

**De-escalation, Implicit Bias and Cultural Competency Training Working Group
Minutes
Tuesday, December 8th
2:30 pm-4:15 pm**

Purpose per Group 3 Charter: To evaluate current implicit bias training, research policy alternatives, and make policy recommendations to present to the Commission City Manager, and/or Dayton Police Department

Objectives: Begin to pull themes for further inquiry/ research and possible recommendations

Opening- Stacey Benson-Taylor

- Welcome and thanks for joining
- Healthy agenda today with presentation and discussion
- Heavy heart due to recent officer-involved shootings.
- We have a guest today Shelley Dickstein Dayton City Manager. She will be sharing a new position, Training & Community Engagement Coordinator. Commission Fairchild has talked to city managers and police chief about our work in de-escalation and community work. We want to make sure our work coordinates with what the city was looking at so we are on parallel tracks. The City Manager is here to give us some background on the position and some work that had been done before we started our Police Reform Work Groups.

Overview of Training & Community Engagement Coordinator Position-Shelley Dickstein

- Ms Dickstein is with us today to help provide some details about the position
- Job Description context: Ride-a-long 2017 with officer who is well connected with the community; assessing customer service and standardizing customer service. How do I know that police are trained and living up to the values of the service work?; profound experience that started her on a similar journey that our group is in currently; how do we go about ensuring that our officers are approaching every opportunity to build positive relations with the community; ensuring police officers do their daily work really well by having discussion with the majors and command staff and some police officers.
- So the idea and primary role for this job is not to implement new training. It is about overseeing our officers in that very first critical year where they are learning the ins and outs, all of the policies and expectations. This is a time when officers are forming their tool box as officers and getting reinforcement. This training coordinator provides central oversight to these officers in their first year. The training coordinator is then there to help, to go on ride-a-longs, to review video to make sure that the officers are engaging skill sets and using the teachings effectively. And that they are progressing effectively as police officers. The whole goal of this new centralized oversight is structured accountability to be sure the training/learning is actually transferring and that our officers are engaging with citizens in accordance with our values and our expectations. There is alignment with this position and what our Police Reform Training Group has been addressing especially around de-escalation, more training opportunities, more video reviews, more observation and building in more accountability.

- Community engagement component is in the job description however we don't know, because this is a new position, if there's capacity and ability then maybe there's a ability they can be in a larger strategy of community engagement. This also depend on what the Task Group on Community Engagement come out with.
- Summary: Emphasis on support and structure around the officer in their first year.
- The first round of interviews will be conducted by a member of the City of Dayton Human Relations Department, a community member and police personnel. The second round of interview will be with the City of Dayton leadership including the City Manager.
- Any other questions can be submitted to Laura.

Highlight Recommendations- Commissioner Fairchild

- This position dove-tails with our recommendations on De-escalation: #5, #9 and #10 (#7 may be involved in the position). These deal with additional training, field training and managerial accountability. Yes, this builds the template for the position.

Update on De-escalation Policy- Commissioner Fairchild

- Police drafted the recommendations - Lt. Dickey is not present to answer questions but want Commissioner wanted to get feed-back.
- Questions today will be sent to Lt. Dickey. Questions have been submitted earlier as well. We may be a little vague, may need to add in precautionary measures to protect African-American men or people of color. Where is the location of the policy? Within use of force?
- In the policy there's a discussion about community partners building relationships, who identifies these partners? Job description written very broad; core of the functions will be around working with recruits and rookies and supervisory officers. Community engagement would only be addressed if there's capacity to do so. We are going to follow-up this discussion for the position and community engagement especially around cultural competency.
- Key function of new position is to work with supervisors and rookies to make sure they are being trained on the culture that we expect. And if a supervisory officer is not setting the bar for the recruits then that officer would have a responsibility for remedying that situation. The hope is that with each additional class, the culture will be more established. We would have to find another mechanism to reach veteran officers if they are not meeting those expectations.

Debrief Listening Session- Stacey Benson-Taylor

- Daniel Juday holds 90-minute session on cultural diversity in groups of maybe 20 people.
- His training covers fundamentals- 101 training. This is the first step towards diversity, bias and cultural inclusion.
- Trauma and power are included. Concrete understanding of emotions, physical reaction of situations.
- The training was a predominance of theory.
- Some end observations from recruits around politics and bias goes both ways. Mutual knowing, the community also needs to know better.
- Fears and anxiety coming from the officers regarding the training; Timing and politics of the training; had the training been conducted 6 months prior they may have been more receptive. Need to try to stay ahead of the tragic, Daniel wanted to help the officers to see things better so was it effective? Officers stated their is not a great receptivity to

officers. Should the officers seek to be more liked or respected. Customer service should be an aspect of what the officers do. Officers must be supported in exercising restraint.

- Officers are more receptive to training than supervising officers. Officers more open minded. Supervisors didn't understand the training and there was no willingness to understand. Supervisors more closed off to the term "implicit bias", they think they are being called racists. They took offense. Where so we go if there is no willingness to understand.
- Daniel provided background on working with other departments. This is an intro overview of the subject matter. We parallel with this work.
- Bias going both ways is a way of deflecting. We have to meet each other halfway to begin to understand each other. The bias toward police is rooted in experience.

Implicit Bias Training- Mary E. Tyler

- PowerPoint Presentation will be sent to members soon
- Mary is a Certified Diversity Specialist
- Culture - people often want a quick fix with a workshop or a presentation and hope that fixes everything. However, culture will eat strategy. We must have a sound, diverse, inclusive culture to receive the strategies.
- Whats the culture of your organization?
- Is your organization ready for implicit bias training?
- In the police force there is a strong sense of team work. When they are dealing with the toughest situations in our community there is a strong loyalty among the police officers. The culture has to change for effective education, learning, self-awareness to move forward.
- What are some of the undesirable or negatives of the culture? The suspicion that the community is against us.
- How do we left up the positives going forward? What are the expectations for impact; leadership, help them look that this is long-term. What's the leaderships framework of mind? You can't change them unless they are willing and ready for change. And if there is unwillingness, they need to be moved out. The city has a system of people getting government jobs and they are there forever, effective or not.
- Training videos have been viewed. There has to be a way to address systemic racism in our systems, police, judicial and communities at large.
- Helping them understand what the triggers are. We have worked a lot with organizations especially when hiring. What are the trigger words that come to mind when you think or interact with someone? Examining micro behaviors what they look like and smell like, gestures, facial expressions, postures, tone.
- Sharing "real" Dayton scenarios in the training is essential. Working out scenarios they have on the streets. Doing roll playing. Bringing in recognition stories when an officer is doing it right.
- Multi-cultural communication - instead of the golden rule "do unto others as you would have them do unto you"...follow the platinum rule "I want you to treat me the way I want to be treated". Focusing on the "I" want to be treated.
- Procedural justice - an opportunity to lift that training up in a different way, having an anti-racist lens, looking about how you deal with fairness. How do you give voice to others? How do you become impartial in the decisions that you make?

- Structural and institutional racism exists and officers have no idea. And this is part of the issue. We will still be talking about this 10 years from now unless they understand they need to be part of this.
- Are the changes in officer's knowledge and awareness sufficient? They need to develop individual plans stating key things that they are going to change. Partner them with a buddy who will hold themselves accountable.
- Creating departmental cultural norms. Calling out inappropriate officer behavior, this is part of their responsibility as well. Accountability measures for how do you have responsibility for officers establishing relationship with the community?
- Training has to be appropriate when "real" situations are presented. Small group discussion and individual reflection needs to be part of the training.
- There is limited research on measuring implicit bias and these changes that we are discussing is to make change to the culture.
- This presentation was foundational as we move forward with our recommendations.
- Need to get to a place where the officers are working peer-to-peer with those they are in relationship with.
- If you don't know something you can't act appropriately in various situations.
- Veteran officers and recruits all need implicit bias training, should be included in our recommendations.

Cross Group Update- Mattie White

- Cross Group Update will be saved for next meeting, we were running late and wanted to respect the members' time.
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- **Next Meeting Date: Tuesday, January 12, 2021, 2:30 - 4:00 pm (We have only 6 meeting dates scheduled when we come back together after the first of the year.)**
- **Adjournment**