

COMMISSIONERS

NAN WHALEY, MAYOR
MATT JOSEPH
JEFFREY J. MIMS, JR.
CHRISTOPHER L. SHAW
DARRYL FAIRCHILD

DIRECTOR
CITY COMMISSION OFFICE
ARIEL WALKER

CLERK OF COMMISSION
RASHELLA LAVENDER



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

April 12, 2021

TO: Police Reform Working Group- Training

FROM: Ariel Walker
Director, Office of the City Commission

RE: Recommendations on Training

On March 12, 2021 the Training Working Group voted to put forward the following recommendations to the Dayton City Commission (abbreviated below):

1. Adopt the finalized de-escalation policy as part of the use-of-force policy (as attached to the memo)
2. Include historical significance and acknowledgement of causes of systemic/structural racism and citizen voices in the Community Orientation portion of the academy.
3. Community members and police will work together to create a curriculum and develop skills related to community engagement and cultural competency.
4. Require annual cultural competency training.
5. Require cultural competency training in roll call.
6. Encourage development of cultural competency skills as part of ongoing professional development.

In reference to recommendation 1 regarding the adoption of the finalized De-escalation policy as part of the Use-Of-Force policy, the City Commission Agrees. The City Commission directs the City Manager to work with DPD to implement this policy.

In reference to recommendation 2 regarding the inclusion of the historical significance and acknowledgement of causes of systemic/structural racism and citizen voices in the Community Orientation portion of the academy, the City Commission Agrees. The City Commission directs the City Manager to work the DPD to develop curriculum that will address these areas and includes citizen voices.

In reference to recommendation 3 regarding the development of a 36-hour curriculum to develop skills related to community engagement and cultural competency the City Commission Agrees. The City Commission directs the City Manager to work with the DPD to work with community members to create a curriculum that includes; 16 hours of OPOTA Community Diversity Training, Community Orientation as discussed in recommendation 2, trauma informed policing, multi-cultural communications, history of the city and demographic information as described in the first recommendation,

learning phrases/commands in non-English languages commonly spoken in Dayton, scenario-based training, and relationship building.

In reference to recommendations 4 and 5 regarding annual and roll call cultural competency trainings, the City Commission Agrees. The City Commission directs the City Manager to work with the DPD to develop and institute an annual and supplementary cultural competency training. As the ongoing curriculum is developed, all DPD members will be required to participate in supplemental trainings throughout the year.

In reference to recommendation 6 regarding the development of cultural competency skills as part of ongoing professional development, the City Commission Agrees. The City Commission directs the City Manager to work with the DPD to encourage ongoing professional development in activities that include; seeking advice from diverse communities members including but not limited to Black, Hispanic/LatinX, LGBTQ+, Muslim and/or other underserved communities; seeking to understand those who are different than their own culture, learn the demographics of their assigned area and become familiar with customs and language; and striving to learn more, ask questions, and form relationships with the citizens they serve.

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