

**De-escalation, Implicit Bias and Cultural Competency Working Group Minutes**  
**Tuesday, August 25th**  
**6:30 pm-8 pm**

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

**Objectives:** Review Dayton Police Academy Information, Identify Priorities, and Review De-escalation Training

**Opens:** Stacey Benson-Taylor

- The afternoon and evening rotation of meeting schedule is designed to capture the majority of the folks
- Reviewed agenda

**Process Reminder:** Commissioner Fairchild recommendation

- Commissioner Fairchild reviewed the process of Group 3 recommendations, which were stated in the last meeting. It was recommended that the group use their time in a way that is worthwhile and has impact.
  - Each Training will be submitted when completed – the first by October 2020, this will inform us as to acceptance and revisions when moving forward.
  - Recommendations to commission turned in – commission has 30 days to respond
    - Fully Accept
    - Accept with Amendments
    - Does not accept
  - If accepted, it becomes an ordinance, resolution or a directive to the Dayton PD
  - If the recommendations presented to the council involves state statute; the commission would not be able to make changes but could influence. Process recommendations and feedback as we move along.

**Overview of Police Academy:** Lt. Dickey

- Recap Presentation – the Academy works to produce recruit to effectively turn into City of Dayton Police Officers. The academy is offered annually and covers state rules concerning training. The training for the recruits lasts 6 months. DPD cannot change the curriculum coming from the state, they can only add-on. Evaluation of recruits needing additional training is based on Student Performance Objectives. Instructors have discretion on how the training material is taught. There are 32 weeks of “extra time”, how do you use that time? The use is based on customer service feedback. An example is report writing in the field that is subpar; the

information goes back to the academy to enhance that portion of the training.

- Review Ongoing Training – Training consists of the following:
  - Academy
  - Field Experience with a seasoned training police officer – experience routine situations and evaluate response
  - Continuing Education – annually, example firearms, use of force or whatever is needed.
  - Testing:
    - Written academic
    - Field testing – deficit training – a variety of training available when supervisor perceives as a result of discipline
    - Employee review
- Discussion & Questions – Questions and answers provided by Laura in separate document sent to all Group members on 8/27/2020

**Identify Priorities—Commissioner Fairchild**

- #1 – De-escalation
- #2 – Implicit Bias
- #3 – Cultural Competency – **we need a shared definition for this priority, the Group should send your understanding of what Cultural Competency is to Laura.**

**Actions:**

**The Group should send your understanding of what Cultural Competency is to Laura.**

**To Be Addressed Next Meeting:**

**De-escalation Training—Lt. Dickey**

- Discussion
- Question & Answer

**Next meeting date and time:**

**September 8, 2020 at 2:30-4:00 via Zoom**