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

2. Updated Traffic Stop Study:
   a. Review actions taken since 2013 Traffic Stop Study
   b. Begin updated Traffic Stop 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

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