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.

   The city administration is working with CPSRAB to complete the scope of the work to hire an
   independent investigator. The goal is to have the proposal out for bid mid-August and
   recommendation for hire late-September. CPSRAB and the Diversity, Equity & Inclusion (DEI) director
   will review proposals and make a recommendation to the City Manager. The goal is to ensure the
   investigator has experience in dealing with issues of police relationships with Black and other
   marginalized communities.

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

   The position has been created, posted, and recruiting is underway, but the position has not yet been
   filled.
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 has not performed a traffic study since 2017 and has shifted his work away from traffic stop studies toward the study of Implicit Bias. 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.

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. There is a third training scheduled for 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. These sessions were facilitated by the Society for History and Racial Equity (SHARE). We are in the process of working with SHARE to host our first racial healing workshop which will be held in late August/early September. Staff are also working with other local agencies (e.g., WMU’s Lewis Walker Institute) on race relations and equity.
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.

Skill sets for new hires is part of the KDPS Accreditation review which is currently underway. The City Administration will continue to work with the City Commission on any necessary changes. Existing hiring descriptions and criteria are posted on the KDPS Transparency page at:

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.
Kalamazoo Department of Public Safety Actions Taken Since 2013 Traffic Stop Study (not all inclusive)

New departmental Strategic Plan

Fair and Impartial Policing Training
  -Implicit Bias Training Updates

Consent to Search Policy

Cultural Competency & Ethics Training

New Hiring Philosophy (Local & Diverse)

CSPRAB Board Renewal

All KDPS Policies Updated

Body Worn Cameras

Use of Force Tracking (BWC Review)

National Use of Force Reporting

Focused Approach to Law Enforcement & Traffic Enforcement

Accreditation (in-progress)

Increased Accountability

Kalamazoo Strategic Operations Center (KSOC)
  -Data/Crime Analysts

Expungement Clinic

Benchmark Analytics (in-progress)

125+ New Officers

Pastors On Patrol

Police Athletic League (PAL)

Community Engagement Team (CET)

Crime Reduction Team (CRT)

Directed Patrols (DP)

Crisis Invention Team (CIT)

Group Violence Intervention (GVI)

Bridging Opportunities

Bigs with Badges

Men of Change

Emergency Food Pantry

Canvassing (after major incidents)

Let Me Run

High Risk DV Team
Expanded Role Under CPSRAB’S 3 Overarching Roles

1.建更多的信任，社区信任和信心，参与一个过程，该过程将对Kalamazoo公共安全部的警员的指控做出适当的回应。

<table>
<thead>
<tr>
<th>Existing Role</th>
<th>Expanded Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Review Monthly Summary Report of Complaints &amp; Disposition</td>
<td>Receive a monthly investigative report of each complaint filed and its disposition</td>
</tr>
<tr>
<td></td>
<td>Review a monthly report of use of force incidents</td>
</tr>
<tr>
<td></td>
<td>Quarterly review of Benchmark Analysis Report of officer behavior trends</td>
</tr>
<tr>
<td></td>
<td>Receive additional reports as requested</td>
</tr>
<tr>
<td></td>
<td>Meeting minutes and reports will be provided to the City Commission</td>
</tr>
</tbody>
</table>

2. 通过市经理对查询和投诉的处置，以及处理过程。

<table>
<thead>
<tr>
<th>Existing Role</th>
<th>Expanded Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receive citizen complaints that have been appealed to the City Manager disagreeing with Chief’s finding</td>
<td>Receive citizen complaints at any public CPSRAB meeting</td>
</tr>
<tr>
<td>Conduct an appeal hearing and present a recommendation to the City Manager</td>
<td></td>
</tr>
<tr>
<td>All Board members trained to receive reports</td>
<td></td>
</tr>
</tbody>
</table>

3. 通过市经理为政策和程序的改进，以及在投诉过程中可能影响的政策或程序，以及公共安全部分的方法的改进，提高沟通和公民参与。

<table>
<thead>
<tr>
<th>Existing Role</th>
<th>Expanded Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recommend review of specific policy or procedure</td>
<td>Participate in Independent Investigations (including selection of investigator, scope of work, periodic reports).</td>
</tr>
<tr>
<td>Recommend review of specific incidents</td>
<td>Participate in Independent review of policies and procedure (including providing input and feedback).</td>
</tr>
<tr>
<td>Act as liaison to the community</td>
<td>Host community forums for informational/educational purposes as well as to receive citizen comments.</td>
</tr>
</tbody>
</table>