

De-escalation, Implicit Bias and Cultural Competency Working Group Minutes
Tuesday, October 27, 2020, 6:30 pm – 8:00 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

- Commissioner Fairchild welcomed the participants and reference the incident in Philadelphia. He remarked the similarities to an event in Dayton in 2015.
- **Meetings in November and December will be changed due to the holidays:**
 - New meeting date for 2nd meeting in November is the 17th
 - December's 2nd meeting will be cancelled
- Commissioner Fairchild welcomed debriefing and question from Dr. Engle's presentation. There was none.

Make Decisions on Draft Recommendations – Stacey Benson-Taylor

- Lethal/non-lethal tactics – do not want to leave an out for “I thought they had a weapon”.
- Measurable outcomes
 - Quarterly Reviews
 - Phone calls – Community
 - Case review – DPD
- Reverse ride-along – falls into cultural competency.
- Additional training – is the training we have sufficient? Are we just checking the box or is there a whole in the training that exists.
- Policy on what we expect the officers to do
 - Train what to look at/for
 - Supervisors aware of what's going on and do officers have the resources they need
- Monitoring – are they using these tactics, follow-up training
- Policy can supplement needs
 - Mental Health Needs and other reasons why a police officer needs to de-escalate
- ICAT (Louisville Training)
 - DPD already has a lot of what the ICAT has.
 - Communications
 - Reactionary gap – tactical pause
 - Rush to decision – stop- tactical withdrawal
 - Critical decision making model
- How do we communicate?
 - AA viewed as more aggressive – implicit bias.
 - Inherent racism – pre-employment process
 - Techniques?

- Tools for de-escalation or is it just theoretical
- Yes, ICAT tools – specific scenarios for crisis intervention
 - Alcohol
 - Drugs
 - Mental health
- Cincinnati PD – Boa wrap – rope does basically, what a Taser does as far as effectiveness.
 - May be another tool – will look at it.
- Teacher – witnesses – Aware of your surroundings
- ODA – Observe, decision, act
- Observe – feeling – thought - decision – action

Racism needs to enter into:

1. Statement/objective
2. Policy
3. Bring in Training – racism decision making
4. Tracking racial disparities/accountability – action steps based on data analysis
5. Impact of race

We will discuss actionable recommendations at our next meeting

Next Meeting Date and Time: Tuesday, November 10, 2020, 2:30 pm to 4:00 pm