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OFFICE OF THE CITY COMMISSION

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February 8, 2021

TO: Police Reform Working Group- Community Engagement

FROM: Ariel Walker
Director, Office of the City Commission

RE: Recommendation on Goals and Values and Program Ownership

On January 7, 2021 the Community Engagement Working Group voted to put forward the following recommendations to the Dayton City Commission:

1. During academy training, new recruits will participate in a Community Orientation segment. This orientation will primarily be led by experts in Black, Hispanic/Latinx, LGBTQ+, Muslim, and/or other underserved communities similar to Nashville MHRC's Mobile Diversity Seminar.
2. Require all officers to participate in consistent, ongoing community engagement activities throughout their career, building upon the orientation training, through intentional outreach to meet department goals. The engagement should prioritize Black, Hispanic/Latinx, LGBTQ+, Muslim, and/or other underserved communities. The officer must indicate which underserved community their engagement specifically benefits, with an emphasis on the aforementioned communities.

In reference to the establishment of the of a Community Orientation segment in the academy led by, and focused on Black, Hispanic/Latinx, LGBTQ+, Muslim, and/or other underserved communities, the City Commission Agrees. The City Commission directs the City Manager to work with DPD to develop and implement this training component with experts and community partners.

In reference to the recommendation that all officers participate in consistent, ongoing community engagement activities throughout their career, building upon the orientation training, through intentional outreach to meet department goals. The engagement should prioritize Black, Hispanic/Latinx, LGBTQ+, Muslim, and/or other underserved communities. The City Commission Agrees. The City Commission Directs the City Manager to work with DPD to develop a process for engagement as well as tracking and evaluation. This includes establishing a baseline for hours spent, a form for tracking participation, and will be part of the annual performance review for police. Members who do not meet expectations will result in a Performance Improvement Plan. A report will be referred to the City Manager on a quarterly basis and published on the City of Dayton website.

As all five Reform Committees continue their work and make recommendations, the City Commission is committed to providing updates during the due diligence and implementation process.

Thank you for your work on behalf of the City of Dayton.

Sincerely,

A handwritten signature in blue ink that reads "Ariel Walker". The signature is written in a cursive, flowing style.

Ariel Walker

Cc: Ms. Dickstein, Mr. Parlette, Ms. Lofton, Ms. Doseck, Chief Biehl