



Kalamazoo Department of Public Safety
OFFICE OF THE CHIEF
150 E. Crosstown, Suite A
Kalamazoo, Michigan 49001-2849
(269) 337-8123
Fax (269) 337-8245

Kalamazoo Department of Public Safety Equity, Diversity, and Inclusion Program

Overview:

The Kalamazoo Department of Public Safety's commitment to promoting positive police-citizen interactions is driven by the "Equity, Diversity and Inclusion Program" (EDIP). Our service to the community demands a purpose driven approach to developing mutual trust, respect, and understanding both internally and externally. EDIP captures that effort in a series of educational opportunities designed to engage the member and reflects organizational intent expressed in our policies. The pillars of EDIP – Equity, Diversity, and Inclusion – capture these important concepts:

- Equity is the absence of discrimination through the establishment of a level playing field;
- Diversity is the recognition of and respect for different characteristics that make each person unique; and
- Inclusion is the creation of an environment that welcomes, respects, and supports others by recognizing implicit bias.

Implementation:

The Public Safety Diversity Committee was created at the direction of A/Chief Coakley 2018. Prior to the committee, KDPS provided training and various educational opportunities to members of the organization focused on diversity. However, work in the area of diversity has grown to challenge our conceptions. Innovations in this area led to adoption of two key principles, Equity and Inclusion, to expand our efforts to promote positive police-citizen interactions.

The committee operates under the direction of A/C Coakley and is chaired by Ex. Lt. Diaz and consists of board members including Lt. Gretchen Mayo, EO Ted Green, PSO Amil Alwan, SRO Catrice Lockett, and CPO Glyn Hawkins. The purpose of the committee is to evaluate past programming with an eye towards expanding and building future content. This will be an ongoing process that will allow for reflection and growth as the organization promotes an equitable, diverse, and inclusive work place. Consequently, this document is alive and subject to change as we find new ways to challenge ourselves and grow as professionals to better serve the public.

Program Content:

Although the committee is in the early stages of developing additional content for the future, we have identified two types of already existing training: Recruit and In-Service. Of course, this format is subject to change based on feedback, research, and current scholarship. The committee is dedicated to avoiding stagnation and will seek innovative ways to bring meaningful content to the organization. This means that changes will be made when deficiencies are found, outdated content is replaced with new content, a particular resource is no longer available, or a new trend in the field of study is developed. We must not be afraid to change and grow.

Recruit Training:

Recruits training occurs from the date of hire until released from FTO, which typically runs 48 weeks. Throughout this time the recruits are challenged with a variety of instruction outlined in EDIP. EDIP has seven dedicated training segments totaling 32 hours of content. The seven segments occur throughout this time to ensure integration of the EDIP principles into the everyday expectations of employee's conduct. The variety of instruction allows recruits to build an understanding of the organization's needs. The segments include:

1. *Ethics* presented by Capt. Franks (2 hours)

- a. Addressing professional conduct. Ethics is a cornerstone for all officers who must enforce laws. During the lecture and discussion, officers are faced with difficult hypothetical situations. The result is that officers are able to work through difficult situations on the street knowing what the organization expects.

2. *Fair and Impartial Policing* presented by Det. Rivard (6 hours)

- a. Addressing bias and impact on decision making. The “fair & impartial policing perspective” reflects a new way of thinking about the issue of biased policing. It is based on the science of bias, which tells us that biased policing is not, as some contend, due to widespread racism in policing. In fact, the science tells that even well-intentioned humans (and thus, officers) manifest biases that can impact on their perceptions and behavior. These biases can manifest below consciousness. Public Safety began training officers in the program in 2014

3. *Community Initiatives* presented by AC Boysen and Sgt. Juday (2 hours)

- a. Detailing COPS Division activities with a focus on Group Violence Intervention, a strategy KDPS has been using since 2013 to reduce violent crime in the city. GVI emphasizes communication and human interaction with “street groups” that have the propensity to commit violent crimes.

4. *Detroit Museum Field Trip* presented by Training Division Staff (12 hours)

- a. Addressing history of racism and oppression in our nation's history. Detroit Museum Field Trip is a joint venture with the Education for Employment Public Safety program. Students and members are taken to the Dr. Charles Wright Museum of African American History and the Holocaust Museum. During the trip, members work with high school students to share life stories and the reasons for pursuing a public safety career. The high schools are enrolled in the KRESA EFE Law Enforcement Program managed by the training division. Members are in plain clothes allowing them to consider their role as police officers in light of historical events. This starts the discussion of power has played a role in oppression. An important take-away is that with great power comes great responsibility.

5. *Crisis Intervention Training* presented by Ex. Lt. Diaz (2 hours)

- a. Addressing police-citizen interactions during a mental health crisis. CIT began in Memphis Tennessee in 1987 as a response to death of a mentally ill man. Law enforcement, mental health agencies, hospitals, and the community came together to determine what training would benefit officers charged with managing mental health crisis in the field. The resulting 40 hour course has since become a national model. Kalamazoo introduced the program in 2008 and now leads Michigan in training. This class serves as merely an introduction to the entire practice in de-escalation. The CIT courses are offered every other year in connection with other Kalamazoo County agencies.

6. *KDPS Organizational Culture* presented by A/Chief Coakley (2 hours)

- a. Addressing the current state KDPS in light of recent past events. A/Chief Coakley addresses the organizational history of policing in Kalamazoo. By recognizing the past and looking toward the future, A/Chief Coakley will direct the members to recognizing their role in delivering fair, impartial, and unbiased police services to our diverse community.

7. *Sexual Harassment and Employment Discrimination* presented by Kurt McCamman (2 hours)

- a. Attorney Kurt McCamman of Miller Canfield shares the legal principles behind harassment, discrimination, and retaliation in the workplace involving protected classes (race, color, religion, national origin, gender, disabilities, and age). Attorney McCamman offers practical guidance in managing the workplace in light of these important legal concepts to ensure awareness generally and the ability to identify potential pitfalls.

8. *Underground Railroad Field Trip* presented by Training Division Staff (4 hours)

- a. Addressing the local history behind efforts to assist slaves seeking freedom by passing through west Michigan. Recruits are taken to the site of an Underground Railroad stop in Schoolcraft. The Dr. Nathan Thomas House is small but in the 19th century, it played an important part in the Nation's history. In the early 1840's, people sympathetic to slaves seeking to escape from the South organized a system by which they could reach freedom in Canada safely and quickly. Since it was illegal to assist escaping slaves and, therefore, kept secretive, this system was called the Underground Railroad. Arrangements were made for overnight sanctuary for the fugitives in private homes, called Stations, and for transportation to the next hiding place in their journey. Recruits learn of the history through a lecture and tour.

In-Service Training:

In-Service trainings have taken many forms over the years and occur on a regular basis (annually). The Diversity Committee is charged with ensuring ongoing efforts to bring EDIP to the organization. Of course, as times change and new innovations in this area advance so must the material presented to the organization. Some recent segments include:

1. *Fair and Impartial Policing* – This training was delivered department wide in 2014. Det. Rivard and Insp. Elzinga received train-the-trainer status. Since then they have ensured that this important training remains a key component of the ongoing conversation.
2. *Implicit Bias Training* – Without a doubt Bias-Based Policing is an inappropriate reliance on characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, culture group, disability or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement. Through this training members are challenged to recognize implicit bias and remove them from the decision making process.
 - a. *Implicit Bias* – Dr. Bryant T. Marks is nationally known speaker, educator, and expert on bias. Dr. Marks came to Kalamazoo in late 2019 to train our entire organization including support staff, Pastor's on Patrol, and Year 2 EFE students. The class consisted of a 4 hour training block held at Zeigler Motorsports. The training was well received earning high praise as reported in anonymous survey results.
 - b. *Implicit Bias with focus on Generational Divides* – Mr. Victor Green is a former KDPS officer and current Diversity Coordinator at Wayne State University. In early 2020, Mr. Green took implicit bias training to another level covering generational differences in the broader context of racial and sex based discrimination. The class consisted of a 2 hour training block held at Station 45. Anecdotal reports indicate that officer found the training beneficial. However a survey has yet to be sent.

3. *FTO Relationship Building* – FTOs set up an informal “Coffee with Cop” meeting. Here the FTO and Recruit will have a conversation intended to build a relationship with a community based organization. Here are list of just some of the community based organizations that FTOs and Recruit may visit during the FTO process. FTOs are encouraged to contact many community based service agencies to ensure that recruits are familiar with support systems for referral purposes and the build strong community relationships.
 - a. El Concilio, 930 Lake Street #A, (Director Adrian Vasquez)
 - b. Out Front, 340 S Rose, office number (Director Denise Miller)
 - c. Phoenix High School, 1411 Oakland Drive (Principle Mark Hill)
 - d. Northside Association for Community Development, 612 N Park Street (Mattie Jordan.
 - e. Loaves and Fishes, 901 Portage Street (Alyse Breckenridge)
4. *Food Pantry* – KDPS has opened an internal food pantry for street officers to access when they encounter a person in need. The officer has access 24-7 when the person in crisis may not. Although the community has many wonderful services available not all can be accessed at all times. KDPS has the unique role of always being on-duty. By providing this resource, KDPS is leading the way to demonstrate to the public and staff that caring for others is a mission priority.

Conclusion:

The Kalamazoo Department of Public Safety is committed to the pursuit of Equity, Diversity, and Inclusivity both internally and externally. This pursuit will require addressing tough questions, examining past practices, being fearless in the face of change, demanding growth at every level, and fostering a robust ongoing conversation about the past, present, and future of Public Safety in Kalamazoo.