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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

March 15, 2021

TO: Police Reform Working Group- Training

FROM: Ariel Walker
Director, Office of the City Commission

RE: Recommendations on Training

On February 11, 2021 the Training Working Group voted to put forward the following recommendations to the Dayton City Commission (abbreviated below):

1. Train-the-trainer implicit bias training.
2. Ensure training and implementation meets the quality standards of training.
3. Formalize and standardize additional community diversity training.
4. Include Harvard's weapons IAT in the Police Academy.
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 a community engagement award for the academy.
10. Make data collection from bias-free policing publically available.
11. Document and recognize instances of guardian behavior.
12. Incorporate measures of procedural justice in performance measures.
13. Request DPD to explore the benefits of becoming accredited by CALEA and respond to the working group in 90 days.

In reference to recommendations 1 and 2, the City Commission Agrees. The City Commission directs the City Manager to work with DPD to utilize a train-the-trainer model to help officers recognize their own unconscious bias, help officers manage and respond to the perceived bias of others, and provide strategies on how to counter bias. This training will be of a quality that meets the high standards consistent with the subject matter authority.

In reference to recommendation 3, the City Commission Agrees. The City Commission directs the City Manager to work with DPD to align this recommendation with the recommendation from the Community Engagement Working Group on a related topic (January 7, 2021). That recommendation requires ongoing, consistent community engagement activities throughout their career, building on orientation through intentional outreach to underserved groups. The Commission further directs

the City Manager to develop additional training around these areas through formalized goals and objectives, and a succession plan.

In reference to item 4, the City Commission Agrees. The City Commission directs the City Manager to work with DPD to utilize the Harvard's weapons IAT assessment as a means for engaging in conversation during the academy.

In reference to items 5, 6, 7, and 8, regarding additional educational opportunities, the City Commission Agrees. The City Commission directs the City Manager to work with DPD to ensure that DPD supervisors receive additional implicit bias training specific to their unique leadership roles. Additionally, an annual implicit bias and procedural justice training will be conducted as well as additional training at roll calls. The City Commission also supports the implementation of a procedural justice training course for community members facilitated by both an officer and a community member.

In reference to items 9, 11, and 12 the City Commission Agrees. The City Commission directs the City Manager to work with DPD to establish a community engagement award for officers as they graduate the academy as well as documenting and recognizing instances of "guardian behavior" both through an annual award. Instances of guardian behaviors well as measures of procedural justice should be included in performance evaluations.

In reference to item 10, the City Commission Agrees. The City Commission directs the City Manager to work with DPD to ensure that data collection from bias-free policing is publically available in an easily accessible way. This data will include race and gender information on all traffic stops (driver only), traffic accidents (driver only), and self-initiated field interviews (person contacted).

In reference to item 13, the City Commission Agrees. The City Commission directs the City Manager to work with DPD to reevaluate the benefits of becoming accredited by CALEA and provide a response within 90 days.

As all five Reform Committees continue their work and make recommendations, the City Commission is committed to providing updates during the due diligence and implementation process.

Thank you for your work on behalf of the City of Dayton.

Sincerely,



Ariel Walker

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