



**Update: November 2, 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

## 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.

- **Independent investigator has been selected and contract is being finalized**
  - Scope of work established by CPRAB and DEI Director
  - Interview team included representatives from CPSRAB and DEI Director

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

- **Public Information Officer hired and will start in December.**

## 2. Updated Traffic Stop Study:

### a. Review actions taken since 2013 Traffic Stop Study

- New strategic plan
- Fair and impartial policing training
- Implicit bias training updates
- Consent to search policy
- Cultural competency and ethics training
- New hiring philosophy (local & diverse)
- CPSRAB board renewal
- All KDPS policies updated
- Body-worn cameras
- Use of force tracking (BWC review)
- National Use of Force reporting
- Focused approach to law and traffic enforcement
- KDPS Accreditation
- Strategic Operations Center
- Expungement clinic
- Benchmark analytics
- 125+ new officers
- Pastors on Patrol
- Police Athletic League
- Community Engagement Team
- Crime Reduction Team
- Directed patrols
- Crisis Intervention Team
- Group Violence Intervention
- Bridging Opportunities
- Bigs with Badges
- Men of Change
- Emergency food pantry
- Canvassing (after major incidents)
- Let Me Run
- High Risk Domestic Violence Team

### b. Begin updated Traffic Stop Study

- **Dr. Lamberth has advised against conducting a study during COVID-19 pandemic. KDPS is exploring options to conduct a study post-pandemic.**

### 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.**
    - Receive monthly report of each complaint filed and its disposition
    - Review use of force incidents monthly
    - Quarterly review of Benchmark Analysis Report of officer behavior trends
    - Minutes and reports provided to City Commission
    - Receive citizen comments at all CPSRAB meetings
    - Create satellite offices at other organizations to receive complaints and provide education
    - Participate in independent investigations
    - Participate in independent review of policies and procedures
    - Host community forums
    - Create website
    - Review hiring practices
    - Survey residents about complaint and appeal process

## *ONGOING ITEMS:*

### **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

- KDPS Equity, Diversity, and Inclusion Program started in 2018 including
- ERACCE Introduction to Systemic Racism workshop implemented in 2019. Leaders have been trained and online version is offered to all staff
- Office of Diversity, Equity, and Inclusion has been hosting listening sessions with staff to discuss racial climate
- City participated in recent ISAAC meeting and pledged to work with community partners on education, anti-racism, and improved community relations
- Chief Coakley has started meeting with community groups to listen and learn, including ISAAC, Advocates and Leaders for Police and Community Trust, Northside Ministerial Alliance, Pastors on Patrol, Homeless Outreach Team, Amnesty Day, Light Up the City, Social Services Delivery & Community Collaborator, and Engine Operator Reading Day.
- City Commissioners held a listening session with Society for History and Racial Equity

- 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**
  - Hiring descriptions and criteria are posted online at [www.kalamazoocity.org/transparency](http://www.kalamazoocity.org/transparency)
  - Data and methodologies were presented to City Commission, and data are on the web site listed above.
  - Staff have completed preliminary inventory of data available, assessment of quality, and ability to disaggregate by demographic
  - Data sets are being compared to types of data collected by other jurisdictions and recommendations from Government Alliance for Racial Equity and the 21<sup>st</sup> Century Policing Task Force Report
  - Skill sets for new hires is part of KDPS accreditation process. Chief intends to seek guidance from community and CPSRAB board about hiring process and recruiting new officers