



Board of Police Commissioners

Resolution for Detroit's leadership and community success on President Obama's Goals for 21st Century Community Policing

Whereas, The Detroit Board of Police Commissioners is responsible for civilian oversight and supervision of the Police Department under Chapter 7 of the City Charter. Detroit residents created the Board in 1974 in the aftermath of protests and reforms stemming from the 1967 civil uprising. The people of Detroit expanded the Board's powers in 2012 to address a new era of police brutality and abuses, showing that continuous improvement is vital to ensure accountability, transparency, and effectiveness in policing and law enforcement as times and circumstances change, and

Whereas, President Barack Obama established the President's Task Force on 21st Century Policing in 2014. After extensive research, study, and dialogue, the panel released a final report, *21st Century Policing*, in May 2015 to provide a national roadmap for systemic change in law enforcement for safer communities through six pillars. Pillar One is Building Trust and Legitimacy. Pillar Two is Policy and Oversight. Pillar Three is Technology and Social Media. Pillar Four is Community Policing and Crime Reduction. Pillar Five is Training and Education. Pillar Six is Officer Wellness and Safety, and

Whereas, the Detroit community and the Board strongly supported President Obama's Task Force and has continued to support the Report's Pillars. Most recently, local and national events have underscored the need to ensure greater progress in adhering to the Task Force findings and recommendations in Detroit and in all communities. Therefore be it

Resolved The Board will work with the community and the Police Department for a comprehensive analysis of the Police Department's adherence to President Obama's Report on 21st Century Policing to ensure all possible measures, policies, procedures, and activities to support Community policing, which emphasizes working with neighborhood residents as essential partner to "co-produce" public safety, and be it further

Resolved For the remainder of 2020, we will work together to provide or improve the following:

- An assessment by the Human Resource' Bureau and the Department's Training Academy of the type and effectiveness of current training in police recruiting and evaluation process, interpersonal relations and sensitivity, implicit bias, restorative practices/procedural justice, 21st Century Policing goals, and other disciplines that can affect police encounters with the public. The assessment will involve, among other things, a comprehensive

review of all current Academy and in-service training; a survey of different sets of sworn and civilian personnel to gauge effectiveness of training and re-training; and recommendations for new or modified training to address gaps or deficiencies in competency. An annual report from the DPD of such training review and evaluation shall be supplied to the Board each August for review and consideration.

- An assessment by the DPD of precinct, commands, and operations to ensure the delivery of efficient, effective, and fair policing that appropriately reflect the needs of the community.
- Surveys of the community to begin to capture an annual empirical assessment of public opinion about local law enforcement and civilian oversight.
- An annual written update from DPD on its compliance and achievements based on clear and defined metrics related to the goals and guidelines of the six pillars of 21st Century Policing. DPD will submit the update each August to the Board and posted online by the Board for 30 days to allow public comment, after which the Board will compile and issue a final report to the community.
- Modifications and additions on open data portals for public use and education of standard reports, including but not limited to the annual Uniform Crime Report, Use of Force reports, Facial Recognition Technology Use and Outcomes reports, Civilian Complaints reports and Disciplinary Reports – to boost public access and transparency
- Recommendations for DPD to seek out and form collaborative relationships through memorandums of understanding and other agreements with business, civic, and community organizations that can address holistically the roots of crime in economic, social, health, and cultural factors such as poverty, poor education, and drug addiction.
- Comprehensive study for a determination of whether the Police Department would benefit from a national accreditation to serve the needs of our residents, Department and City.
- Federal and other government changes that help prevent dangerous or incompetent officers from staying in the law enforcement profession, whether through arbitration rules or the lack of defined and consistent professional standards across some 18,000 department in the U.S.

Approved 2020