



**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.
 - 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