



Detroit Police Department Civil Rights Division

Board of Police Commissioners

Thursday, October 1, 2020

James E. Craig, Chief of Police



The Civil Rights Division is responsible for the substantive and procedural requirements of all police-citizen contacts within the constraints of DPD policy, constitutional policing practices, and the law. This is accomplished through audits and inspections. The DPD's Audit Team and Compliance Team are assigned to the Civil Rights Division. The Civil Rights Division is responsible for the following commands:

- a. Risk Management;
- b. Management Awareness System (MAS); and
- c. Body-Worn Cameras (BWC).



Civil Rights Division Personnel

- 1 Captain
- 2 Lieutenants
- 2 Sergeants
- 4 Police Officers
- 2 Police Assistants
- 1 Performance and Compliance Analyst Manager
- 1 Senior Performance and Compliance Analyst
- 1 Performance and Compliance Analyst



Methods of Compliance

- Risk Management
- Management Awareness System (MAS)
- Body-Worn Camera
 1. Event recording compliance
 2. On-duty Introduction and Synchronization to the in-car video system
- Environmental Audit
- Specialty Audit
- Compliance Audit





Risk Management

- Monitors and evaluates the MAS, a proactive tool that provides a systematic review of Performance Indicators.
- There are 52 Performance Indicators.
- Once a threshold is met, Risk Management reviews a member's profile.
- A determination is made as to whether a Performance Evaluation and Enhancement Review Session (PEERS) is required.
- PEERS is a meeting attended by the member and their supervisor for the purpose of discussing performance issues.



Civil Rights Division Audits

- Body-Worn Camera Date and focus specific. (e.g. 15 Day Introduction and Synchronization compliance)
- Environmental Audit Command Specific, focus on morale, staffing, attendance, sick time, case closure rate, Equal Employment Opportunity, Americans with Disability Act, training, firearms inventory, facility and vehicle inspections, Citizen Complaint Records.
- Specialty Audit Focus and topic specific. (e.g. safes and vending machines)
- Compliance Audit to ensure the department is following policy (e.g. Body-Worn Camera, Use of Force, Conducted Energy Weapon and Buccal Swab)





Why we Audit

- Ensure compliance with departmental policy and law
- Mitigate liability
- Documentation and tracking of statistics
- Identification of issues
- Identification of safety issues
- Identification of trends and patterns
- Recommendations to improve operations



Environmental Audit Partners

- Civil Rights Division
- Risk Management/Professional Standards Bureau
- Human Resources (Equal Employment Opportunity)
- Professional Education and Training
- Resource Management
- Fleet Management



Questions?

