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CITY of DAYTON, OHIO
OFFICE OF THE CITY COMMISSION

101 WEST THIRD STREET • P.O. BOX 22 • DAYTON, OHIO 45401
CITY HALL • (937) 333-3636 • www.daytonohio.gov

February 11, 2021

To: Mayor Nan Whaley
Commissioner Matt Joseph
Commissioner Jeffrey J. Mims, Jr.
Commissioner Christopher L. Shaw

From: Commissioner Darryl Fairchild

Re: Police Reform Working Group Recommendations

On February 9, 2021, the Training working group voted to put forward the following recommendation to the Dayton City Commission:

1. Train-the-trainer implicit bias training. This training should:
 - a. Help officers recognize their own unconscious bias
 - b. Help officers manage and respond to the perceived bias of others
 - c. Provide strategies on how to counter bias
2. Ensure training and implementation meets the quality standards of training authority.
3. Formalize and standardize additional community diversity training by:
 - a. Defining the goals and objectives
 - b. Creating a succession plan
4. Include Harvard's weapons IAT in the Police Academy training.
5. Provide additional implicit bias training for supervisors.
6. Require annual implicit bias and procedural justice training.
7. Require implicit bias and procedural justice training in roll call.
8. Implement procedural justice course for community members that is facilitated by an officer and a community member.
9. Create community engagement award for the Academy.
10. Make data collection from bias-free policing policy publicly available. This data includes: Race and gender data on all traffic stops (driver only), traffic accidents (driver only) and self-initiated field interviews (person contacted).

11. Document and recognize instances of guardian behavior. A guardian is defined as an officer that “operates as part of the community, demonstrating empathy and employing procedural justice principles during interactions.”

12. Incorporate measures of procedural justice in performance evaluations.

13. Request Dayton Police Department to explore the benefits of becoming accredited by CALEA and respond to the working group within 90 days.

Per the working group’s charter, the Dayton City Commission has 30 days to respond to the group with one of three options: accept the recommendation, reject the recommendation, or ask the group for further information to be able to evaluate the recommendation.

Accepting this recommendation does not mean that it will be implemented within the 30 day time window. Instead, it means that the City Commission directs the City Manager, Dayton Police Department, or other applicable entity to take action to implement this recommendation as soon as is practicable.

Thank you for your consideration of this recommendation.

Sincerely



Darryl Fairchild, Commissioner

Cc: Ms. Dickstein
Mr. Parlette
Ms. Lofton
Ms. Doseck
Ms. Walker
Chief Biehl