

De-escalation, Implicit Bias, and Cultural Competency Training Working Group Agenda
Tuesday, February 9th, 2021
2:30 pm-4 pm

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

Objectives: Review and pass implicit bias recommendations. Begin to review cultural competency recommendations

Opening: Commissioner Fairchild

De-escalation Policy

- We did not have quorum at the time, so we did not vote on the de-escalation policy

Review & pass implicit bias recommendations

- Discussed changes to previous draft recommendations
 - Train-the-trainer implicit bias training. This training should:
 - Help officers recognize their unconscious bias
 - Provide strategies on how to counter bias
 - Ensure training and implementation meets the quality standards of training authority
 - Formalize & standardize additional community diversity training
 - Define goals & objectives
 - Create succession plan
- Discuss following recommendations
 - Additional implicit bias training for supervisors
 - Annual implicit bias & procedural justice training
 - Implicit bias & procedural justice training in roll call
 - Procedural justice course facilitated by officer and community member for community members
 - Create community engagement award for the Academy
 - Make data collection from bias-free policing policy publicly available
 - Race and gender data on all traffic stops (driver only), traffic accidents (driver only) and self-initiated field interviews (person contacted).
 - Create metrics
 - Track and evaluate metrics
 - Document and recognize instances of guardian behavior
 - Incorporate measures of procedural justice in performance evaluations
 - Become accredited by CALEA
- We decided to table recommendation regarding creating metrics and tracking and evaluating metrics until we had a listening session
- We came to consensus on the remaining recommendations