

# WENDY H. STIVER

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Please accept my application for the position of Chief of Police for the City of Bexley. As a progressive police leader committed to equity, inclusion and diversity, I would be honored to serve the Bexley community in this role.

During my career at the Dayton Police Department, I grew into command under the leadership of a chief who continuously emphasized excellence in service, data driven, evidence based practices and the importance of humanity in policing. With this influence, I developed a curiosity beyond the status quo of law enforcement. That led me to think critically about policing and racial equity as I accepted a new challenge as an adjunct instructor of Applied Behavioral Sciences at Wright State University. I was gifted with the opportunity to craft graduate seminars and explore critical issues in policing. I chose topics in race and policing, gun violence and community relationships. Meanwhile, I sought out relationships with activists to better understand the potential friction points in my community and to develop lines of open communication. My training led me to data driven training in racial equity and the opportunity in early 2020 to take on a project to support the implementation of a racial bias audit in Charleston, South Carolina.

As an investigations commander, I was challenged to work on infant mortality reduction, which led to a collaborative research project with public health epidemiologists. We found a strong correlation between parents who experience infant mortality and police interaction in the year prior to the birth or death of their children. The project led to a collaboration with an evidence based nurse home visiting program to transform police encounters into service referrals and my acceptance into the National Institute of Justice (NIJ) Law Enforcement Advancing Data and Science (LEADS) program. Through LEADS, I strengthened my commitment to evidence based and data driven practices, but with a strong interest in the application of multi-disciplinary teams and aviation systems improvement strategies in public safety. In short, public safety institutions should be learning organizations. One of the most powerful methods of building a strong team is to build it with diversity across multiple dimensions.

Multi-disciplinary teams have been successful in mental health co-response models, family justice centers and opiate response teams. In theory, this strategy could be applied to other public safety concerns through problem solving methods. As a leader, my contribution to the Bexley community would be to build multi-disciplinary problem solving teams, encourage leadership in others and support a just culture approach to safety.

Respectfully,

Wendy H. Stiver

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## EXPERIENCE

### INDEPENDENT CONSULTANT - 2020-PRESENT

#### CURRENT AND RECENT PROJECTS

National Police Institute - COMPSTAT 360, member of a multi-disciplinary team supporting implementation of COMPSTAT 360 through training and technical assistance in a range of municipal, county and university police organizations.

PAE/ICITAP - Curriculum development and training for police reform in Armenia.

IACP - Curriculum development and training in procedural justice for traffic agents in Ecuador.

ICF - Human Trafficking Task Force Liaison.

NYU Policing Project - Support for police reform projects and 30 x 30 initiative.

Centrus Personnel Solutions - Promotion assessment and validation for large police agencies.

### CHARLESTON POLICE DEPARTMENT - 2020-2021

#### DIRECTOR OF RESEARCH AND PROCEDURAL JUSTICE

Advisor to the Chief of Police and senior police command staff, with responsibility for implementation of racial bias audit recommendations and strategic plan, coordination with community leaders to improve procedural justice outcomes and infusion of evidence based practices in the Charleston Police Department.

- Conducted a comprehensive review of the Illumination Project, a facilitated community policing effort to implement new strategies recommended by community members.
- Supporting effort to facilitate analysis and justification to support a mental health/homelessness/addiction co-responder model for the police department by connecting team members to national experts.
- Facilitated the creation of Citizen Police Advisory Council subcommittees pursuant to racial bias audit recommendations to communicate with the community through the council, support community feedback on department policies, traffic enforcement strategies.
- Supported the Commission for Racial Equity, Inclusion and Reconciliation Criminal Justice Subcommittee.
- Coordinated multiple projects to support implementation of Racial Bias Audit and Strategic Leadership Plan, to include Community Problem Oriented Policing and collaborations with Justice Innovation Lab and the Center for Policing Equity. Both organizations are committed to the implementation of police reform and racial equity through data driven and evidence based approaches.

### - DAYTON POLICE DEPARTMENT - 1999-2020

#### MAJOR — 2016-2020

October 2019 - March 2020 - Chief of Staff with responsibility for Strategic Planning, Fiscal Office, Public Information and Inspections and Audits.

August 2016 - September 2019 - Commander, Central Patrol Operations Division with responsibility for downtown patrol operations, citywide financial crimes investigations, traffic crash reconstruction unit, photo-enforcement operations, parking enforcement and the department volunteer program.

- \* While planning for an anti-police protest, worked with leadership team and facility coordinators, met with organizers, to include local Black Lives Matter leadership to initiate safety planning, which led to meaningful dialogue, shared learning and the development of a race and policing graduate seminar at Wright State University.
- \* In response to increase in panhandling complaints, collaborated with city law department, engineering and traffic investigators to adopt pedestrian safety ordinance and implement, with violator education initiative and officer training.

Both panhandling complaints and panhandling arrests declined in 2019. Supported the implementation of Mobile Crisis Response Team and leveraged mental health officers to collaborate with service providers during education phase.

- \* Worked with researcher to implement a foot patrol strategy to focus officer presence to target higher crime locations in central business district. Received funding from Ohio Crime Science Consortium to support project evaluation. The strategy included assessment of officer perceptions and led to a significant decrease in crime in targeted locations while maximizing limited staffing resources. In 2019, officers on foot patrol assignment interrupted a mass shooting.
- \* Supported multiple collaborations with Dayton-Montgomery County Public Health, to include the Community Overdose Action Team (COAT), LGBTQ Public Health Initiatives, Infant Mortality Review Board and Infant Mortality Reduction Coalition.
- \* Worked with epidemiologists to investigate the intersection of police and parents in infant mortality cases, which led to a partnership with a nurse home visiting program to facilitate referrals and shift the role of police to support reducing infant mortality while building stronger families and safer neighborhoods.
- Recognized the need to reimagine the role and appearance of a parking enforcement unit as ambassadors. Applied the input of city leaders, businesses, community members and the parking enforcement employees. Engaged the city mediation center to support communication and overcome internal resistance while implementing culture change.
- Sought out and implemented meaningful approaches to community engagement and encouraged officers to participate in community efforts to remove graffiti, collaborate with others and create relationships. Collaborated with Dayton Children's Hospital to launch "Goodnight Lights" as an example of seizing every opportunity to build teamwork and community in public safety.
- Managed photo-enforcement project implementation and traffic crash reduction efforts, to include public information campaign with successful reductions in crashes citywide. Launched collaborative team of engineers, planners and stakeholders to review fatal traffic crashes and discover potential environmental strategies to prevent future crashes while working towards social justice for pedestrian victims of fatal crashes near homeless shelter.

#### LIEUTENANT — 2011-2016

Commander, Central Investigations Bureau, Assistant Patrol Operations Division Commander, Night Lieutenant, Special Projects.

- As a Special Projects manager, assigned to Fiscal Office and Grant Management to assess and resolve critical failures with existing federal grants, which required collaboration with other city staff, the city auditor, federal grant managers to prevent loss of grant funding. Successfully submitted application for a COPS hiring grant and developed a complimentary strategy to support a city income tax increase to resolve critical staffing shortages.
- Created LGBT Liaison Program and crafted Transgender Policy while representing the Dayton Police Department at LGBT community events and meetings. Taught LGBT issues at Dayton Police Academy and presented on LGBT legal issues in the United States to a Serbian delegation of LGBT activists.
- In every position was frequently called upon to provide written press releases and media statements, as well as other opportunities to communicate with the public on behalf of the Dayton Police Department. Developed relationships with local members of the media and created opportunities to support the department through positive media stories.

#### HOSTAGE NEGOTIATION TEAM — 2007-2014

Responded to critical incidents, like barricaded suspects, suicidal subjects, people in crisis and served in multiple capacities to support peaceful resolutions through communication. Acted as a primary negotiator in several incidents and in one, ended a lengthy standoff with a hostage taker. Served as team commander from 2013-2014.

#### SERGEANT — 2008-2011

Patrol sergeant with responsibilities for supervision in a large and diverse patrol area. Supported several community led initiatives, including Weed and Seed Projects. Managed overtime budgets and scheduled officer activities to meet com-

munity needs. Developed crime prevention initiatives to deter pizza delivery robberies and build community relationships with absentee landlords.

POLICE OFFICER — 1999-2008

Crisis Intervention Team, Field Training Officer, Special Team Member, Recruiter, Academy Instructor, Weed and Seed Project Officer

### **OTHER RELATED EXPERIENCE - 1992-1999**

DISPATCHER/JAILER - FAIRBORN POLICE DEPARTMENT — 1997-1999

US ARMY MILITARY POLICE — 1992-1997

### **CONCURRENT POSITIONS**

VICE CHAIR, POLICING RESEARCH ADVISORY SECTION

INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE (IACP)

The research bodies of the IACP seek to promote evidence based policing and support key policing reforms with access to research based guidance on topics like de-escalation, body worn cameras and implicit bias.

SENIOR RESEARCH ADVISOR/PRACTITIONER IN RESIDENCE

NATIONAL INSTITUTE OF JUSTICE — 2018-2020

Competitively selected to serve as a practitioner-in-residence under an intergovernmental agreement between the US Department of Justice and the City of Dayton. Independently manage national efforts to advance policing through research and evidence, with a focus on: building officer resilience prior to trauma. Guest instructor at the FBI National Academy and presenter at the IACP Annual Conference.

LEADS SCHOLAR, NATIONAL INSTITUTE OF JUSTICE — 2016-2019

Competitively selected as a member of the 2016 class of Law Enforcement Advancing Data and Science (LEADS) scholars. The LEADS program provided opportunities to present work on infant mortality, secondary trauma, foot patrol, the opiate epidemic and evidence based policing at multiple professional conferences, to include IACP, IACA, ASEBP and the Southern Policing Institute Alumni Conference.

ADJUNCT INSTRUCTOR, WRIGHT STATE UNIVERSITY — 2015-2020

Graduate Seminars in the Applied Behavioral Sciences program including Race and Policing, Race and Police Shootings, Critical Issues in Policing, Gun Violence Trends and Community Relations.

ADJUNCT OF PRACTICE, UNIVERSITY OF DAYTON,

INSTITUTE FOR APPLIED CREATIVE TRANSFORMATION —2020

Developed and delivered a curriculum in community resiliency for an experimental education approach.

### **EDUCATION AND NOTABLE TRAINING**

SINCLAIR COMMUNITY COLLEGE - BS, PROFESSIONAL PILOT - CURRENT

UNIVERSITY OF CINCINNATI — MS, CRIMINAL JUSTICE - 2012

WRIGHT STATE UNIVERSITY - BA, SOCIOLOGY - 2007

SENIOR MANAGEMENT INSTITUTE FOR POLICING - PERF - 2017

CERTIFIED LAW ENFORCEMENT EXECUTIVE - OHIO LAW ENFORCEMENT FOUNDATION - 2015

POLICE EXECUTIVE LEADERSHIP COLLEGE - OHIO LAW ENFORCEMENT FOUNDATION - 2012

### **AWARDS**

DAYTON YWCA WOMEN OF INFLUENCE - 2017

WRIGHT STATE UNIVERSITY COLLEGE OF LIBERAL ARTS ALUMNI OF THE YEAR - 2011

DAYTON LGBT CENTER FRONTIER AWARD - 2011

## PUBLICATIONS AND PRESENTATIONS

Webinar - Protecting Against Stress and Trauma: Research Lessons for Law Enforcement, Research for the Real World NIJ Seminar Series, National Institute of Justice, June 2019

“Using Officers’ Perceptions to Guide the Implementation of Hot Spots Foot Patrols,” Policing and Society, May 2019

Webinar - Contemporary Police Responses to Addiction, Justice Clearinghouse, April 2019

“The Dayton Foot Patrol Program: An Evaluation of Hot Spots Foot Patrols in a Central Business District,” Police Quarterly, December 2018

Podcast - *Reducing Crime* with Dr. Jerry Ratliffe, November 2018

Presentation - The Dayton Foot Patrol Program, IACP Annual Conference, Orlando, October 2018

Presentation - Opiate Epidemic in Dayton and Response

- National Criminal Justice Training Center, Opiate Symposium, Dallas, August 2018
- Southern Policing Institute Alumni Association Conference, Charlotte, July 2018

Presentation - Infant Mortality Research and Response

- Center for Evidence Based Policing Symposium, George Mason University, June 2018

*The Importance of Evidence*, IACP Blog, April 2018

Presentation - Secondary Trauma Exposure by Patrol Officers, IACP Annual Conference, Philadelphia, October 2017

“Incident Summary: Text Messaging in Negotiations,” Crisis Negotiator, National Tactical Officers Association, Fall 2010