

**De-escalation, Implicit Bias and Cultural Competency Working Group Minutes**  
**Tuesday, September 8th**  
**2:30 pm- 4:00 pm**

**Working Group Purpose:** 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

**Opening: Commissioner Fairchild**

- Bulk of the agenda will be on de-escalation

**1.) Training timeframe-Commissioner Fairchild**

- a. OPOTA curriculum are standards that take up the bulk of the training hours.
- b. Training schedule/available hours
  - The work group needs to develop concrete recommendations for 163 hours of available time for additional training
  - If training cannot be done in this period of time, possible time can be added on to the 32 week training and 1300 total hours at the academy
- c. Follow up questions on the academy
  - Question: Is there diversity of trainers? Answer: Yes, this varies on topic matter.
  - Question: When a training is done, what training tools are used? Answer: Large majority of training is scenario training. There is also training through presentations covering the basics through the multiple elements of policing. Citizens are not used for scenario training. This is would be difficult however; professionals in various fields are utilized such as social workers for mental health issues, crisis intervention.
  - Question: Are there times when citizens are observers? Answer:

**2.) Potential recommendations-Stacey Benson-Taylor**

- a. Reverse ride along (Community Engagement Working Group)
  - This is when the officers are with a community member
    1. Riding with a community activist
    2. Walking the neighborhoods to meet the residents
  - Models for this exist in Cleveland, Nashville and Austin
  - It is uncertain when these Reverse Ride Along would occur – need cross group meeting with the Community Engagement Group
- b. Cross-group meeting – View City of Dayton Police Reform website for information on what the other work groups are working on. Cross-group interaction can help in sharing information, videos or research.
- c. Use of force (Duty to intervene/ Bias-Free Policing) – Duty to intervene/Bias-free Policing – Work with other work groups to participate in the dialog.
  - Question: When will we be able to delve into the curriculum to see how bias is recognized and what is considered a routine traffic stop? Answer: Need to review the curriculum and mesh it with our recommendations.

- Comment: There is nothing about racial matters in the manuals. Answer: We are trying to add that to the curriculum.
- Question: Once a cadet completes the academy, how is it determined that additional training is needed? Answer: Some directives are by the statutes, city management, command officers, staff.
- Research needs to be done on micro and macro aggression as it relates to the Blue Wall.

### 3.) Voluntary compliance vs de-escalation-Maj. Wiesman & Commissioner Fairchild

- a. De-escalation – there appears to be a disconnect on the definition and implementation of de-escalation between the police and the community.
  - Voluntary Compliance – the police strive for voluntary compliance to prevent escalation
    - This is good for both sides for safety reasons
    - Talking to the person – agreeing to put their hands behind their back when there is a warrant/court order for their arrest – explaining instead of forcing and detailing why someone is being arrested or detained.
    - Every situation is different so best effort may require force.
    - Mental health can be chronic (long-term) or acute (short-term or situational), need to be calm, it is contagious.
    - The police training is to de-escalate folks/situation however there are times when there is not time to do so.
    - Different ways to say something such as “Is there a reason why you are going so fast?” NOT, “Do you know why I stopped you or do you know how fast you were going?”
- b. Police legitimacy
  - Emphasize police are trying to help however sometimes policing does not look pretty.
  - Dayton PD wants body cameras.
  - Speed cameras – we do not like them but have to rely on them as well as body cameras for information.
  - Question: Do police seek out or just come upon someone who has a warrant/court order against them? Answer: Police on seek out those who are highly wanted by the law.
  - Question: Does the police predetermine their use of force? Answer: It is situational, not personal or neighborhood specific. Rather over report than under report.
- c. Identifying gaps
  - Evaluation
  - Formalizing feedback process

## Community Members Sharing

- When do officers “Drop-Off”? When do they stop doing the gentle talking involved in de-escalation? If they actually did the de-escalation throughout their career there is no problem however when do they start to drop-off. Moreover, why?
  - What kind of follow-up training requires more emphasis on the drop-off period?
  - Burnout or drop-off is real.
  - How do you de-escalate when the gun is in your face?
  - Can we prevent escalation?
  - Emphasize training with minimal use of force to reduce chances of high risk.
- What this group is doing is valuable – need to act not just talk.
- PAL (Police Athletic League) used to be good in communities – what happened to it?
- What happens if DPD does not get voluntary compliance?
- What happens when it starts out high escalation?
  - High frequency/low risk
  - Low frequency/high risk
- Need to look at Micro/Macro aggression evaluation.
- We need the residency rule to be re-instated. The Ohio Supreme Court ruled that the residency rule was unconstitutional.

## Questions, Comments and Answers from the Chat Board:

**Comment: From Mary Tyler :** A few years ago, I suggested to law enforcement (during the Crime Prevention Conference at Kroc Center) that select neighbors personally walk officers around the neighborhood to introduce them to residents. It is an opportunity to connect and build relations during times when there is no crisis underway.

**Comment: From Tristina Allen:** Great point.

**Question: From Nicole Breezley:** I know we have the Ohio training requirements, but is there a manual for the specific Dayton police academy? It makes it helpful to know what areas we can specifically change on a local level.

**Answer: From Ralph Wilcoxson:** The State’s mandated training is the minimum. Agencies can add where there are deficiencies.

**Answer: From Matt Dickey:** To answer Nicole Breezely’s question, the Recruit Calendar that was shared in the last email is probably the best representation of the department training outline for the recruits. As this group goes forward, we should go into greater detail on the individual topics.

**Question: From Tristina Allen:** Yes is there protocol for an officer to report an incident pertaining to their partner or other officer?

**Comment: From Julio Mateo:** I am interested

**Question: From Tristina Allen:** Curious... with warrants, are officers actively seeking to find people with warrants or do they happen to just come across folks then run plates or something and end up having to make the arrest?

**Answer: From Matt Dickey:** The majority of warrants are served because officers encounter a person and runs them to see if they have warrants. May happen during any police call. Officers do seek out some people with warrants, but they are usually highly wanted people.

**Question: From Ralph Wilcoxson:** Is the use of force predetermined based on your history with the person, neighborhood or culture?

**Comment: From Tristina Allen:** The theory to practice shifts...

**Response: From Matt Dickey:** Tristina: Good phrase

**Comment: From Nicole Breezley:** I think the first step we can make is to stop denying there is an issue and to make steps in how to make it better. Especially in the West Side of Dayton.

**Comment/Question: From Ralph Wilcoxson:** What determines decision making points (by officers) when there is clear disparity with equally situated people who get different decisions and it ultimately boils down to where they live or what they look like. How do we change the disparity?

**Question: From Dawn Manuel:** Cordell are you talking about officer burn out on the job?

**Answer: From Cordell Williams:** No, I am talking about the officers openly willingness to not lean, depend, use their training on de-escalation and decide to use their own way. I don't think this is burn out but moving to utilize bad habits which escalates the situations

**Comment: From Laura Zeck:** If anyone is interested in watching the CPC meeting:  
<https://www.daytonohio.gov/ArchiveCenter/ViewFile/Item/1606>

**Comment: From Mary Tyler:** Cultural competency includes race and racism. Trust we will explore this area.

**Comment: From Ralph Wilcoxson:** The stop is a decision making point for the officer.

### **Things to Contemplate:**

- **What does Cultural Competency mean to you? SEND YOUR ANSWER TO LAURA!**
  - Cultural humility – stay curious and know you do not have all the answers.
- Context of the stop – assuming we do not know all the facts. However, what about officer bias – being honest about why people are being stopped.
- How are national events coming into play and why are we having these conversations?
- Dayton rallies – things happened with the community and the police to influence these conversations.
- Comment: Officers take their uniforms off at home and blend in to the community; Blacks cannot take off their skin.
- How does the training that is occurring add to what is being done to heal the national and local community relations?
- Listening sessions are coming soon. This will be an opportunity for cross group work.

**The following agenda item was not addressed due to lack of time. It will be moved to our next meeting agenda.**

**Determining how we want to have conversation around police relations, de-escalation, and race-Stacey Benson-Taylor**

- d. What is the purpose of this conversation?
- e. What would you like to lift up in the next meeting?
  - In the context of training
  - How do we take what we experience and put in the context of training to avoid those situations in the future
  - How can police train on recognizing national events and how they affect police/ community relationships

**4.) Cultural Competency-Stacey Benson-Taylor**

**NEXT MEETING DATE AND TIME:**

**September 22, 2020  
6:30 – 8:00 pm**