

Mike Yankowski, Chief

Six Pillars of the Report

- 1. Building Trust and Legitimacy**
- 2. Policy and Oversight**
- 3. Technology and Social Media**
- 4. Community Policing and Crime Reduction**
- 5. Officer Training and Education**
- 6. Officer Safety and Wellness**

Pillar I - Building Trust & Legitimacy

- Foundation - Police Legitimacy
- History / Role of Policing
- Transparency Reports
- Community Meetings
- Guardians of Community
- “Sanctity of Life” and “Preservation of Life”
- ALPACT Meetings (Advocates and Leaders for Police and Community Trust)
- 21st Century Policing Grant with MSU- “Increasing Trust in Law Enforcement in Michigan”
- Monthly / Quarterly meeting with Community Stakeholders
- Civilian Compliant oversight
- Truth, Racial Healing and Transformation Training and Programs (TRHT)
- Police Athletic League
- Redesigned Police Recruiting, Hiring and Retention playbook to hire a diverse police department. Recognized as a national best practice model.
- Faith Based Community Meetings
- Places of Worship Safety Training for our Faith Based Community
- CADET and Explorer Program expansion
- My Brother’s Keeper- 6th Pillar
- Citizen Police Academy
- Use of Force Scenarios for the Public
- Public Safety Youth Leadership Academy
- Gang Resistance Education and Training (G.R.E.A.T.)
- PROMISE/HOPE Program
- Monthly “Join the Team” shows
- School Watch Program
- Internal Affairs Accountability
- New Hire Meet and Greet Receptions with the community
- “Everybody Matters” Community Diversity Training
- Women’s Self Defense Training
- Increase of Chaplin Diversity
- Partnerships with Peckum, Mikey 23, and Turning Point
- Autism Alliance with Xavier DeGroat

Pillar II - Policy and Oversight

- Civilian Oversight – (hiring, promotions, complaints, budget)
- Commissioner Investigator
- Demographic Data (Traffic stops and Detention)
- Traffic Stop Analysis for 19 years
- Constitutional Policing
- Policing during Protest (DOJ / ACLU)
- Unbiased Policing
- Critical Incident Protocols
- Release video and information quickly during critical incidents
- Updated Use of Force Policy
- Updated Pursuit Policy
- Changed Youth intervention Policies to provide youth second opportunities (My Brother's Keeper)
- Evidence Based Policing - DDACT, SMART, Focus on Intel
- National Best Practices - PERF / IACP/ FBI-NEIA
- Critical Incident Protocol for the Public
- Open Data Portal
- Immigration- "Welcoming City"
- Marijuana legalization plan
- Opioid Epidemic Protocol
- Equipped Officers with Narcan (Naloxone)
- Open Carry Protocols
- Constitutional Protest Protocol
- Rape Kit Protocol and Policies
- Cold Case Protocols
- Continued MATS Study, 19 years running,
- Hate Crime Protocol
- Hiring Panels use of community members and moral/diversity questions
- RISE Recovery Board- (Opioid Addictions)
- OPEN Data Police Portal on LPD Website

Pillar III - Technology & Social Media

- Body Worn Cameras
- Replaced all In-Car Cameras
- Interview Rooms Techniques Transparency
- Less than Lethal options
- Public Safety Cameras
- Facebook / Twitter/ Webpage
- Body Worn Camera (BWC) Program
- Replaced Interview Room cameras
- NC4 Street Smart
- Mobile PD App
- Euclid Citizen Sentiment Survey via Social Media
- Smart phones for all road patrol officers
- Real Time Crime Center
- Public Safety Cameras- replace and expand to 50 sites
- State Records Management System (SRMS)
- Facebook and Twitter implementation
- Unmanned Aircraft System (UAS)
- Crime Mapping

Pillar IV - Community Policing & Crime Reduction

- Community Policing Foundation- Original Founder
- Ten Community Policing Areas
- Neighborhood, Business and School Watch
- Community Meetings
- Attend over 300 community events per year
- Summer Youth programs with LPD's G.R.E.A.T. and P.A.L. programs
- Partnership with Peckum to provide jobs to our youth and young adults
- Data Driven and Crime and Traffic Safety Program (DDACTS)
- Violent Crime Initiative (VCI)- Nationally Recognized as a Best Practice
- Violent Crime Impact Teams
- Michigan State Police Secured Cities Partnership
- Public Safety Partnership
- Implemented a gun violence reduction plan
- Reduced gun violence by 49%
- Increased Homicide clearance rate to 85%
- Created Community Service Unit
- Increased Community Policing Sites to 11
- Hired and Embedded a Social Worker into the Dept.
- Security Camera Registry and Mapping (S.C.R.A.M.) Program
- Police Athletic League (P.A.L.)
- Resource Allocation Study
- Increase Crime Analysis Unit
- MSU Crime Analysis Unit Internship Program
- Police Consolidations to OPS Center
- Emergency Management Events- (Flood, Fourth of July, Common Ground, ICE Storm, Marathon, etc.)
- Downtown Entertainment Strategy
- Business Watch
- Mental Illness Strategies and Boards
- Opioid Task Force
- Homeless Strategy and VOA Board
- Community Engagement Events- over 500 events per year
- Crime Prevention Environmental Design with MSU
- Enforcement vs. Mentoring

Pillar V - Training & Education

- Procedural Justice
- Fair and Impartial Policing
- Implicit Bias
- Blue Courage
- Emotional Survival
- Constitutional Policing
- Culture Awareness Training for all new officers at the Jim Crow, Holocaust, and Arab-American Museums.
- More scenario based hands on training on decision making
- Citizen Police Academy
- Quarterly Community Forums
- Community Engagement Training
- Increase Training Hours and Funding
- Crisis Intervention Training (CIT)
- Verbal De-escalation
- Less-Lethal options
- New Hire Culture Competency Training (Jim Crow, Holocaust and Arab-American guided tours)
- History of Policing Training
- Training and Utilization of Tourniquets
- Annual Command Training
- Civil Disorder Training
- Bicycle Training - tactical and patrol
- Professional Development Training for Executives (FBI, SMIP, MSU Staff and Command)
- Expanded Training Division
- Explorers / Cadet program expansion

Pillar VI - Officer Wellness & Safety

- Training, Training and More Training – Scenario Based, Communication, CIT
- Ballistic Vest
- Below 100
- Pursuit Policy changes
- Tourniquets
- 10 Hour Shifts
- Employee Assistance Programs (EAP)
- Random Drug Testing
- Yearly physical agility testing-
- Yearly mental health screenings
- Backing the Badge
- Increased Critical Incident debriefings
- Robertson Brain Health Study
- Annual Award Ceremony Expansion
- Promotional and Retirement Ceremonies
- Below 100 Initiative

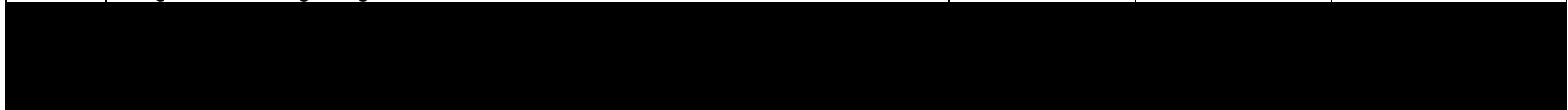
President's Task Force on 21st Century Policing LPD Progress Report

Pillar 1- Building Trust and Legitimacy				
#	Recommendation	Completed & Ongoing	In Progress	No Plans
1.1	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 policies and practices to guide their interactions with the citizens they serve.	X		
1.2	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.	X		
1.3	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.	X		
1.4	Law Enforcement agencies should promote legitimacy internally within the organization by applying the principles of procedural justice.	X		
1.5	Law Enforcement agencies should proactively promote public trust by initiating positive nonenforcement activities to engage communities that typically have high rates of investigative and enforcement involvement with government agencies.	X		
1.6	Law Enforcement agencies should consider the potential damage to public trust when implementing crime fighting strategies.	X		
1.7	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.	X		
1.8	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.	X		
1.9	Law Enforcement agencies should build relationships based on trust with immigrant communities. This is central to overall public safety.	X		

Pillar 2- Policy and Oversight

#	Recommendation	Completed & Ongoing	In Progress	No Plans
2.1	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.	X		
2.2	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.	X		
2.3	Law Enforcement agencies are encouraged to implement nonpunitive peer review of critical incidents separate from criminal and administrative investigations	X		
2.4	Law Enforcement agencies are encouraged to adopt identification procedures that implement scientifically supported practices that eliminate or minimize presenter bias or influence.	X		
2.5	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.	X		
2.6	Law Enforcement agencies should be encouraged to collect, maintain, and analyze demographic data on all detentions (stops, frisks, searches, summons, and arrest). This data should be disaggregated by school and non-school contacts.	X		
2.7	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.	X		
2.8	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.	X		
2.9	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.	X		
2.10	Law Enforcement agencies 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		X (Somewhat Applicable)	

	acknowledgement that they have sought consent to a search in these circumstances.			
2.11	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.	X		
2.12	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 evidence of vice.		X	
2.13	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.	X		
2.14	The U.S. Department of Justice, through the 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.	X		
2.15	The U.S. Department of Justice, through the Office of Community Orientated Policing Services, should partner with the International Association of Directors of Law Enforcement Standards and Training (IDALEST) to expand its National Decertification Index to serve as the National Register of Decertified Officers within the goal of covering all agencies within the United States and its territories.		Fully Support	



Pillar 3- Technology & Social Media

#	Recommendation	Completed & Ongoing	In Progress	No Plans
3.1	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.		Fully Support	
3.2	The implementation of appropriate technology by law enforcement agencies should be designed considering local needs and aligned with national standards.	X		
3.3	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.		Fully Support	

3.4	Federal, state, local and tribal legislative bodies should be encouraged to update public record laws.		Fully Support	
3.5	Law enforcement agencies should adopt model policies and best practices for technology-based community engagement that increases community trust and access.	X		
3.6	The Federal Government should support the development of new “less than lethal” technology to help control combative suspects.	X		
3.7	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.		X	

Pillar 4- Community Policing & Crime Reduction

#	Recommendation	Completed & Ongoing	In Progress	No Plans
4.1	Law enforcement agencies should develop and adopt policies and strategies that reinforce the importance of community engagement in managing public safety.	X		
4.2	Community policing should be infused throughout the culture and organizational structure of law enforcement agencies.	X		
4.3	Law enforcement agencies should engage in multidisciplinary, community team approaches for planning, implementing, and responding to crisis situations with complex factors.	X		
4.4	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.	X		
4.5	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.	X		
4.6	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.	X		
4.7	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.	X		

Pillar 5- Training and Education

#	Recommendation	Completed & Ongoing	In Progress	No Plans
5.1	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.		Fully Support	
5.2	Law enforcement agencies should engage community members in the training process.	X		
5.3	Law enforcement agencies should provide leadership training to all personnel throughout their careers.	X		
5.4	The U.S. Department of Justice should develop, in partnership with institutions of higher education, a national postgraduate institute of policing for senior executive with a standardized curriculum preparing them to lead agencies in the 21 st century.		Fully Support	
5.5	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.		Fully Support	
5.6	POSTs should make Crisis Intervention Training (CIT) a part of both basic recruit and in-service officer training.	X		
5.7	POSTs should ensure that basic officer training includes lessons to improve social interaction as well as tactical skills.	X		
5.8	POSTs should ensure that basic recruit and in-service officer training include curriculum on the disease of addiction.	X		
5.9	POSTs should ensure both basic recruit and in-service training incorporates content around recognizing and confronting implicit bias and cultural responsiveness .	X		
5.10	POSTs should require both basic recruit and in-service training on policing in a democratic society.	X		
5.11	The Federal Government, as well as state and local agencies, should encourage and incentivize higher education for law enforcement officers.	X		
5.12	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.	X		
5.13	The U.S. Department of Justice should support the development and implementation of improved Field Training Officer programs.	X		

Pillar 6- Officer Wellness & Safety

#	Recommendation	Completed & Ongoing	In Progress	No Plans
6.1	The U.S. Department of Justice should enhance and further promote its multi-faceted officer safety and wellness initiative.	X		
6.2	Law enforcement agencies should promote safety and wellness at every level of the organization.	X		
6.3	The U.S. Department of Justice should encourage and assist departments in the implementation of scientifically supported shift lengths by law enforcement.	X		
6.4	Every law enforcement officer should be provided with individual tactical first aid kits and training as well as anti-ballistic vests.	X		
6.5	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.”		Fully Support	
6.6	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.	X		
6.7	Congress should develop and enact peer review error management legislation.		Fully Support	
6.8	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.		X	

Completed & Ongoing= 47

In Progress= 3

No Plans= 0

Fully Support Federal Program= 9

***** LPD has completed and ongoing or 50 of the 59 recommendations that we have control to implement *****



Mike Yankowski, Chief