

**De-escalation, Implicit Bias and Cultural Competency Working Group Minutes**  
**Tuesday, September 22nd**  
**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

**Opening- Stacey Benson-Taylor**

- Welcome and thanks for joining the meeting this evening
- First, discussion of the two LA County sheriffs who were shot, these are part of the challenges that are faced when on the street. We do not condone this action by any means. This is why effective training is necessary, to prevent bad behavior such as this from happening.

**Outcomes: Trust building, mutual understanding**

- Outcome of mutual understanding with different definitions of de-escalation
- Trust building essential to the process

**House Keeping-Cross group listening session**

- Survey coming tomorrow to gauge where everyone is in this process. This will be a quarterly survey. The information gathered will assist with what you may need during this process and what your feeling are as we talk about sensitive subject matter. We are here for you. You just need to state your needs. This survey will be between 15 to 20 questions.
- Cross Group Listening – two people are needed to participate in a Cross Group Listening session. Last week the Community Engagement Task Group 5 are discussing the concept of reverse ride-along. This is when a police officer accompanies a member of the community to participate in authentic conversations at various locations and establishment. This is valuable for the officer to gain the community perspective and cultural awareness on the relationship between the police and the community they serve. Julio gave a summary of the reverse-ride-along conversation and it will be sent to members of this group. In addition, there are police ride-along opportunities, if you are interested in participating contact Laura Zeck.

**Recommendations- Commissioner Fairchild**

- Training Evaluation – there is merit in evaluation of training in multiple ways, through multiple lenses. Look at emerging practices in addition to promising or best practices.
- Cultural Competency
- Customer Feedback – create a grid of ideas to reflect the input from the community.

**Conversation around race, de-escalation, and police relations- Stacey Benson-Taylor**

Scenarios were given by Ms. Benson-Taylor that required us to think about our life experiences at different ages that have influence our perspective on our feeling of safety when confronted by different situation dealing with discrimination and in particular, how it relates to the police. Think about your experiences in your life and how they frame your responses. (Trust people who are there to protect and serve, violence by police, die fighting or die running)

- What makes you feel safe/unsafe in a police/citizen interaction?
  - So, all other professions need to know what their limits are and how to stop when the situation is escalating. How does the officer stop? We need to understand how we are reacting and responding.
  - One could be doing everything right and still fill anxiety when pulled over by the police. You can have your license, insurance, no outstanding violations and still have anxiety when approached by a police.
  - When a police officer pulls me over or approaches me, I feel that they are superior therefore, I am inferior. This makes me feel unsafe. There is an uneven distribution of power. There does not seem to be any rules or laws for the police, no consequences. There seems to be a lack of training around bias, safe body language, demeanor and respect for community members.
  - I feel unsafe when the interaction is dependent on the whim of the police officer or whatever mood they may be in at the moment. If the police officer could get away with bad behavior this renders the community member powerless, unsafe and in many cases angry. Humane encounters are encouraging. With every encounter, I assume it will not go well.
  - As a white female, I have seen videos of the scenes being described by some of the members in the group. With everything people are speaking of, it is understandable that people feel victimized even though no one should feel victimized or fearful. If you are not a criminal, you should be able to roll around this city freely. The citizens of this city need acknowledgement that there is a situation of bias, we need to treat each other as human beings. The African American community are all treated as criminals. This has an emotional and physical impact.
  - White supremacy has infiltrated the ranks of the police force. African Americans are treated as runaway slaves. The police come into the community like the military; their guns give them that right.
  - Police need to deal with people of color and not treat them as inferior. It is different when you are white, how can we get this same treatment for all people.
  - It makes me feel unsafe when someone seems to be more heavily protected than I am. Why is this person so well equip? Are they preparing for violence? Are they looking at situations as potential instead of real danger? Do they over-react due to this?
  - There are situations that occur where the police may target a community member; they know where you live and have access to your personal information. It is an unsafe situation. Police have too much power, there is over reaction where there is fear verses threat. There is a reason for fear but there may not be a credible threat.
  - I feel safe when an officer explains why he has pulled me over. It is important how an officer initially approaches a situation.
  - A police officer can feel safer if you tell the officer where your license is before you get it, communicate. Dark tinted windows need to be rolled down so the officer can see you and you them.
  - We have a need for reciprocal training/communication. Responsive communication, yes sir, no sir, hands on dashboard, turn on dome light inside the car.
  - Police Officer is also nervous when they have to deal with other police officers due to being pulled over. Police officers need to be professional and do the best we can.

- It is necessary for black families to have conversations with their kids concerning appropriate behavior and actions when dealing with the police. This is survival, a group member stated that she is not afraid of her white son being killed by police but she is of her black son being killed. She also stated that she feels she is white in the car to protect her black child.
- We know people are scared and there is a fight or flight response that accompanies fear. De-escalation should be used constantly and consistently throughout every situation between police officers and community members.
- We need to use these perspectives when making recommendations for de-escalation training. Police officers need practical application not just theory.
- What are we doing wrong? Everyone is required to maintain a certain level of calm; it is a greater expectation of remaining calm.
- What can we train for? Stressed, tired and I am going to chase you and not shoot you are some suggestions.
- I am not a threatening black person but a human being.
- 
- What can others do to make you feel respected?
  - Train police officers to be polite and courteous.
  - Training is key to everything; we can get rid of racism so we need to accept people for what they are.
  - We could be hiring young recruits that this will be the first time they deal with folks who look different from them.

### **Wrap up- Cheryl Alderman**

- How can we use this conversation to inform our recommendations around de-escalation training, implicit bias training, and cultural competency training?
  - Each participant to form recommendations for training, interaction and approach.
  - Talk about specific recommendations next meeting
  - Training needs to be measurable.
  - Police legitimacy needs to include the ability to talk and communicate.
  - Daniel wrote recommendations and will send out.
  - How do we enhance legitimacy training?
  - Take to the next level, plug in, enhance, and personalize.
  - We do appear differently around race.
  - Recommendation for tweaking areas such as professional behavior, being polite and patient.
  - Focus on de-escalation recommendation or any other recommendation for any of the other groups.

**Next Meeting Date and Time:** Tuesday, October 13, 2020, 2:30 to 4:00