



Update as of 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*

**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.

*CPSRAB and the Diversity, Equity & Inclusion (DEI) director developed a scope of work to hire an independent outside investigator. The goal is to ensure the investigator has experience in dealing with issues of police relationships with Black and other marginalized communities. The work has been advertised, bid out, and prospective bidders have been interviewed. The interviewing team – which includes representatives from CPSRAB and the DEI director – have selected an outside investigator, and the city’s Purchasing division is finalizing the contract. It is anticipated that the outside investigator will begin working for the City before the end of 2020.*

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

*The position has been created, posted, interviews held, and an offer has been made to a candidate. The new staff member will start in December.*

**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 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. KDPS is exploring other options for completing an updated traffic study after traffic levels return to normal 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. 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. ERRACE has recently developed an online training version and many commissioners and department managers, supervisors and coordinators have been trained. An additional training session was held in 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. Staff are also working with other local agencies (e.g., WMU's Lewis Walker Institute) on race relations and equity.*

*The City participated in the recent Interfaith Strategy for Advocacy & Action in the Community (ISAAC) community meeting during which leadership for KDPS, City Manager's Office, and elected*

*officials agreed to work with the community and partners on education, anti-racism and improved community-Public Safety interactions.*

*Chief Coakley and his command staff have begun meeting with multiple community groups to have dialog, listen and learn. Recent community meetings include: ISAAC, Advocates and Leaders for Police and Community Trust (ALPACT), Northside Ministerial Alliance, Pastors on Patrol, Homeless Outreach Team, Amnesty Day, Light Up the City, Social Services Delivery & Community Collaborator, Engine Operator Reading Day, and others.*

*The city's Diversity, Equity and Inclusion director continues to work with community partners and city staff. Additional sessions of ERACCE training have been held for KDPS staff and additional sessions are scheduled for city staff. City Commissioners held a listening session with the Society for History and Racial Equity (SHARE).*

**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**

*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 21st Century Policing Task Force report.*

*Skill sets for new hires is part of the successful KDPS Accreditation process that concluded in September. KDPS, under the new leadership of Chief Coakley, intends to seek conversations with community and CPSRAB board members about the hiring process and engage with them in recruiting new officers dedicated to making our community feel safe.*

**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. Reporting to begin 1/21.
	Review a monthly report of use of force incidents. Review to begin 1/21.
	Quarterly review of Benchmark Analysis Report of officer behavior trends. Review to begin after implementation is complete.
	Receive additional reports as requested.
	Meeting minutes and reports will be provided to the City Commission.
	Submit CPSRAB's finding to the City Commission for information in cases where City Manager does not accept recommendation.

<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.  Create satellite offices with other organizations in the City to receive complaints and to provide instruction and education.
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>	
<b>Existing Role</b>	<b>Expanded Role</b>
Recommend review of specific policy or procedure	<b>Participate in Independent Investigations (including selection of investigator, scope of work, periodic reports).</b>  <b>Participated in vendor selection for independent Investigation of summer activities.</b>
Recommend review of specific incidents	<b>Participate in Independent review of policies and procedure (including providing input and feedback).</b>
Act as liaison to the community	<b>Host community forums for informational/educational purposes as well as to receive citizen comments. (This action is on hold pending further direction from Board)</b>

<b>4. Other</b>	
<b>Existing Role</b>	<b>Expanded Role</b>
Webpage on the City's website with links from KPDS webpage	<b>Create a website that is separate and distinct from the City of Kalamazoo or KDPS website.</b>  <b>Create branding for the Board.</b>
	<b>Review City hiring policies and practices.</b>
	<b>Assign a board member as an observer during each hiring process.</b>
	<b>Create a survey to determine citizens familiarity and comfort with complaint and appeal process.</b>
	<b>Recruit and hire an intern to support the work of the Board.</b>
	<b>Make funds available for identifiable projects and initiatives.</b>