

1. Board's Resolution affirming support of Obama Report Goals for Policing

Copy of the Resolution

DPD Response submitted July 2022 (30 pages)

BOPC staff notes on Review of DPD Response to Recommendation 1 (9 pages)



**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.

INTER-OFFICE MEMORANDUM
OFFICE OF PROFESSIONAL DEVELOPMENT

Date

June 20, 2022

To: Chief of Police, James E. White (Through Channels)

Subject: **DPD RESPONSES TO THE TASK FORCE ON 21ST CENTURY POLICING**

From: Executive Manager Ravon L. Alford, Planning, Research, and Deployment

Attached are the recommended responses to the Board of Police Commissioners' request pertaining to the Department's status of implementing President Obama's Task Force on 21st Century Policing. These responses were compiled by Director Nazneen Miah of the Office of Professional Development and Executive Manager Ravon L. Alford and Administrative Assistant Brianna Taylor of Planning, Research, and Deployment. Relevant entities were sought to supply the responses within this document.

Any consideration in this matter is greatly appreciated.

Ravon L. Alford

Ravon L. Alford
Executive Manager
Planning, Research, & Deployment

Attachment #1: Recommended Letter to the Board of Police Commissioners
Attachment #2: Recommended DPD Status on 21st Century Task Force Response
Attachment #3: President Obama 21st Century Task Force on 21st Century Policing Final Report

Nazneen Miah-Approved
6/21/2022

APPROVED

Nazneen Miah

Assistant Chief
Office of Professional Development
June 29, 2022

APPROVED
JUN 30 2022
[Signature]
CHIEF OF POLICE
OFFICE OF THE CHIEF

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July 1, 2022

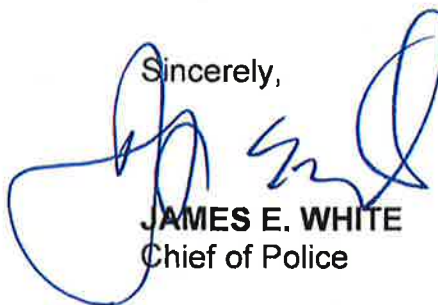
Board of Police Commissioners

SUBJECT: DPD RESPONSES TO THE TASK FORCE ON 21ST CENTURY POLICING

In response to your request for the Department's progress on the former President Obama Task Force on 21st Century Policing, the Department submits the attached document detailing responses on each individual recommendation within the task force. Overall, the department continues to be a standard-bearer in constitutional and community-policing with its strong policies and practices.

In the attached document, I have detailed each specific recommendation with a current status. Should the Board have any additional questions or concerns regarding this matter, please feel free to contact Director Nazneen Miah of the Office of Professional Development at (313) 269-9602, Monday through Friday, 9:00 a.m. to 5:00 p.m. or over email at miahn374@detroitmi.gov.

Sincerely,



JAMES E. WHITE
Chief of Police

JEW/rla

DPD Response to the Task Force on 21st Century Policing

1.1 Recommendation: Law Enforcement culture should embrace a guardian mindset to build public trust and legitimacy. Toward that end, police and sheriffs' departments should adopt procedural justice as the guiding principle for internal and external policies and practices to guide their interactions with the citizens they serve.

Current DPD Status: DPD launched the Office of Internal & External Relations unit designed to strengthen the relationship between the police and community through procedural justice, police legitimacy, and community engagement.

1.2 Recommendation : Law enforcement agencies should acknowledge the role of policing in past and present injustice and discrimination and how it is a hurdle to the promotion of community trust.

Current DPD Status: DPD facilitated a Procedural Justice Summit which emphasized transparency, explaining police action, and responding to community concerns. It is understood that procedural justice is a key component to effective community policing, and upholds the values of the DPD.

1.2.1 Action Item: The U.S. Department of Justice should develop and disseminate case studies that provide examples where past injustices were publicly acknowledged by law enforcement agencies in a manner to help build community trust.

Current DPD Status: N/A

1.3 Recommendation: Law enforcement agencies should establish a culture of transparency and accountability in order to build public trust and legitimacy. This will help ensure decision making is understood and in accord with stated policy.

Current DPD Status: The City of Detroit launched its Open Data Portal initiative in order to increase public access to valuable data and information concerning City government operations and service delivery. In addition, the Detroit Police Department and the Department of Innovation and Technology launched Crime Viewer. The Crime Viewer is a tool for residents to visualize crime data. By putting information in the hands of residents, the Department hopes to work together with the community to improve safety.

1.3.1 Action Item: To embrace a culture of transparency, law enforcement agencies should make all department policies available for public review and regularly post on the department's website information about stops, summonses, arrests, reported crime, and other law enforcement data aggregated by demographics.

Current DPD Status: The public has access to key policies on the City of Detroit website. In addition, incidents and calls for service are publicly accessible through the OpenData portal.

1.3.2 Action Item: When serious incidents occur, including those involving alleged police misconduct, agencies should communicate with citizens and the media swiftly, openly, and neutrally, respecting areas where the law requires confidentiality.

Current DPD Status: The Department has built a strong relationship with the community through transparency efforts. Chief White has spoken to the public candidly and, in as much detail as possible, on any relevant incident.

1.4 Recommendation: Law enforcement agencies should promote legitimacy internally within the organization by applying the principles of procedural justice.

Current DPD Status: Office of Internal and External Relations (OIER) facilitates Procedural Justice Summits that emphasize transparency, explaining police action, and responding to community concerns.

1.4.1 Action Item: In order to achieve internal legitimacy, law enforcement agencies should involve employees in the process of developing policies and procedures.

Current DPD Status: Planning, Research, and Deployment (PRD) updates its policies by researching best practices, working with the members who are involved in the unit, and submit through channels for multiple layers of approval.

1.4.2 Action Item: Law enforcement agency leadership should examine opportunities to incorporate procedural justice into the internal discipline process, placing additional importance on values adherence rather than adherence to rules. Union leadership should be partners in this process.

Current DPD Status: Discipline and Professional Standards Bureau are in frequent communication with the union pertaining to both specific disciplinary matters and broader disciplinary concepts. Through the unions, we have worked diligently to administer discipline while taking into account the rights of individual officers.

1.5 Recommendation : Law enforcement agencies should proactively promote public trust by initiating positive non-enforcement activities to engage communities that typically have high rates of investigative and enforcement involvement with government agencies

Current DPD Status: The Chief Neighborhood Liaison is responsible for reducing criminal activity by developing and implementing proactive community oriented policing. The Chief's Neighborhood Liaison creates open lines of communication between the community and the Police Department and facilitates various community-DPD events that promote positive relationships between the Department and the community.

1.5.1 Action Item: In order to achieve external legitimacy, law enforcement agencies should involve the community in the process of developing and evaluating policies and procedures

Current DPD Status: The Department works in partnership with the Board of Police Commissioners (BOPC) to publish policy. The Board of Police Commissioners act as the liaisons between the community and the police.

1.5.2 Action Item: Law enforcement agencies should institute residency incentive programs such as Resident Officer Programs.

Current DPD Status: The Department is exploring the feasibility of incentivizing residency programs.

1.5.3 Action Item: Law enforcement agencies should create opportunities in schools and communities for positive non-enforcement interactions with police. Agencies should also publicize the beneficial outcomes and images of positive, trust-building partnerships and initiatives.

Current DPD Status: Detroit Police Department works in partnership with the Detroit Youth Violence Prevention Initiative to have a positive impact on youth in schools. "The Sisterhood: No Boundaries" program which collaborates with six Detroit Public High Schools providing positive mentoring to female youth through a developmental program designed to promote resilience and positive life outcomes. For girls living in extremely challenging environments and dealing with everyday struggles such as self-esteem, bullying, and depression, this program provides them an outlet and healing. There also exists "The Brotherhood: No Boundaries" program which collaborates with Detroit Public High Schools providing positive mentoring to male youth through a developmental program designed to promote resilience and positive life outcomes. This program is designed for boys living in extremely challenging environments and dealing with everyday struggles such as peer pressure, gangs, poverty, and the absence of good role models.

1.5.4 Action Item: Use of physical control equipment and techniques against vulnerable populations—including children, elderly persons, pregnant women, people with physical and mental disabilities, limited English proficiency, and others—can undermine public trust and should be used as a last resort. Law enforcement agencies should carefully consider and review their policies towards these populations and adopt policies if none are in place.

Current DPD Status: DPD's Use of Force policy has a special consideration for individuals suspected to be a special population when considering whether to use force. A special population is defined as individuals, who because of some condition (e.g. age, a medical or mental condition, size or stature), are unable to comply with a member's verbal commands.

1.6 Recommendation: Law enforcement agencies should consider the potential damage to public trust when implementing crime fighting strategies.

Current DPD Status: The Department always strives to be upfront and open in its crime prevention strategies. For this reason, the Department worked closely with City Council and American Civil Liberties Union (ACLU) to adopt the Community Input Over Government Surveillance (CIOGS) ordinance. With this ordinance, the Department will

now conduct a public hearing, and provide a publicly available report before the surveillance technology can be acquired by the Department. Further, Chief White had made it a priority to share his enforcement plans with the public.

1.6.1 Action Item: Research conducted to evaluate the effectiveness of crime fighting strategies should specifically look at the potential for collateral damage of any given strategy on community trust and legitimacy.

Current DPD Status: Within the Community Input Over Government Surveillance (CIOGS) ordinance, the Department has to consider any potential civil liberty concerns pertaining to the technology before the purchase.

1.7 Recommendation: Law enforcement agencies should track the level of trust in police by their communities just as they measure changes in crime. Annual community surveys, ideally standardized across jurisdictions and with accepted sampling protocols, can measure how policing in that community affects public trust.

Current DPD Status: DPD realizes the importance of community surveys and how they can track the trust in police. The Department is currently exploring the feasibility of incorporating public trust questions within already existing public surveys in the City.

1.7.1 Action Item: The Federal Government should develop survey tools and instructions for use of such a model to prevent local departments from incurring the expense and to allow for consistency across jurisdictions.

Current DPD Status: N/A

1.8 Recommendation: Law enforcement agencies should strive to create a workforce that contains a broad range of diversity including race, gender, language, life experience, and cultural background to improve understanding and effectiveness in dealing with all communities.

Current DPD Status: The Recruiting Unit strives to receive applicants from a diverse pool of students that match the community for which they serve. In January 2022, the Department's new Executive Manager over Diversity, Equity, and Inclusion began, and one of the responsibilities for this position is to work with the Recruiting unit to improve the Department diversification efforts.

1.8.1 Action Item: The Federal Government should create a Law Enforcement Diversity Initiative designed to help communities diversify law enforcement departments to reflect the demographics of the community.

Current DPD Status: N/A

1.8.2 Action Item: The department overseeing this initiative should help localities learn best practices for recruitment, training, and outreach to improve the diversity as well as the cultural and linguistic responsiveness of law enforcement agencies.

Current DPD Status: Through the efforts of the BOPC, they were able to enhance the DPD talent pool with depth and diversity by increasing participation in job fairs, expanding colleges participating in the intern program, and targeting specific areas of the city to touch diverse populations.

1.8.3 Action Item: Successful law enforcement agencies should be highlighted and celebrated and those with less diversity should be offered technical assistance to facilitate change.

Current DPD Status: N/A

1.8.4 Action Item: Discretionary federal funding for law enforcement programs could be influenced by that department's efforts to improve their diversity and cultural and linguistic responsiveness.

Current DPD Status: N/A

1.9 Recommendation: Law enforcement agencies should build relationships based on trust with immigrant communities. This is central to overall public safety.

Current DPD Status: N/A

1.9.1 Action Item: Decouple federal immigration enforcement from routine local policing for civil enforcement and non-serious crime.

Current DPD Status: In accordance to a DPD Training Directive on Immigration Enforcement, it is stated that municipal officers may cooperate with certain federal officers attempting to enforce immigration policy, states and municipalities are precluded from establishing any policy or practice that conflicts with or further regulates immigration. This is because unadvisable enforcement practices can have a deleterious effect on issues such as trade, investment, tourism, and diplomatic relations. It can also negatively impact the perceptions and expectations of aliens in this country. In addition to these federal concerns, there are local concerns. It is imperative that members help establish and maintain an atmosphere of community trust so that this Department's crime suppression efforts are not impeded. The unnecessary solicitation of an individual's immigration status can undermine this imperative.

1.9.2 Action Item: Law enforcement agencies should ensure reasonable and equitable language access for all persons who have encounters with police or who enter the criminal justice system.

Current DPD Status: Should a member interact with a citizen with limited ability to speak English, the member shall not contact Border Patrol or any other federal agency for translation services. Instead, the member shall request a translator via dispatch. Then, Communications Operations shall identify if a DPD member can respond to the scene to assist in translation. If no DPD member who speaks the relevant language is available to respond to the scene, then Communications Operation shall reach out to a translating service to assist.

1.9.3 Action Item: The U.S. Department of Justice should not include civil immigration information in the FBI's National Crime Information Center database.

Current DPD Status: N/A

2.1 RECOMMENDATION: Law enforcement agencies should collaborate with community members to develop policies and strategies in communities and neighborhoods disproportionately affected by crime for deploying resources that aim to reduce crime by improving relationships, greater community engagement, and cooperation.

Current DPD Status: In considering that DPD works in close partnership with the BOPC, it should be noted that BOPC often seeks public feedback on drafts of policy directives under its review.

2.1.1 Action Item: The Federal Government should incentivize this collaboration through a variety of programs that focus on public health, education, mental health, and other programs not traditionally part of the criminal justice system.

Current DPD Status: N/A

2.2 RECOMMENDATION: Law enforcement agencies should have comprehensive policies on the use of force that include training, investigations, prosecutions, data collection, and information sharing. These policies must be clear, concise, and openly available for public inspection.

Current DPD Status: In accordance with Manual Directive 201.11, it is the policy of the Detroit Police Department (DPD) that members shall document on a Use of Force/Detainee Injury Report (UF-002), every reportable use of force incident as defined by this Directive, occurring while a member is acting in an official law enforcement capacity while either on or off duty.

2.2.1 Action Item: Law enforcement agency policies for training on use of force should emphasize de-escalation and alternatives to arrest or summons in situations where appropriate.

Current DPD Status: In the most recent use of force policy directive policy update, the Department added a de-escalation section stating that "Members shall use de-escalation

techniques and other alternatives to higher levels of force consistent with their training, whenever possible and appropriate, before resorting to force and to reduce the need for force. 2. Whenever possible and when such delay will not compromise the safety of the member or another and will not result in the destruction of evidence, escape of a suspect, or commission of a crime, members shall allow an individual time and opportunity to submit to verbal commands before force is used, and consider any potential barriers to understanding the verbal commands (e.g. language barrier, behavioral crisis, etc.)."

2.2.2 Action Item: These policies should also mandate external and independent criminal investigations in cases of police use of force resulting in death, officer-involved shootings resulting in injury or death, or in-custody deaths.

Current DPD Status: Any Detroit Police officer-involved shooting is assigned to a Michigan State Police Officer who works within the Homicide Task Force.

2.2.3 Action Item: The task force encourages policies that mandate the use of external and independent prosecutors in cases of police use of force resulting in death, officer-involved shootings resulting in injury or death, or in-custody deaths.

Current DPD Status: N/A

2.2.4 Action Item: Policies on use of force should also require agencies to collect, maintain, and report data to the Federal Government on all officer-involved shootings, whether fatal or nonfatal, as well as any in-custody death.

Current DPD Status: DPD reports relevant data to the Federal Government on all officer-involved shootings.

2.2.5 Action Item: Policies on use of force should clearly state what types of information will be released, when, and in what situation, to maintain transparency.

Current DPD Status: In the case of serious incidents, the executive team is made readily available to immediately share information with the media, the citizens, and social media platforms to maintain transparency. On scene of these serious incidents, a media staging area shall be identified away from the crime scene and away from the command post.

2.2.6 Action Item: Law enforcement agencies should establish a Serious Incident Review Board comprising sworn staff and community members to review cases involving officer-involved shootings and other serious incidents that have the potential to damage community trust or confidence in the agency. The purpose of this board should be to identify any administrative, supervisory, training, tactical, or policy issues that need to be addressed.

Current DPD Status: DPD has a review board including members from tactical training, homicide, planning and policy, the legal advisor, and other relevant members to review serious incidents.

2.3 RECOMMENDATION: Law enforcement agencies are encouraged to implement non-punitive peer review of critical incidents separate from criminal and administrative investigations.

Current DPD Status: The Department engages in reviews of critical incidents separate and apart from any administrative or criminal investigation to learn from these relevant incidents.

2.4 Recommendation: Law enforcement agencies are encouraged to adopt identification procedures that implement scientifically supported practices that eliminate or minimize presenter bias or influence.

Current DPD Status: The Department has sent the Eyewitness/Identification Manual Directive to the Board of Police Commissioners that aligns the Department policy with national best practices. The Directive is currently being reviewed.

2.5 RECOMMENDATION: All federal, state, local, and tribal law enforcement agencies should report and make available to the public census data regarding the composition of their departments including race, gender, age, and other relevant demographic data.

Current DPD Status: The Department routinely provides demographic information on the Department to the Board of Police Commissioners.

2.5.1 Action Item: The Bureau of Justice Statistics should add additional demographic questions to the Law Enforcement Management and Administrative Statistics (LEMAS) survey in order to meet the intent of this recommendation.

Current DPD Status: N/A

2.6 RECOMMENDATION: Law enforcement agencies should be encouraged to collect, maintain, and analyze demographic data on all detentions (stops, frisks, searches, summons, and arrests). This data should be disaggregated by school and non-school contacts.

Current DPD Status: The Department maintains records on relevant detentions within its CAD and RMS system.

2.6.1 Action Item: The Federal Government could further incentivize universities and other organizations to partner with police departments to collect data and develop knowledge about analysis and benchmarks as well as to develop tools and templates that help departments manage data collection and analysis.

Current DPD Status: N/A

2.7 RECOMMENDATION: Law enforcement agencies should create policies and procedures for policing mass demonstrations that employ a continuum of managed tactical resources that are designed to minimize the appearance of a military operation and avoid using provocative tactics and equipment that undermine civilian trust.

Current DPD Status: In accordance with Manual Directive 205.4, The Detroit Police Department has the statutory responsibility to preserve the public peace, safeguard lives and property while protecting the constitutional rights of free speech and assembly. However, if the assembly is unlawful, or the demonstrators resort to unlawful activity, the department must respond to restore public order. To accomplish this goal, the department will endeavor to utilize verbal commands as the primary means to maintain control of the demonstration. In the event force is required to control or disperse the assembly, only that force necessary to accomplish the mission or to overcome resistance will be authorized.

2.7.1 Action Item: Law enforcement agency policies should address procedures for implementing a layered response to mass demonstrations that prioritize de-escalation and a guardian mindset.

Current DPD Status: In accordance with Manual Directive 205.4, The Detroit Police Department has the statutory responsibility to preserve the public peace, safeguard lives and property while protecting the constitutional rights of free speech and assembly. However, if the assembly is unlawful, or the demonstrators resort to unlawful activity, the department must respond to restore public order. To accomplish this goal, the department will endeavor to utilize verbal commands as the primary means to maintain control of the demonstration. In the event force is required to control or disperse the assembly, only that force necessary to accomplish the mission or to overcome resistance will be authorized.

2.7.2 Action Item: The Federal Government should create a mechanism for investigating complaints and issuing sanctions regarding the inappropriate use of equipment and tactics during mass demonstrations.

Current DPD Status: N/A

2.8 RECOMMENDATION: Some form of civilian oversight of law enforcement is important in order to strengthen trust with the community. Every community should define the appropriate form and structure of civilian oversight to meet the needs of that community.

Current DPD Status: The Board of Police Commissioners act as the civilian oversight for the Detroit Police Department. The Board's roles and responsibilities are laid out in the City of Detroit Charter.

2.8.1 Action Item: The U.S. Department of Justice, through its research arm, the National Institute of Justice (NIJ), should expand its research agenda to include civilian oversight.

Current DPD Status: N/A

2.8.2 Action Item: The U.S. Department of Justice's Office of Community Oriented Policing Services (COPS Office) should provide technical assistance and collect best practices from

existing civilian oversight efforts and be prepared to help cities create this structure, potentially with some matching grants and funding.

Current DPD Status: N/A

2.9 RECOMMENDATION: Law enforcement agencies and municipalities should refrain from practices requiring officers to issue a predetermined number of tickets, citations, arrests, or summonses, or to initiate investigative contacts with citizens for reasons not directly related to improving public safety, such as generating revenue.

Current DPD Status: The Department's goal is improving the quality of life of citizens through promoting public safety, not generating revenue for the City.

2.10 RECOMMENDATION: Law enforcement officers should be required to seek consent before a search and explain that a person has the right to refuse consent when there is no warrant or probable cause. Furthermore, officers should ideally obtain written acknowledgement that they have sought consent to a search in these circumstances.

Current DPD Status: Manual Directive 202.2 "Search and Seizure" details the circumstances surrounding a consent search which includes obtaining written consent, whenever possible, before conducting a search (202.2 – 5.1 (2)).

2.11 RECOMMENDATION: Law enforcement agencies should adopt policies requiring officers to identify themselves by their full name, rank, and command (as applicable) and provide that information in writing to individuals they have stopped. In addition, policies should require officers to state the reason for the stop and the reason for the search if one is conducted.

Current DPD Status: Manual Directive 201.1 "Patrol" states that when making traffic stops, the driver of the stopped vehicle shall be advised of the reason for the traffic stop prior to any demand to produce their driver's license and registration. When requested, on-duty members shall promptly give their name, badge number, and/or display their police identification card in a courteous manner, except when actually engaged in an undercover assignment.

2.11.1 Action Item: One example of how to do this is for law enforcement officers to carry business cards containing their name, rank, command, and contact information that would enable individuals to offer suggestions or commendations or to file complaints with the appropriate individual, office, or board. These cards would be easily distributed in all encounters.

Current DPD Status: Department members are provided business cards on a case-by-case basis depending upon the totality of circumstances.

2.12 Recommendation: Law enforcement agencies should establish search and seizure procedures related to LGBTQ and transgender populations and adopt as policy the

recommendation from the President's Advisory Council on HIV/AIDS (PACHA) to cease using the possession of condoms as the sole evidence of vice.

Current DPD Status: Manual Directive 102.9 "LGBTQ Community" specifies that before conducting a search of the individual in the field, or at the Detroit Detention Center, officers conducting the search will ask the individual their preference when for the search, with respect to the gender of the officer conducting the search (i.e. a transgender woman may prefer to be searched by female members of the Department). This request shall be honored absent exigent circumstances. However, this provision does not apply to frisks conducted to ensure officer safety. In addition to this, The Chief's Neighborhood Liaison shall provide training and educational material to all sworn members to educate them about working with the LGBTQ Community. This training shall be provided on an annual basis. The training material shall emphasize identifying elements of bias and hate crimes, and the prevention of these crimes through information attained during field contacts, traffic stops, interviews, search and seizures.

2.13 RECOMMENDATION: Law enforcement agencies should adopt and enforce policies prohibiting profiling and discrimination based on race, ethnicity, national origin, religion, age, gender, gender identity/expression, sexual orientation, immigration status, disability, housing status, occupation, or language fluency.

Current DPD Status: The Department is committed to protecting the constitutional and civil rights of all citizens. Allegations of bias-based profiling or discriminatory practices, real or perceived, are detrimental to the relationship between the police and the communities the Detroit Police Department protects and serves, because they strike at the foundation of public trust. This trust is essential to effective community-based policing. Bias-based policing is an illegal and ineffective method of law enforcement. Bias-based policing results in increased safety risk to Department members and citizens and the misuse of valuable police resources.

2.13.1 Action Item: The Bureau of Justice Statistics should add questions concerning sexual harassment of and misconduct toward community members, and in particular LGBTQ and gender-nonconforming people, by law enforcement officers to the Police Public Contact Survey.

Current DPD Status: N/A

2.13.2 Action Item: The Centers for Disease Control should add questions concerning sexual harassment of and misconduct toward community members, and in particular LGBTQ and gender-nonconforming people, by law enforcement officers to the National Intimate Partner and Sexual Violence Survey.

Current DPD Status: N/A

2.13.3 Action Item: The U.S. Department of Justice should promote and disseminate guidance to federal, state, and local law enforcement agencies on documenting, preventing, and

addressing sexual harassment and misconduct by local law enforcement agents, consistent with the recommendations of the International Association of Chiefs of Police.⁴⁹

Current DPD Status: N/A

2.14 RECOMMENDATION: The U.S. Department of Justice, through the Office of Community Oriented Policing Services and Office of Justice Programs, should provide technical assistance and incentive funding to jurisdictions with small police agencies that take steps towards shared services, regional training, and consolidation.

Current DPD Status: N/A

2.15 RECOMMENDATION: The U.S. Department of Justice, through the Office of Community Oriented Policing Services, should partner with the International Association of Directors of Law Enforcement Standards and Training (IADLEST) to expand its National Decertification Index to serve as the National Register of Decertified Officers with the goal of covering all agencies within the United States and its territories.

Current DPD Status: N/A

3.1 RECOMMENDATION: The U.S. Department of Justice, in consultation with the law enforcement field, should broaden the efforts of the National Institute of Justice to establish national standards for the research and development of new technology. These standards should also address compatibility and interoperability needs both within law enforcement agencies and across agencies and jurisdictions and maintain civil and human rights protections.

Current DPD Status: N/A

3.1.1 ACTION ITEM: The Federal Government should support the development and delivery of training to help law enforcement agencies learn, acquire, and implement technology tools and tactics that are consistent with the best practices of 21st century policing.

Current DPD Status: N/A

3.1.2 ACTION ITEM: As part of national standards, the issue of technology's impact on privacy concerns should be addressed in accordance with protections provided by constitutional law.

Current DPD Status: The Department worked with Council Pro Tem Sheffield and the American Civil Liberties Union (ACLU) to pass the Community Input over Government Surveillance Ordinance which requires the Department to write a report on any surveillance technology which includes a discussion on any potential impact on civil liberties and how the Department will safeguard against said impacts.

3.1.3 ACTION ITEM: Law enforcement agencies should deploy smart technology that is designed to prevent the tampering with or manipulating of evidence in violation of policy.

Current DPD Status: The Department worked with Council Pro Tem Sheffield and the American Civil Liberties Union (ACLU) to pass the Community Input over Government Surveillance Ordinance which requires the Department to write a report on any surveillance technology which includes a discussion on auditing and oversight of the technology.

3.2 Recommendation: The implementation of appropriate technology by law enforcement agencies should be designed considering local needs and aligned with national standards.

Current DPD Status: When the Department evaluates a new technology, a part of the process is discussing and reviewing other agencies' policies and procedures to ensure that the Department is adopting best practices.

3.2.1 Action Item: Law enforcement agencies should encourage public engagement and collaboration, including the use of community advisory bodies, when developing a policy for the use of a new technology.

Current DPD Status: Within the Community Input Over Government Surveillance (CIOGS) ordinance, there is a mandate for a public hearing which allows the public to weigh in before technology can be acquired by a city department.

3.2.2 Action Item: Law enforcement agencies should include an evaluation or assessment process to gauge the effectiveness of any new technology, soliciting input from all levels of the agency, from line officer to leadership, as well as assessment from members of the community.

Current DPD Status: The Department often conducts proof of concepts of technologies before Department-wide adoption. During the proof of concept phase, the Department canvasses its members to assess their feelings toward a given technology.

3.2.3 Action Item: Law enforcement agencies should adopt the use of new technologies that will help them better serve people with special needs or disabilities.

Current DPD Status: The Department is committed to the fair and equitable employment of individuals with disabilities. As an example, the Department is currently exploring the feasibility of purchasing transparent masks to better assist deaf individuals be able to understand member commands.

3.3 Recommendation: The U.S. Department of Justice should develop best practices that can be adopted by state legislative bodies to govern the acquisition, use, retention, and dissemination of auditory, visual, and biometric data by law enforcement.

Current DPD Status: N/A

3.3.1 Action Item: As part of the process for developing best practices, the U.S. Department of Justice should consult with civil rights and civil liberties organizations, as well as law

enforcement research groups and other experts, concerning the constitutional issues that can arise as a result of the use of new technologies.

Current DPD Status: N/A

3.3.2 Action Item: The U.S. Department of Justice should create toolkits for the most effective and constitutional use of multiple forms of innovative technology that will provide state, local, and tribal law enforcement agencies with a one-stop clearinghouse of information and resources.

Current DPD Status: N/A

3.3.3 Action Item: Law enforcement agencies should review and consider the Bureau of Justice Assistance's (BJA) Body Worn Camera Toolkit to assist in implementing BWCs.

Current DPD Status: Body worn cameras are deployed Department-wide for sworn members who are interacting with the public in the performance of their daily duties as detailed in the Body Worn Camera Policy.

3.4 RECOMMENDATION: Federal, state, local, and tribal legislative bodies should be encouraged to update public record laws.

Current DPD Status: N/A

3.5 Recommendation: Law enforcement agencies should adopt model policies and best practices for technology-based community engagement that increases community trust and access.

Current DPD Status: With the onset of the global pandemic, the Department used an increased amount of virtual meetings with the public to stay connected with the citizens while promoting safe practices.

3.6 Recommendation: The Federal Government should support the development of new "less than lethal" technology to help control combative suspects.

Current DPD Status: N/A

3.6.1 Action Item: Relevant federal agencies, including the U.S. Departments of Defense and Justice, should expand their efforts to study the development and use of new less than lethal technologies and evaluate their impact on public safety, reducing lethal violence against citizens, constitutionality, and officer safety.

Current DPD Status: N/A

3.7 Recommendation: The Federal Government should make the development and building of segregated radio spectrum and increased bandwidth by FirstNet for exclusive use by local, state, tribal, and federal public safety agencies a top priority.

Current DPD Status: N/A

4.1 Recommendation: Law enforcement agencies should develop and adopt policies and strategies that reinforce the importance of community engagement in managing public safety.

Current DPD Status: It is the policy of the Detroit Police Department to reduce criminal activity by developing and implementing proactive community-oriented policing along with crime awareness and prevention programs. The Detroit Police Department's Neighborhood Police Officers (NPOS) increase positive police and community relations and act as a liaison between the Detroit Police Department and the community.

4.1.1 Action Item: Law enforcement agencies should consider adopting preferences for seeking "least harm" resolutions, such as diversion programs or warnings and citations in lieu of arrest for minor infractions.

Current DPD Status: The Crisis Intervention Team (CIT) training is a community partnership of law enforcement, mental health and addiction professionals. It is an innovative first-responder model of police-based crisis intervention training to help persons with mental disorders and/or addictions access medical treatment rather than place them in the criminal justice system due to illness-related behaviors. It also promotes officer safety and the safety of the individual in crisis. The Department is currently working to widespread train its staff in CIT.

4.2 RECOMMENDATION: Community policing should be infused throughout the culture and organizational structure of law enforcement agencies.

Current DPD Status: Detroit Police Department's Chief Neighborhood Liaison, which encompasses the Neighborhood Police Officer Program, is a testament to DPD's incorporation of community policing as a vital component of the culture and organizational structure as a law enforcement agency. The philosophy of community policing is detailed in DPD Manual Directive 302.2 "Chief Neighborhood Liaison."

4.2.1 Action Item: Law enforcement agencies should evaluate officers on their efforts to engage members of the community and the partnerships they build. Making this part of the performance evaluation process places an increased value on developing partnerships.

Current DPD Status: The Detroit Police Department has Performance Evaluation Ratings that are conducted twice a year for all members from the rank of police officer to lieutenant and once a year for captains and commanders. The specifics of these evaluations are outlined in DPD Manual Directive 401.1 "Performance Evaluation Ratings." Members are rated on a variety of factors that assess their demeanor and integrity as a part of their evaluation.

4.2.2 Action Item: Law enforcement agencies should evaluate their patrol deployment practices to allow sufficient time for patrol officers to participate in problem solving and community engagement activities.

Current DPD Status: DPD Patrol Officers, with permission from their command staff, have the ability to be "assigned out" during on-duty hours to dedicate their time participating in problem-solving and community engagement activities.

4.2.3 Action Item: The U.S. Department of Justice and other public and private entities should support research into the factors that have led to dramatic successes in crime reduction in some communities through the infusion of non-discriminatory policing and to determine replicable factors that could be used to guide law enforcement agencies in other communities.

Current DPD Status: N/A

4.3 RECOMMENDATION: Law enforcement agencies should engage in multidisciplinary, community team approaches for planning, implementing, and responding to crisis situations with complex causal factors.

Current DPD Status: The Department collaboratively approaches crisis situations with the relevant partners. Most notably, the Department has launched its co-response partnership which not only partners social workers and DPD members, but also encourages regular meetings to coordinate care across providers.

4.3.1 Action Item: The U.S. Department of Justice should collaborate with others to develop and disseminate baseline models of this crisis intervention team approach that can be adapted to local contexts.

Current DPD Status: N/A

4.3.2 Action Item: Communities should look to involve peer support counselors as part of multidisciplinary teams when appropriate. Persons who have experienced the same trauma can provide both insight to the first responders and immediate support to individuals in crisis.

Current DPD Status: DPD implemented its Peer Support Team Program. The program was designed to provide emotional support and resources to sworn members who may have experienced critical incidents during the performance of their duties, as well as any significant matters of a personal nature. Peer Support members are trained to respond to critical incidents through listening, identifying conflicts, providing guidance or referral to resources, and supporting members who are hospitalized or off work due to an illness or injury.

4.3.3 Action Item: Communities should be encouraged to evaluate the efficacy of these crisis intervention team approaches and hold agency leaders accountable for outcomes.

Current DPD Status: The Department has engaged community groups and Board of Police Commissioners on the co-responder model and its service delivery. The Board of Police Commissioners has had a rigorous discussion on the program that has continued to push the Department's efforts and model.

4.4 RECOMMENDATION: Communities should support a culture and practice of policing that reflects the values of protection and promotion of the dignity of all, especially the most vulnerable.

Current DPD Status: Department members shall conduct themselves in a civil and professional manner that connotes a service orientation, and fosters public respect and cooperation. When addressing a citizen, members shall use the person's last name prefixed by Mr., Mrs., and Ms., whichever is appropriate.

The Office of the Chief Investigator plays an integral role in assuring members of DPD uphold these directives. Serving as the investigative staff for the Board of Police Commissioners and the City of Detroit, the Office of the Chief Investigator conducts impartial investigations concerning allegations against the Detroit Police Department. BOPC encourages all citizens to express their concerns about police misconduct and whenever necessary to file a complaint if they feel they have been the victim or witness of police misconduct.

4.4.1 Action Item: Because offensive or harsh language can escalate a minor situation, law enforcement agencies should underscore the importance of language used and adopt policies directing officers to speak to individuals with respect.

Current DPD Status: Disrespect, gestures or language of a coarse, profane, abusive, demeaning, or insolent nature to any citizen or fellow member shall constitute a basis for disciplinary action (Manual Directive 102.3 "Code of Conduct").

4.4.2 Action Item: Law enforcement agencies should develop programs that create opportunities for patrol officers to regularly interact with neighborhood residents, faith leaders, and business leaders.

Current DPD Status: Neighborhood Police Officers serve as the liaisons between the Police Department and the community. They are assigned to predetermined sectors within their precincts and are responsible for addressing community quality of life and crime issues. They have flexible schedules in order to attend community meetings, and keep abreast of emerging crime trends and community concerns.

4.5 RECOMMENDATION: Community policing emphasizes working with neighborhood residents to co-produce public safety. Law enforcement agencies should work with community residents to identify problems and collaborate on implementing solutions that produce meaningful results for the community.

Current DPD Status: The Department holds regular community meetings in each precinct where Department members work with local community groups to discuss recent crime patterns and Department response. In addition, Department representatives join every Board of Police Commissioner meeting to hear concerns directly from officials and community members.

4.5.1 Action Item: Law enforcement agencies should schedule regular forums and meetings where all community members can interact with police and help influence programs and policy.

Current DPD Status: The Department holds regular community meetings in each precinct where Department members work with local community groups to discuss recent crime patterns and Department response. In addition, Department representatives join every Board of Police Commissioner meeting to hear concerns directly from officials and community members.

4.5.2 Action Item: Law enforcement agencies should engage youth and communities in joint training with law enforcement, citizen academies, ride-alongs, problem solving teams, community action teams, and quality of life teams.

Current DPD Status: The Chief Neighborhood Liaison coordinates various youth initiatives that give opportunities for positive relationships between youth and police. Further, Detroit Youth Violence Prevention coordinates officers to work in several Detroit area high schools to mentor at-risk youth.

4.5.3 Action Item: Law enforcement agencies should establish formal community/citizen advisory committees to assist in developing crime prevention strategies and agency policies as well as provide input on policing issues.

Current DPD Status: In implementing agency policies and crime prevention strategies, DPD has a longstanding partnership with the Board of Police Commissioners that is vital in incorporating the voice of the community. During these meetings, the Department discusses its various strategies and their impact on public safety.

4.5.4 Action Item: Law enforcement agencies should adopt community policing strategies that support and work in concert with economic development efforts within communities.

Current DPD Status: The Department works in concert with other agencies to ensure Department presence supports any local or community-led initiative.

4.6 RECOMMENDATION: Communities should adopt policies and programs that address the needs of children and youth most at risk for crime or violence and reduce aggressive law enforcement tactics that stigmatize youth and marginalize their participation in schools and communities.

Current DPD Status: The Detroit Youth Violence Prevention Initiative (DYVPI) has various programs to provide youth a path out of violence toward a high quality of life through education, jobs, and careers. These programs work hand-in-hand with schools and police to provide at-risk youth with resources and mentors.

While DPD has many innovative programs that proactively work with youth, the Detroit Public Schools Police Department is a distinct police department that operates separate from DPD.

4.6.1 Action Item: Education and criminal justice agencies at all levels of government should work together to reform policies and procedures that push children into the juvenile justice system.

Current DPD Status: The Detroit Police Department works in partnership with other entities including Detroit Public Schools Community District and the Detroit Youth Violence Prevention Initiative to provide at-risk youth positive mentorship and resources to provide youth a path out of violence.

While DPD has many innovative programs that proactively work with youth, the Detroit Public Schools Police Department is a distinct police department that operates separate from DPD.

4.6.2 Action Item: In order to keep youth in school and to keep them from criminal and violent behavior, law enforcement agencies should work with schools to encourage the creation of alternatives to student suspensions and expulsion through restorative justice, diversion, counseling, and family interventions.

Current DPD Status: The Detroit Public Schools Police Department is a distinct police department that operates separate from the Detroit Police Department (DPD). Officers' presence and interaction with students, families, staff, and community members will ensure a safe learning environment that fosters the outstanding achievement of all students. These programs would be handled by the Detroit Public School Police Department and the Detroit Public Schools Community District.

4.6.3 Action Item: Law enforcement agencies should work with schools to encourage the use of alternative strategies that involve youth in decision making, such as restorative justice, youth courts, and peer interventions.

Current DPD Status: The Detroit Youth Violence Prevention Initiative (DYVPI) has various programs to provide youth a path out of violence toward a high quality of life through education, jobs, and careers. These programs work hand-in-hand with schools and police to provide at-risk youth with resources and mentors.

While DPD has many innovative programs that proactively work with youth, the Detroit Public Schools Police Department is a distinct police department that operates separate from DPD.

4.6.4 Action Item: Law enforcement agencies should work with schools to adopt an instructional approach to discipline that uses interventions or disciplinary consequences to help students develop new behavior skills and positive strategies to avoid conflict, redirect energy, and refocus on learning.

Current DPD Status: While DPD has many innovative programs that proactively work with youth, the Detroit Public Schools Police Department is a distinct police department that operates separate from DPD.

4.6.5 Action Item: Law enforcement agencies should work with schools to develop and monitor school discipline policies with input and collaboration from school personnel, students, families, and community members. These policies should prohibit the use of corporal punishment and electronic control devices.

Current DPD Status: While DPD has many innovative programs that proactively work with youth, the Detroit Public Schools Police Department is a distinct police department that operates separate from DPD.

4.6.6 Action Item: Law enforcement agencies should work with schools to create a continuum of developmentally appropriate and proportional consequences for addressing ongoing and escalating student misbehavior after all appropriate interventions have been attempted.

Current DPD Status: While DPD has many innovative programs that proactively work with youth, the Detroit Public Schools Police Department is a distinct police department that operates separate from the Department.

4.6.7 Action Item: Law enforcement agencies should work with communities to play a role in programs and procedures to reintegrate juveniles back into their communities as they leave the juvenile justice system.

Current DPD Status: Detroit Police Department Ceasefire program provides services and mentorship to youth who are involved in gang violence in the City. As a part of this model, outreach workers and social service providers are available to offer support to get out of the "high-risk life."

4.6.8 Action Item: Law enforcement agencies and schools should establish memoranda of agreement for the placement of School Resource Officers that limit police involvement in student discipline.

Current DPD Status: While DPD has many innovative programs that proactively work with youth, the Detroit Public Schools Police Department is a distinct police department that operates separate from DPD.

4.6.9 Action Item: The Federal Government should assess and evaluate zero tolerance strategies and examine the role of reasonable discretion when dealing with adolescents in consideration of their stages of maturation or development.

Current DPD Status: N/A

4.7 RECOMMENDATION: Communities need to affirm and recognize the voices of youth in community decision making, facilitate youth-led research and problem solving, and develop and fund youth leadership training and life skills through positive youth/police collaboration and interactions.

Current DPD Status: Detroit Police Department provides many opportunities for mentorship of Detroit youth. From Detroit PAL which builds character in young people through athletic, academic and leadership development programs to the Brotherhood and Sisterhood, DPD members meet with youth to act as mentors and provide relevant resources to them.

4.7.1 Action Item: Communities and law enforcement agencies should restore and build trust between youth and police by creating programs and projects for positive, consistent, and persistent interaction between youth and police.

Current DPD Status: Detroit Police Department provides many opportunities for mentorship of Detroit youth. From Detroit PAL which builds character in young people through athletic, academic and leadership development programs to the Brotherhood and Sisterhood, DPD members meet with youth to act as mentors and provide relevant resources to them.

In addition, Department precincts hosts many community events which encourage positive police-youth interactions.

4.7.2 Action Item: Communities should develop community- and school-based evidence-based programs that mitigate punitive and authoritarian solutions to teen problems.

Current DPD Status: While DPD has many innovative programs that proactively work with youth, the Detroit Public Schools Police Department is a distinct police department that operates separate from DPD.

5.1 RECOMMENDATION: The Federal Government should support the development of partnerships with training facilities across the country to promote consistent standards for high quality training and establish training innovation hubs.

Current DPD Status: N/A

5.1.1 Action Item: The training innovation hubs should develop replicable model programs that use adult-based learning and scenario-based training in a training environment modeled less like boot camp. Through these programs the hubs would influence nationwide curricula, as well as instructional methodology.

Current DPD Status: N/A

5.1.2 Action Item: The training innovation hubs should establish partnerships with academic institutions to develop rigorous training practices, evaluation, and the development of curricula based on evidence-based practices.

Current DPD Status: N/A

5.1.3 Action Item: The Department of Justice should build a stronger relationship with the International Association of Directors of Law Enforcement (IADLEST) in order to leverage their network with state boards and commissions of Peace Officer Standards and Training (POST).

Current DPD Status: N/A

5.2.1 Action Item: The U.S. Department of Justice should conduct research to develop and disseminate a toolkit on how law enforcement agencies and training programs can integrate community members into this training process

Current DPD Status: N/A

5.3 RECOMMENDATION: Law enforcement agencies should provide leadership training to all personnel throughout their careers.

Current DPD Status: Detroit Police Department is partnering with Wayne County Community College to create an innovative program providing an educational opportunity to all members of the Department – regardless of their years of service. The program considers the members' years of service and training received on the job as part of class credit so long as the member demonstrates knowledge.

Further, leaders within the Department can be a part of the Wayne State University Leadership Academy which trains current and future leaders of law enforcement in the City of Detroit. It provides an accelerated executive development education track building business and leadership skills.

Lastly, Detroit Police Department currently collaborates with Cleary University offering Bachelor's degree, Master's degree, and a Certificate in Project Management opportunities for sworn and non-sworn members. This program offers accelerated pathways to a Bachelor's degree in Business Administration in Diversity, Leadership, and Public Safety and a Master's Degree in Business Administration with a concentration in Leadership. The degree pathways program maximizes transferred credits and builds upon previous work and life experiences to reduce the time and cost of the degree. This program has shown to be so successful and beneficial to our members that in Spring 2022 over 100 members were able to graduate with degrees from this program.

5.3.1 Action Item: Recognizing that strong, capable leadership is required to create cultural transformation, the U.S. Department of Justice should invest in developing learning goals and model curricula/training for each level of leadership.

Current DPD Status: N/A

5.3.2 Action Item: The Federal Government should encourage and support partnerships between law enforcement and academic institutions to support a culture that values ongoing

education and the integration of current research into the development of training, policies, and practices.

Current DPD Status: N/A

5.3.3 Action Item: The U.S. Department of Justice should support and encourage cross-discipline leadership training.

Current DPD Status: N/A

5.4 RECOMMENDATION: The U.S. Department of Justice should develop, in partnership with institutions of higher education, a national postgraduate institute of policing for senior executives with a standardized curriculum preparing them to lead agencies in the 21st century.

Current DPD Status: N/A

5.5 RECOMMENDATION: The U.S. Department of Justice should instruct the Federal Bureau of Investigation to modify the curriculum of the National Academy at Quantico to include prominent coverage of the topical areas addressed in this report. In addition, the COPS Office and the Office of Justice Programs should work with law enforcement professional organizations to encourage modification of their curricula in a similar fashion.

Current DPD Status: N/A

5.6 RECOMMENDATION: POSTs should make Crisis Intervention Training (CIT) a part of both basic recruit and in-service officer training.

Current DPD Status: CIT training is currently offered at over half of the city's precincts with the goal of being city-wide. Based on current national best practices, the Department's goal is to train 20% of patrol officers in CIT.

All members are trained in Mental Health First Aid Training as a part of DPD Academy curriculum.

5.6.1 Action Item: Because of the importance of this issue, Congress should appropriate funds to help support law enforcement crisis intervention training.

Current DPD Status: N/A

5.7 RECOMMENDATION: POSTs should ensure that basic officer training includes lessons to improve social interaction as well as tactical skills.

Current DPD Status: N/A

5.8 RECOMMENDATION: POSTs should ensure that basic recruit and in-service officer training include curriculum on the disease of addiction.

Current DPD Status: N/A

5.9 RECOMMENDATION: POSTs should ensure both basic recruit and in-service training incorporates content around recognizing and confronting implicit bias and cultural responsiveness.

Current DPD Status: N/A

5.9.1 Action Item: Law enforcement agencies should implement ongoing, top down training for all officers in cultural diversity and related topics that can build trust and legitimacy in diverse communities. This should be accomplished with the assistance of advocacy groups that represent the viewpoints of communities that have traditionally had adversarial relationships with law enforcement.

Current DPD Status: Under Chief White, the Department has embraced diversity, equity, and inclusion as a central pillar of the Department. In 2022, Chief White hired a qualified professional to serve as the Diversity, Equity, and Inclusion Executive Manager to lead this effort within the Department.

5.9.2 Action Item: Law enforcement agencies should implement training for officers that covers policies for interactions with the LGBTQ population, including issues such as determining gender identity for arrest placement, the Muslim, Arab, and South Asian communities, and immigrant or non-English speaking groups, as well as reinforcing policies for the prevention of sexual misconduct and harassment.

Current DPD Status: LGBTQ Sensitivity, Awareness, and Competency Training is offered department-wide. It is also part of the curriculum for recruit classes.

5.10 RECOMMENDATION: POSTs should require both basic recruit and in-service training on policing in a democratic society.

Current DPD Status: The Department offers both recruit and in-service training; the recruit training meets the Michigan Commission on Law Enforcement Standards for new recruits.

5.11 RECOMMENDATION: The Federal Government, as well as state and local agencies, should encourage and incentivize higher education for law enforcement officers.

Current DPD Status: The Tuition Reimbursement/Assistance program is a reimbursement and direct payment program for DPD sworn members seeking higher education to improve their job skills. The educational program, course or training will be related to the employee's current occupational field or contribute to a reasonable promotional opportunity.

5.11.1 Action Item: The Federal Government should create a loan repayment and forgiveness incentive program specifically for policing.

Current DPD Status: N/A

5.12 RECOMMENDATION: The Federal Government should support research into the development of technology that enhances scenario-based training, social interaction skills, and enables the dissemination of interactive distance learning for law enforcement.

Current DPD Status: N/A

5.13 RECOMMENDATION: The U.S. Department of Justice should support the development and implementation of improved Field Training Officer programs.

Current DPD Status: N/A

5.13.1 Action Item: The U.S. Department of Justice should support the development of broad Field Training Program standards and training strategies that address changing police culture and organizational procedural justice issues that agencies can adopt and customize to local needs.

Current DPD Status: N/A

5.13.2 Action Item: The U.S. Department of Justice should provide funding to incentivize agencies to update their Field Training Programs in accordance with the new standards.

Current DPD Status: N/A

6.1 RECOMMENDATION: The U.S. Department of Justice should enhance and further promote its multifaceted officer safety and wellness initiative.

Current DPD Status: N/A

6.1.1 Action Item: Congress should establish and fund a national "Blue Alert" warning system.

Current DPD Status: N/A

6.1.2 Action Item: The U.S. Department of Justice, in partnership with the U.S. Department of Health and Human Services, should establish a task force to study mental health issues unique to officers and recommend tailored treatments.

Current DPD Status: N/A

6.1.3 Action Item: The Federal Government should support the continuing research into the efficacy of an annual mental health check for officers, as well as fitness, resilience, and nutrition.

Current DPD Status: N/A

6.1.4 Action Item: Pension plans should recognize fitness for duty examinations as definitive evidence of valid duty or non-duty related disability.

Current DPD Status: Pension plans do independent examinations to determine duty or non-duty related disability.

6.1.5 Action Item: Public Safety Officer Benefits (PSOB) should be provided to survivors of officers killed while working, regardless of whether the officer used safety equipment (seatbelt or anti-ballistic vest) or if officer death was the result of suicide attributed to a current diagnosis of duty-related mental illness, including but not limited to post-traumatic stress disorder (PTSD).

Current DPD Status: Survivors' benefit is decided on a case-by-case basis depending on the totality of circumstances.

6.2 RECOMMENDATION: Law enforcement agencies should promote safety and wellness at every level of the organization.

Current DPD Status: DPD prioritizes and promotes the safety and wellness of all members of the department. The Department implements many initiatives and programs to promote this wellbeing including DPD Fit, Peer Support, and special events including the DWIHN-DPD Summer Bash.

6.2.1 Action Item: Though the Federal Government can support many of the programs and best practices identified by the U.S. Department of Justice initiative described in recommendation 6.1, the ultimate responsibility lies with each agency.

Current DPD Status: N/A

6.3 RECOMMENDATION: The U.S. Department of Justice should encourage and assist departments in the implementation of scientifically supported shift lengths by law enforcement.

Current DPD Status: N/A

6.3.1 Action Item: The U.S. Department of Justice should fund additional research into the efficacy of limiting the total number of hours an officer should work within a 24–48-hour period, including special findings on the maximum number of hours an officer should work in a high risk or high stress environment (e.g., public demonstrations or emergency situations).

Current DPD Status: N/A

6.4 RECOMMENDATION: Every law enforcement officer should be provided with individual tactical first aid kits and training as well as anti-ballistic vests.

Current DPD Status: DPD provides members with individual first aid kits, as well as, anti-ballistic vests.

6.4.1 Action Item: Congress should authorize funding for the distribution of law enforcement individual tactical first aid kits.

Current DPD Status: N/A

6.4.2 Action Item: Congress should reauthorize and expand the Bulletproof Vest Partnership (BVP) program.

Current DPD Status: N/A

6.5 RECOMMENDATION: The U.S. Department of Justice should expand efforts to collect and analyze data not only on officer deaths but also on injuries and "near misses."

Current DPD Status: N/A

6.6 RECOMMENDATION: Law enforcement agencies should adopt policies that require officers to wear seat belts and bullet-proof vests and provide training to raise awareness of the consequences of failure to do so.

Current DPD Status: In Manual Directive 303.1 8.3 "Department Vehicles," it states that, "In compliance with the state seat belt statute, members shall wear a properly adjusted and fastened seat belt when occupying the front seat of a department vehicle while the vehicle is in motion. Department vehicles shall not be used if the occupant restraint system provided in that vehicle by the manufacturer has been altered, disconnected, or otherwise made inoperable. Members who discover an inoperable restraint system or other safety system shall report the defect to a supervisor."

In addition, within Manual Directive 303.5 "Uniforms and Appearance," it states that "All members whose primary responsibility consists of street patrol or related enforcement duties, shall wear the protective vests at all times while on duty."

6.7 RECOMMENDATION: Congress should develop and enact peer review error management legislation.

Current DPD Status: N/A

6.8 RECOMMENDATION: The U.S. Department of Transportation should provide technical assistance opportunities for departments to explore the use of vehicles equipped with vehicle collision prevention "smart car" technology that will reduce the number of accidents.

Current DPD Status: N/A

7.1 Recommendation: The President should direct all federal law enforcement agencies to review the recommendations made by the Task Force on 21st Century Policing and, to the extent practicable, to adopt those that can be implemented at the federal level.

Current DPD Status: N/A

7.2 Recommendation: The U.S. Department of Justice should explore public-private partnership opportunities, starting by convening a meeting with local, regional, and national foundations to

discuss the proposals for reform described in this report and seeking their engagement and support in advancing implementation of these recommendations.

Current DPD Status: N/A

7.3 Recommendation: The U.S. Department of Justice should charge its Office of Community Oriented Policing Services (COPS Office) with assisting the law enforcement field in addressing current and future challenges.

Current DPD Status: N/A



BOPC Review: DPD Response to Recommendations in the Obama Task Force on 21st Century Policing – Recommendation 1

BOPC General Note: The two community comments submitted related to Recommendation One. The comments involved 1) wanting more information about procedural justice and a schedule of such events and 2) a concern over establishing trust and legitimacy in a neighborhood affected by lack of police enforcement of noise, ATV, drag racing violations

1.1 Recommendation: Law Enforcement culture should embrace a guardian mindset to build public trust and legitimacy. Toward that end, police and sheriffs' departments should adopt procedural justice as the guiding principle for internal and external policies and practices to guide their interactions with the citizens they serve.

Current DPD Status: DPD launched the Office of Internal & External Relations unit designed to strengthen the relationship between the police and community through procedural justice, police legitimacy, and community engagement.

BOPC Note: OIER launched in 2020; however DPD used OCI complaint data to organize and hold procedural justice seminars prior to the OIER launch.

1.2 Recommendation : Law enforcement agencies should acknowledge the role of policing in past and present injustice and discrimination and how it is a hurdle to the promotion of community trust.

Current DPD Status: DPD facilitated a Procedural Justice Summit which emphasized transparency, explaining police action, and responding to community concerns. It is understood that procedural justice is a key component to effective community policing, and upholds the values of the DPD.

BOPC Note: DPD began Procedural Justice Summits in 2019; DPD previously held NPO-Community summits that allowed similar interaction/feedback.

1.2.1 Action Item: The U.S. Department of Justice should develop and disseminate case studies that provide examples where past injustices were publicly acknowledged by law enforcement agencies in a manner to help build community trust.

Current DPD Status: N/A

The Open Data Portal has the following data: Crime incidents, 911 Calls for Service, DPD Scout Car Areas, Carjacking Offenses Victims Confirmed, Neighborhood Police Officers, DPD Precincts, DPD Non Fatal Shooting Offenses Victims Confirmed, DPD Homicide Offenses Victims Confirmed, 911 Calls for Service (Last 30 Days) Reported Major Crimes 2011 to 2014, Project Greenlight, and Police Reports 2011 to 2014. The available data may not cover all items in the recommendation: stops, summonses, arrests, and other law enforcement data aggregated by demographics.

1.32 Action Item: When serious incidents occur, including those involving alleged police misconduct, agencies should communicate with citizens and the media swiftly, openly, and neutrally, respecting areas where the law requires confidentiality.

Current DPD Status: The Department has built a strong relationship with the community through transparency efforts. Chief White has spoken to the public candidly and, in as much detail as possible, on any relevant incident.

BOPC Note: As an oversight body with weekly meetings, the BOPC has a Chief's Report as a standing Agenda item for the Chief and other DPD leaders to communicate openly and regularly with the public. The public meeting provides transparency and direct engagement for questions, discussions, and public comment on all matters, including serious incidents.

1.4 Recommendation: Law enforcement agencies should promote legitimacy internally within the organization by applying the principles of procedural justice.

Current DPD Status: Office of Internal and External Relations (OIER) facilitates Procedural Justice Summits that emphasize transparency, explaining police action, and responding to community concerns.

BOPC Note: DPD held procedural justice summits that included people who had filed complaints with OCI prior to its launch of the OIER. If possible, DPD should share dates held and attendance for the summits. This recommendation also relates to organizational values/culture.

1.4.1 Action Item: In order to achieve internal legitimacy, law enforcement agencies should involve employees in the process of developing policies and procedures.

Current DPD Status: Planning, Research, and Deployment (PRO) updates its

BOPC note: In addition to its charter-mandate role on behalf of the community in policy development, the Board provides a process for the public to review and comment on policy.

1.5.2 Action Item: Law enforcement agencies should institute residency incentive programs such as Resident Officer Programs.

Current DPD Status: The Department is exploring the feasibility of incentivizing residency programs.

BOPC Note: The Board should expect updates, including any related to budget impact, should DPD's exploration proves feasible. The Board may want to get an update on status of DPD participation in former incentive plans through the Detroit Land Bank and other city programs. Additionally, the Board will continue to work with stakeholders on this item and continue to track any legislative proposals to amend state laws related to residency and public safety employees.

1.5.3 Action Item: Law enforcement agencies should create opportunities in schools and communities for positive non-enforcement interactions with police. Agencies should also publicize the beneficial outcomes and images of positive, trust-building partnerships and initiatives.

Current DPD Status: Detroit Police Department works in partnership with the Detroit Youth Violence Prevention Initiative to have a positive impact on youth in schools. "The Sisterhood: No Boundaries" program which collaborates with six Detroit Public High Schools providing positive mentoring to female youth through a developmental program designed to promote resilience and positive life outcomes. For girls living in extremely challenging environments and dealing with everyday struggles such as self-esteem, bullying, and depression, this program provides them an outlet and healing. There also exists "The Brotherhood: No Boundaries" program which collaborates with Detroit Public High Schools providing positive mentoring to male youth through a developmental program designed to promote resilience and positive life outcomes. This program is designed for boys living in extremely challenging environments and dealing with everyday struggles such as peer pressure, gangs, poverty, and the absence of good role models.

BOPC note: See 1.5 Status and Note.

1.5.4 Action Item: Use of physical control equipment and techniques against

BOPC Note: The City Council provides public hearings on proposed ordinances in its committee and full meetings, which allowed several opportunities for public comment on this specific new law.

1.7 Recommendation: Law enforcement agencies should track the level of trust in police by their communities just as they measure changes in crime. Annual community surveys, ideally standardized across jurisdictions and with accepted sampling protocols, can measure how policing in that community affects public trust.

Current DPD Status: DPD realizes the importance of community surveys and how they can track the trust in police. The Department is currently exploring the feasibility of incorporating public trust questions within already existing public surveys in the City.

BOPC Note: The Board may want to have updates on the outcomes of this exploration, including any impact to the DPD budget if the exploration finds feasibility.

1.71. Action Item: The Federal Government should develop survey tools and instructions for use of such a model to prevent local departments from incurring the expense and to allow for consistency across jurisdictions.

Current DPD Status: N/A

BOPC Note: Through its membership and participation in NACOLE, the BOPC will continue to work with NACOLE and other stakeholders for action on survey and other tools that can provide models or templates for police and civilian oversight agencies.

1.8 Recommendation: Law enforcement agencies should strive to create a workforce that contains a broad range of diversity including race, gender, language, life experience, and cultural background to improve understanding and effectiveness in dealing with all communities.

Current DPD Status: The Recruiting Unit strives to receive applicants from a diverse pool of students that match the community for which they serve. In January 2022, the Department's new Executive Manager over Diversity, Equity, and Inclusion began, and one of the responsibilities for this position is to work with the Recruiting unit to improve the Department diversification efforts.

BOPC note: Also specific to this recommendation, DPD's current budget supports internal Committee on Race and Equality (C.O.R.E.) and budget descriptions notes that the "Procedural Justice/Police Legitimacy Division will repair strengthen and bridge gaps between the Department and the community."

BOPC Note: Peer Support, **The Board may also want to work with its local and national stakeholders to examine or highlight any employment trends that speak to retain of diverse members of police agencies.**

Action Item: Successful law enforcement agencies should be highlighted and celebrated and those with less diversity should be offered technical assistance to facilitate change.

Current DPD Status: N/A

BOPC Note: The Board collaborated with DPD leadership to highlight Detroit's diverse composition as part of its police-community bridges and partnerships at two recent NACOLE conferences, including a 2019 session featuring DPD's work with populations speaking primarily Arabic and Bengali.

1.8.4 Action Item: Discretionary federal funding for law enforcement programs could be influenced by that department's efforts to improve their diversity and cultural and linguistic responsiveness.

Current DPD Status: N/A

See BOPC Note for 1.8

1.9 Recommendation: Law enforcement agencies should build relationships based on trust with immigrant communities. This is central to overall public safety.

Current DPD Status: N/A

BOPC Note: The Board has approved resolutions supporting and celebrating Detroit as a welcoming city for past and present immigrants.

Action Item: Decouple federal immigration enforcement from routine local policing for civil enforcement and non-serious crime.

Current DPD Status: In accordance to a DPD Training Directive on Immigration Enforcement, it is stated that municipal officers may cooperate with certain federal officers attempting to enforce immigration policy; however, states and municipalities are precluded from establishing any policy or practice that conflicts with or further regulates immigration. This is because unadvisable enforcement practices can have a deleterious effect on issues such as trade, investment,