

**De-escalation, Implicit Bias, and Cultural Competency Training Working  
Group Minutes  
Tuesday, March 9th, 2021  
3:30 pm - 5 pm**

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

**Objectives:** Pass de-escalation policy and cultural competency recommendations

**Opening:** Commissioner Fairchild

- Discussion on quorum

**Discuss and pass de-escalation policy**

- Laura shared feedback on the recommendation for the de-escalation policy changing some verbiage that is taken from the Newark, New Jersey policy. Comments from the group indicated that the change works and there is group consensus to keep it.
- Use of Force Committee feedback on a section on officers considering certain things before reacting. Considering someone's past history could include experience with officers, any sort of trauma experience in their past whether it was will law enforcement or not (an example is veterans with PTSD), it makes sense to keep it general. A lot of the things to consider overlap which does not seem to be problematic. There is group consensus to leave "Past History" in the list of considerations.
- One of the group members suggested a training session as part of the de-escalation policy.
- Pass current de-escalation policy

**Discuss and pass updated cultural competency recommendations**

- Laura shared her screen on the Cultural Competency Recommendations. A small verbiage of "should include citizen voices" change to increase strength to "include citizen voices" for the first recommendation.
- Second recommendation overview. Community Engagement group verbiage will not be changed because it is part of their recommendation and it's already been accepted. (Community Leaders could be members of the community or academics.) We have added the two bullet points.
- Other recommendations include Cultural Competency Training and in Roll-call. How much time is reasonable concerning Cultural Competency Training? One week vs 40 hours is preferable. Saying 40 hours means there is not room for PT, it would still be 36 hours of training.
- The training must emphasize skills. Knowing, understanding and awareness needs to have competency demonstration connected to it. Practicing and demonstrating is essential. Incorporate skill development around relationship building. Hands on interacting among member of diverse cultural groups different from yourself should be part of the training. Needs to be experiential and not just classroom-based knowledge.

The fifth recommendation seems to capture that as well. Everyone agrees to change the recommendation to state “develop skills in community engagement.”

- Fifth recommendation – stop using the word minority instead use people of color or to be specific the black or African American community. Use this instead – Diverse including but not limited to Black, Hispanic, Latinx, LGBTP+, Islamic or any other underserved community. Add one member to the Training Committee. Approximately 15 people are currently on the Training Committee. To just bring in only one community member voice may not bring enough value to the table. Needs to be other diverse voices on that group. Lieutenants, city prosecutors, county prosecutor's office currently make up the Committee. This Committee does not meet regularly. It is a group that the police ask opinions concerning training based on what's going on one the ground. It serves as an advisory group for Lieutenant Dicky. Include someone from the Public Defender's Office and 5 community members who are seeing ongoing issues would be the best to advise on training needs. We are holding off until the next meeting when we have more information concerning the group to decide on the numbers of community members to recommend and who else would be best to include. Also, we need to know the diversity of the group i.e. gender, race, etc.
- Holding off on recommendations 6 and 7 until the next and final meeting.
- Group consensus on passing recommendations 1-5.

**Other comments:**

- Metrics development discussion: Laura will find a guest speaker who can talk with us about this development. Shooting for late this week or early next week.
- Next meeting must be our last meeting that we can put forth recommendations. There are other items to discuss for the next meeting. Some city staff will be present to talk about what the next phases are and wrapping up everything else. We had talked about remaining somewhat in the loop about implementation and getting informed on how our recommendations are turned into action. We can do this. Schedule something near the end of April to review the responses to everything (it takes 30 days for the commission to give their responses). On March 23<sup>rd</sup>, we can think about how frequently we want to come together. It would be beneficial to know the discussions of the Cross-training group. Laura will get some of the things that have been proposed, a table of the pros and cons.

**Adjournment**

**Last Meeting Date: Tuesday, March 23, 2021 – 6:30 pm – 8 pm**