

De-escalation, Implicit Bias and Cultural Competency Working Group Minutes
Tuesday, November 17th
6:30 pm-8:00 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: Learn about current implicit bias training and discuss implicit bias

Opening: Stacey Benson-Taylor

- We will have a presentation than question focusing on training.
- Then we will talk about what our definition of Implicit Bias is to each of us.

Housekeeping: Laura Zeck

- Daniel Juday listening session: Tuesday, December 1st at 6pm
- Draft of de-escalation policy from the Dayton Police Department will be sent to each member of the community.
- We will be updated on commission acceptance, rejection or amending in 30 days after recommendation is submitted. Implementation will take longer.

Community Diversity and Procedural Justice – Officer Leatha Savage

- Officer Savage is a trainer at the DPD academy
- Teaches implicit bias
- Three things to cover in the presentation:
 1. Overview of the training given
 - a. OPTA – Ohio Police Academy Training
 - b. Modify to current situations
 - c. Officer Savage has been teaching 8 years – Cultural Diversity changed to Procedural Justice
 - d. Teach what OPTA recommends
 - e. Time to be host with self
 - i. Sexual Orientation
 - ii. Race relations – friends of color
 - f. Officer Savage knows how to read her students and know how they are feeling about various subjects
 - g. Uses ethnic community members for speakers such as:
 - i. Transgender
 - ii. Lesbians
 - iii. Someone who is terrified of police – providing their true stories
 - h. Officer Savage co-teaches with Officer Straley

- i. Procedural justice – teaches partnerships in the community (the everyday citizen) needs to be on mutual ground. Use pre-conceived notions as a learning experience.
 - j. Pre-conceived notions are what we were brought up to believe, these could be wrong.
 - k. Utilize use and misuse of force presenters such as refugees, transgender, wide variety of folks telling their truth.
 - l. Officer Savage is a juvenile officer
 - i. Officers get training on juvenile justice
 - m. The recruits in class are very open – younger are much more open, sincerity has grown. If a class counselor who is part of administration is in the room, they may be asked to leave to illicit openness – non-judgmental class.
 - n. Implicit bias is addressed in the explanation of what it is. People often do not realized the behavior they are exhibiting. If officers are not exposed to different races, their reaction can be unknowing or unconscious. Addresses these things as true things that need to be brought out.
 - o. Officer Straley may need to come in and do a presentation on the OPTA training. Officer Savage teaches the other more difficult or sensitive issues of bias or cultural competency.
 - p. OPTA curriculum is politically correct, and other teaching needs to be done that may be more sensitive. Can we see the modules that deal with the more sensitive issues?
 - q. Who teaches when you can be there? She is always there however, there is someone who is being trained and can serve as a backup. Officer Savage uses written notes but not everything is written down especially when using current events as discussion points. OPTA curriculum provides 8 hours so an four additional hours are for more current situation covered by Officer Savage. In addition, the department just went through a thorough training.
2. How do you measure effectiveness
 - a. Watch and question how they are doing. Officers often approach Officer Savage throughout their career or she approaches if concerned.
 - b. DPD teaches a lot more hours (additional hours) than who OPTA requires
 - i. Ex. OPTA = approximately 763 and DPD provides approximately 500 additional hours of training.
 3. Any insight into what other departments are doing – same or different.
 - a. ???

What is Implicit Bias? – Stacy Benson-Taylor

- Each group member stated what Implicit Bias meant to them and apply it to training to the officers (implicit bias is not racism):
 - A prejudice or a preference that results in attitudes or stereotype that effect our attitudes or behavior (iceberg, implicit bias is the part under the water). Our brain

is actively processing everything around you so bias can be a protective measure.

- Knowing you are doing something wrong and doing it anyway.
- OPTA description. Restricting in establishing relationship and influencing on how we interact. It is hidden but can be reversed.
- When people are not in a safe area, we begin to ask questions of interrogation. Anticipating someone doing something wrong due to the color of his or her skin.
- Associations and experience...as result of experience.
- A little bit more foundational, who we are based on direct or indirect experiences. It can be changed through education. Some to the biases have a strain of truth.
- The blue eye, brown-eyed experiment. A good frame of reference for formulation of bias. Micro aggression another example.
- Procedural Justice Framework. Contributes to that tendency of shooting blacks more often than whites.
- Implicit bias is judgement.
- Personal beliefs we bring to the table based on our personal experiences. We all have our own implicit bias. Prejudging someone.
- How we grew up, what my friends told me, what my family told me, what I learn in church.
- We do not have to change people's beliefs...we have to make sure their behavior is appropriate and just. Folks who have implicit bias but are unable to say I may be racist. It is a hard thing when your behavior goes against your values. Separate their values from their behaviors.
- Personal upbringing, personal experiences, what you have been taught. We have to learn how to change and those people who do not change become racist.
- Our way of thinking is so influenced by the media.
- Everything that we grow up learning, in our own skin, in our own experiences. Racism is a bad thing not implicit bias. It is when you act on it; maybe you need to retrain in some areas.
- Cannot change what is in people's hearts. Some things are so quick that we have work to do to change those deep patterns of thought. How easy it is to de-humanize people, do it too quick and too often.

Next Meeting Date: Tuesday, December 8, 2020, 2:30 pm to 4:00 pm