

**De-escalation, Implicit Bias, and Cultural Competency Training Working
Group Minutes
Tuesday, March 23rd, 2021
6:30 pm - 8 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

Opening: Stacy Benson-Taylor

- Welcome to maybe our last meeting or second to last meeting depending on how this meeting goes. We are going to discuss our next steps and we are also going to pass the remaining recommendations.
- Moment of silence for Mr. Smith and mass shooting victims in Colorado and Georgia
- Discussion on training simulator
- On our agenda, Torey is here to give us the next steps concerning implementation. She will discuss what this process will transform into.

**Transformation – What this process will transform into – Torey Hollingsworth
Police Reform Implementation**

- For those in the group who participated in the super-group meeting on Friday, what is about to be presented will be very familiar. Torey will talk through a series of slides and there are two components of this; 1) is what we're thinking in terms of how the community engagement around policing issues will transform after this process is done in the long term based off of some of the conversations we have had within the working groups and also with the existing CPC, and 2) how some of the recommendations that have a long-term community engagement component will be embedded into the organization going forward. So not all the recommendations that came out of these working groups are going to be in these slides because some of those things will just all happen internally. This is really focused in on the places where the community will have an ongoing role in making sure this work is getting done. This is a quick overview of where we have been in this process up until this point.
- As of March 19, over 100 recommendation made across the five working groups. Some were implemented during the process, others are in process of implementation, and some have yet to begin. (And some haven't been recommended yet due to the task groups currently completing their final recommendations.)
- Discussion with CPC and working groups to build new long-term accountability structure that involves the community in policing policy and helps strengthen relationships. (Everyone will hear this same information and have the opportunity to give feedback.)
- Groups still making recommendations up until April 1st that could impact long-term community accountability structure and internal staffing.

- Walking through long-term accountability proposal with super group and then each of the five working groups through the end of March.
- Finalized proposal for long-term accountability structure presented at a work session this spring.

Implementation Committee

- In April, the City Commission will seat an Implementation committee made up of three representatives of each working group, that has two roles:
 - Receives updates on implementation of working group recommendations from city staff
 - Gives feedback on process for setting up long-term structure, including recruitment of long-term participants.
- Committee will meet for 6 months, likely monthly meetings ending in October to provide oversight to the recommendation process. The Implementation Committee is meant to serve as the “gut check”.

Long-term Accountability Structure (We have an idea of what the committees should be but there will be more extensive community engagement to make sure we are making these committees more and more reflective of the community which is the goal, to make sure we have diverse representation that looks like our city in these committees going forward. There will be three people from each working group represented on the committees with the expectation that these folks will report back to their working groups to make sure everyone is aware of how implementation is happening. These will also be public meetings so if you are not on the implementation committee, you can still watch live-stream.)

- Use of Force Committee
- Recruitment Committee
- Community Appeals Board (new and improved Citizens Appeals Board)
- Community Engagement Committee
- Training Committee*
- Policy Committee*

*Existing internal committee adding community members
Long-term structure completely stood up by November 1

Question and Discussion Concerning Implementation

- It seems like a lot of people including the Auditor is under the City Manager’s Office supervision. A dual structure is being proposed which similar to the Law Department, the director of the law department possibly by charter reports to both the Mayor and the City Manager, so that’s the intention that they report to both sides from the electives and the administration for accountability purposes. The other two pieces of that triangle is CAB with HRC which rests under the Commissioner’s Office and the Medication Center which is where the complaint intake person will be housed would be on the administrative side within the planning department.
- We just want to understand how the recommendations are implemented. We felt that it was very important for there to be a system of accountability. So there’s a triangle that has the independent auditor, complaint intake and CAB. So this is the recommendation

from staff at the present time. All the staff from the relevant departments felt comfortable with this being a workable plan.

- Would the CAB review complaints before they are appealed by citizens? The current system does not. This will remain the same. The CAB will only review/investigate complaint where the citizen does not agree with the conclusion. However, the CAB will be able to ask the auditor to look into patterns. So the CAB will have direct access to the Auditor as well who has the bird's eye view to look at things before they are appealed or not appealed.
- How do we direct potential candidates for the new positions and committees? Not sure about the staffing portion, as we go through the next six months the positions will be posted. It is possible that the auditor will be a contract position because it is challenging to find someone who has all the relevant experience so there may be an RFP for that role in particular. For the community engagement, the accountability structure, that's something that the implementation committee will be helping to determine. Basically, how do we solicit interest and create the process for recruiting and selecting folks to sit on those committees. So this will also be clarified over the 6 months implementation time period.
- We as a group have not had off-line meetings like some of the other groups. There could have been discussion but now would be a great time to take some time to ask some questions, it could be a great benefit. This is a lot to hear for the first time and we need time to process what questions we want to ask. There are still questions about some recommendations proposed early on that are not our groups, it is from Oversight. There was a recommendation proposed in October about how long records should be kept, but we don't know if that has been addressed yet. Not only are some recommendations omitted and some are in the recommendation process, some that haven't been recommended yet, and there are also some that have been recommended and they haven't been accepted even though they were recommended over five months ago. So what will happen with that recommendation for example?
- From the meeting watched and participated in, looking at the big pattern over all this, there was a big ask for things to be held independently from City Manager's Office and Police Department. For example, the idea was that the Independent Auditor would report to the Commissioner's Office not the City Managers Office's. The Complaint Intake was also supposed to be independent of City Manager. A lot of these things are being led by the Police Department which could potentially not be as independent or less community driven.
- As we tried to think about how to create accountability and how to honor what we heard as well from the working groups about the accountability structure being outside of the City Manager's Office, there were issues that we ran into and why we made the recommendation that we did. Specifically around the Independent Auditor and making sure that that person is imbedded in all the other auditing functions that exist within the organization.
- What is the window for feedback on this process? If there are major things that need to change, we will finalize the presentation and send them to everyone. So we will give two weeks after that for feedback. It will take some time after all the recommendations come in to finalize the implementation process.

Video that Nicole Beezley sent to everyone, a super-group meeting will be held on Friday to discuss. Everyone is welcome to attend. This is the video that was talked in depth about at the last meeting. This is an example that we have of someone who is not getting treated as he should have and what accountability was there? There was an investigation, Weisman cannot tell us the results of that investigation so we are not sure what exactly happened on that. We just wanted to bring this to people's attention that these kind of behaviors do happen and this should be something that should be talked about in training. Nicole is open to emails if you have any questions otherwise they will meet and talk on Friday. Laura will send a link out to everyone for the Friday meeting. Weisman stated that the investigation looks as though the officer was exonerated. The investigation is 68 pages long. When it goes to PSB, that's a different level of investigation for us, we do it within the district. PSB's investigation is much more thorough. Laura will download questions in the chat room just in case folks do not get to the super-groups meeting, their questions can be answered.

Discuss and pass updated De-escalation and cultural competency recommendations

- Laura shared her screen on the De-escalation Policy Recommendations.
 - Additional language was added in the Supervisors role. These are tied back to the ethical standards. "Necessary actions" in accordance with policies and procedures would be defined by the policies and procedures that the DPD has in place. Possibly tying necessary actions back to the actual policy and procedure that covers that action. This concerns holding the officers accountable. Collective bargaining issues, contract supersedes the policies and procedures.
 - Training committee, adding members and what organizations they should be from. The goal is to have organizations that serve either youth or those who have encounters with law enforcement. The objective is that the Training Committee can get feedback from outside organizations concerning the clients they serve and what their interactions are with law enforcement. The organizations should include: The intake person from the Dayton Mediation Center; One member from the Drug and Alcohol Rehabilitation and Mental Health Organization; One member from an organization who serves youth; One member from an organization that serves those on probation or parole. Public Defenders Office and Prosecutor? This may be a good balance. What about increased number of community members? Is the training committee serving as an advisory group to the DPD? And is it a formal group? If there are 15 or so folks on the training committee, there always needs to be community members who are part of this group at large. What we are looking at so far is a panel of people who are in the SYSTEM and we should have community members who are watching from the outside providing feedback based on their experiences within the community. We put a plan in place based on the needs of the group and there are so many citizens who can step into these roles and bring some meaningful contributions. You may need to education these folks on information regarding training. Any community member could bring valuable perspective/voice. Identifying what we need (kind of like a job description) and then moving toward a process of getting the folks may be possible. We may miss out if we don't take the time and effort to get people engaged. Recommendation could be to create a process where citizens could become involved in the training committee. The recommendation could be

to create a process with the HRC (since they will be doing the community engagement/orientation) to identify community members to sit on the training committee. So, the recommendation could be “In conjunction with HRC’s Community Engagement and other community organizations, create a process for including community members to be part of the training committee.” Then there was discussion about the Complaint Intake person recommended by the Oversight Working Group.

- Duty to Intervene training: Great idea. Executive order to be policy within 2 years.
- Data Analysis: Traffic stop analysis. The objective was when we were talking about implicit bias, measuring implicit bias through traffic stops; disparate treatment based on race or other factors in traffic stops. This language needs to be part of the first sentence.
- Recommendations compilation? What’s the plan? There should be a combined compilation of all working groups but we will provide a summary report from all working groups. Publishing will be determined at a later date. It would be nice to have something from our work group. Laura may request some group members input.
- Laura will send updates to the group. Updates were made and group consensus was met. Recommendations compilation?

Other comments:

- This is our last time together
- Meeting a month from now, schedule a meeting 30 days from now to review recommendations
- 3 people recommended to the implementation committee: Julio Mateo, Mattie White, Ann Charles and Daniel will be recommended into another committee. Consensus was met.
- Good work EVERYONE!!

Adjournment