



Update as of August 3, 2020

COMMITMENT TO AN EQUITABLE AND RESPONSIVE PUBLIC SAFETY
DEPARTMENT AND CITY GOVERNMENT

VISION

The City of Kalamazoo and Kalamazoo Public Safety are equitable organizations that are responsive to community voices

PRESENT – SIX MONTHS:

1. Independent investigations related to protests of May 30 – June 2:

- a. Review of police response to answer the following questions:
i. Did Public Safety follow procedures?
ii. Are Public Safety’s procedures appropriate?
iii. What recommendations could improve future response?
b. Review of Public Safety policies, through an equity lens, directly related to events surrounding and leading up to protests.
c. Community Public Safety Review and Appeals Board (CPSRAB) will be involved in selection of outside investigator.

The city administration is working with CPSRAB to complete the scope of the work to hire an independent investigator. The goal is to have the proposal out for bid mid-August and recommendation for hire late-September. CPSRAB and the Diversity, Equity & Inclusion (DEI) director will review proposals and make a recommendation to the City Manager. The goal is to ensure the investigator has experience in dealing with issues of police relationships with Black and other marginalized communities.

- d. Addition of a Public Information Officer to improve public communication

The position has been created, posted, and recruiting is underway, but the position has not yet been filled.

**PRESENT – SIX MONTHS:**

**2. Updated Traffic Stop Study:**

- a. Review actions taken since 2013 Traffic Stop Study
- b. Begin updated Traffic Stop Study

*See attached list of actions taken by KDPS since the 2013 Traffic Stop Study (page 4).*

*KDPS has been in discussions with Dr. Lamberth who conducted the original traffic stop study in 2013. Dr. Lamberth has not performed a traffic study since 2017 and has shifted his work away from traffic stop studies toward the study of Implicit Bias. Dr. Lamberth does not recommend conducting a traffic stop study during the COVID-19 pandemic. He advises there is far too much uncertainty about when this pandemic will end and when travel and traffic will return to normal. He stated he cannot tell us how long it might be before it would be feasible to do such a study.*

**3. Internal review and role of CPSRAB:**

- a. Begin analysis of how to strengthen Public Safety internal review process and review roles and responsibility of CPSRAB

*Process, roles and responsibility changes have been agreed to with CPSRAB. See attached document for summary (page 5).*

**ONGOING:**

**1. Increased training for Public Safety and City of Kalamazoo staff, including:**

- a. History of racism in the United States
- b. History of racism and protest in Kalamazoo
- c. Implicit biases

**2. Strengthen relationships within community:**

- a. Create opportunities for community to share their experiences with Public Safety
- b. Community healing conversations
- c. Learn from communities that have strong relationships between law enforcement and community

*In 2018 KDPS began their Equity, Diversion and Inclusion Program through the department's Diversity Committee. This program includes training for new recruits and on-going training for officers. The City of Kalamazoo contracted with ERACCE in 2019 to implement the "Introduction to Systemic Racism" workshop. To date all leaders from the City Manager's office and all directors and deputies have been trained. ERACCE has recently developed an online training version and many commissioners and department managers, supervisors and coordinators have been trained. There is a third training scheduled for September for the remaining leaders.*

*The office of DEI has been hosting listening sessions with city staff from all departments to discuss the racial climate and unrest in both the nation and our city. These sessions were facilitated by the Society for History and Racial Equity (SHARE). We are in the process of working with SHARE to host our first racial healing workshop which will be held in late August/early September. Staff are also working with other local agencies (e.g., WMU's Lewis Walker Institute) on race relations and equity.*

**Additional City Commission Motions from June 15, 2020**

- 1. Within the next six months the City Commission work with the Community to draft a Standard Skill Set for new hires to the Kalamazoo Department of Public Safety.**
- 2. Within the next 30 days the City Administration, the City Commission, and the Community work together to identify what analytics for the Kalamazoo Department of Public Safety be reported yearly to the City Commission**

*Skill sets for new hires is part of the KDPS Accreditation review which is currently underway. The City Administration will continue to work with the City Commission on any necessary changes. Existing hiring descriptions and criteria are posted on the KDPS Transparency page at:*

*[www.kalamazoocity.org/kdpstransparency](http://www.kalamazoocity.org/kdpstransparency)*

*Data sets and methodologies were presented to the City Commission, and data sets are on the web site listed above. Staff have completed a preliminary inventory of data available, assessment of data quality and ability to disaggregate by demographics. These data sets are being compared to the types of data collected by other jurisdictions, and data tracking recommendations from the Government Alliance for Racial Equity and the 21<sup>st</sup> Century Policing Task Force report.*

**Kalamazoo Department of Public Safety Actions Taken Since 2013 Traffic Stop Study (not all inclusive)**

New departmental Strategic Plan	Benchmark Analytics (in-progress)
Fair and Impartial Policing Training	125+ New Officers
-Implicit Bias Training Updates	Pastors On Patrol
Consent to Search Policy	Police Athletic League (PAL)
Cultural Competency & Ethics Training	Community Engagement Team (CET)
New Hiring Philosophy (Local & Diverse)	Crime Reduction Team (CRT)
CSPRAB Board Renewal	Directed Patrols (DP)
All KDPS Policies Updated	Crisis Invention Team (CIT)
Body Worn Cameras	Group Violence Intervention (GVI)
Use of Force Tracking (BWC Review)	Bridging Opportunities
National Use of Force Reporting	Bigs with Badges
Focused Approach to Law Enforcement & Traffic Enforcement	Men of Change
Accreditation (in-progress)	Emergency Food Pantry
Increased Accountability	Canvassing (after major incidents)
Kalamazoo Strategic Operations Center (KSOC)	Let Me Run
-Data/Crime Analysts	High Risk DV Team
Expungement Clinic	

**Expanded Role Under CPSRAB’S 3 Overarching Roles**

<b>1. Build more credibility, community trust, and confidence by participation in a process that will respond appropriately to allegations of misconduct by the Kalamazoo Department of Public Safety sworn personnel.</b>	
Existing Role	Expanded Role
Review Monthly Summary Report of Complaints & Disposition	Receive a monthly investigative report of each complaint filed and its disposition
	Review a monthly report of use of force incidents
	Quarterly review of Benchmark Analysis Report of officer behavior trends
	Receive additional reports as requested
	Meeting minutes and reports will be provided to the City Commission

<b>2. Respond to requests from the City Manager on the disposition of inquiries and complaints, as well as the complaint process.</b>	
Existing Role	Expanded Role
Receive citizen complaints that have been appealed to the City Manager disagreeing with Chief’s finding	Receive citizen complaints at any public CPSRAB meeting
Conduct an appeal hearing and present a recommendation to the City Manager	
All Board members trained to receive reports	

<b>3. Serve in an advisory role to the City Manager regarding possible improvements to policies and procedures regarding the complaint process or which are implicated in the complaint process, and to the Department of Public Safety regarding methods to improve the communication and outreach to citizens.</b>	
Existing Role	Expanded Role
Recommend review of specific policy or procedure	Participate in Independent Investigations (including selection of investigator, scope of work, periodic reports).
Recommend review of specific incidents	Participate in Independent review of policies and procedure (including providing input and feedback).
Act as liaison to the community	Host community forums for informational/educational purposes as well as to receive citizen comments.