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 1\textsuperscript{st} and 3\textsuperscript{rd} Tuesdays of every month until March
18\textsuperscript{th} which is the formal official end date of our process. The charter will be presented in 6 months
with deadline of January 15\textsuperscript{th} 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