

De-Escalation, Implicit Bias and Cultural Competency

Work Group #3 Meeting Minutes

August 4, 2020, 2:30 – 4:00 PM

Objectives: Develop decision-making process, adopt charter, and review Dayton Police information

Opening – Stacy Benson Taylor

- Thanks for joining
- Be mindful of time – 90 minutes
- Give brief introduction – name, why this work interests you
 - Objective is to build relationships with each other

Housekeeping – Cheryl – Each person will have a voice, raise hand, chat box. Body language will be observed and responded to. Going forward smaller listening groups with 4 to a group will be developed to give everyone an opportunity for issue clarity and to voice their opinions. Send emails to Laura if you are in favor or not of this idea.

Laura – A calendar of process has been developed to serve as a timeline for our group. The calendar/timeline will include meeting dates, topics and homework (study documents to review at following meeting). Meetings will be held the 1st and 3rd Tuesdays of every month until March 18th which is the formal official end date of our process. The charter will be presented in 6 months with deadline of January 15th however the working group will continue if charter needs amendments. Review trainings – each training will be reviewed to identify priorities and enhance learning. There will be three meetings or 6 weeks dedicated to reviewing each training. A doodle calendar will be sent to gather best meeting dates for the group. It was suggested that one meeting be during the working day and one in the evening or some variation of that.

Decision-Making – Commissioner Fairchild

Consensus Model – A Manual for considering and developing a consensus decision-making process for your organization

- Work group is diverse and need common interest – a level of consensus.
- In the framework or model presented, the consensus has to be between 2-3 in order to not block recommendations.
- Voices need to be heard – recommendations need to be in writing for feedback.
- All Work Group members on the call agreed to use this consensus model/framework.
- Collaboration, no-fault and consensus

Charter – Stacy Benson-Taylor

- Scope – Dayton Police Department ONLY

- This work group is looking at training only, research additional training, informed training and assess academy requirements. What worked and what didn't work, what are norms and standards in other geographic areas.
- We need a working definition or de-escalation, implicit bias and cultural competency so the working group can be on the same page. This will provide each topic with a foundation; we can all be on a level foundation, building from the same place and understanding.
- Everyone bring research and questions to the work group to share.
- The job of the work group is to make recommendations. Work group will receive updates for oversight
- Penalties for non-compliance to training is the responsibility of the DPD and another work group.
- Objectives: Same #4 very important
- Deliverables/Report – due 1/15/2021 to Dayton City Commission
- Formation, Staffing and Organizations – roles and functions – same
 - Group formations dissolution should mirrors the deliverables on date
- Roles, functions, duties
 - Discussion
 - Speak listen
 - Role of administrator
 - Role of staff
- Rules of Engagement – Same
- Status and Recommendations – steps and updates on progress
- Issue Resolution Process – important to understand where people are coming from and respect the process in place. Always have conciliation in our group.
- Closure and Working Group Self-Assessment
 - Each Training will be submitted when finished – the first by October 2020, this will inform us as to 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
 - ADD THIS LANGUAGE TO CHARTER
- If commission accepts recommendations then they will be committed to implementation. Commission has ultimate authority of governance to the city; they weigh recommendations with best guidance they have. After recommendation is agreed upon, it is inappropriate to amend it. All recommendations need to be constructive and meaningful.
- If the recommendations are not implemented after accepted, will we know why? YES, it will be implemented, commission would not accept recommendation they did not intend to implement. At the end of the day, the commission are the decision makers for the city.

Overview of Police Academy & Questions, Recap Video – Lt. Dickey ON HOLD FOR NEXT MEETING

Next Meeting Date: Tuesday, August 18, 2020

Meeting Adjournment: 4:00 PM