

De-escalation, Implicit Bias and Cultural Competency Working Group Minutes
Tuesday, October 13, 2020, 2:30 pm – 4:00 pm

Working Group Purpose: To evaluate current de-escalation training, research policy alternatives, and make policy recommendations to present to the Commission City Manager, and/or Dayton Police Department

Objectives: Explore evidence of de-escalation training and implicit bias training and potential policy alternatives

Opening- Commissioner Fairchild

- Welcome and thanks for joining the meeting this afternoon
- Updates from other groups
 - Accountability has 15 recommendations
 - Recruitment has 2-3
 - Enforcement has 2 recommendations that have been passed by the commission
 - Body cameras
 - Annual report on use of force
- Daniel Juday Listening session
 - October 20th, 6:00 pm
 - Implicit bias, common language, overview
- Reminder of submitting recommendations concerning training, de-escalation, implicit bias, and cultural competency for potential policy alternatives/recommendations
- Introduction of Dr. Robin S. Engel, Professor of Criminal Justice at the University of Cincinnati, Director of the IACP/UC Center for Police Research and Policy

Presentation: Please refer to Dr. Engel's PowerPoint presentation: Examining Police Reforms: The Impact of Police Training and the need for More Evidence.

- Dr. Engel expressed her optimism that change is happening around the country as evidenced by the number of requests she is receiving for this presentation
- She is studying/researching what de-escalation data is reported and recorded that would impact behavior change in policing.
- Dr. Engel is involved in a current study called ICAT (Integrating Communications, Assessment, and Tactics) in Louisville, KY. This is a use-of-force Training Guide designed to fill a critical gap in training police officers in how to respond to volatile situation in which subjects as behaving erratically and often dangerously but do not possess a firearm.

ICAT Mission Statement

Patrol officers will learn to safely and professionally resolve critical incidents involving subjects who may pose a danger to themselves or others but who are not armed with firearms. Reducing the need to use deadly force, upholding the sanctity of life, building community trust, and protecting officers from physical, emotional, and legal harm are the cornerstones of ICAT.

ICAT Training Goals

- Reinforce with patrol officers the core ideal of sanctity of human life—the need to protect themselves, members of the public and, whenever possible, criminal suspects and subjects in crisis from danger and harm.
- Promote public safety and officer safety by learning and integrating skills and strategies related to decision-making, crisis recognition, tactical communications, and safety tactics.
- Provide patrol officers with the skills, knowledge, and confidence they need to assess and manage threats, influence behavioral change, and gain voluntary compliance whenever possible in dynamic and dangerous situations.
- Provide patrol officers with a decision-making model that is intuitive, practical, and effective for safely resolving non-firearms critical incidents and for documenting and explaining actions after the fact.
- Provide patrol officers with basic skills needed to recognize individuals in crisis and to approach and attempt to engage them in a safe and effective manner.
- Provide patrol officers with key communications skills needed to safely engage with, de-escalate, and gain compliance from subjects who are in crisis and/or non-compliant.
- Reinforce with patrol officers effective tactical approaches and teamwork skills needed to safely resolve incidents.
- Provide patrol officers with realistic and challenging scenario-based training which focuses on recognition of persons in crisis, tactical communication, and safe tactics as part of an overall, integrated de-escalation strategy.
 - www.Policeforum.or/about-icat
- Dr. Engel also concluded that:
 - Police Training alone will not change officer behavior
 - Strong policies are needed
 - Officer by-in is essential
 - Supervisory emphasis in the field is needed and
 - Managerial accountability
 - Meaningful police reform must be based on evidence
 - Importance of collecting, analyzing, and reporting data
 - Police executives have a moral and ethical responsibility to use evidence based practices, and test solutions
 - Academics and researchers must do better – build the evidence base

Recommendations- Commissioner Fairchild

- **Working recommendations, seeds for recommendations:**
 1. Evaluating training
 2. Incorporating citizen interactions into the academy experience
 3. Formalizing “customer Feedback
 4. Allowing a safe space of officers to investigate their bias
 5. Reverse ride along

We will discuss actionable recommendations at our next meeting

Next Meeting Date and Time: Tuesday, October 27, 2020, 6:30 pm to 8:00 pm