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DETROIT BOARD OF POLICE COMMISSIONERS

COMMUNITY MEETING/YOUTH FORUM

Thursday, March 7, 2019

1:30 p.m.

WESTERN INTERNATIONAL HIGH SCHOOL

1500 Scotten Street

DETROIT, MICHIGAN 48209

1 COMMISSIONERS:

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3 DARRYL D. BROWN, Commissioner (Dist. 1), Acting Chairperson

4 JIM HOLLEY, Commissioner At-Large

5 WILLIAM M. DAVIS, Commissioner (Dist. 7)

6 ELIZABETH BROOKS, Commissioner At-Large

7 EVA GARZA DEWAELSCHÉ, Commissioner At-Large

8 LISA CARTER, Commissioner (Dist. 6)

9 ANNIE HOLT, Commissioner At-Large

10 GREGORY HICKS, Secretary to the Board

11 ROBERT BROWN, Executive Manager

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13 REPRESENTING OFFICE OF THE CHIEF OF POLICE:

14 CHIEF CRAIG

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1 Detroit, Michigan

2 March 7, 2019

3 1:30 p.m.

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6 COMMISSIONER BELL: Good afternoon. Can
7 you hear me now? Good afternoon. It's not -- good
8 afternoon. Come on. Good afternoon.

9 CROWD: Good afternoon.

10 COMMISSIONER BELL: We are here at Western
11 High School on the west side of the Detroit, Southwest
12 Detroit.

13 (Crowd cheers.)

14 Is this the home of the Cowboys? Is this
15 the home of the Cowboys? Well, let's act like it.
16 Give me some love. Come on. Give me some love.

17 (Applause.)

18 Let's be enthused about this day. This is
19 another opportunity to come together, to be at your
20 school. You have the board of police commission here,
21 the pride of city government. I am Police
22 Commissioner Willie Bell. I represent District 4. I
23 serve as chair of the board and will be facilitating
24 our youth forum here today. I want to thank the
25 leadership here at Western High School for the use of

1 the school, inviting young people to participate with
2 us in this youth forum. This is your forum. This is
3 our meeting, but this is your forum.

4 On behalf of the board, for those in
5 attendance, thank you for joining us. For people
6 viewing this meeting on your government cable channel,
7 thank you for viewing our meeting. I want to call
8 your attention to two commissioners with us today.
9 First, go to my left, Immediate Past Chair Lisa
10 Carter. We want to hear from her because she
11 represents District 6.

12 COMMISSIONER CARTER: Good afternoon to
13 all. Welcome to the District 6 Western High School
14 meeting, and thank you all for coming out this
15 afternoon. Look forward to hearing your concerns that
16 are going on in the community. Thank you.

17 COMMISSIONER BELL: And the next young lady
18 is no stranger to Western High School. She graduated
19 in 19-something.

20 (Laughter.)

21 Eva Garza Dewaelsche, a Western High School
22 grad and a board of police commissioner -- she's no
23 stranger to Southwest Detroit. She is part of
24 Southwest Detroit.

25 (Applause.)

1 COMMISSIONER DEWAELSCHÉ: Thank you,
2 Mr. Chair. Yes, I did graduate, and I'm not ashamed
3 to say what year -- 1968. We just celebrated our 50th
4 anniversary, so I was here in December, and this
5 school does not look like it did back then. It's so
6 much bigger. It's so much nicer. It's much more
7 modern, modern facilities. So all you students that
8 are here are very fortunate, not just to be at Western
9 International High School -- it was Western High
10 School when I came. Now I understand it's Western
11 International -- but it's a wonderful school.
12 Wonderful programs here.

13 When I was here, I was a business major,
14 and I got my first job at 16 at National Bank of
15 Detroit, and I worked there for 10 years before my
16 current job, which is -- I'm president and CEO of SER
17 Metro Detroit. And we're a workforce development
18 organization that serves thousands of people every
19 year. We're right here on Michigan and Wyoming in
20 Southwest Detroit. And when I came to high school
21 here, I used to live on Lansing. So I lived on
22 several streets, but Lansing was where I lived when I
23 was in high school here.

24 So we're very pleased. Thank you.
25 Commissioner Bell, our chair, is the one who wanted to

1 come to Southwest Detroit, and he wanted to talk to
2 the students. He wants the students to learn what the
3 board of police commissioners is all about, what we
4 do. And our purpose here in the city of Detroit is to
5 help the chief and the mayor keep the city safe, and
6 so that's what we do. And thank you so much for
7 having us today. Appreciate it.

8 (Applause.)

9 COMMISSIONER BELL: Let's give the
10 commissioner another round of applause.

11 (Applause.)

12 At this time I am going to introduce the
13 board. They're going to introduce themselves. But I
14 want to acknowledge my vice-chair, Darryl Brown. He
15 is a west-sider. He is not a southwest-sider, but he
16 is a west-sider. He is the vice-chair of the board.
17 I'm going to move directly to my right. He is also --
18 I'm an east-sider, as you can probably hear in my
19 voice. Right? But I got to move to my far right and
20 ask the commissioners to introduce themselves, any
21 personal remarks they might want to make.

22 COMMISSIONER DAVIS: Well, good afternoon.
23 My name is William Davis. I'm a police commissioner
24 for District 7, and I am very familiar with Southwest
25 Detroit. I used to work out here on West Jefferson

1 for a long time, probably before some of your teachers
2 was born.

3 COMMISSIONER HOLT: Good afternoon. My
4 name is Annie Holt. I'm a former educator with
5 Detroit Public Schools, and I am so excited to be here
6 among you students. And perhaps maybe some of you
7 will give some thought -- some thought -- to
8 submitting an application for the police department.

9 COMMISSIONER BELL: Thank you, Ms. Holt. I
10 have a great deal of love and affection for the
11 teachers in the city of the Detroit, 'cause quite a
12 few of us are public school grads, and Ms. Holt is a
13 former retired public school teacher. So I have a
14 great deal of love and respect for that particular
15 field because without teachers, where would we be?

16 COMMISSIONER HOLT: Right.

17 COMMISSIONER BELL: You hear what I'm
18 saying? Without teachers, where would we be? We all
19 start with good teachers.

20 Ms. Brooks, go ahead.

21 COMMISSIONER BROOKS: I'm Elizabeth Brooks.
22 This brings back memories being here. Back in the
23 '90s I used to chair the Dance Theatre of Harlem,
24 Dancing Through Barriers, and we would come to this
25 school. So it didn't look like it does now. It's a

1 beautiful, beautiful school. But today I'm here on a
2 different note. I'm a police commissioner, and I feel
3 honored and proud to work with recruiting, so sometime
4 we're going to talk to all of the students out here
5 about why it's so important to keep Detroit safe.
6 Thank you.

7 COMMISSIONER BELL: Thank you.

8 COMMISSIONER BROWN: Again, I'm Darryl
9 Brown. I represent District 1, which is on the west
10 side, northwest side of Detroit. I am very familiar
11 with the southwest side of Detroit. Served as a
12 Detroit firefighter here. We also have our club down
13 here. The Axemen firefighter motorcycle club is over
14 here on South Street. I am down here in this area all
15 the time. Thank you, and we welcome you to our
16 meeting.

17 COMMISSIONER BELL: Thank you, Commissioner
18 Brown.

19 We're going to move on to my left.

20 COMMISSIONER DEWAELESCHE: Eva Garza
21 Dewaelsche, member at-large.

22 COMMISSIONER HOLLEY: My name is Jim
23 Holley. I'm pastor at the historical Little Rock
24 Baptist Church in New Center area. This is my first
25 time here, and I'm looking forward to it. In the

1 three or four months that we knew that we were
2 coming -- I just want you to know I'm very happy to be
3 here. There are two kind of commissioners: one that
4 are -- that basically are elected by their district,
5 and then there are those who are -- basically are
6 appointed by the mayor, and I'm one of the three that
7 are appointed by the mayor.

8 COMMISSIONER BELL: Thank you, Commissioner
9 Holley.

10 And the last young man to my extreme left
11 is the chief of police, and he is a Detroiter. We
12 trained him. He went to L.A., did an excellent job.
13 He came back to Detroit. In my opinion, he's right up
14 there as one of the top chiefs of police in the city
15 of Detroit. I go back -- Chief William L. Hart -- and
16 I have a whole lot of respect for this young man, and
17 that's Chief James L. Craig. Give him a round of
18 applause.

19 (Applause.)

20 CHIEF CRAIG: Thank you, Chairman. I
21 appreciate it.

22 COMMISSIONER BELL: James E. Craig. I'm
23 sorry.

24 CHIEF CRAIG: Don't ask them what the E.
25 stands for. Okay?

1 COMMISSIONER BELL: It's good to have a
2 chief on board.

3 We -- we move on to -- I just wanted to
4 have the board staff and the OCI staff -- just to be
5 acknowledged. I'm not going to do introductions.
6 Just stand up and be acknowledged that we appreciate
7 your attendance.

8 They're going to interact with you if you
9 need any dialogue with them.

10 Thank you.

11 (Applause.)

12 COMMISSIONER BELL: Over the past months,
13 the board and the department have reached out to young
14 people, and I want to say that under Chief Craig's
15 leadership, that this department has a great
16 interaction with young people, not just in terms of
17 Western High School, not just on the west side, but
18 throughout the city of Detroit. Ongoing monthly,
19 ongoing yearly -- they do a whole lot of activities
20 with young people, and it's part of their program.

21 The youth forum today is a forum that's
22 devoted to a dialogue with young people. This is your
23 forum. I therefore would like to suspend the normal
24 rules of the board and follow an agenda that would
25 allow more information about the board and the police

1 department. The goal of this meeting is to promote an
2 exchange between law enforcement and young people
3 together here at the forum. The chair would accept a
4 motion to suspend our normal rule and adopt a proposed
5 agenda for today.

6 COMMISSIONER DEWAELESCHE: So moved.

7 COMMISSIONER HOLLEY: Support.

8 COMMISSIONER BELL: Been properly moved and
9 supported. Those in favor, aye?

10 BOARD: Aye.

11 COMMISSIONER BELL: Those opposed? Motion
12 carried. Thank you, board.

13 At this time I would like to have a welcome
14 from the school principal, Mr. Angel Garcia, the
15 principal of Western High School. Would he come
16 forward, please?

17 (Applause.)

18 MR. GARCIA: Hey. Good afternoon,
19 everybody. I would like to thank the board of
20 commissioners for having their -- the meeting here at
21 Western. We're very proud of that.

22 It's a little staticky here.

23 And for all my students, thank you for
24 being wonderful students and paying attention and
25 learning something from this very important civic

1 process. Pay attention to what you're listening to
2 and what you're hearing. This is all a huge part of
3 the way a city runs and the way a police department
4 works with the board of commissioners. So, again,
5 appreciate all of our alumni. We hope you join our
6 alumni association. We'll give you some information
7 on the way out. Thank you, and, again, we appreciate
8 you having this at Western International High School.
9 Thank you very much.

10 COMMISSIONER BELL: Thank you, sir.

11 Is Mr. Knight in the house? Mr. Knight is
12 in the back. We worked together about four years. He
13 formerly served as District 4 deputy city manager.
14 He's not only my friend; he's also my neighbor. And I
15 know he went beyond the scope of his duties in
16 District 4 by mentoring and encouraging young people
17 on the east side of Detroit. So I want to thank him.
18 When I wanted to really nail this meeting down, I
19 called Mr. Knight, and we are here this afternoon.

20 Thank you, Mr. Knight.

21 (Applause.)

22 We're gonna move right into the formalities
23 of -- we are very fortunate to have Detective Brian
24 Fountain to kick it off, and (inaudible) to have
25 interaction with you. So we're going to move right

1 into that format now. Mr. Fountain -- Detective
2 Fountain has ongoing dialogue with young people. This
3 is what he do. I trained him real well.

4 DETECTIVE FOUNTAIN: Thank you. Can you
5 hear me? I want you to look at the person next to
6 you. Turn to the person next to you and say, "You
7 look good, but I look better."

8 (Laughter.)

9 Okay. So we're going to talk about --
10 we're going to talk about knowing the history --
11 knowing the history of the community that you're
12 policing. It's important that you know the history.
13 It's very important that you know the history of the
14 community that you're policing. Sir Robert Peel --
15 he's the father of modern policing. He's the one who
16 coined the phrase "The people are the police, and the
17 police are the" -- what? -- "the people." Without the
18 people, there is no police department. So he coined
19 that phrase.

20 Detroit has a strong history in crime
21 prevention because we were the first police department
22 that had police cars, and we were also the first
23 police department that had police radios in the cars.
24 So we were very innovative as a police department.
25 When I was 15 years old, my first contact with the

1 police department came. I was in a dance group. I
2 don't know if you can figure out who I am in that
3 photo. But I was in a dance group, 15 years old. We
4 got tired of taking the bus to all these talent shows,
5 so I told the group, "Let's buy a car." None of us
6 had a driver's license. I brought a car, and we were
7 driving to all of our shows. One day I was driving.
8 I didn't have a driver's license. The police stopped
9 me. I said, "Uh-oh." Everybody say, "Uh-oh."

10 CROWD: Uh-oh.

11 DETECTIVE FOUNTAIN: When that officer came
12 up to the car, I had my hands on the steering wheel.
13 I said, "Yes, sir. No, sir. Yes, sir. No, sir." He
14 did not ask me for anything. He said, "Slow down,"
15 turned around, and walked away.

16 Six months ago, I'm speeding.

17 Yes, I was, Chief.

18 I was speeding down I-94. I got pulled
19 over by the police. That officer walked over to me,
20 and before I could show him any credentials, I said,
21 "Sir, I apologize for speeding." He didn't say
22 anything. He just said, "Slow down," turned around,
23 and walked away. There were no problems. What was
24 the common denominator in both those encounters I had
25 with the police?

1 CROWD: Respect.

2 DETECTIVE FOUNTAIN: I didn't hear you.

3 CROWD: Respect.

4 DETECTIVE FOUNTAIN: That was the common
5 denominator that I had with those officers. Okay?
6 Now, later on I was working armed robbery, and I had a
7 white partner, and I told the bosses there -- I said,
8 "Me and my partner -- we great. Don't take my white
9 boy away from me." When they took my white boy away
10 from me, that was it. I said, "I'm leaving." Because
11 me and him -- we were working together. That was my
12 partner. It wasn't working. Okay? That was my first
13 encounter with that. Respect -- in order to give it,
14 you have to what?

15 CROWD: Get it.

16 DETECTIVE FOUNTAIN: You have to get it.
17 The police department -- we have a lot of
18 responsibilities now. We come in contact with 500
19 mentally ill persons a month resulting in about 100
20 lockups. So we're dealing with that. We're dealing
21 with a homeless population. We now have to deal with
22 terrorism. We also have to deal with mass shooters.
23 We got a lot of responsibilities as a police
24 department.

25 At the police academy, probably -- a lot of

1 our training deals with training for the worst, but
2 when we get out here on the streets, that's only 5 to
3 10 percent of our job, so as a result, some of our
4 office -- they have what we call a warrior mentality.
5 Okay? And this is the result when you have a warrior
6 mentality: You don't really have a good relationship
7 with your community. We need to have a relationship
8 that I call a guardian mentality. You all heard of
9 the Guardians of the Galaxy; right? This is somebody
10 who looks out for the community, and they also partner
11 with the community. If you have a police department
12 that does not partner with the community, you're going
13 to have chaos, and I'm going to give you an example.

14 These are some of the examples of what we
15 do: You got the chief at a barbershop, interacting.
16 You got some officers out in the community. This is
17 what we do in Detroit. We have other departments
18 coming here, saying, "Hey, what are you-all doing
19 that's different from the other departments?" We
20 partnership with our community. Now, there are three
21 mindsets that we have. The first is called the
22 survival mindset. It goes like this: You're driving
23 on the freeway. You get a flat tire. Police car
24 pulls up, and they say, "I'll call a tow truck." Then
25 they drive off. That's just basic. The second one is

1 called successful. You get a flat tire on the
2 freeway, police car pulls up. They say, "I'm going to
3 call a tow truck." They wait for the tow truck, and
4 then they drive off. But this is what makes a police
5 department successful: It's called significant or
6 exemplary. This is when the officer does something
7 like this: He actually gets out the car, and he
8 actually change- -- this girl was so outdone by this
9 officer. She took a photo and posted it, and this to
10 me is what community policing is about. It's when you
11 can actually stop, get out the car, and change the
12 tire for that citizen. This young lady -- look at her
13 face. Look at the young lady's face. She's
14 overwhelmed by this. So that's what you have to do.
15 You have to get out of the car, and you have to
16 actually police.

17 When I ask police officers, "What is your
18 main job?" this is what I get: "To protect and serve,
19 to enforce the law." No. The number one function of
20 the police is to protect a citizen's rights,
21 constitutional rights. That is the number one purpose
22 of a police officer. When I started on the job, I
23 came here to Southwest Detroit. This was my first job
24 assignment. So I said, "You know what? If I'm going
25 to work down here, I need to learn about the culture

1 down here." So I hung out in this community. I first
2 tasted Menudo down here, and tripe. I never tasted it
3 before. Down here in Southwest Detroit is where I
4 first had my taste of Menudo. I hung out at Danny
5 Vega's. I don't know if you ever heard of Danny
6 Vega's. You-all saying, "That's where my older
7 brother and sister hang out." That's where I hung out
8 sometimes.

9 What I would like to see is I would like to
10 see -- when I go to a lot of community meetings, I
11 like to see officers sitting with the folks. I don't
12 see that a lot. But I do hope that we have this
13 situation, where when an officer gets to the precinct,
14 he or she has to attend at least one community
15 relations meeting, at least one the first month or
16 two. I would hope that that would happen.

17 Is there trust in this photo right here?
18 Yes, there's trust in this photo. So I always tell
19 people -- I said, "If you come into a contact with an
20 officer, this is what you should do: Don't get upset.
21 Don't fight." Everybody repeat after me: Comply now.

22 CROWD: Comply now.

23 DETECTIVE FOUNTAIN: Complain later.

24 CROWD: Complain later.

25 DETECTIVE FOUNTAIN: So we're talking about

1 history. Among the African-American community, we
2 first came into policing with the slave patrol. They
3 could approach any African-American for proof of
4 ownership. This was during the pre-Civil War. These
5 are -- slave patrols were deputized by the local
6 police, and this is the badge that they had to carry.
7 As a slave, if you were out on the road and you did
8 not have this badge that said "servant" on it, you
9 would be carted off to jail.

10 The slave patrols had these badges. As you
11 can see, it says "runaway slave patrol" on there.
12 They were called the Plantation Police. So this was
13 our encounter with law enforcement back then. In
14 the -- in the 1940s and 1950s, we couldn't eat in
15 restaurants, and, of course, they would call the
16 police on us. So that was another encounter that we
17 had with law enforcement. Even schools -- the schools
18 were not segregated. They would call the police.
19 These young ladies right here -- they just wanted to
20 go to school.

21 Can anybody tell me where this is? Well,
22 first of all, what do you see? You see a young man
23 with his hands up, but it looks like the military's
24 approaching him. This is in Ferguson, Missouri. This
25 is in Ferguson. Here you have a young lady being

1 pushed down, and the officer is taking her sign away.
2 You have a right to protest in the United States. The
3 other guy has a shotgun pointed at this lady. Some
4 Iraqi vets -- when they saw these photos, they were
5 appalled. Here you have some officers pointing guns
6 at some citizens who have their hands up. These same
7 soldiers and war vets said that when they were
8 overseas, you could not point your gun at a citizen.
9 Even over there they didn't point their guns at
10 citizens.

11 In the 1960s during the civil rights era,
12 you see that they used dogs to control the crowds.
13 What do you all see here? This was in 2014 in
14 Ferguson. What are they using? Did they learn? We
15 need to learn from history, folks. This is
16 unacceptable. Here you have some peaceful people.
17 He's lined up with some dogs.

18 So you have to have these relationships.
19 If you don't have these relationships, and if you
20 don't know the history of the community that you're
21 policing, you're going to have problems. This is
22 community policing, when we can get in touch with the
23 neighbors, and the neighbors can get in touch with us.
24 When you don't, when the stuff hits the fan, you have
25 no relationships, this is what you're going to have.

1 You're going to have anarchy.

2 So what do I tell officers? I said, "When
3 you're not answering runs, you don't have to go up and
4 down the main street. Drive down the side streets."
5 We call this assurance patrols. This is when the
6 citizen sees a police car, and they say to themselves,
7 "You know what? Everything's going to be all right
8 today." I would not drive down these side streets
9 real fast. I would go real slow, and I would just
10 wave to people. People like to see the police in
11 their communities. Get out, talk, interact. Know the
12 businesses in your communities because if you don't,
13 you're going to have problems.

14 And you have to be a good listener. If
15 you're not a good listener -- I tell the officers that
16 all the time. Listen to what the community is telling
17 you. Listen to what the problems are in that
18 particular community, and that's how you build
19 relationships in the community. Any questions? Thank
20 you very much.

21 (Applause.)

22 COMMISSIONER BELL: Oh, okay. You're just
23 going to take that part over? You want to do
24 something different? Yeah, can you talk a little bit
25 about -- yeah -- go a little bit further, about five

1 minutes or so. That would be helpful.

2 DETECTIVE FOUNTAIN: Okay. So we're going
3 to talk about some of the programs that we do have.
4 Some people ask me why we don't have certain
5 restaurants in the city, like Outback or Olive Garden,
6 and it's a result of what we call a CAP Index, and
7 we'll talk about that if we have time. But ten things
8 that a community can do to fight crime: One of the
9 things is start a neighborhood watch. This is when
10 everybody on the block is watching everybody's what?
11 Everybody's back.

12 Number two, collaborate with your community
13 police, and that's knowing who your neighborhood
14 patrol officers are. Down here in Southwest Detroit
15 we have a great NPO program, neighborhood patrol
16 officer program down here. You should know who they
17 are. A lot of them do come into the schools. Get a
18 security survey done. We just did a security survey
19 at a Brink's company not too far from here. It's a
20 free service. We come out. We look at your doors,
21 your windows, your locks. We make recommendations.
22 If you've had a break-in, we come out, and we come up
23 with countermeasures for you. It's free.

24 Suspicious activities: People always ask
25 me, "Can I call on suspicious activity?" Absolutely.

1 You can call on suspicious activity. Look out for the
2 teens and seniors on your block. Some communities
3 have a "watch your senior" program in effect where
4 they actually watch all of the seniors on the block.
5 They check on them from time to time, and they
6 interact with the young folks on the block, the teens.
7 "Senior block watch" is what I was referring to.

8 Some neighbors disguise their abandoned
9 houses on the block. They put curtains up. They cut
10 the grass. They make it look like it's not abandoned
11 so the squatters won't move in. Install an alarm
12 system. A lot of people now use -- what's this? --
13 Nest. They have the Nest. They also have these
14 cameras that -- they can see what's going on. They
15 can be a hundred miles away. They can look on their
16 phone, and they can see if somebody's around their
17 property. As a matter of fact, a lot of these cameras
18 will call you while you're at another location, and
19 you can actually talk to the person who's on your
20 porch.

21 Take a grant writing course. We have some
22 community groups now that go over to Schoolcraft
23 College, Wayne County Community, and they're writing
24 their own grants. They're buying lawn mowers.
25 They're buying sheds to put the lawn mowers in.

1 They're buying items that they need specifically for
2 that community. We have one of the strongest citizen
3 police patrols in the city. I think we went from 17
4 to over 30.

5 Chief Bettison, I think we got over 30, 31,
6 32?

7 DEPUTY CHIEF BETTISON: 35.

8 DETECTIVE FOUNTAIN: 35 citizen police
9 patrols that patrol the neighborhoods. Usually, they
10 get out in the daytime and have a barbecue, get
11 together with the community, have community events.
12 We have National Night out here. We also have Police
13 Week. And these are some of the things we do. We had
14 the first crime prevention unit here in Detroit, the
15 first police radio. We started many stations here.
16 When Chief Craig came here, we started the
17 neighborhood patrol officer. These are the officers
18 who handle the Quality of Life program in the city,
19 quality of life being loud noise, speeding cars,
20 barking dogs.

21 We have the law enforcement explorer
22 program. A lot of these explorers later on become
23 police officers. Neighborhood watch, apartment watch,
24 business watch, crime-free multi-housing: This is
25 when we go into apartment houses and we talk to them

1 about eradicating the problems they have there. We
2 have a crime-prevention school, a one-week school
3 where we educate officers and teach them how to go out
4 and do security surveys. We have a Citizens Police
5 Academy. Any of you young people in here can attend
6 our Citizens Police Academy when you turn 18. Eight
7 weeks. When people ask, "What are you-all doing
8 differently?" these are the things that we're doing.

9 Halloween with DPD -- we just started that.
10 Very successful. We have school-based policing.
11 That's when our officers go into the schools. We talk
12 about social media, how you can ruin your life as a
13 young person by things you post online with social
14 media. We talk about the truth about drugs. We talk
15 about youth violence. All of these programs are
16 school based. We also do community-based programs.
17 This is when we go into the churches. We talk about
18 active shooter. We talk about doing -- target
19 hardening your properties. We do street safety. We
20 talk about code of the streets. Neighborhood
21 problem-solving is one of our biggest classes, over
22 100 phone numbers all of you wish you had in your back
23 pocket.

24 We have monthly precinct community
25 meetings. Every month here in Southwest Detroit we

1 have a community meeting where you can go and talk to
2 the captains and the commanders about the problems
3 that you're having in your community. We have
4 Operation Ceasefire. This is one of the biggest
5 programs in the country where we interact with young
6 folks, and we're trying to find out what's going on at
7 home, trying to get these young folks off the streets.
8 It's called the Brotherhood and Sisterhood Program.
9 Okay?

10 We also have PAL, the Police Athletic
11 League. It's a lot of things that you can do. If you
12 want to learn how to play basketball, come to PAL. If
13 you want to learn how to swim, where should you go?
14 PAL. Okay. We talked about the citizen radio
15 patrols. We got Eddie Eagle and Stranger Danger for
16 the little kids 'cause the school is always saying,
17 "What are you doing for the babies?" We got Stranger
18 Danger. We got all these programs for the babies.

19 Look at this. We had the police band, who
20 is the first police band in the country, the Blue
21 Pigs. We got Police Week. We have summer youth
22 programs implemented by the City, Sergeant Perry's
23 program. We have that. We got police field day
24 coming up every year. This year we had it in August
25 over at Wayne State. Big success. We have the

1 chief's Valentine's Ball. You can come hang out with
2 the chief on Valentine's. It doesn't cost you any
3 money. It's free. You get to eat. Okay? If you're
4 hungry, come to the chief's Valentine's Ball. Come
5 on.

6 We got National Night Out. That's a big
7 thing going on, National Night Out. We do that every
8 August. We just had the Heroes Ball. This is
9 sponsored by the 11th Precinct. They do this every
10 year to honor first responders and military vets.
11 It's free. It doesn't cost them any money. We got a
12 university prep figure school for future law
13 enforcement officers. That's ongoing right now.
14 That's been going on for about five years. We have
15 college interns that come to the police department for
16 two weeks. SWAT for Tots -- we do that every year for
17 Christmas. We have Goodfellows. We do that. We have
18 a coat giveaway every year. We have Sergeant Santa,
19 all of these programs. Stuff a cop car -- that's
20 implemented by the 3rd Precinct.

21 So these are all of the community programs,
22 and there are probably 10 or 15 more programs that I
23 didn't get. But those are just some of the things
24 that we're doing to implement and have a strong
25 community-based system between the citizens and the

1 police here in Detroit. Thank you.

2 COMMISSIONER BELL: Thank you, sir.

3 (Applause.)

4 At this time I'm just going to reserve my
5 remarks a little later, but I want to go right into
6 Chief James E. Craig.

7 (Applause.)

8 CHIEF CRAIG: Chairman Bell, I'm just kind
9 of wondering what that "E." stands for because you put
10 a lot of emphasis on that "E." We'll leave that for
11 another time.

12 COMMISSIONER BELL: Yes, sir.

13 CHIEF CRAIG: But I first want to start out
14 by thanking the board. I certainly applaud you for
15 coming out in the community and really having a youth
16 forum. That's something that, you know, I certainly
17 have embraced since I've been back here in Detroit and
18 in other cities that I've had the opportunity to work.
19 So let's give -- the students will give the board a
20 round of applause for their leadership. Thank you.

21 (Applause.)

22 I want to also thank Principal Angel
23 Garcia. You know, I recognize that you're an alumnus
24 here, and I know what it's like coming home and --
25 coming back home. But, you know, I had a chance to

1 spin a -- to the students -- I came here and had an
2 opportunity to meet with some of your ROTC on
3 graduation. It was a great time. I want to thank
4 your principal for that. But -- so I have adopted
5 this school as my second favorite school. And I guess
6 you're wondering what the first --

7 COMMISSIONER BELL: Yes, we want to know.

8 CHIEF CRAIG: I got to tell you. I would
9 be remiss not to tell you. It's only one school in
10 the city of Detroit, and it's the Green Machine, Cass
11 Tech.

12 (Applause.)

13 I guess I shouldn't quit my day job. No.
14 But I do have much respect -- many members of my staff
15 have graduated from this great school. At this time I
16 think it's fitting to introduce your neighborhood
17 police team, starting with Commander Whitney Walton.

18 Would you stand and be recognized?

19 Someone I've gotten to know -- you know, we
20 have a lot of detectives across this department, but
21 I've got tremendous respect for one of your detectives
22 here, Detective Joe Matos.

23 Will you stand up?

24 And I don't know, Whitney, if you have some
25 neighborhood police officers here. I can't see with

1 the light in my face, but maybe -- come up and
2 introduce yourself 'cause I want the youth community
3 to see you, know you. And you probably come over to
4 the school and deliver the good word.

5 COMMANDER WALTON: (Inaudible.)

6 CHIEF CRAIG: Outstanding neighborhood
7 police officer. Anyone else? We got Deputy Chief
8 Chuck Fitzgerald, who oversees the west side, and we
9 all know -- everybody knows Deputy Chief Todd Bettison
10 out of my office. So I'm extremely excited to be here
11 today as always when I have a chance to talk to
12 students, and I want to do more of this. As Brian
13 Fountain pointed out, we do do a lot with youth. One
14 thing he didn't mention, and I think it's fitting to
15 say 'cause part of the reason for me being here -- and
16 I'm sure the commissioners will appreciate this -- as
17 I look out at these students here at Western, I am
18 hopeful that we can recruit some of you. I am
19 hopeful. So just by a show of hands, has anyone
20 thought about becoming a Detroit police officer? I
21 see one. Come on. I see two. Any more?

22 Where is the recruitment folks at? They're
23 out in the hallway? They got some work to do over
24 here.

25 You know, one other thing I wanted to add,

1 just to talk about our efforts and work in the
2 community -- I know Brian said he would like to see
3 more officers in the meeting and --

4 I don't know if I got that right, Brian.

5 DETECTIVE FOUNTAIN: Yes, sir.

6 CHIEF CRAIG: But there are some things you
7 may not know, and I'll put emphasis on our
8 neighborhood policing program, who spend tremendous
9 time in the meeting. I know that's not reflective of
10 the entire police department, but to give you an
11 example of our commitment, when our police officers in
12 the academy, when they are prepared to graduate, they
13 do something that's called serve, then protect.
14 Serve, then protect. Here's the importance of that
15 program: Imagine a new police officer ready to
16 graduate to go out in the field, but before they go
17 out in the field, they got to understand what
18 community service looks like. So, for example, they
19 have gone to serve meals in homeless shelters, give
20 out coats, just as an example, and so they are
21 oriented right from the beginning.

22 This is what really defines
23 police-community relations, and they're excited about
24 it. And during graduation, many times these young
25 people will get up and talk about their experience

1 getting out in the Detroit community. So I applaud
2 that work, and that really sets the foundation for
3 their future. As it was pointed out -- I know
4 Chairman Bell pointed out -- I started my policing
5 career 41 and a half years ago here in the city of
6 Detroit, and it was here I really learned what defined
7 community-based policing, working with communities.
8 But from that, going on to Los Angeles, it was my
9 experience here that took me through 28 years of Los
10 Angeles and then the good fortune of becoming a police
11 chief in now three cities -- Portland, Maine -- any of
12 the students ever heard of Portland, Maine? Anybody
13 know where Portland, Maine, is located? Don't feel
14 bad because I didn't know where Portland, Maine, was.

15 I put in for the job, and it wasn't until I
16 had my first interview that I realized that it's not a
17 bad place. It was a different place, and I'm glad I
18 had my time there. And then from there I went to
19 Cincinnati, Ohio. Now, please tell me you know where
20 Cincinnati, Ohio -- by a show of hands. Come on.
21 Cincinnati, Ohio. I'm talking to the students in the
22 back. Okay. No Cincinnati, Ohio. What about Los
23 Angeles, California? Wait a minute. I just -- can
24 somebody help me understand this? Do we know where
25 Southwest Detroit is?

1 AUDIENCE MEMBER: Yeah.

2 CHIEF CRAIG: Can I hear it again?

3 AUDIENCE MEMBER: Yeah.

4 CHIEF CRAIG: Okay. That's cool. Listen.
5 You're a tough group, but I made a commitment to the
6 principal that I would come back because I'm looking
7 forward to meeting with the student body, particularly
8 the ROTC, because we want to recruit our youth
9 community. You are Detroit, and so you're going to
10 see in the coming weeks -- and certainly the
11 commission is committed to this effort -- that we want
12 to recruit Detroiters to become Detroit police
13 officers. Can we get a round of applause for that?

14 (Applause.)

15 So I'm not going to be long. I know
16 there's going to be some questions. I just want to
17 say thank you for allowing us to come. You may have a
18 lot of questions about how we do and why we do certain
19 things, but I will tell you I'm excited to be back in
20 Detroit. This is without a doubt the very best police
21 department I've had an opportunity to work with and
22 work for. So, again, thank you.

23 COMMISSIONER BELL: Thank you, Chief Craig.

24 "Wake up Detroit!" -- Councilwoman JoAnn
25 Watson's radio program years ago talking about "Wake

1 up Detroit!" And we are on the cutting edge of what's
2 happening in the city of Detroit. Young people at
3 Western High School, this is a good time to be in the
4 city of Detroit. I know you did not watch the State
5 of the City Tuesday night. Chandler Park Academy on
6 the east side of Detroit -- the mayor had a full
7 house. He outlined what is happening in the city of
8 Detroit. There are some great things happening in
9 Detroit.

10 I just want to say to you as a Detroiter --
11 not by birth, but I've been raised in Detroit since I
12 was six, seven years of age -- as a young man growing
13 up in Detroit, coming out of high school, middle
14 school -- Burroughs Junior High, Northeastern High
15 School -- there was nothing positive about the Detroit
16 Police Department that I could relate to as a black
17 kid in Detroit. My encounter was only negative, and
18 it continued as a young adult. But the bottom line --
19 that was 1971. When I joined the police department by
20 accident after getting out of Vietnam for three years,
21 that was not by design but because some of my
22 classmates in high school encouraged me to check it
23 out, and I checked it out, and I still had some
24 reservations.

25 But I met a young recruiter named Ricky

1 Robinson, who went on to become a commander in the
2 police department. He said, "Give it a try. You can
3 be part of the solution to Detroit." And I met so
4 many good officers who were from Detroit who made a
5 difference, and we changed the whole concept of police
6 in Detroit, through Mayor Coleman A. Young from 1971,
7 in hiring, not just in terms of African-Americans but
8 also female officers. And you can see the Detroit
9 Police Department has drastically changed. The
10 Detroit Police Department reflects Detroit. And
11 that's why Chief Craig indicated we want to recruit
12 Detroit, and you are Detroit, so keep that in mind for
13 a career path.

14 It's a great choice for me. I went from a
15 Mississippi boy to the White House as a Detroit Police
16 Department officer. And I spent a whole lot of time
17 in the city of Detroit in a great deal of schools for
18 about ten years through Mayor Coleman A. Young in
19 terms of the Guardians, the police association in
20 black, and we spoke to young people throughout the
21 city of Detroit, not just on policing but how to be a
22 good citizen.

23 I'm gonna show you this: This is a credit
24 card. Your mom and dad have a credit card; right?
25 And perhaps you have a credit card. This is a

1 driver's license. Now, this is the challenge: Which
2 is most important? The credit card or the driver's
3 license? Did you say -- somebody said credit card.
4 Raise your hand. Who said credit card? Who said
5 driver's license? Show your hand. Most of the
6 people, you got it right. This is a privilege. This
7 is a right -- it's not a right. This is a privilege
8 because once you get a driver's license -- I received
9 my driver education at Southwestern High School,
10 Southwestern, at the age of 18. Once I received my
11 driver's license, I had the opportunity to drive in
12 the city of Detroit.

13 Mr. Fountain said he bought a car, and he
14 was driving without a license. That was unheard of in
15 my day and age because your mom and dad only had one
16 car, sometimes a .5 car. But, basically, you had to
17 have a driver's license, and this driver's license --
18 18 years of age -- has carried me all the way to my
19 75th birthday, hopefully, in August throughout the
20 world.

21 This credit card is a plus "plus," but
22 everywhere you go, the driver's license that you
23 entitle -- how many have a driver's license here? How
24 many have a driver's license here? Young people --
25 you don't have a driver's license yet; right? You're

1 striving for that; right? 'Cause I know you want to
2 drive because it gives you that freedom to get behind
3 the wheel of a car. And, keep in mind, once you
4 encounter the police, what's the most important thing
5 you need to show? What? Your driver's license. If
6 you travel by air, what do you need to show? A
7 driver's license. If you get -- want a credit card,
8 what do you need to show? A driver's license.

9 So this is your privilege right here. But
10 you can also lose it if you don't take responsibility.
11 This will carry you through -- more important than
12 your birth certificate. Do you realize that? So keep
13 that in mind. If you want to join the police
14 department, what do you need? A driver's license. If
15 you want to join the military, what do you need? A
16 driver's license. If you want to attend the
17 University of Michigan or Wayne State, what do you
18 need? Driver's license. So it's so important. Keep
19 it in mind. These are tips of life that in my day and
20 age our parents shared that with us, and this is the
21 responsibility of being a citizen of the United States
22 of America. It is a privilege.

23 When I travel to South Africa, to Ghana and
24 all that, you need to pull out -- "I'm an American
25 citizen. Here's my driver's license; here's my

1 passport." That's the most important thing you need
2 to keep in mind. As you walk across that stage to get
3 that diploma, you gonna keep it in mind, that
4 opportunity, because you need a high school diploma or
5 GED to join the police department.

6 As we move on, excuse me -- we're gonna
7 have our chief investigator, Polly McCalister, come
8 forward to talk about the office of the chief
9 investigator.

10 (Applause.)

11 DR. MCCALISTER: Good afternoon, everyone.
12 Can everyone hear me okay? First of all, let me say
13 thank you to the board of police commissioners and
14 Western High International School for hosting this
15 event. This is where it starts. This is how you
16 bridge that gap between the community, the police, the
17 citizens, and the youth. It starts right here. So
18 I'm Dr. Polly McCalister. I'm the chief investigator
19 of the officer of the chief investigator, and what we
20 do is basically what that sign says: Accountability
21 through civilian oversight.

22 We are all civilians, and we investigate
23 police misconduct. We -- we have an office that takes
24 in citizens' complaints. We take them 24/7; however,
25 our office is open from 8:00 to 4:00. But you can

1 call us and leave us a message, or you can see one of
2 the staff before we leave here. Sometimes events like
3 this are rather intimidating, so if you feel
4 uncomfortable about coming to the mic to ask a
5 question, there's enough of us here where you can pull
6 us aside, and you can ask whatever you need to ask.

7 We investigate any complaint alleging
8 inadequate police service or noncriminal misconduct
9 against Detroit Police Department personnel. The
10 following areas of concern allegations are in our
11 policies, and what we investigate are -- I'm going to
12 get to that in a second, but I want to go over who can
13 file a citizen's complaint. You can, the victim can,
14 your parent can, and anybody that you designate to
15 file the complaint for you. We do not turn down any
16 complaint at all. We investigate every complaint that
17 comes into our office. You can file an anonymous
18 complaint, but we would prefer that you provide us
19 with your information so that if we have additional
20 questions, we're able to contact you to get that
21 additional information to proceed with the
22 investigation.

23 So what we need to know is the date of the
24 incident. When did it happen? A lot of times
25 citizens call in, and they say, "Well, it happened

1 July 4th," when it actually happened July 5th. So we
2 waste a lot of time trying to gather those facts with
3 the wrong date. We also lose very vital information
4 because we only have 90 days, 90 days to pull down the
5 video from the body-worn cameras or the in-camera
6 videos. So it's imperative that as soon as the
7 incident happens, you contact us.

8 Location: You might not remember the
9 street, but if you can give us some -- some sites.
10 "It happened at McDonald's." Which McDonald's? We
11 kind of, like, narrow it down to the location for you.
12 Give us a description of the officers. Sometimes you
13 don't know to ask for a badge number. Get a
14 description. Were they white? Were they black? Were
15 they in a vehicle? Were they on foot? What's the
16 vehicle code? What's the plate number? Give us
17 something.

18 Details of the circumstances: What
19 happened? Don't just file a complaint and say, "I
20 feel that the officer should not have stopped me."
21 Why not? So as much information that you can give us,
22 it helps us facilitate that investigation for you.
23 And always file as soon as possible, and if you can't
24 file, you can have somebody file for you. We take
25 complaints. You can call us at 313-596-2499, or you

1 can go, too, online at www.DetroitMichigan.gov/bopc, or
2 you can fax it to us, 313-596-2482, or you can come to
3 our location in person at 900 Merrill Plaisance, or
4 you can go to any precinct. If you go in a precinct,
5 they will not discourage you from taking the
6 complaint. Part of their policy is to take all
7 complaints, and they will forward it over to us, and
8 we will contact you within two to three days.

9 So what do we investigate? Arrests: So
10 maybe you feel like the police officer detained you
11 unjustly. You can file a complaint. We will
12 investigate it for you, and we'll find out what
13 happened. Demeanor: Maybe you felt like the officer
14 cussed at you. Maybe you felt like the officer
15 overtalks you. So you can contact us, and we'll look
16 and see if it's an actual demeanor complaint. Injury:
17 So we have a lot of people say, "Well, he entered my
18 home. He didn't have a search warrant." We will need
19 to know the facts so we can fully investigate because
20 maybe that did happen.

21 Force: We don't get a lot of force
22 complaints, but a lot of times we don't understand
23 what force is. So if you feel like the office grabbed
24 you, slammed you, slapped you, kicked you, call our
25 office, and we'll investigate it; however, if it

1 elevates to criminality, that investigation will be
2 forwarded to internal affairs. We only do misconduct.
3 Harassment: A lot of times we don't know what
4 harassment is. A lot of people call our office and
5 say, "This officer is harassing me."

6 "Well, what did he do?"

7 "He stopped me yesterday."

8 "Did he do anything else?"

9 "No."

10 And then we have people say, "Well, the
11 same officer has stopped me five times, five different
12 times in five different locations." Now we're talking
13 about harassment. So if you feel like you're being
14 harassed -- maybe the officer stops you every day as
15 soon as you leave from school, or maybe he stops you
16 as soon as you leave the Coney Island after you leave
17 from school -- you can call our office. We also look
18 at procedure. So every department, even our schools,
19 have policies and procedures that we have to follow.
20 So does DPD. So if they don't follow a procedure, so
21 if they come out to your house, and they tell you,
22 "We're going to make a report for you," and you call
23 in to find out the report wasn't made, you can call
24 our office, and we'll investigate, and we'll actually
25 find out what happened.

1 Property: Sometimes we have officers that
2 will stop you. They'll forget to give you your
3 license back. You'll lose your cell phone. Those are
4 all things that you can call our office for, and we'll
5 investigate. Search: So say that you get stopped and
6 the officer goes through your bag or searches you, and
7 you don't feel like they had probable cause, you call
8 our office, and we'll find out for you. A lot of
9 times they may have gotten a police run with a
10 description that fits you, and maybe they just didn't
11 explain it to you. So there are a lot of times we can
12 pull all that together, and we have the ability to sit
13 down and explain it back to you.

14 Service: So say that you call the police
15 at 5:00 o'clock, and they don't arrive till 8:00, or
16 that you feel that the detective did not investigate
17 your case to the level that you feel that it should
18 have been investigated to, feel free to call us.
19 We'll look at that.

20 So after we do the investigation, we have
21 what we call our findings. When an officer is
22 exonerated, that means where the preponderance of the
23 evidence showed that the alleged conduct did occur but
24 did not violate any Detroit Police Department policy
25 or procedure or training. If we find out that the

1 complaint is unfounded, that's when the investigation
2 revealed no facts to support that the incident
3 actually occurred. Sustained: All citizens like to
4 see "sustained" on their letters when they receive
5 them because that means that what you complained about
6 was proven to be factual. The officer probably did
7 violate policy, and they will be held accountable.

8 Inconclusive: That's where there are
9 insufficient facts to decide where the allegation of
10 misconduct occurred. I didn't keep up, but there you
11 have it. One of our offices is located at police
12 headquarters. That's where the actual board of police
13 commissioners are located, and our office is located
14 on Merrill Plaisance. But you can go to either
15 location if you wanted to file a complaint, and
16 they're gonna direct you right to us.

17 So I'm going to close, but if you have any
18 questions, the staff is here. I'm here. And, like I
19 said, if you feel uncomfortable about coming to the
20 mic to ask a question, feel free, and we can come back
21 and talk to your classes at any time. We do community
22 meetings. We love to come out and talk to the
23 community about what's going on and how to file
24 complaints. Thank you.

25 (Applause.)

1 COMMISSIONER BELL: Thank you.

2 It is now 2:30, and we're gonna go into the
3 forum for the next 30 minutes to give you that
4 interaction. And I'm going to ask -- to help me
5 facilitate that is with Detective Fountain.

6 Come up and do the interaction of
7 entertaining your questions.

8 In some instances he might have to repeat
9 it, and I know he can do a good job in trying to spark
10 that dialogue. Keep in mind that you don't have to --

11 Thank you, Dr. McCalister, for sharing how
12 to file a complaint.

13 You should not be a lawyer on the street.
14 There's no need to debate on the street. Be smart,
15 and file your complaint afterwards. Don't get into a
16 dialogue about you're right and they're wrong or wrong
17 or right. That is not the solution. As my father
18 always said, "Think before you act." If you do that,
19 then you're going to be on the safe side. You can be
20 right, but you can be dead right sometime. Keep that
21 in mind.

22 They can -- is there a podium? Okay.
23 That'll work. If you can get them to come up now.

24 DETECTIVE FOUNTAIN: What we want is -- I
25 know a lot of you have questions that you've always

1 wanted to ask. Now's your chance to come up and ask
2 those questions. Whether you are 9th grade or 10th
3 grade or -- where are my seniors at? Seniors, we need
4 you-all to step up to the plate and show the
5 underclassmen, you know, "This is how we do it." So
6 my seniors over here -- I just need two of you-all to
7 come up to the microphone with your questions, two of
8 my seniors over here, looking around. I just need two
9 of you. Then we're gonna move to the 11th grade. I
10 need two of you to come down with some questions. I
11 know you got some questions.

12 As a matter of fact, you look like you got
13 a question right now. Come on down, young man in the
14 red. Yes. Come on down. Any question that you want
15 to ask about community policing, the police
16 department, a career in policing, any question that
17 you want to direct at the board.

18 The two young men sitting in the first row,
19 come on down. I just need you two to come on down.
20 Let's give them a round of applause.

21 (Applause.)

22 DETECTIVE FOUNTAIN: Just tell the board
23 your name and any question that you can think of.

24 STUDENT: Hi. My name is Brian Fernandez.

25 STUDENT: My name's Jonathan Gonzales.

1 STUDENT: How do you join the police
2 department?

3 (Applause.)

4 CHIEF CRAIG: There's a couple of ways.
5 You can certainly go to the City of Detroit website,
6 police department, and look for
7 application/recruitment, but because we thought we
8 might get that question today, we have a recruitment
9 officer right outside the door. So I would encourage
10 you to stop by and get some information. And you'll
11 be graduating in June?

12 STUDENT: Yes, sir.

13 CHIEF CRAIG: And you'll be 18?

14 STUDENT: Yeah, I'm 18.

15 CHIEF CRAIG: Oh, great. So please take
16 a -- go out and speak with the officer, and we'll make
17 sure you get all that information. Okay?

18 STUDENT: Is there any requirements so you
19 can join the force?

20 CHIEF CRAIG: I'm sorry. What did you say
21 about requirements?

22 STUDENT: Is there any other requirements,
23 you know --

24 CHIEF CRAIG: Oh, requirements? Well,
25 certainly you shouldn't have a background of

1 committing any felony crimes. You go through a
2 physical fitness test, and if you can't pass the
3 physical fitness on the first round, then you get to
4 retake it. And we can also -- we have Saturday
5 sessions where you can prepare for the test. So we
6 have our academy staff that holds these sessions. And
7 we get quite a few people who are interested. We do a
8 background check, and then that's about it.

9 STUDENT: Is it true that you have to take
10 a lie detector test?

11 CHIEF CRAIG: No lie detector test.

12 COMMISSIONER DEWAELESCHE: That's a good
13 question.

14 CHIEF CRAIG: It's a great question because
15 some departments do require a polygraph test, but we
16 don't require it.

17 (Applause.)

18 COMMISSIONER BELL: Also, there's no
19 barrier for you to have to pay for the process. It's
20 no charge. You can just sign up, and we would do the
21 processing for you. How about that?

22 STUDENT: How many people you-all got to
23 pull over in one day?

24 COMMISSIONER BELL: Help him -- repeat the
25 question.

1 They're not speaking into the mic.

2 STUDENT: (Inaudible.)

3 COMMISSIONER BELL: You're not speaking
4 into the mic.

5 DETECTIVE FOUNTAIN: He wanted to know did
6 we have quotas as far as the amount of people or
7 number of people we have to pull over every day.

8 CHIEF CRAIG: Absolutely not. That's one
9 of the things that -- and that's a great question.
10 When you're talking about quotas -- I never liked
11 quotas. I know there have been departments that have
12 put what they call "productivity measures" to
13 determine how often -- what police officers are doing.
14 We don't have quotas. We may want to educate the
15 community. For example, if -- let's say we have a
16 complaint from the community that there are speeders
17 along Western Avenue. Then part of the education --
18 the officer may stop, warn -- he may stop, issue a
19 citation, but we don't do quotas. But thank you for
20 that question. That's a good question.

21 STUDENT: All right.

22 STUDENT: How y'all doing? My name's
23 Andrew Taylor, and I wanted to know what was the
24 average salary?

25 COMMISSIONER BELL: Good question.

1 CHIEF CRAIG: Starting salary now -- and I
2 know we just got a raise.

3 Somebody help me. Is it 48-? What's the
4 salary, police salary? Now, we just got a raise.
5 38-?

6 COMMISSIONER BELL: 38- starting. 38,000.

7 DETECTIVE FOUNTAIN: I want to add
8 something to that. We're one of the few departments
9 that when you join, you start at 38-, but you get a
10 pay raise every year for five straight years, up to
11 63,000. We also have medical, dental, and vision. So
12 this is a great opportunity, a great department for
13 you to join. We also -- I think we have a teacher who
14 wants to ask a question.

15 CHIEF CRAIG: And before the teacher comes
16 up, I just want to also add that the other
17 incentive -- unlike a lot of the other smaller
18 departments across the state -- generally, you have to
19 go to a community college and pay for out-of-pocket
20 expenses, something around 6,500 to \$8,000, to go
21 through this class so that you can get certified, and
22 then there's no guarantee you will be hired by a
23 police department. Here in Detroit, as soon as you're
24 hired, you get paid while you're in the academy. So
25 that's one of the unique advantages to becoming a

1 Detroit Police -- I think the Michigan State Police
2 also do it the same way.

3 COMMISSIONER DEWAELSCHÉ: And, Chief, could
4 we let them know how long the academy is, the
5 training?

6 CHIEF CRAIG: The training's six months,
7 and then there's one additional year of regimented
8 training in the field.

9 TEACHER: Good afternoon. Thank you for
10 coming to our school to host this very informative
11 forum here. I first want to say to Chief Craig --

12 Thank you for taking this command in this
13 city and doing the best that you are doing to help
14 bring this city back around. So I really commend you
15 on that.

16 CHIEF CRAIG: Thank you, sir. I appreciate
17 you saying that.

18 (Applause.)

19 TEACHER: Secondly, I made my students --
20 we have watched the State of the State, State of the
21 City, and we also have viewed the -- started off with
22 intellectual indigestion with the State of the Union.
23 We did then eventually draw comparisons between the
24 two. I'm liking what I'm seeing here from our mayor.
25 I'm liking what I'm seeing and hearing from our new

1 governor. Based on the things that are on the home --
2 on the forefront, what's been done, what's going on as
3 far as bringing our city back into a different theme
4 than what it has been, what do you perceive to be
5 possibly a timetable for a complete turnaround or
6 integration of different and variety group of people,
7 prosperity, a complete and total from Eight Mile to
8 the river if possible?

9 CHIEF CRAIG: Do you want me to take that?
10 I can do it.

11 COMMISSIONER BELL: Anybody.

12 CHIEF CRAIG: I can start it off. As the
13 mayor pointed out in the State of the City, it's no
14 secret that we do have the highest poverty rate, and,
15 you know, when I talk about poverty, we have a
16 tendency to talk about the intersection between
17 poverty and crime. But also when you talk about
18 poverty and crime, I talk about higher incidence of
19 people suffering from mental illness. So those are
20 heavy lifts, each and every one of them.

21 Now, the good news, as the mayor pointed
22 out, jobs are coming into the city, which creates more
23 opportunity. Those unfortunate instances where
24 individuals have been incarcerated for minor offenses,
25 the returning citizen, the opportunity to exist

1 today for those who have made mistakes and are coming
2 back into our community -- I'm excited to see that
3 because we know that those individuals are coming back
4 into our community as returning citizens -- they're
5 usually the hardest workers. They're committed. They
6 want to succeed. And employers are starting to see
7 that.

8 So the real way for this city to turn
9 around is to make sure we're creating maximum
10 opportunity for all residents. In doing so, the city
11 turns. I mean, housing values are increasing, and so
12 that's good news for the city as it relates to taxes.
13 But when you talk about large companies investing in
14 the city of Detroit -- like the announcement with
15 Chrysler, the announcement with Ford -- that makes a
16 difference.

17 I remember when I was graduating from high
18 school and the opportunities I had. I mean, the day I
19 graduated from high school, within that week, I
20 started working on the line at Chrysler Cooperation.
21 And so -- and those -- days are not like that now, but
22 it's getting better. And so I see this city coming
23 back in a major way, but we can't do it alone. It's
24 really got to be a unified effort.

25 COMMISSIONER BELL: Commissioner Holley?

1 COMMISSIONER HOLLEY: It's a good question.

2 Thank you, Chief, for --

3 But one of the things I needed to tell each
4 and every one of you is starting this spring, we're
5 talking about 7 to \$8 billion worth of development.
6 7 to 8 billion -- that's with a "B" -- in the city of
7 Detroit. You have to understand that somewhere down
8 the line, people like you, the students -- this is the
9 future, and the only way you're going to be able to
10 get these jobs -- obviously, you're going to have to
11 basically finish high school and also make sure that,
12 indeed, you go to a skill or go to a college; but I
13 want you to understand that in spite of all the things
14 you hear in the newspaper and all the things you may
15 hear from one side of the town to the other -- but I
16 want you to understand that 7 to 8 billion is
17 developing two bridges. Each bridge is a billion
18 dollars. Two bridges. Understand that.

19 We're talking about what Dan Gilbert is
20 doing in Downtown in terms of the -- one of the
21 largest high-rises in the -- in this area. And I
22 could go on and on and on, but I want you to -- I'm so
23 glad to see so many of you out here this afternoon and
24 to say to you that please understand that this is
25 really about you. All this about to take place in the

1 city is about you, and please understand that.

2 And, certainly, we need a police force
3 of -- that basically is going to reflect the city but
4 more than anything else going to protect the city,
5 because I'm telling you, this thing is about to really
6 pop here in the city of Detroit. Thank you for the
7 question.

8 COMMISSIONER BELL: Thank you.

9 Yes, ma'am. Go ahead.

10 COMMISSIONER DEWAELESCHE: Could I just -- I
11 just want to add a point here as we're talking about
12 recruiting. The chief and the commission -- we're
13 actively trying to recruit, as the chief said, people
14 who live in Detroit. We want Detroiters to be in the
15 police force, but we also are very interested in
16 people who have additional skills. So if you have --
17 if, for instance, you're bilingual and Spanish or
18 Arabic or any other language, that's an additional
19 skill that the department really needs.

20 We need to have officers -- and females.
21 That's another segment of the population that we're
22 very interested in recruiting. We have some
23 leadership. The chief has high-level, high-level
24 female leadership in the department. There's an
25 assistant chief --

1 Am I correct?

2 -- that is a female. So, I mean, you will
3 not find that in a lot of police departments. So that
4 indicates that there are great opportunities to move
5 up the ladder once you're in the department. As long
6 as you continue to go through training, get some
7 college credits, you're able to apply for different
8 levels -- sergeant, lieutenant, detective -- all the
9 way up -- commander, captain. So there are a lot of
10 opportunities.

11 And not only that, there are a lot of areas
12 of expertise, and I'll let the chief talk about those.
13 I mean, there are, you know, like, all kinds of units,
14 specialized units. And, you know, we do a lot of
15 research as far as other departments because we, as
16 the board of police commissioners, have to approve
17 everything that the department does. The chief will
18 request an approval. For instance, if they get a new
19 type of weapon or -- yes, that's lethal or whatever --
20 less lethal, we have to approve it. And we want our
21 officers to be very, very well equipped. We want them
22 to have the best equipment. We want them to be
23 prepared because, as Reverend Holley indicated,
24 there's a lot of development in the city of Detroit,
25 and a lot of people are moving back into the city.

1 But the number one thing that they want is they want
2 to be safe.

3 So, you know, you can help, as I said, with
4 your skills and your knowledge to become some of our
5 future police officers, and we hope that you will
6 consider. It's a wonderful, wonderful career. So
7 thank you.

8 COMMISSIONER BELL: Thank you. We're going
9 to move right into our next questions, please.

10 OFFICER MENDEZ: Good afternoon. I'm
11 Officer Mendez. I'm part of the recruitment team. A
12 lot of you guys may know me or may not know me. We
13 usually come out here to talk to our seniors at the
14 beginning and the end of the year. If you're not a
15 senior yet, you will be seeing me over the next couple
16 of years in this capacity. As our commission said
17 here, we need -- we need our Detroiters, our Southwest
18 people, you know, especially you guys. Like me, you
19 grew up in Southwest. You may be bilingual. We need
20 to help out our people. We need translators. We need
21 all these people who have special skills.

22 With that being said, we're moving forward.
23 We're doing a lot of good things. We're actually in
24 the works, me and staff, starting a departmental
25 soccer team, so I started that. So you guys that like

1 to play soccer, like to play sports, we got sports
2 teams. If you guys want to get in touch with us, if
3 you have any questions in regards to employment, come
4 out and talk to us. We're on Facebook, Instagram,
5 Snapchat even, so shoot us a message. We'll write
6 back, text you back, call you, whatever. You guys
7 have any questions? Reach out to us. Let you guys
8 know we're out here.

9 CHIEF CRAIG: You know what? I just want
10 to say thank you for getting up, and the fact that
11 you're bilingual. (Foreign language spoken.)

12 So the problem I have found here as I look
13 around the department -- it's refreshing that a
14 Hispanic officer speaks Spanish, because that was the
15 one question I had for Commander Walton. I was
16 speaking Spanish. She said (foreign language spoken).
17 But we are encouraging those who are very fluent to
18 apply because it would be an asset to our department
19 and working in our community.

20 So thank you for coming up.

21 OFFICER MENDEZ: Thank you.

22 STUDENT: Hello. I'm Dyson Fraser, and my
23 question was my school is very diverse, and I wanted
24 to know how diverse the -- police department.

25 COMMISSIONER DEWAELESCHE: Good question.

1 CHIEF CRAIG: That's a great question. Are
2 you a senior or a junior?

3 STUDENT: I'm a junior.

4 CHIEF CRAIG: What are you going to do when
5 you get out of high school?

6 STUDENT: Go to college.

7 CHIEF CRAIG: What are you going to major
8 in?

9 STUDENT: Law.

10 CHIEF CRAIG: I like that. You got a swag
11 about you. Right now the police department is roughly
12 61 percent African-American, maybe 20-25, 20 percent
13 Hispanic. I might be off a bit on that. But when you
14 talk about the parity with the city, the city right
15 now, for example, the African-American population
16 right now is 81 percent. Now, there was a time where
17 our department was more diverse than it is today, and
18 so we are doing a major recruitment push to Detroiters
19 because we understand and respect the importance of
20 the police department looking like the city we serve,
21 and sometimes that's a challenge. And so that's why
22 we're so appreciative of the officer who's from this
23 community who speaks Spanish. We ourselves are the
24 best recruiters. But I appreciate your question.

25 STUDENT: Thank you.

1 STUDENT: Hello. My name's (inaudible),
2 and I am a sophomore. I wanted to ask you guys about
3 traffic or whenever you get pulled over by a cop, you
4 know, how he gives you a ticket. The thing is, I
5 wanted to know why it is so expensive for all of us
6 citizens? And we can't pay for it if we're, like,
7 poor or doesn't have that much money. In order to pay
8 for it, we go to court and all that. I just wanted to
9 know why is it so expensive?

10 COMMISSIONER BROOKS: Very good question.

11 CHIEF CRAIG: I guess the board wants me to
12 take that one, too.

13 COMMISSIONER DEWAELSCHÉ: We have the same
14 question.

15 CHIEF CRAIG: I don't have anything to do
16 with setting the rates. We will tell you, though, for
17 those who have acquired a number of tickets over time,
18 and it makes it almost impossible to have a driver's
19 license, there is an expungement program. And if you
20 go to our website to talk about the expungement --
21 we've done that quite a bit because we recognize that
22 between having no auto insurance, which is probably
23 the most expensive in the nation -- I mean, we've
24 criminalized driving, and that's wrong. We talk about
25 opportunities, but how are we going to fulfill the

1 opportunities if those that we need to go out and get
2 the jobs and get trained -- they can't get there
3 because they can't drive?

4 (Applause.)

5 (Inaudible) extremely committed to, but
6 it's a concern; it's a problem. But thank you for
7 your question.

8 DETECTIVE FOUNTAIN: We have one last
9 question.

10 COMMISSIONER BELL: Okay.

11 TEACHER: Hello. Again, my -- thank you
12 for coming and being a part of the community and
13 giving the students an opportunity to become empowered
14 with the decision-makers of our space and safety. To
15 venture back onto talking about the new development
16 and the \$700 million that will be coming in, there's
17 a, you know -- the community benefits agreements that
18 are attached to each new development. What
19 opportunities and what is already on the books for the
20 children, for the students in Detroit, to benefit from
21 each new development in regards to safety and basic
22 needs and what they see around them in regards to
23 safety and basic needs being met?

24 COMMISSIONER BROWN: Well, you know, the
25 mayor and the City have partnered with the skilled

1 trades, and they have expanded the skilled trades for
2 carpenters, electricians, and plumbers through the
3 vo-tech centers. How many of the students here are
4 going to vo-tech? Any of them?

5 I would explore that and start promoting
6 that to get them bussed over to Breithaupt or Randolph
7 where they have those programs. I myself, before I
8 got into public safety -- I am a construction
9 electrician out of Local 58. I went through that
10 five-year apprenticeship program, and it's a very
11 rewarding program to learn those types of skills.

12 Also, I believe the chief --

13 Do we have the explorers set up at one of
14 the places?

15 CHIEF CRAIG: I'm not certain if we have
16 explorers set up here, but I know that we have done
17 outreach.

18 I did want to piggyback on something you
19 said, Commissioner. You talked about skilled trades.
20 One of the things that's noticeably absent from many
21 of our public schools today -- I know when I talked
22 about our time --

23 (Interruptions from crowd.)

24 TEACHER: Those in transition, please move
25 quietly so we can still hear the commissioners and the

1 chief.

2 CHIEF CRAIG: One of the things I certainly
3 appreciated during high school was I majored in
4 automotive technology. It was because of that
5 experience I was able to start an engineering degree.
6 For a brief while, I realized I didn't like math very
7 much, so I ended up becoming a police officer. But
8 the point is I had an opportunity to get the skilled
9 trade even in high school, and I know there's a lot of
10 conversation surrounding that.

11 TEACHER: And so what I would -- I would
12 just encourage is the opportunity for the students to
13 be totally connected to that process of what would
14 they need to improve their community safety in regards
15 to basic needs and really -- because they know.
16 They're already walking around all day. They can give
17 that information to you and just for you guys to come
18 up with the opportunity to those lines for that
19 information to get there. But thank you. Thank you.

20 COMMISSIONER HOLT: One other comment
21 through the chair.

22 You're young people ages 14 through 24.

23 TEACHER: Right.

24 COMMISSIONER HOLT: The City of Detroit, as
25 we speak, is accepting applications for the summer

1 youth program, so please encourage your young folks to
2 apply.

3 TEACHER: Until March 15th. Okay. Thank
4 you.

5 COMMISSIONER DEWAELSCHE: Thank you very
6 much.

7 COMMISSIONER BELL: Let's close out our
8 dialogue with the young people. I want to thank them
9 for their attendance, thank them for their questions,
10 and Detective Fountain for generating that. It's been
11 a great experience being here. So we just wish the
12 best for Western High School. I think that the mayor
13 indicated that if you graduate from a school in the
14 city of Detroit, there's an education opportunity.
15 There's higher education opportunity.

16 Is that correct?

17 I think we really emphasize that.

18 COMMISSIONER BROWN: Detroit promise.

19 COMMISSIONER HOLT: Detroit promise.

20 COMMISSIONER BELL: Detroit promise. So I
21 hope the young people are aware of that. That's a
22 fantastic opportunity.

23 So I'm going to make the announcement at
24 this time, the next meeting of the board will be
25 taking place on March 14th, 6:30 p.m., Downtown

1 Services, the historic Second Baptist Church, 441
2 Monroe. The next community meeting of the board will
3 take place on April 11th, 11th Precinct, at the
4 Wellness Plan East Medical Center, 4909 East Outer
5 Drive -- East Outer Drive on the east side of Detroit.

6 I want to thank our commissioners for their
7 attendance. I want to thank Chief Craig for the
8 participation. I want to thank our staff, and I want
9 to thank Western High School staff for putting on this
10 forum. It's been great. This is something that we
11 might -- we should do in the fall once again at
12 another high school. This should be ongoing dialogue
13 with the young people, and so that's encouraging. And
14 thank you for your attendance. For my regular
15 people -- some of the people have come in. Young
16 people are our future, but we need to work with them
17 now because they are here now. On closing, thank you.

18 (Applause.)

19 COMMISSIONER BELL: Motion for adjournment.
20 Those in favor?

21 BOARD: Aye.

22 COMMISSIONER BELL: Those opposed?

23 Thank you, and have a great afternoon.

24 (The forum was concluded at 2:57 p.m.)

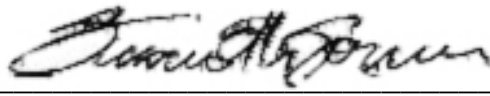
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CERTIFICATE OF NOTARY

STATE OF MICHIGAN)
) SS
COUNTY OF OAKLAND)

I, Susanne Ellen Gorman, a Notary Public in
and for the above county and state, do hereby certify
that the above forum was taken before me at the time
and place hereinbefore set forth; that the witness was
by me first duly sworn to testify to the truth, and
nothing but the truth; that the foregoing questions
asked and answers made by the witness were duly
recorded by me stenographically and reduced to
computer transcription; that this is a true, full, and
correct transcript of my stenographic notes so taken;
and that I am not related to, nor of counsel to either
party, nor interested in the event of this cause.



Susanne Ellen Gorman, CSR-9271, RPR
Notary Public,
Oakland County, Michigan.

My commission expires: September 14, 2023

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