

De-escalation, Implicit Bias, and Cultural Competency Training Working Group Minutes

Tuesday, February 23, 2021

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: Discuss cultural competency and draft additional recommendations

1. **Opening: Stacey Benson-Taylor**

- Welcome and thanks for attending this evening's meeting
- We will be adding one more meeting at the end of March to complete our work - this will mean 2 remaining meetings after this evening

2. **Training & Community Engagement Coordinator - Michelle (Shelley)**

- New Coordinator
- Cultural diversity instructor in the early 1990's
- Implicit bias addition is one of the better trainings
- Emotional Intelligence & Diversity
 - Self-starting point
 - Who are we? know yourself
 - Check yourself
 - Self with others - diversity training
 - Less intimidating, blame and shame causes police officers to shut down
 - This is what we can do for you
 - Myers-Briggs
 - Reframe
- OPOTA curriculum is 16 hours, Emotional Intelligence and Diversity training would add 8 hours for a total of 24 hours
- How do you measure change? No short-term measurement. Measured over a long period of time through such things as customer survey and attrition.
- Cultural competencies scale-up progression:
 - Cultural destruction
 - cultural incapacity
 - cultural blindness
 - cultural pre-competence
 - Cultural fuller competency - community comes together
 - Cultural proficiency
 - Never achieved
 - Too many cultures and they are changing constantly

- What does a Police Officer Look Like to be fully competent?
 - Acknowledge that everyone is not like you.
 - I don't know so I take responsibility to learn.
- Practical use:
 - Interactive
 - Dr. Seuss Books
 - Roll playing good option
- OPOTA Cultural Competency Model
 - Same as what Shelley does
 - No specific law enforcement model
- Maybe add appropriate videos
 - Good Cop/Bad Cop dealing with real life situations
 - Use incorrect role-playing behavior can be an effecting teaching/learning tool
- What is Shelley's role with new officers?
 - Den mother
 - There will be new graduates in April
 - Getting to know them
 - After graduation keeping tabs
 - 1 year on the street, ride-a-longs
 - Negativity can be mitigated
 - help with coping skills
 - one-on-one and in groups
- Check out Ted Talk - Laura will reshare with the Task Group

3. **Discuss cultural competency**

- Cultural Competency Definition provided by Mary Tyler:
 - Cultural Competence in Law Enforcement: What Works? According to Cross *1989), cultural and linguistic competence is a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals that enables effective work in cross-cultural situations. June 6, 2019
 - What are the behaviors?
 - Overview of empathy
 - Skills; courteous, sensitive, kind, respectful
 - Content of knowing about other cultures
 - Open-minded; you don't have to know everything but being open-minded all around keeps you willing to consider the fact that you are dealing with someone who isn't like you; be open and accepting.
 - We need to put the kind of intense training into our Cultural Competency training as we do our fire arms training.

4. **Review draft cultural competency recommendations & update list**

- Review and revisions of the Cultural Competency recommendations were made. Laura will send changes.

5. **De-escalation policy: Consensus**

- There were not enough Task Group 3 members available to make a quorum. Consensus will be suspended until the next meeting. Members will be contacted to determine who wants to continue to serve on the committee so we can get a true count for quorum.

Next Meeting Date: Tuesday, March 9, 2021 3:30 - 5:00 (This change was agreed upon to bring more members to the meeting for consensus.)

Adjournment