free and get at things like skin color, gender, etc. It is basic but does offer some good thinking points, because becoming aware of preferences allows us to be a little more aware of how we behave when faced with differences

20:15:52 From Sellassie, Amaha he/him : what about culture humility?

20:16:54 From Gwen Buchanan : Cultural sensitivity?

20:16:55 From Serida : culturally competent?

20:17:28 From Erin.Ritter : Cultural Competency was our Social Work Course Serida

20:17:49 From Sellassie, Amaha he/him : only thing about competence is that we can never be competent in our own culture let alone others

20:17:59 From Erin.Ritter : I agree

20:18:11 From Sellassie, Amaha he/him : I feel that @ relationships

20:18:23 From Serida :

20:18:41 From dkgre : To everyone, please continue the dialogue because it educates! We have to be opened and speak from your heart and souls!

20:19:52 From Sellassie, Amaha he/him : ase baba!!

20:22:09 From Gwen Buchanan : Cultural Sensitivity is defined as being aware that cultural differences and similarities between people exist without assigning them a value - positive or negative, better or worse, right or wrong. I think we are talking about how officers can be particularly culturally sensitive to Black people given our history of oppression as a result of systematic racism and the violence and oppression as a result and the effect that it has had and continues to have

20:23:19 From Sellassie, Amaha he/him : that makes sense Gwen

20:23:38 From Sellassie, Amaha he/him : i am just not sure if the word is loaded with assumptions

20:26:55 From Youssef Elzein, Dayton Ohio : What is culture and what are the characteristics of Culture?

Culture is the characteristics and knowledge of a particular group of people, encompassing language, religion, cuisine, social habits, music and arts.

20:27:06 From Sellassie, Amaha he/him : I wonder about a fishbowl with community in center and officers have to listen?

20:27:11 From Serida : You have to Include them in the conversations and ask them what are their expectations. I said this before.

20:27:26 From Marcie Sherman : then they should be fired

20:27:32 From Youssef Elzein, Dayton Ohio : What is community, meaning and definition of community?

1 : a unified body of individuals : such as. a : the people with common interests living in a particular area broadly : the area itself the problems of a large community .

20:27:52 From Gwen Buchanan : Accountability has to be grounded in the FOP contract

20:28:03 From Sellassie, Amaha he/him : YEP!!!!!!!!!!!!!!!!!!!!!!!!!!!! @ contract

20:30:26 From Youssef Elzein, Dayton Ohio : The phrase "inherent bias" refers to the effect of underlying factors or assumptions that skew viewpoints of a subject under discussion. There are multiple formal definitions of "inherent bias" which depend on the particular field of study.

20:31:26 From Scott Sliver : That's SO GOOD Dion!

20:31:32 From Scott Sliver : Love it

20:31:38 From Gwen Buchanan : I agree Dion.

20:32:27 From Verletta Jackson : I agree Dion.

20:33:17 From Serida : Whatever the level of engagement is...it has to be ongoing

20:33:22 From brian.johns : Community Policing

20:34:36 From byron.branch : welp im offended

20:34:39 From byron.branch : jk

20:34:41 From Erin.Ritter : ha

20:35:44 From Serida : so with that...do you interact?

20:36:27 From Scott Sliver : Sinclair has an African-American studies courses

20:36:35 From amy mitchell - Dayton Ohio : like Eric said respect is respect and right is right and wrong is wrong!! regardless of color, police negativity is either perceived, learned or experienced. The

guys I work with during community policing all white except 2 or 3 in 15 years in a black community have All been accepted.

- 20:37:26 From Marcie Sherman : I should clarify: I read books on racism and history
- 20:37:38 From brian.johns : well said Byron
- 20:38:13 From Dion Sampson : Thank you Marcie. Appreciate you sharing
- 20:39:00 From byron.branch : Dion - you hit the nail on the head. A lot of people are just crossing off the boxes when it comes to inherent bias training. I don't have a solution. Just an observation
- 20:39:22 From Dion Sampson : Yes sir Officer Branch
- 20:39:51 From amy mitchell - Dayton Ohio : there you go Shannon!!!!
- 20:41:55 From Scott Sliver : The HRC/DPD has that data about recruitment and percentages
- 20:42:06 From Scott Sliver : Right @Erica?
- 20:43:14 From Erin.Ritter : The City does partner with a non profit to provide incentive for teachers to move within the City, so same theory minus a non profit.
- 20:43:28 From Sellassie, Amaha he/him : sorry I have to hop off
- 20:43:47 From Janet Mueller : Good to see you Amaha
- 20:43:52 From Marcie Sherman : Recommendation: Provide incentives for police to move within the City of Dayton.
- 20:44:25 From Gwen Buchanan : @Marcie...AGREE
- 20:48:51 From IMPACT Zoom Account : WWW.Re-Imagining Policing/Re-Imagining Public Safety . re-imaginingamerica.org
- 20:50:49 From Gwen Buchanan : I agree that we ALL are human beings; however we have a constitution that states that Black folk are 3/5 human, and many folk who still do not consider us any more than that. Transformation/change begins in the mind. This nation needs a mindset change if we expect anything different.
- 20:53:21 From Jordan Lewis : APPROVED