

Police Reform: Community Engagement Working Group
Thursday, December 17, 2020
ZOOM Group Chat

- 19:21:58 From Dormetria Thompson : Great catch, Byron!
- 19:23:21 From Andrea Dewar Oladi : How does everyone feel about adding the word "awareness" to the departmental goals?
- 19:23:30 From Youssef Elzein, Dayton Ohio : 2. Require all officers, in addition to attending continuous expert lead training like 1 above, to participate in consistent, ongoing community engagement activities through Intentional Outreach to meet departmental goals of consistency, authenticity, inclusivity, and sensitivity.
- 19:25:21 From David K. Greer : Hello everyone! Unfortunately, I must leave the meeting at this time. Please remain safe, be steadfast in your safeguards and safety measures. Happy Holidays to you and your families!
- 19:25:28 From byron.branch : ciao
- 19:25:51 From Dormetria Thompson : You too, Mr. Greer. God bless.
- 19:26:17 From Youssef Elzein, Dayton Ohio : @DAvid Greer, Merry Christmas and hopefully the new year will be a good one for all of us.
- 19:26:24 From Andrea Dewar Oladi : Happy holidays!
- 19:27:43 From Shelley Dickstein : Happy Holidays to all! May you have a blessed, healthy and happy season :-)
- 19:28:55 From Marcie Sherman : Happy holidays to you all, too! (We just began our last night of Hanukkah tonight.)
- 19:29:26 From byron.branch : l'chaim
- 19:29:46 From Shelley Dickstein : Me too: I am surrounded by candlelight!!! :-)
- 19:34:48 From Marcie Sherman : I honestly think "underserved" is a catchall. (I'm not saying whether that's good or bad.)
- 19:36:25 From Scott Sliver (sly-ver) : Perhaps it's just the addition of "with additional focus on the aforementioned groups."
- 19:36:31 From Marcie Sherman : "The officer must explain which underserved community their engagement specifically benefits."
- 19:37:02 From Marcie Sherman : "The officer must explain which underserved community their engagement specifically benefits, with an emphasis on the aforementioned communities."
- 19:39:28 From Youssef Elzein, Dayton Ohio : The focus of our WG is to assist our police officers to accept nonwhite Anglo Saxons with respect and dignity.
- 19:44:11 From Marcie Sherman : "Indicate" is a great word change, Scott
- 19:45:21 From Youssef Elzein, Dayton Ohio : Black, Hispanic/Latinx, LGBTQ+, Muslim, and/or any other underserved communities ("COMMUNITY")?
- 19:46:00 From Youssef Elzein, Dayton Ohio : "COMMUNITY"

19:52:32 From Youssef Elzein, Dayton Ohio : I see that as part of the GOAL setting between the officer and the commanding officer to determine both, daily on the clock interaction as well as scheduled events.

19:52:53 From Marcie Sherman : We want this to be streamlined though. Everyone will do it in their owns, but they should be doing some things consistently.

19:54:35 From Youssef Elzein, Dayton Ohio : Indeed, their performance evaluation is at stake and they will be held accountable for not meeting that goal.

19:58:03 From Marcie Sherman : Aren't there new social workers joining the force? Could they have some sort of oversight?

19:59:48 From Shelley Dickstein : Would it be helpful to identify values, behaviors and activities that achieve the desired outcomes of increased cultural competency through intentional community engagement?

20:02:22 From Marcie Sherman : 2)d. This will be included in the annual evaluation!

20:03:44 From Youssef Elzein, Dayton Ohio : Building a relationship is not a one or two conversation, instead it should be a long Term effort. To me any conversation that WILL end without abuse is a success.

20:04:04 From Marcie Sherman : Goal: building relationships with communities

20:05:16 From Marcie Sherman : Exactly! The procedure comes later. Right now, we need goals to help mark how officers have changed.

20:06:51 From Shelley Dickstein : yes; :goals that drive desired outcomes would be a great direction for the group

20:09:45 From Andrea Dewar Oladi : yes

20:09:46 From Eric Henderson : Yes

20:09:46 From Marcie Sherman : yes

20:09:48 From Robin Williams : yes

20:09:49 From Brian Johns : yes

20:09:49 From Erin Ritter : Yes

20:09:50 From Youssef Elzein, Dayton Ohio : Yes for one.

20:09:53 From hjones-kelley : yes

20:09:55 From Dormetria Thompson : yes

20:09:56 From Verletta Jackson : yes

20:09:56 From Shelley Dickstein : yes

20:10:35 From Scott Sliver (sly-ver) : I would be in favor of it if it included some reference to ongoing training post-academy training. It makes me nervous to separate the two recommendations.

20:10:50 From Dion Sampson : I need an understanding on who is considered the "expert"

20:12:04 From Scott Sliver (sly-ver) : If one "passes" the Commission and part 2 doesn't, I don't consider that a win.

20:12:05 From Marcie Sherman : We have professors at DU who study race and criminal justice too.

20:12:44 From byron.branch : DU?:

20:12:49 From Dion Sampson : thank you

20:13:01 From Youssef Elzein, Dayton Ohio : Agree Scott, however we can vote on 2.a. as well.

20:13:33 From Marcie Sherman : UD? Sorry! I lived in CO for a long time... and we had a DU. :)

20:13:52 From byron.branch : gotcha, I was wondering if there was a university I missed in the city. heh

20:14:20 From Marcie Sherman : No, no. I'm not from here. Sorry! I'll eventually get it right.

20:14:39 From Youssef Elzein, Dayton Ohio : 2. Require all officers, in addition to attending continuous expert lead training like 1 above, ...

20:22:56 From Marcie Sherman : These efforts will be evaluated through the annual review process. Criteria for evaluation may include:

20:23:49 From byron.branch : A says the engagement MUST benefit...who determines the interaction or whatever you want to call it HAS done this? is it up to the supervisor to determine that it has benefited anyone? Do you have to go out and speak to the people the officer dealt with to determine if it had benefitted the individual?

20:26:11 From Marcie Sherman : Bryon, maybe our next recommendation will be to create a position that tracks continuity in community engagement for officers outside of their first year as an officer.

20:27:00 From byron.branch : you want to create a position for a civilian to assess what is and isn't effective as far as successful and unsuccessful engagement?

20:27:13 From Marcie Sherman : Sure!

20:27:31 From Robin Williams : Byron, I agree and how do we measure consistency

20:27:32 From byron.branch : You would need a whole list of metrics to measure to determine its validity and accuracy

20:28:27 From Marcie Sherman : That would be up to the new employee to determine. We don't need to answer every question. We're coming up with a general recommendation, and then the specifics would be dealt with within the police force.

20:29:03 From byron.branch : You don't have to reinvent the wheel. Just find a place that already does that. Im sure there are quality control mechanisms within big business and marketing that already have something like this.

20:29:05 From Youssef Elzein, Dayton Ohio : THANK YOU!!

20:29:13 From byron.branch : There probably already is a program that already does that. And you just create your own inputs for it.

20:30:59 From Youssef Elzein, Dayton Ohio : Can you use INDUSTRY STANDARDS and KNOWN STANDARD OF CARE.

20:32:39 From Dormetria Thompson : It pays to have attorneys in these groups. lol

20:32:52 From Dormetria Thompson : Marcie is The Bomb.

20:34:04 From Dormetria Thompson : It's all about the most effective language.

20:35:32 From Youssef Elzein, Dayton Ohio : II believe that the burden should be CITY of DAYTON.

20:38:15 From Youssef Elzein, Dayton Ohio : As I mentioned earlier, the DPD hMUST work with the COMMUNITY to develop these guidelines.

20:40:35 From Marcie Sherman : So let's vote on 1 & 2 as two separate recommendations. And we will focus on the HRC stuff at the next meeting. I'm really hoping we can submit at least one recommendation tomorrow.

20:42:03 From Marcie Sherman : "In addition, the training will be overseen by..."
20:46:20 From Marcie Sherman : 30
20:48:59 From Youssef Elzein, Dayton Ohio : 100%. This is two track responsibility, HRC for Oversight and the DPD for holding officers accountable through the Performance Review.
20:49:12 From Marcie Sherman : Yes, Youssef
20:50:30 From Andrea Dewar Oladi : I apologize for having to leave. Hope everyone has a safe and happy holiday!
20:50:52 From Shannon Isom : thank you Andrea
20:51:27 From Will Smith : It is difficult to speak for an entire community...even when black
20:52:50 From Shelley Dickstein : That's what I was struggling with Will
20:53:21 From Shelley Dickstein : If we want to be inclusive and accessible why limit vs integrate
20:53:24 From Will Smith : groups that have sent in multiple recommendations have split them
20:54:20 From Marcie Sherman : Let's vote on 2!
20:55:45 From Will Smith : you can vote on 2 to get that feedback
20:56:39 From Verletta Jackson : I agree.
20:58:16 From Eric Henderson : Yes
20:58:21 From Scott Sliver (sly-ver) : Yes
20:58:24 From Robin Williams : yes
20:58:24 From Marcie Sherman : Yes
20:58:26 From Youssef Elzein, Dayton Ohio : Yes
20:58:27 From Shelley Dickstein : yes
20:58:32 From Brian Johns : no
20:58:40 From Verletta Jackson : Yes
20:59:21 From Dormetria Thompson : no
20:59:59 From Shannon Isom : no
21:00:20 From Marcie Sherman : Change it so it says "everyone" after the word "to"
21:04:40 From Marcie Sherman : Thanks, Lt.Col. Henderson!! Way to spread holiday cheer :)
21:05:50 From Eric Henderson : I hope everyone has a great holiday!
21:05:57 From Marcie Sherman : You too!
21:06:13 From Youssef Elzein, Dayton Ohio : Thank you!! Happy Holidays