



Pittsfield Charter Township

Department of Public Safety

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January 15, 2021

To: Board of Trustees

From: Matt Harshberger, Public Safety Director

Through: Mandy Grewal, Supervisor

Re: Public Safety Survey Results & Recommendations

In keeping with the Supervisor's approach of implementing policy and program decisions as prioritized by Pittsfield Township residents, in November the Township conducted a community survey on enhancing Public Safety services. This report summarizes the feedback and input received from the approximately 300 residents who participated in the survey, which has been used to compile recommendations for enhancing Pittsfield Township Public Safety department's engagement and communication with the community, especially with regard to racial equity and justice.

Given Pittsfield Township's unwavering commitment to equity and sustainability, we find it incumbent upon ourselves to continually improve our administrative processes and services to community residents and businesses. This commitment has allowed us to "Set the Gold Standard in Public Service" in Pittsfield Township.

As part of our ongoing mission to provide the gold standard of public safety services, we must genuinely listen and learn from the feedback about our past work and efforts, celebrating where we have succeeded and improving where/when we have failed. Given the important social equity and justice issues, events and conversations that are occurring locally and nationally, we must also continue to seek out new opportunities to grow and improve, both individually and organizationally, and honestly and openly face the challenges that test our abilities and commitment, with our compassion, dedication and professionalism ever-present and intact to ensure that we succeed. Our many partnerships within the community are strong and healthy, but there is always room for improvement; to be better than the day before by continuing to build trust, transparency, and accountability by being impartial, fair, inclusive and transparent.

2020 Community Survey Responses and Recommendations –

Question #1 – As a resident, how safe do you feel living in Pittsfield Township?

93.4% of respondents agree or strongly agree that they feel safe living in the Township, while only 2.5% of respondents feel somewhat unsafe or unsafe. The responses overwhelmingly indicate that public safety's overall mission and goals are being met successfully.

Recommendation: Continue adhering to the gold standard of public service with an average response time of 5 minutes for emergency calls.

Question #2 – How many times have you interacted with Pittsfield Township Department of Public Safety?

75.5% of respondents reported interactions with the public safety department, which speaks to high level of knowledge base of the respondents' taking this survey.

Recommendation: Continue providing multiple platforms for public engagement with Public Safety personnel including electronic, telephone, and in-person.

Question #3 – If applicable, how did this interaction with Pittsfield Township Department of Public Safety occur? (Select all that apply)

92.8% of respondents reported that their interaction was either in-person or by telephone, which speaks further to a direct and knowledgeable basis of feedback of respondents.

Recommendation: Reference, #2 above

Question #4 – If applicable, how satisfied were you with your interaction with Pittsfield Township Department of Public Safety?

67.9% of respondents reported a very satisfied or somewhat satisfied response to their interaction with the Public Safety department, with only 4.1% who were somewhat unsatisfied or unsatisfied. There was a higher-than-expected response (23.3%) of not applicable, which may be taken to mean their contact or interaction was more informational rather than as a victim, complainant, or witness.

Overall, the fact that nearly 68% of respondents reported a satisfied interaction, and only 4.1% reported unsatisfied interaction, speaks to the courteous and professional delivery of services to the public by Pittsfield Township's public safety personnel.

Recommendation: Implement a request tracking system to ensure all calls for services are not only responded to in a timely manner, but future calls reference previous history in an effort to further enhance customer service delivery.

Question #5 – In order to help us gauge your awareness of existing public safety services, can you please tell us if you are or are not aware that the Pittsfield Township Department of Public Safety provides and/or is engaged with the following:

The survey found that 61.4% of residents are aware of Pittsfield Township's community-centric policing policies, partnership, etc. This is likely associated with the fact that the department has not wavered from hosting such annual events as National Night Out and Shop with a Hero that allow for regular engagement with the public. However, over the years, we have reduced the number and frequency of some events/programs, such as bike and neighborhood patrols, in order to redirect scarce resources to patrol duty. This is because of the fact that, over the past fifteen (15) years, while the Township's population has grown significantly, the number of sworn police officers has remained essentially the same thereby precluding our ability to provide for greater inter-personal engagement with residents.

Recommendation: Increase the number of sworn police officers to keep pace with the increasing Township population and implement more community-centric policing policies and practices such as neighborhood patrols.

Question #6 – In your opinion, are there other initiatives/programs, the Pittsfield Township Department of Public Safety should be engaged in?

Of the approximately 300 responds, 87 responded to this open-ended question. A wide variety of suggestions were made (refer attached survey report), but a couple of repeated responses involved increased neighborhood patrols, speed enforcement, and more youth and school interaction.

Recommendation: In keeping with the recommendation for #5, increasing the number of sworn police officers would allow for the implementation of a long-discussed need for a traffic safety unit of two to three officers focused on township-wide traffic safety and enforcement services as a way to enhance residential neighborhood safety. As a point of information, Pittsfield Township carries some of the heaviest motorized traffic in Washtenaw County with the majority of the highest volume County intersections located in our community, such as Washtenaw and Carpenter; Packard and Carpenter; Michigan Avenue and US23 area; and Ann Arbor-Saline and I-94 area.

Question #7 – In your opinion, should addressing racial equity gaps be a priority for Pittsfield Township Department of Public Safety?

68.95% of respondents agree or strongly agree that addressing racial equity gaps should be a priority for the public safety department. This despite the fact that an overwhelming majority of the respondents (77.5%) were Caucasian. As such, there is a clear directive from our community to enhance our work around racial justice and equity.

Recommendation:

1. Increase our efforts to recruit and retain racially and ethnically diverse public safety staff (police, fire and non-sworn support/admin) to not just reflect the diversity of our community, but to further enhance the Public Safety department's understanding of, and providing for, services tailored to the needs of all township residents and community groups. Efforts will be made to enhance the partnership with Washtenaw Community College to engage and recruit diverse candidates from within the community seeking a career in public safety.
2. Mandate racial bias and other such trainings to ensure public safety personnel are well equipped to address issues in a racially and culturally competent manner. This will include providing newly hired public safety personnel with racial and cultural diversity training, as part of initial recruit training, to ensure awareness, understanding and skill levels commensurate with existing staff.
3. Adhere with and implement County, State, and Federal programs and policies that support alleviating racial injustice within the realm of public safety.

Question #8 – In your opinion, does the Pittsfield Township Department of Public Safety treat those from different racial and ethnic groups equally?

While the majority (50.2%) of respondents were neutral, about 40% of respondents felt that the public safety department treats those from different racial and ethnic groups equally. These results are likely

co-related with the fact that the majority of respondents were Caucasian and unable to speak authoritatively on the issue.

Recommendation:

1. Following up on the previous recommendations, an increased and more diverse public safety team, will assist in allowing the Township to provide for greater community-centric policing focusing on, among other things, greater, racially and culturally competent public interaction/engagement.
2. Increase and formalize Pittsfield Township Public Safety department's interactions and engagement with minority populations by participating in cultural events (e.g., annual Cinco de Mayo celebration), speaking at educational institutions (e.g. Multicultural Academy), and convening public forums that invite faith-based and other community leaders from all the minority communities in Pittsfield Township with a goal of providing equitable public safety services.

Question #9 – In your opinion, should the Pittsfield Township Department of Public Safety supplement its use of in-car patrol cameras with body-worn cameras?

83.4% of respondents strongly agree or agree that the public safety department should supplement its use of in-car patrol cameras with body-worn cameras.

Recommendation: We will begin equipping all uniformed police department personnel with body-worn cameras when in contact with the public. The use of body-worn cameras has become a national best practice and professional standard, with many of the privacy concerns having been resolved through legislation and/or court rulings.

Question #10 – In your opinion, should the Pittsfield Township Department of Public Safety more publicly disseminate its policing and use of force policies?

73.6% of respondents strongly agree or agree that the public safety department should more publicly disseminate its policing and use of force policies.

Recommendation: Contingent on passage of the public safety millage in 2021, we will dedicate resources to begin publishing a public safety newsletter – to be disseminated via multiple platforms – that will include this information.

Question #11 – In your opinion, should the Pittsfield Township Department of Public Safety publicly disseminate its traffic stop and use of force data?

72.6% of respondents strongly agree or agree that the public safety department should disseminate its traffic stop and use of force data.

Recommendation: Contingent on passage of the public safety millage in 2021, we will dedicate resources to begin publishing a public safety newsletter – to be disseminated via multiple platforms – that will include this information.

Question #12 – *In your opinion, should the Pittsfield Township Department of Public Safety publicly disseminate its citizen complaint and officer training data?*

69.7% of respondents strongly agree or agree that the public safety department publicly disseminate its citizen complaint and officer training data.

Recommendation: Contingent on passage of the public safety millage in 2021, we will dedicate resources to begin publishing a public safety newsletter – to be disseminated via multiple platforms – that will include this information.

Question #13 – *The Pittsfield Township Department of Public Safety and Saline Area Schools, subsequent to numerous school shootings throughout the country has, since 2010, equally shared the cost of a School Resource Officer (SRO) for the high school, located in Pittsfield Township. Would you agree to continue supporting this long-standing partnership wherein the SRO has established close collaboration with the school administration to provide for the physical, social, and mental well-being of students?*

77.6% of respondents agree to the long-standing collaboration with Saline Area Schools to maintain a School Resource Officer for the high school to provide for the physical, social and mental well-being of students.

Recommendation: Uphold the Pittsfield Township Board of Trustees' recent approval of a three-year extension agreement with the Saline Area Schools to maintain the equal cost-sharing for a School Resource Officer at the high school.

Question #14 – *In thinking about the lack of racial diversity at the Pittsfield Township Department of Public Safety, what would you recommend we do, in addition to our ongoing attempts at recruiting directly at job fairs and through educational and professional institutions, in order to better attract and retain diverse candidates so we may further our commitment to diversity, equity, and inclusion?*

Of the approximately 300 respondents, 142 provided input/recommendations for attracting and retaining diverse public safety employees. The many and wide variety of suggestions (refer to the attached survey report) included some that were mentioned multiple times including utilizing partnerships with schools (high school, community college, universities) and community-based groups (neighborhood watch, churches, etc.), improve pay and benefits.

Recommendation: Establish formal partnerships with appropriate educational, faith-based, non-profit, and training institutions to begin creating a pipeline to attract diverse local talent for recruitment to the Township's public safety department.

Question #15 – *In thinking about racial equity, what measures would you recommend the Pittsfield Township Department of Public Safety undertake to avoid not just the occurrence but also perception of racial bias with regard to police/citizen interactions and traffic stops?*

Of the approximately 300 respondents, 137 provided input/recommendations that the public safety department do to avoid the occurrence and perception of racial bias with regard to police-citizen interactions and traffic stops. The many and wide variety of suggestions (refer to the attached survey report), but several repeating recommendations include reporting contact data (traffic stops, use of force, etc.), continue diversity and implicit bias training, full transparency, more community policing and community engagement, and use of body-worn cameras.

Recommendation: In addition to the above-noted recommendations to enhance team diversity, community-centric policing, and information dissemination, we will implement a formal policy mandating racial-bias training. While this training has been provided to public safety personnel, most recently in 2020, we will ensure that it is ongoing, relevant, and sustained. In addition, the recommendation for #12 provides for publishing/disseminating traffic stop data.

Question #16 – Please take a few minutes to give us your opinion on how the Pittsfield Township Department of Public Safety can enhance its work with a particular focus on promoting racial justice and equity?

Of the approximately 200 respondents, 122 provided input/recommendations about how the public safety department can enhance its work with a particular focus on promoting racial justice and equity. The many and wide variety of suggestions (refer to the attached survey report), but several repeating recommendations include many of the same responses provided in the previous survey questions. One additional repeating recommendation was to utilize social workers for safer and more effective response to appropriate calls for service involving mental health crises situations, homelessness, panhandling, and substance abuse.

Recommendation: Enhance coordination with the Washtenaw County Sherriff's Office to utilize existing pipeline of services that, through the County Mental Health millage, provides resources to local public safety personnel.

Questions #17 - #26 – These questions capture demographic information of the survey respondents, so I refer to the survey report (attached) for response details. I have no recommendations resulting from demographic information.

Question #21 (Pittsfield Township demographic information – gender):

Gender/Sex	Estimate	Percent
Total Population	38,567	
Male	18,300	47.4
Female	20,267	52.6

Source: 2015-2019 American Community Survey 5-year Estimates

Question #22 (Pittsfield Township demographic information – race/ethnicity):

Race and Hispanic Origin	Census 2010	Percent of Population 2010	ACS 2019	Percent of Population 2019
Non-Hispanic	32,393	93.5	36,289	94.1
White	21,805	62.9	24,276	62.9
Black	4,501	13	4,499	11.7
Asian	4,700	13.6	5,482	14.2
Multi-Racial	1,162	3.4	1,781	4.6
Other	225	0.6	251	0.7
Hispanic	2,270	6.5	2,278	5.9
Total	34,663	100	38,567	100

Source: U.S. Census Bureau, Decennial Census, and 2015-2019 American Community Survey 5-year Estimates

Final review and recommendations –

Since 2009, Supervisor Grewal and I have led the Public Safety department in implementing progressive national standards and best practices that places the highest priority on building strong community relationships with all our residents and businesses. It is to sustain and enhance this approach that we undertook this public safety survey.

In summary and as outlined above in response to individual survey questions, the following recommendations are being made in our continued efforts to further align the Pittsfield Township Public Safety department with both priorities identified by Township residents and with progressive national standards and best practices:

1. Continue adhering to the gold standard of public service with an average response time of 5 minutes for emergency calls.
2. Continue providing multiple platforms for public engagement including electronic, telephone, and in-person.
3. Implement a request tracking system to ensure all calls for services are not only responded to in a timely manner but future calls reference previous history in an effort to further enhance customer service delivery.
4. Increase the number of sworn police officers to keep pace with the increasing Township population and implement more community-centric policing policies and practices such as neighborhood patrols.
5. Keeping with the aforementioned recommendation for increasing the number of sworn police officers would allow for implementation of a long-discussed need for a traffic safety unit of two to three officers focused on township-wide traffic safety and enforcement services as a way to enhance residential neighborhood safety.
6. Increase our efforts to recruit and retain racially and ethnically diverse public safety staff (police, fire and non-sworn support/admin) to not just reflect the diversity of our community but to further enhance the Public Safety department's understanding of, and providing for, services tailored to the needs of all township residents and community groups. Efforts will be made to enhance the partnership with Washtenaw Community College to engage and recruit diverse college students within the community who may seek a career in public service.
7. Mandate racial bias and other such trainings to ensure public safety personnel are well equipped to address issues in a racially and culturally competent manner. Newly hired public

safety personnel will be provided racial and cultural diversity training, as part of initial recruit training, to ensure awareness, understanding and skill levels commensurate with existing sworn staff.

8. Adhere with and implement County/State/Federal programs and policies that support alleviating racial injustice within the realm of public safety.
9. Following up on the previous recommendations, an increased and more diverse public safety team, will assist in allowing the Township to provide for greater community-centric policing focusing on, among other things, greater, racially and culturally competent public interaction/engagement.
10. Increase and formalize Pittsfield Township Public Safety department's interactions and engagement with minority populations by participating in cultural events (e.g., annual Cinco de Mayo celebration), speaking at educational institutions (e.g. Multicultural Academy), and convening public forums that invite faith-based and other community leaders from all the minority communities in Pittsfield Township with a goal of providing equitable public safety services.
11. We will begin equipping all uniformed police department personnel with body-worn cameras when in contact with the public. The use of body-worn cameras has become a national best practice and professional standard with many of the privacy concerns having been resolved through legislation and/or court rulings.
12. Contingent on passage of the public safety millage in 2021, we will dedicate resources to begin publishing a public safety newsletter – to be disseminated via multiple platforms – that will include this information.
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14. Contingent on passage of the public safety millage in 2021, we will dedicate resources to begin publishing a public safety newsletter – to be disseminated via multiple platforms – that will include this information.
15. Uphold the Pittsfield Township Board of Trustees' recent approval of a three-year extension agreement with the Saline Area Schools to maintain the equal cost-sharing for a School Resource Officer at the high school.
16. Establish formal partnerships with appropriate educational, faith-based, non-profit, and training institutions to begin creating a pipeline to attract diverse local talent for recruitment to the Township's public safety department.
17. In addition to the above-noted recommendations to enhance team diversity, community-centric policing, and information dissemination, we will implement a formal policy mandating racial-bias training. While this training has been provided to public safety personnel most recently in 2020, we will ensure that it is ongoing, relevant, and sustained. In addition, the recommendation for #12 provides for publishing/disseminating traffic stop data.
18. Enhance coordination with the Washtenaw County Sheriff's Office to utilize existing pipeline of services that, through the County Mental Health millage, provides resources to local public safety personnel.

In addition to the improvements/advancements that have been accomplished by the public safety department since 2010 (outlined in the June 2020 *Report on Public Safety's Ongoing Community Relations Efforts, attached*), the above-noted recommendations will allow us to further enhance public trust and transparency. Through professional integrity and accountability, impartiality, fairness, equality and inclusivity, accomplishing the above-listed recommendations will go a long way to ensuring a strong

and lasting relationship between the Pittsfield Township Public Safety department and the community we serve and protect.



Matthew E. Harshberger



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Mandy Grewal, Supervisor

June 10, 2020

To: Board of Trustees

From: Matt Harshberger, Public Safety Director

Through: Mandy Grewal, Supervisor

Re: Report on Public Safety's Ongoing Community Relations Efforts

Pittsfield Township, in 2010, adopted the motto of Setting the Gold Standard in Public Service. This principle guides all our work, including for the provision of public safety services. Maintaining peace and wellbeing in our community are paramount to our fundamental role as a local governmental service provider. With a commitment to inclusivity, respect and transparency, the actions of our police officers and firefighters speaks to the level of service and professionalism that everyone in our community has come to enjoy and expect for the past decade. It is truly a collaborative effort; an effort that involves a strong partnership and a high level of engagement and trust between the public safety department and the community it serves and protects.

The success of any public safety organization lies with the women and men who respond to the many police, fire and medical emergencies, providing important safety services to the public. Ultimately, our success is built on the foundation of a strong community; a community that consciously and openly supports their police officers and firefighters for the hard and highly professional work that they do day in and day out serving everyone in the community with respect, inclusivity, and equality.

During these trying times when a global pandemic and mass demonstrations against police brutality have occupied our daily focus, locally and nationally, we continue with our efforts to maintain the gold standard of public safety services. We must always be mindful that every day brings new challenges that will test our abilities and commitment, but our compassion and professionalism will endure, with the understanding and acknowledgement that we must always be working to be better than we were the day before – the safety and wellbeing of our community require it.

Some highlights of our work since 2010:

- Implemented modern community policing philosophy and best practices that focus on a community service-driven operational model
- Re-establish professional standards of conduct that emphasize courtesy, respect, impartiality, equality and inclusivity.
- Updated policy/procedure manuals, rules/regulations that highlight professional standards and best national practices
- Implemented and trained to national standards for understanding and preventing racial and implicit bias, ensuring fair & impartial policing, and utilizing verbal communication and de-escalation strategies to minimize use of force tactics.

- Upgraded equipment to work more safely, efficiently and effectively.
- Engage and train with state and countywide public safety partners to establish collective responses to active assault (shooter), domestic and sexual assault, public demonstrations and events, natural disasters, and local/national crises utilizing national standards.
- Engage, train, and partner with Community Mental Health and SafeHouse Center for directed mental health and domestic violence and sexual assault response services.
- Continuing in-service training and awareness for public safety personnel in the areas of racial equity, implicit bias and cultural diversity.
- Building trust, transparency and inclusivity within organization that parallels behaviors and engagement with public outside of organization (leading by example and modeling positive attitude and work ethic)

Pittsfield Township's commitment to providing important safety services to the public, as part of our overall commitment to sustainable equity, is only strengthened as our community and nation embark- especially after the cameras are turned off and the protestors empty the streets and the rhetoric on social media goes silent- on a deliberative and committed journey toward diligently working on rectifying the many social and racial injustices.

The longitudinal bi-annual survey that Pittsfield Township has conducted, in partnership with the University of Michigan, since 2010 has consistently rated Township residents as being satisfied with our public safety services. To delve deeper, however, this year we will conduct a survey of our residents to get their input on if/how we may improve upon the public safety services currently offered to them at Pittsfield Township.

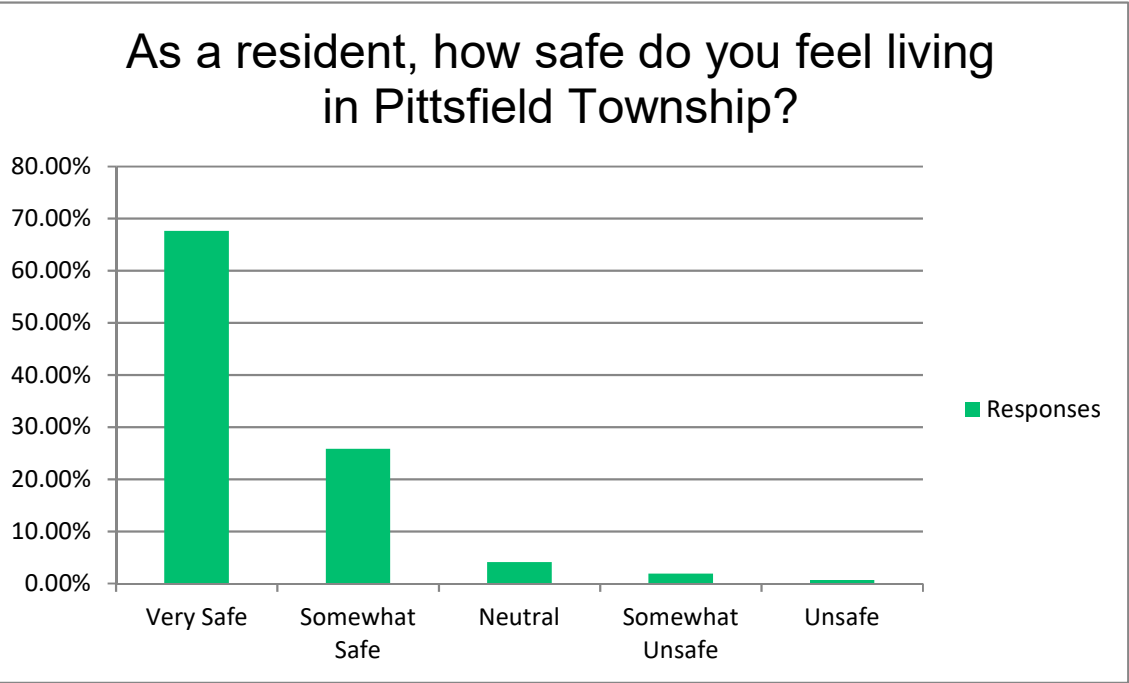
Survey results will be shared with the Board of Trustees and relied on to make recommendations for any changes, if necessary. As always, we will partner with all the residents and businesses of Pittsfield Township to deliver the Gold Standard of Public Service.



Survey on Enhancing Public Safety Services in Pittsfield Township

As a resident, how safe do you feel living in Pittsfield Township?

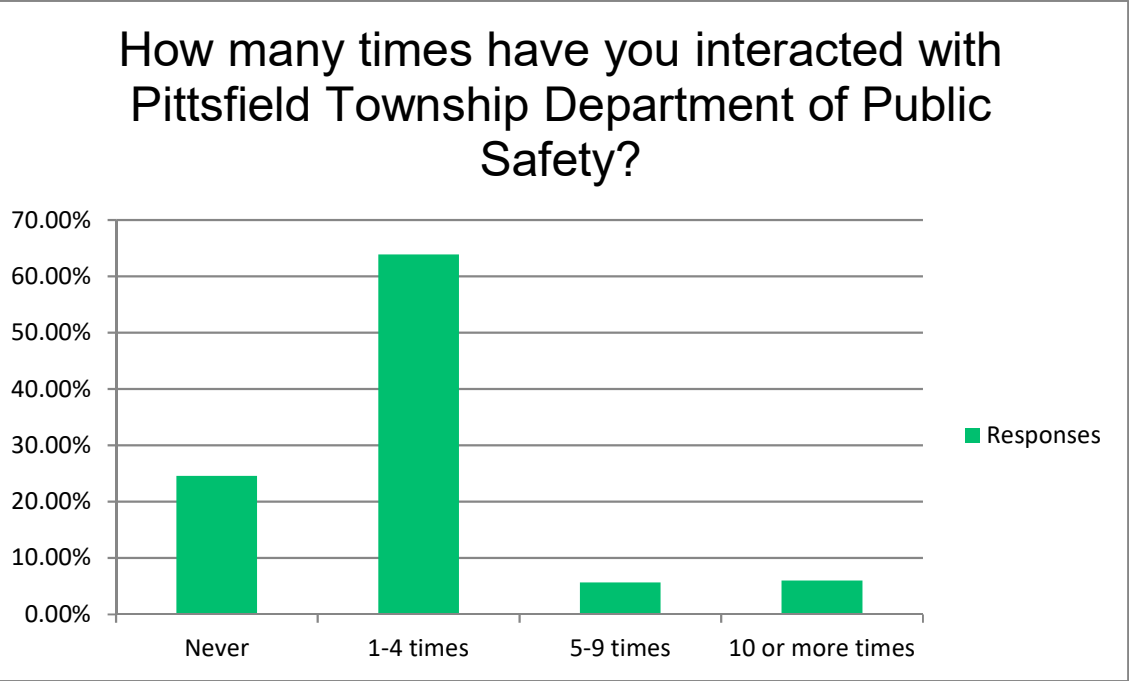
Answer Choices	Responses	
Very Safe	67.61%	215
Somewhat Safe	25.79%	82
Neutral	4.09%	13
Somewhat Unsafe	1.89%	6
Unsafe	0.63%	2
Answered		318
Skipped		0



Survey on Enhancing Public Safety Services in Pittsfield Township

How many times have you interacted with Pittsfield Township Department of Public Safety?

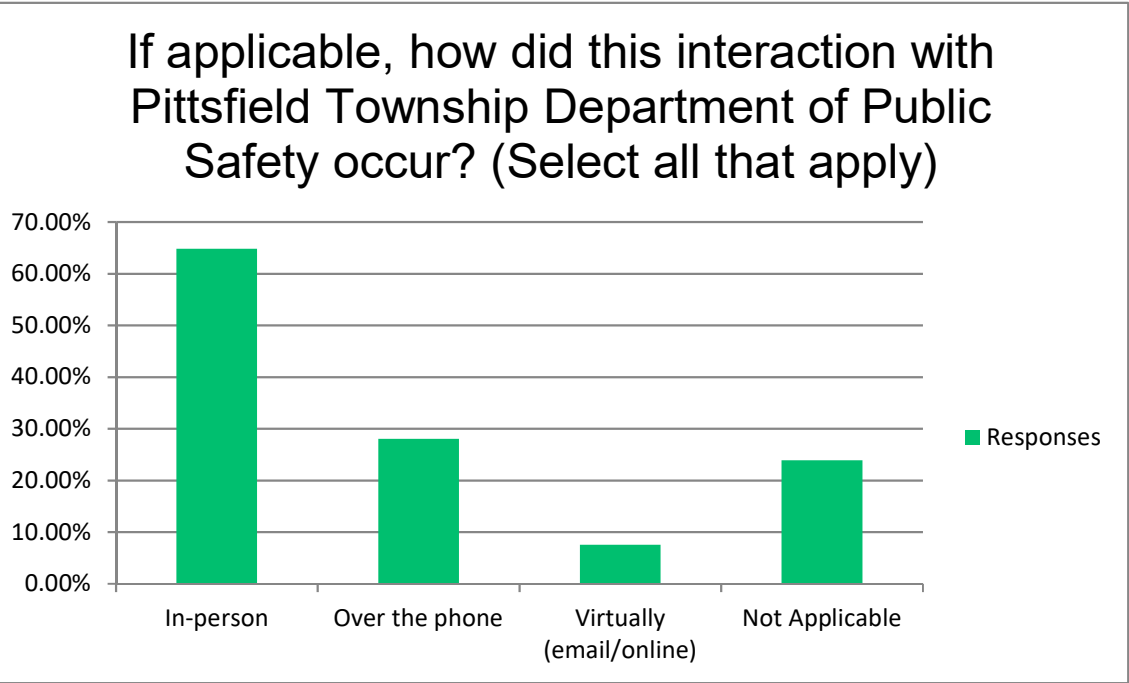
Answer Choices	Responses	
Never	24.53%	78
1-4 times	63.84%	203
5-9 times	5.66%	18
10 or more times	5.97%	19
Answered		318
Skipped		0



Survey on Enhancing Public Safety Services in Pittsfield Township

If applicable, how did this interaction with Pittsfield Township Department of Public Safety occur? (Select all that apply)

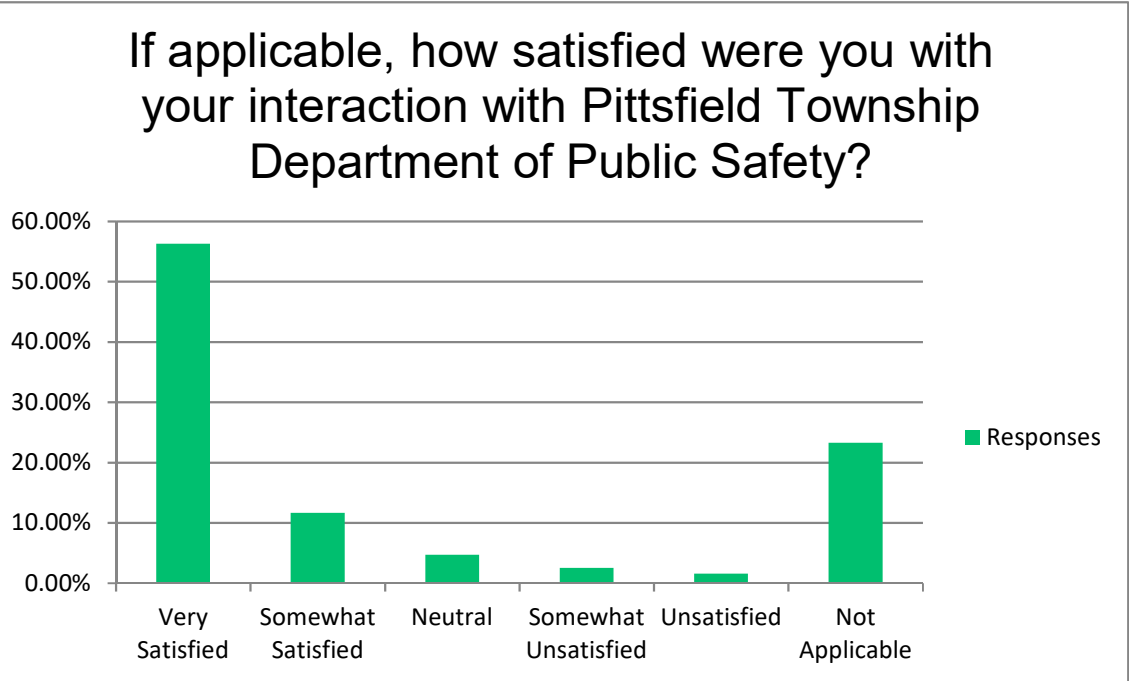
Answer Choices	Responses	
In-person	64.78%	206
Over the phone	27.99%	89
Virtually (email/online)	7.55%	24
Not Applicable	23.90%	76
Answered		318
Skipped		0



Survey on Enhancing Public Safety Services in Pittsfield Township

If applicable, how satisfied were you with your interaction with Pittsfield Township Department of Public Safety?

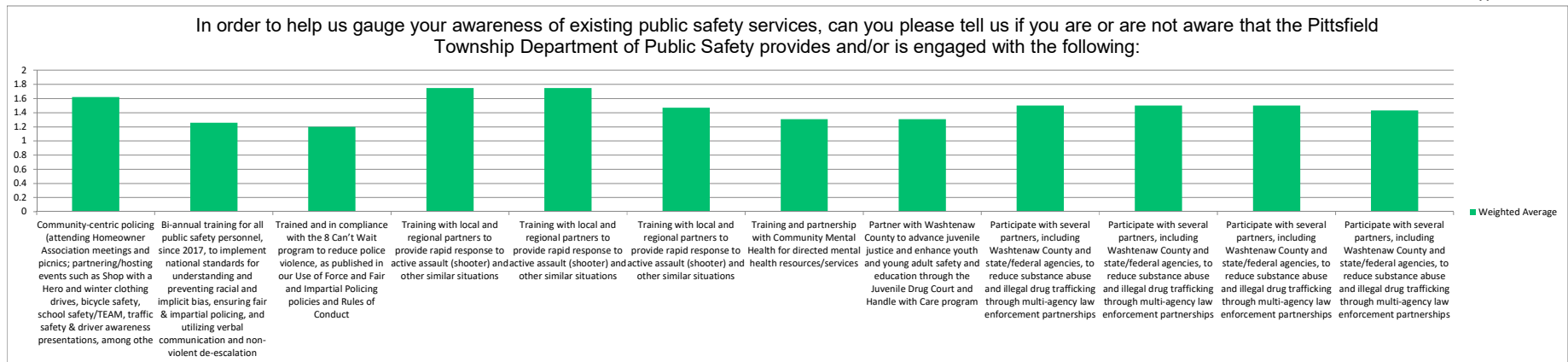
Answer Choices	Responses	
Very Satisfied	56.29%	179
Somewhat Satisfied	11.64%	37
Neutral	4.72%	15
Somewhat Unsatisfied	2.52%	8
Unsatisfied	1.57%	5
Not Applicable	23.27%	74
Answered		318
Skipped		0



Survey on Enhancing Public Safety Services in Pittsfield Township

In order to help us gauge your awareness of existing public safety services, can you please tell us if you are or are not aware that the Pittsfield Township Department of Public Safety provides and/or is engaged with the following:

	Yes	No	Total	Weighted Average
Community-centric policing (attending Homeowner Association meetings and picnics; partnering/hosting events such as Shop with a Hero and winter clothing drives, bicycle safety, school safety/TEAM, traffic safety & driver awareness presentations, among others)	61.64%	196 38.36%	122 318	1.62
Bi-annual training for all public safety personnel, since 2017, to implement national standards for understanding and preventing racial and implicit bias, ensuring fair & impartial policing, and utilizing verbal communication and non-violent de-escalation strategies to minimize use of force	26.10%	83 73.90%	235 318	1.26
Trained and in compliance with the 8 Can't Wait program to reduce police violence, as published in our Use of Force and Fair and Impartial Policing policies and Rules of Conduct	20.13%	64 79.87%	254 318	1.2
Training with local and regional partners to provide rapid response to active assault (shooter) and other similar situations	75.00%	3 25.00%	1 4	1.75
Training with local and regional partners to provide rapid response to active assault (shooter) and other similar situations	75.00%	3 25.00%	1 4	1.75
Training with local and regional partners to provide rapid response to active assault (shooter) and other similar situations	46.54%	148 53.46%	170 318	1.47
Training and partnership with Community Mental Health for directed mental health resources/services	30.50%	97 69.50%	221 318	1.31
Partner with Washtenaw County to advance juvenile justice and enhance youth and young adult safety and education through the Juvenile Drug Court and Handle with Care program	31.45%	100 68.55%	218 318	1.31
Participate with several partners, including Washtenaw County and state/federal agencies, to reduce substance abuse and illegal drug trafficking through multi-agency law enforcement partnerships	50.00%	2 50.00%	2 4	1.5
Participate with several partners, including Washtenaw County and state/federal agencies, to reduce substance abuse and illegal drug trafficking through multi-agency law enforcement partnerships	50.00%	2 50.00%	2 4	1.5
Participate with several partners, including Washtenaw County and state/federal agencies, to reduce substance abuse and illegal drug trafficking through multi-agency law enforcement partnerships	50.00%	2 50.00%	2 4	1.5
Participate with several partners, including Washtenaw County and state/federal agencies, to reduce substance abuse and illegal drug trafficking through multi-agency law enforcement partnerships	43.40%	138 56.60%	180 318	1.43
Answered				318
Skipped				0



Survey on Enhancing Public Safety Services in Pittsfield Township

In your opinion, are there other initiatives/programs, the Pittsfield Township Department of Public Safety should be engaged in?

Answered 87
Skipped 231

Respondents	Response Date	Responses
1	Nov 05 2020 11:56 AM	Reduce traffic speeds in neighborhoods by using more digital speed limit signs with radar controls- very effective and should be permanently installed like in city of AA.
2	Nov 05 2020 11:52 AM	Keep our schools safe and reduce speeding in neighborhoods.
3	Nov 05 2020 10:59 AM	School resource officers help give parents peace of mind when we send our children to school. Great idea - thank you!
4	Nov 04 2020 11:44 AM	Work closely with the schools located in Pittsfield, to ensure our children are safe.
5	Nov 03 2020 05:26 PM	Monitoring vacant homes while people travel South for the Winter.
6	Nov 03 2020 11:14 AM	no
7	Nov 02 2020 12:36 PM	More programs to help prevent crime (theft and violent crimes) and fewer resources wasted in victimless crimes.
8	Oct 29 2020 08:36 PM	Pittsfield Twp should bring back real community policing utilizing Officers, not a community liaison.
9	Oct 29 2020 04:47 PM	None that come to mind at the moment.
10	Oct 29 2020 12:32 PM	Don't let extreme political correctness allow bad guys to get away with criminal activity. Be fair (and act without bias), but don't just look the other way either.
11	Oct 27 2020 02:19 AM	Although I was not previously aware of these programs/training I feel they are very positive and necessary. Keep up the good work!
12	Oct 25 2020 10:24 AM	No
13	Oct 23 2020 01:01 PM	Currently I believe the department is second to none in MI and far exceeds standards set forth, proud of the department. Outstanding job.
14	Oct 22 2020 08:11 PM	Yes
15	Oct 22 2020 07:19 PM	More active shooter drills
16	Oct 22 2020 12:28 PM	not that I know.
17	Oct 22 2020 09:58 AM	Continue to promote and model diversity and inclusion
18	Oct 22 2020 09:48 AM	NA
19	Oct 21 2020 10:24 PM	I am not aware of how militarized the Pittsfield police are, but I don't think police should have such equipment for dealing with citizens. I hear of SWAT raids/offence to target criminal activity and while I do not know if Pittsfield does this, I think this style raid is rarely to never appropriate in targeting civilians in the community.
20	Oct 21 2020 08:05 PM	The above list of programs and initiatives, if actually implemented and regularly evaluated for effectiveness, is quite impressive
21	Oct 21 2020 03:57 PM	Older adult safety.
22	Oct 21 2020 01:05 PM	Arrest Governor Whitmer for Supreme Court adjudicated criminal violations of constitutional rights retroactive to April 30 causing death and bankruptcy for thousands in Pittsfield Township. How about enforcing the law?!
23	Oct 21 2020 12:28 PM	No
24	Oct 21 2020 12:24 PM	More neighborhood bike and car patrols to connect to neighbors. Are social workers following up with all of the families with battery and assaults? Lots of repeat violence. Lots of breaking into vehicles. Increased crime in surrounding apartment complexes creates negative environment.
25	Oct 21 2020 10:52 AM	https://www.theguardian.com/us-news/2020/sep/19/alexandria-kentucky-police-social-workers All of the above programs sound great, but I would like to see more cooperation with social workers, neighborhood and community leaders, and mental health professionals to deal with situations that call for care, not cops. If someone is having a mental health breakdown or is addicted to drugs, I'd like to see trained medical or social work professionals helping get those people to the assistance they need, with the police maybe in the background as backup- rather than the police having to handle making psychiatric decisions that they can't possibly be as trained for as actual psychiatrists or social workers who have years of training and experience. There was a program like this I read about in Denver, and it reduced tragic outcomes enormously and really helped the community. If there are people in Pittsfield who are in crisis with their mental health or with drugs, I want them taken somewhere they can get healthy, not treated with violence.
26	Oct 21 2020 10:50 AM	Not that I'm aware of.
27	Oct 21 2020 10:06 AM	None of which I am aware.
28	Oct 21 2020 09:57 AM	My wife was followed for 2 miles by an officer and then followed into our subdivision. The cop suddenly turned around and it has tainted our view of the PD ever since.
29	Oct 21 2020 09:43 AM	No
30	Oct 21 2020 07:53 AM	none
31	Oct 21 2020 07:37 AM	No.
32	Oct 21 2020 06:27 AM	No.
33	Oct 20 2020 11:04 PM	No
34	Oct 20 2020 09:10 PM	No, this seems to cover it.
35	Oct 20 2020 08:55 PM	No
36	Oct 20 2020 08:29 PM	When COVID is hopefully over, perhaps having them read once in a while with the kindergarteners or even going to the various preschools. It is really just something to start positive connections at a young age.
37	Oct 20 2020 08:22 PM	Are they invited into the schools to interact with kids and explain some of the services they provide to families?
38	Oct 20 2020 07:16 PM	No opinion perhaps more youth outreach for messaging on inclusion versus division more heads ups on craigslist safety and privacy safety (in case phone gets stolen)
39	Oct 20 2020 07:13 PM	Creating a citizen's review board to review all use of force or escalation of force incidents who is empowered to enact disciplinary measures against officers found to be in violation of codes of conduct and to assist in updating procedures and expectations for interactions with citizens. Ensure POC representation on the citizens review board. Empower mental health professionals and social workers to respond to non-violent complaints without armed police present. Require reporting and official review of all escalation of force tactics used on duty to ensure accountability and inform use of force policies going forward. Develop a program to ensure that all use of force incidents are reported immediately and accurately, being sure to include witness statements if available. Demilitarize police force by discontinuing all training not directly related to community policing and deescalation.
40	Oct 20 2020 07:07 PM	Divert funding from police to community programs intended to improve community health, education, and housing. Remove police officers from schools. Update conduct policies to allow officers found in violation of use of force policies to be removed from the force permanently.
41	Oct 20 2020 06:51 PM	Youth sports and neighborhood associations
42	Oct 20 2020 06:03 PM	More neighborhood watch meetings (can be Zoom)
43	Oct 20 2020 04:28 PM	no
44	Oct 20 2020 04:15 PM	?
45	Oct 20 2020 04:04 PM	No
46	Oct 20 2020 03:53 PM	Personal defense courses
47	Oct 20 2020 03:39 PM	Need to be open in their weaknesses
48	Oct 20 2020 03:37 PM	Utilization of an adult-level drug diversion program to divert non-violent substance use interactions to inpatient substance treatment facilities. Consider integration of a mental health professional with police teams.
49	Oct 20 2020 03:34 PM	It could be helpful for police to be involved in restorative justice initiatives, as part of the community-centric policing.
50	Oct 20 2020 03:31 PM	No
51	Oct 20 2020 03:31 PM	Help with homeless people. I feel so sad when I see people at intersections with cardboard writings asking for help.
52	Oct 20 2020 03:31 PM	Continue to drive through neighborhoods to make police presence known in order to cut down on random vandalism.
53	Oct 20 2020 03:28 PM	Can't think of any at this time
54	Oct 20 2020 03:21 PM	Training on interacting with children with autism I'm very grateful to have a police force and there isn't a community 100 % safe . We're living in a dream world if we actually believe that we don't need law enforcement. I lived in New York and rode subway trains. Believe me...it took several strong officers to restrain someone on drugs, mentally ill or just plain evil. We encourage our society to use marijuana and this often leads to stronger drugs. Officers need good training and the bad apples need to be weeded out. Unions should not protect an officer as they did in the George Floyd case who have so many violations .Just keep in mind that at 3:00 in the morning and someone is breaking inwho do you call ? 911
55	Oct 20 2020 03:21 PM	The above are important, and I am sorry I either have forgotten that you did these or did not know about them. Thank you for being actively training
56	Oct 20 2020 03:18 PM	Make sure their website functions well. I recently tried to use it for a traffic concern and it didn't work for me.
57	Oct 20 2020 03:16 PM	Remove peddlers from public streets. Our police do a good job and should be encouraged and supported . They are one of the most essential of our services.
58	Oct 20 2020 03:09 PM	
59	Oct 20 2020 03:04 PM	Additional funding for the police department to add a detective, and a crime prevention officer. Citizens academy. Purchase a MILO system for the department to enhance their use of force training/force decision making and to help educate citizens and trustees
60	Oct 20 2020 02:55 PM	No
61	Oct 20 2020 02:42 PM	Hiring officers that live within the community- creating a community pipeline for aspiring teens.
62	Oct 20 2020 02:41 PM	Requiring state sponsored college degree and increasing their salaries.
63	Oct 20 2020 02:35 PM	My son has autism and I'm afraid if stopped by the police he will not respond properly. It would be great to do some targeted engagement and training between kids with disabilities and police.
64	Oct 20 2020 02:34 PM	community policing, police walking a beat
65	Oct 20 2020 02:33 PM	Not at this time Dept is doing a great and thankless job--all personnel in it deserve our encouragement and appreciation!

66 Oct 20 2020 02:16 PM More visibility. I've lived in this township for over 20 years and can count on one hand the number of times I've actually seen a police car anywhere, including neighborhoods or commercial areas.

67 Oct 20 2020 02:01 PM I guess y'all are doing fine

deep breath

I strongly believe that the police (in general, not just in our community) take on far too broad of a role. To my understanding, the vast majority of calls they attend to are due to mental health concerns. The police are NOT psychologists, nor are they psychiatrists.

In my own experience, the police have been called for a wellness check to my home, without my prior knowledge. Their pounding on the door followed by ringing the doorbell (in the middle of the night, mind you) has caused a significant amount of distress to myself and my daughter. In fact, my daughter has PTSD any time someone knocks on the door, mainly because I was taken away - against my will - and sent to a hospital, leaving my daughter at home, alone, and scared.

This should not be the role of the police. I strongly believe we should have a public safety officer (or multiple!) who is, first and foremost, a trained psychologist. I strongly believe that the training the police have regarding pounding your damned door down when they arrive should be re-examined. I have not been happy with my interactions with our local law enforcement, due to these reasons.

68 Oct 20 2020 01:51 PM Making public aware of local scams that are affecting our area. Providing an email or onsite posting where residents can post scammers/scam that are in our area. Have a posting site (like Facebook or Pittsfield Twp site) where residents can be notified is there are traffic problems (roads closed, outages, etc.) in order for citizens to avoid the area. Also - if protestors are known to be planning events - post so citizens can avoid area rather than get caught in the problems.

69 Oct 20 2020 01:48 PM Continued training on domestic violence and collaboration with Safehouse.

70 Oct 20 2020 01:47 PM No

71 Oct 20 2020 01:45 PM Not sure

72 Oct 20 2020 01:35 PM 1. Traffic enforcement. 2. A sidewalk project for all neighborhoods to have sidewalks between Packard and Washtenaw.

73 Oct 20 2020 01:34 PM Improve format of information provided to citizens by email. Graphic design is substandard to the oint of strongly discouraging use.

74 Oct 20 2020 01:32 PM We should become part of the City of Ann Arbor.

75 Oct 20 2020 01:31 PM Pretty well covered

76 Oct 20 2020 01:31 PM I'd love to see a pro BLM statement from PTDPs.

77 Oct 20 2020 01:28 PM Not sure what they are engaged in now so I really can't answer this question.

78 Oct 20 2020 01:27 PM I think we should extend a lot of gratitude to our police and fire professionals. I am sure it is hard during this time to keep motivated and have a good attitude.

79 Oct 20 2020 01:25 PM

80 Oct 20 2020 01:25 PM I am very happy with the current programs that our township public safety department is engaged. I would be extremely upset with a reduction in any way of funding or the number of personnel. The Pittsfield Twp police and fire departments are the best. They are helpful, friendly and fair.

81 Oct 20 2020 01:23 PM They should be visiting the elementary, middle school and high school classes to explain their role and how students could someday be police officers.

82 Oct 20 2020 01:21 PM None....feel very safe and balanced in this community

83 Oct 20 2020 01:21 PM No, they do a great job for us.

84 Oct 20 2020 01:20 PM Use of non-lethal force

85 Oct 20 2020 01:16 PM I don't know all the programs that are available to the Pittsfield Township Police nor which ones they are participating in. I will assume that the Township Police dept is doing everything that it can to provide adequate training to its police officers to keep the community safe and secure.

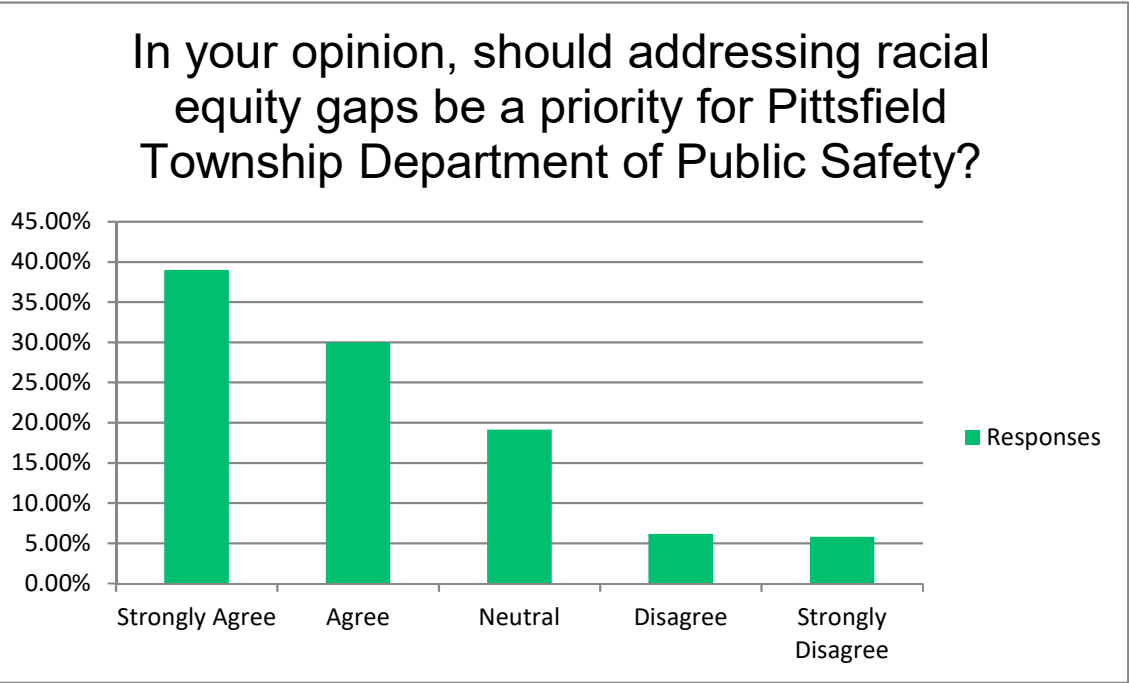
86 Oct 20 2020 01:10 PM no

87 Oct 20 2020 12:59 PM Not if all those mentioned are being done. Add alternatives to policing and prison with a focus on restorative justice

Survey on Enhancing Public Safety Services in Pittsfield Township

In your opinion, should addressing racial equity gaps be a priority for Pittsfield Township Department of Public Safety?

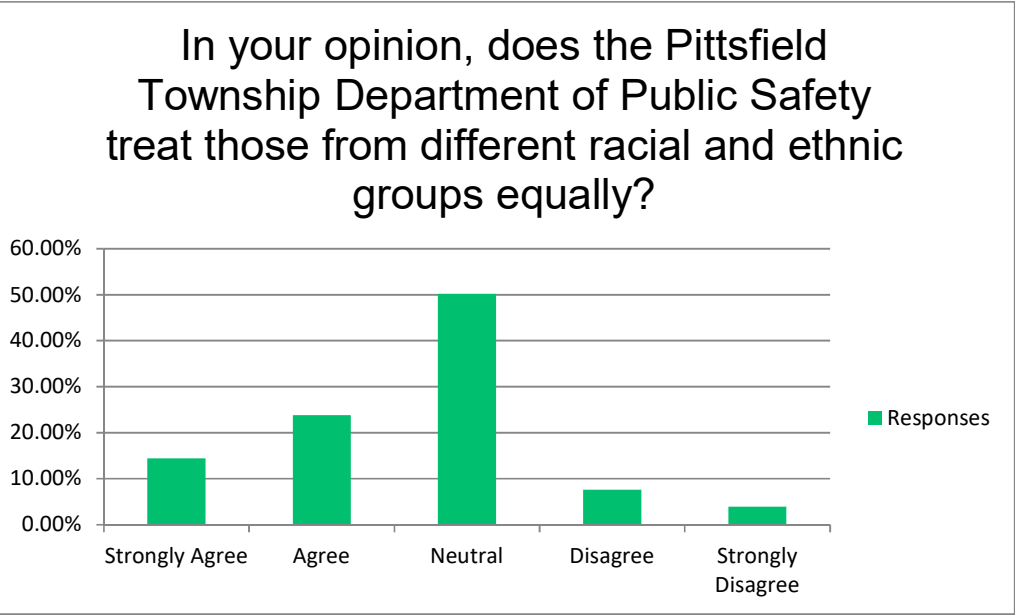
Answer Choices	Responses	
Strongly Agree	38.99%	108
Agree	29.96%	83
Neutral	19.13%	53
Disagree	6.14%	17
Strongly Disagree	5.78%	16
Answered		277
Skipped		41



Survey on Enhancing Public Safety Services in Pittsfield Township

In your opinion, does the Pittsfield Township Department of Public Safety treat those from different racial and ethnic groups equally?

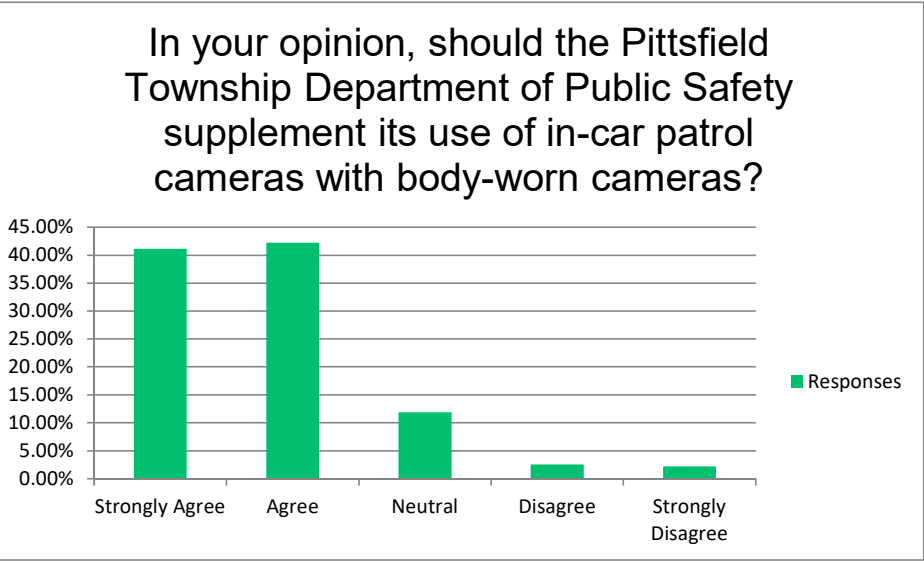
Answer Choices	Responses	
Strongly Agree	14.44%	40
Agree	23.83%	66
Neutral	50.18%	139
Disagree	7.58%	21
Strongly Disagree	3.97%	11
Answered		277
Skipped		41



Survey on Enhancing Public Safety Services in Pittsfield Township

In your opinion, should the Pittsfield Township Department of Public Safety supplement its use of in-car patrol cameras with body-worn cameras?

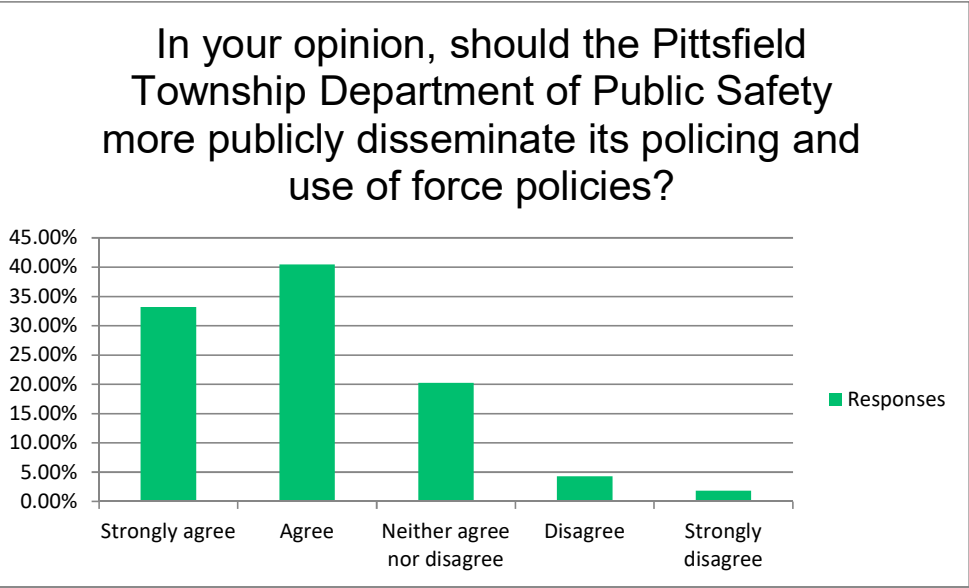
Answer Choices	Responses	
Strongly Agree	41.16%	114
Agree	42.24%	117
Neutral	11.91%	33
Disagree	2.53%	7
Strongly Disagree	2.17%	6
Answered		277
Skipped		41



Survey on Enhancing Public Safety Services in Pittsfield Township

In your opinion, should the Pittsfield Township Department of Public Safety more publicly disseminate its policing and use of force policies?

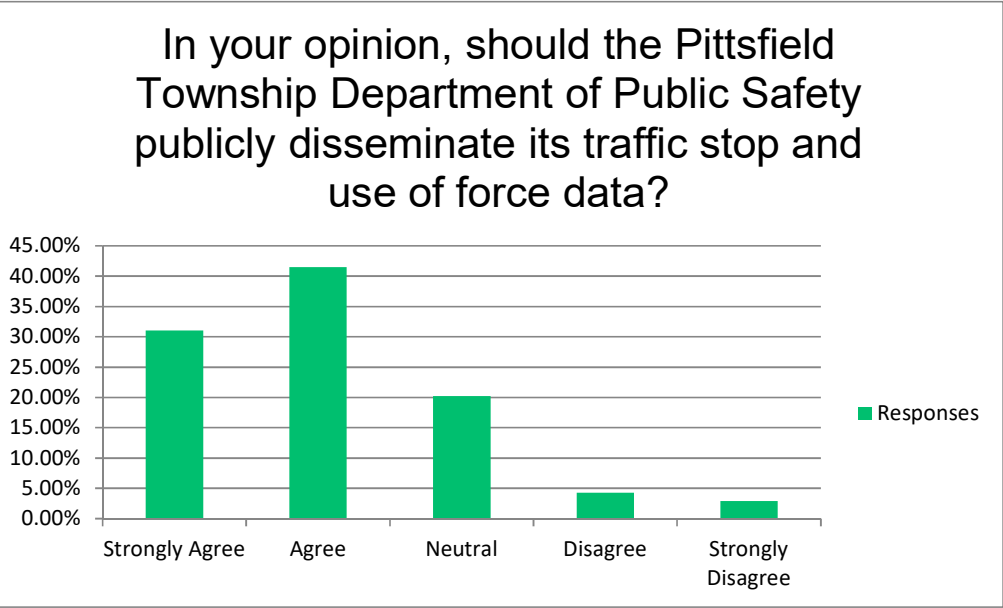
Answer Choices	Responses	
Strongly agree	33.21%	92
Agree	40.43%	112
Neither agree nor disagree	20.22%	56
Disagree	4.33%	12
Strongly disagree	1.81%	5
Answered	277	
Skipped	41	



Survey on Enhancing Public Safety Services in Pittsfield Township

In your opinion, should the Pittsfield Township Department of Public Safety publicly disseminate its traffic stop and use of force data?

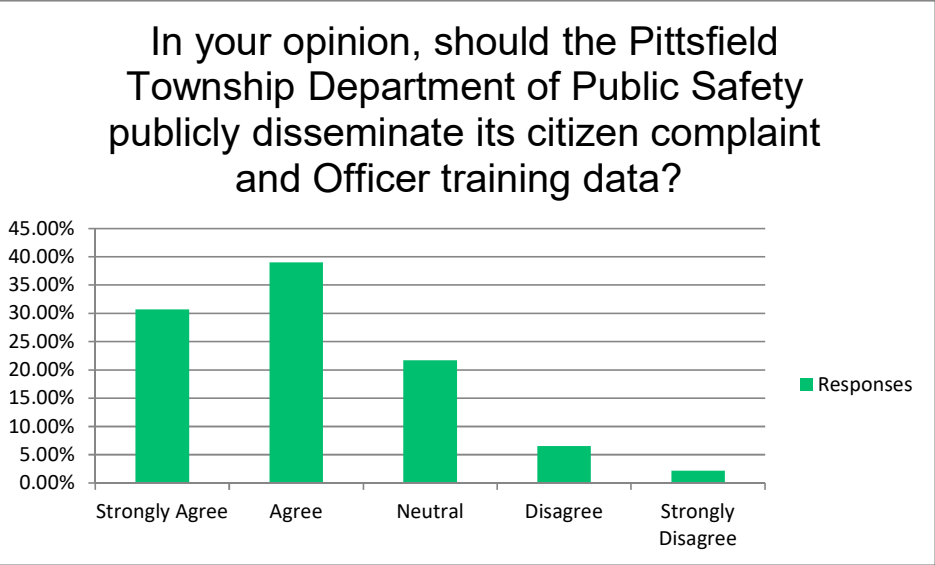
Answer Choices	Responses	
Strongly Agree	31.05%	86
Agree	41.52%	115
Neutral	20.22%	56
Disagree	4.33%	12
Strongly Disagree	2.89%	8
Answered		277
Skipped		41



Survey on Enhancing Public Safety Services in Pittsfield Township

In your opinion, should the Pittsfield Township Department of Public Safety publicly disseminate its citizen complaint and Officer training data?

Answer Choices	Responses	
Strongly Agree	30.69%	85
Agree	38.99%	108
Neutral	21.66%	60
Disagree	6.50%	18
Strongly Disagree	2.17%	6
Answered		277
Skipped		41

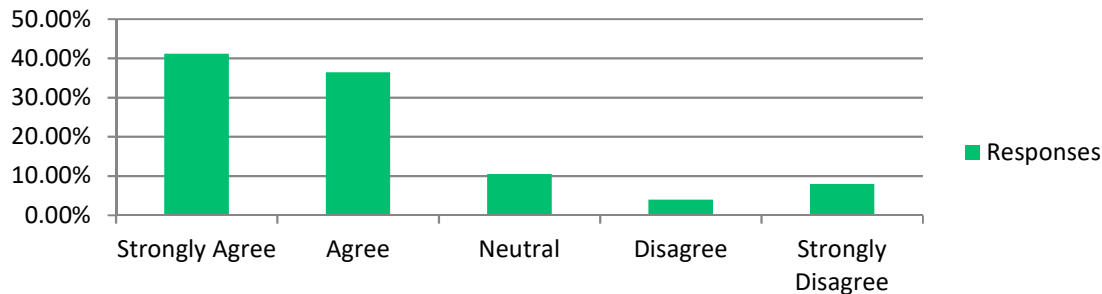


Survey on Enhancing Public Safety Services in Pittsfield Township

The Pittsfield Township Department of Public Safety and Saline Area Schools, subsequent to numerous school shootings throughout the country has, since 2010, equally shared the cost of a School Resource Officer (SRO) for the high school, located in Pittsfield Township. Would you agree to continue supporting this long-standing partnership wherein the SRO has established close collaboration with the school administration to provide for the physical, social, and mental well-being of students?

Answer Choices	Responses	
Strongly Agree	41.16%	114
Agree	36.46%	101
Neutral	10.47%	29
Disagree	3.97%	11
Strongly Disagree	7.94%	22
Answered	277	
Skipped	41	

The Pittsfield Township Department of Public Safety and Saline Area Schools, subsequent to numerous school shootings throughout the country has, since 2010, equally shared the cost of a School Resource Officer (SRO) for the...



Survey on Enhancing Public Safety Services in Pittsfield Township

In thinking about the lack of racial diversity at the Pittsfield Township Department of Public Safety, what would you recommend we do, in addition to our ongoing attempts at recruiting directly at job fairs and through educational and professional institutions, in order to better attract and retain diverse candidates so we may further our commitment to diversity, equity, and inclusion?

Answered 142
Skipped 176

Respondents	Response Date	Responses
1	Nov 04 2020 11:37 AM	Maybe start a school cadet program that can engage with some who may not otherwise seek the role after graduation.
2	Nov 03 2020 05:34 PM	I assume you are already equal opportunity employers. Perhaps this needs to be emphasized during recruitment. I don't believe affirmative action is required. People should be hired based upon qualifications. All police departments struggle to hire any qualified candidate. Qualified minority candidates are even more rare and they often get hired away by other departments at higher salaries in jobs that are less risky than urban departments.
3	Nov 03 2020 11:26 AM	The current attitudes by the media have made in even more of a struggle to recruit. What should not occur is lowering standards to meet some quota.
4	Nov 02 2020 12:46 PM	I would focus more on training existing officers to treat all races equitably.
5	Oct 30 2020 03:18 PM	Welcome more POC to dwell in the Pittsfield Twp community by providing affordable dwellings for lower income residents & families. In my mind, it follows that to expect black cops to police in all-white communities is unrealistic. It's mighty unsafe and uncomfortable to even BE black in America right now.
6	Oct 29 2020 08:42 PM	Make Pittsfield Twp a more attractive place to work, starting with pay and benefits of other more attractive places to work.
7	Oct 29 2020 05:00 PM	No idea.
8	Oct 29 2020 12:36 PM	Recruit qualified people from all over, but don't lower standards just to hire a diverse force. Look for QUALIFIED candidates with diverse backgrounds.
9	Oct 28 2020 04:13 PM	Programs/activities with diverse racial/ethnic youth to build relationships so maybe some would consider becoming officers when they are old enough.
10	Oct 26 2020 09:11 PM	Continue the current approach to recruiting.
11	Oct 25 2020 08:49 PM	Making sure that those that aren't aware, become aware and educated. Having volunteers to call/text/door knock to engage all
12	Oct 25 2020 02:16 PM	radio ads
13	Oct 25 2020 10:32 AM	Nothing, police work is extremely challenging at this time and it will be difficult to recruit minorities to work in the field. Continuing your efforts with more of an online presence might help.
14	Oct 24 2020 11:54 PM	Continue to do a great job. Diversity does not always make things better when work ethics are lost
15	Oct 23 2020 05:30 PM	Diversity is important but standards should not be lowered in hiring practice
16	Oct 23 2020 04:56 PM	Just hire the people who are best qualified.
17	Oct 23 2020 03:38 PM	Provide internship or development programs for young people to peak their interest, recruit/market in underserved communities (even outside of the county). Provide scholarships for training.
18	Oct 23 2020 01:55 PM	Hire people from the township
19	Oct 23 2020 01:11 PM	Recruit from the Detroit Police Department.
20	Oct 22 2020 10:13 PM	Higher Compensation package.
21	Oct 22 2020 08:13 PM	Blah
22	Oct 22 2020 07:22 PM	Hire a person based on their qualifications not their race
23	Oct 22 2020 02:27 PM	not sure
24	Oct 22 2020 12:08 PM	The township should hire more officers of color, and especially officers who are muslim and who speak Arabic.
25	Oct 22 2020 10:01 AM	Advertise in different sources (churches, minority-focused news sources)
26	Oct 22 2020 09:50 AM	NA
27	Oct 21 2020 11:02 PM	My neighborhood has a lot of cultural and racial diversity.
28	Oct 21 2020 10:34 PM	If there is an issue of retention, start talking to the officers who leave to find out why and address that! As for recruitment, contact an organization that specifically supports/is made up of people of color/diversity. Black colleges, for example? work with and support affordable housing initiatives that promote more diversity in housing and schools. This a long view approach that would require a strong commitment and coordination from all areas of Pittsfield's public sector
29	Oct 21 2020 08:11 PM	Continue doing what you do and always use the best candidate regardless of race. I believe police should have training in psychology.
30	Oct 21 2020 07:51 PM	Firstly, evaluate the culture in this department and the leadership who is hiring. It definitely is not diverse in any means and there is a reason for this. There are practices, stops, and invasion secondary to racial profiling, racial bias and prejudgement of people of color. There is a known history of this that is spoken of in the community. Secondly, hire a creditable consultant to facilitate and make recommendations for change. Thirdly, follow through and change the culture towards racial equity in our community.
31	Oct 21 2020 06:06 PM	Just keep on. Difficult in a primarily white township.
32	Oct 21 2020 04:01 PM	Offer tuition assistance for diverse group at WCC in the criminal justice program
33	Oct 21 2020 03:36 PM	I am not sure what else you can do.
34	Oct 21 2020 02:52 PM	It isn't broke, don't fix it. There isn't a problem...
35	Oct 21 2020 02:41 PM	Have officers and staff attend established non-police based training sessions in biases, internalized beliefs. It should NOT be mandatory as that does not lend itself to true change. Allies for Change; the work of Dr. Shayla Griffin in regards to schools; and many others are resources that could be utilized.
36	Oct 21 2020 02:32 PM	If racially diverse candidates do not wish to serve your department, it is not your job to proactively recruit based on skin color and ethnicity. There is no racism in America. It is a lack of industry and achievement on the part of minorities which is their own personal issue. Why would you even consider fostering MORE racism by this proposal?!
37	Oct 21 2020 01:11 PM	Increase pay/benefits to attract better quality candidates overall. Be picky. You don't have to start everyone at the bottom of the scale. Recruit at MSP, for example.
38	Oct 21 2020 12:44 PM	Really look at where you are recruiting. Once you have a diverse hire, how are they treated, are they included equally. Do they feel welcome and have opportunity.
39	Oct 21 2020 11:53 AM	
40	Oct 21 2020 11:06 AM	Al officers should be first hired based on previous education and experience. The next criteria would be to attempt to better diversify the police force.
41	Oct 21 2020 11:04 AM	Embed trainees and officers within communities! I don't think it's always about tokenism in recruiting officers--white officers can be empathetic to communities different than theirs, but they need to spend time in those communities.
42	Oct 21 2020 10:01 AM	I am not qualified to answer.
43	Oct 21 2020 09:22 AM	I have no idea, but more recruiting at the college and high school level would probably help reach a more diverse population.
44	Oct 21 2020 07:57 AM	Don't know lack of
45	Oct 21 2020 07:43 AM	racial diversity the pittsfiej ld township
46	Oct 21 2020 06:30 AM	Not sure what more you can do honesty.

47 Oct 21 2020 01:18 AM Did not know it was an issue, do nothing more than you are as there may not really be a problem, hire qualified people not colors.

48 Oct 21 2020 12:58 AM Better pay and benefits.

49 Oct 20 2020 11:09 PM Keep up current effort

50 Oct 20 2020 09:51 PM Reaching out to and mentoring youth is a great way to foster a good relationship with the community and also foster interest in this career path

51 Oct 20 2020 09:12 PM Recruit and hire the best and brightest candidates available, whoever they may be regardless of race.

52 Oct 20 2020 08:59 PM N/A

53 Oct 20 2020 08:53 PM How about reaching out thru churches.

I do not know the DPS well enough. As a religious minority in my virtual position, it can be uncomfortable when people say certain things that are acceptable by society, but run counter to my feelings. I recognize it is within their right to say those things, but would obviously appreciate it if it did not happen. Perhaps there are similar things going on where subtle situations that are not seen as offensive to a mostly white DPS become uncomfortable for minorities. Similarly, there could be instances where a minority employee is treated differently by people in the area they interact with. It might be nice to allow them to safely vent about that mistreatment without fear it turns into something other than getting frustrations off their chest.

54 Oct 20 2020 08:46 PM Participate in a job fair at a Black College

55 Oct 20 2020 08:40 PM Participate in Career Days at the local high schools to pique interest in the profession.

56 Oct 20 2020 08:29 PM Is there some way to network with military veteran organizations to find vets who might be intersted?

57 Oct 20 2020 08:27 PM Yes

58 Oct 20 2020 08:12 PM Speaking and recruiting more from local high schools

59 Oct 20 2020 07:50 PM Recruiters should always represent citizens of a variety of races in order to encourage & welcome everyone.

60 Oct 20 2020 07:50 PM Interview candidates and select an equally qualified and same number of candidates from a diversified racial group and have a lottery select the same number from each group.

Freeze hiring until a plan can be made to address the issue of diversity. Schedule shifts and duties to prioritize POC officers as first point of contact with citizens. Invest in hiring and training a racially diverse group of social workers and mental health professionals to respond to non-violent complaints without an officer present.

61 Oct 20 2020 07:46 PM Are there ways you can offer internships to interested students from groups that are underrepresented in your department? (So they learn about your work before they are at the job-application stage?)

62 Oct 20 2020 07:44 PM Put minorities in charge of hiring.

63 Oct 20 2020 07:33 PM start with the schools, get interns

64 Oct 20 2020 07:16 PM Perhaps reach out to high school students with introductory classes for those who may be interested in law enforcement...including at high schools with a diverse student population (Ypsilanti High School, for ex)

65 Oct 20 2020 06:51 PM Simply hire best candidates to meet the required criteria, regardless of race & gender.

66 Oct 20 2020 06:33 PM N/a

67 Oct 20 2020 06:25 PM Recruit police officers in departments from areas of the state that have high minority representation "poach"

68 Oct 20 2020 06:21 PM Do some internships for minority students. Invite them to shadow an officer - more than once. Reach out to traditionally all black churches.

69 Oct 20 2020 06:08 PM Start programs in high schools

70 Oct 20 2020 05:55 PM don't start hiring specifically for diversity, ensure you're hiring qualified candidates

71 Oct 20 2020 05:15 PM High schools have vocational programs. One of which could be the "Police Academy" for high schoolers.

72 Oct 20 2020 04:32 PM Reach out in diverse online websites, colleges, magazines.

73 Oct 20 2020 04:29 PM no experience or expertise

74 Oct 20 2020 04:25 PM ?

75 Oct 20 2020 04:17 PM Recruit from as wide an area as possible - across the country.

76 Oct 20 2020 04:07 PM Recruit through Neighborhood Watch and Church groups. Give brochures or recruitment information sheets at Pittsfields many parks at the soccer fields and basketball courts.

77 Oct 20 2020 03:53 PM Open your eyes and don't look to replicate the people you already have. That's what I see - white conservative males hiring more of themselves.

78 Oct 20 2020 03:51 PM recruit in high minority areas, offer tuition reimbursement programs and mentoring programs for minority students, perhaps even internships for students interested in policing. Have info booths outside major businesses in areas with high minority populations.

79 Oct 20 2020 03:46 PM Education

80 Oct 20 2020 03:46 PM Community-based liaison meetings with community leaders of various cultural factions (Minority, Gender, LGBT, Religions). Goal to facilitate problem solving and familiarity with input from minority communities. Perhaps church/mosque leadership, mental health providers, various minority organization leaders to expose public safety officers to concerns of these communities.

81 Oct 20 2020 03:44 PM Hire the best qualified candidates. Recruit from various areas to get a diverse police force. If the mix on the police force does not end up representing the population exactly (when only hiring the best and brightest), then

82 Oct 20 2020 03:42 PM conduct ethnic/racial sensitivity (anti-bias) training to ensure police treat all folks the same.

whoever submitted this question is living in a perfect world and how fortunate they arewe have some very evil characters out there today and all I care about is having very BEST protecting my community. I really don't care

83 Oct 20 2020 03:40 PM about their race, religion , politics or sexual preference. JUST DO YOUR JOB

84 Oct 20 2020 03:39 PM Perhaps, recruiting at "Historically Black Colleges/Universities" (HBCUs) would be helpful, if not already doing so.

85 Oct 20 2020 03:33 PM No ideas

86 Oct 20 2020 03:33 PM Hold more recruitment dates.

Targeted use of social media to recruit quality candidates. Refine your hiring process to remove barriers to hiring underrepresented candidates. Analyze what a qualified and successful candidate is. What does the most qualified candidate really mean? Examine the culture of your organization from recruiting, hiring, the FTO process, and promotions.

87 Oct 20 2020 03:24 PM I do not have experience enough to understand how to effectively develop diversity.

88 Oct 20 2020 03:24 PM keep recruiting

89 Oct 20 2020 03:22 PM Go to the high schools, especially Ypsilanti High and washtenaw community college

90 Oct 20 2020 03:20 PM Recruit police based on qualifications, not race!

91 Oct 20 2020 03:18 PM Target job fairs In minority community's

92 Oct 20 2020 03:14 PM Make them want to be work for Public Safety by stressing what a difference they could make in their community.

93 Oct 20 2020 03:14 PM Not sure

94 Oct 20 2020 02:59 PM We have Richie Colman 🙏

95 Oct 20 2020 02:55 PM If there is no luck with hire more diverse officers, can you develop a program where existing officers of color who are employed in Washtenaw County or Ann Arbor City can spend time riding with Pittsfield officers? Maybe

96 Oct 20 2020 02:43 PM swap officers for short periods of time?

97 Oct 20 2020 02:42 PM Hire the most qualified applicant regardless of race.

98 Oct 20 2020 02:41 PM start with younger generations. create pipelines in schools.

99 Oct 20 2020 02:38 PM Hire the most qualified people. Highly qualified people won't have racial issues.

100 Oct 20 2020 02:37 PM recruit at Historically Black Colleges and Universities.

101 Oct 20 2020 02:37 PM I believe that best candidates should be hired. Diversity is a great thing to have but not at the cost of hiring people who are not the best fit.

102 Oct 20 2020 02:29 PM Develop current minority officers for role ms in leadership. Minorities are attracted to organizations where're they know there is growth opportunities.

103 Oct 20 2020 02:10 PM Always hire the best, brightest and most trustworthy candidates regardless of other factors.

104 Oct 20 2020 02:08 PM Keep trying.

105 Oct 20 2020 02:05 PM I think working with under represented groups or leaders in the community to promote our own youth into law enforcement programs so we can hire our citizens to promote / improve relationships because already established ties to the community. The long standing citizen now in a public safety position can help bridge trust with public safety as well as having a voice from the community and knowing history to speak to public safety.

106 Oct 20 2020 02:04 PM Police officers are like any other person seeking a job. They look for an employer that offers good wages, good benefits and has a business culture that they want to work in. They also look at the community where they will be living and decide if they want their family/children to live in that community. My advise is when recruiting, advertise why Pittsfield Township is a good place to work and raise a family. My only concern is that Pittsfield Township is focused on building very large and expensive housing developments. This might be prohibitive for a young or close to retirement officer that might want to work for Pittsfield. As a senior, I would like to continue to live in Pittsfield Township. However, now that my family is grown, I would like a smaller home. I have been searching for 2 years, but finding an affordable ranch is impossible. Affordable housing might be one of the drawbacks. tough to answer without all the facts. If the lack of racial diversity is due to a lack of applicants that meet said criteria, then the focus has to be upstream. <https://www.theguardian.com/us-news/2020/sep/19/alexandria-kentucky-police-social-workers> please consider hiring social workers instead of more police to assist the public better.

107 Oct 20 2020 02:03 PM Recruit at black churches in the township

108 Oct 20 2020 02:03 PM Perhaps reach out to some of the more urban departments and offer some sort of bonus or higher pay for officers to work in Pittsfield. I personally drive (pre-covid) to Novi every day for work. People are willing to commute for more money. It would most likely be a less stressful position as well.

109 Oct 20 2020 02:02 PM Hire the best

110 Oct 20 2020 01:59 PM Look outside of the community. Perhaps an inter-state police exchange, of sorts.

111 Oct 20 2020 01:56 PM Is there a partnership/mentor program with youths at the highschoools and/or Washtenaw Community college?

112 Oct 20 2020 01:56 PM As long as training happens

113 Oct 20 2020 01:55 PM Recruitment one thing, but if you can't retain minority and women officers there's clearly a problem.

114 Oct 20 2020 01:54 PM Increase the pay for officers to attract more diverse candidates.

115 Oct 20 2020 01:49 PM Unsure

116 Oct 20 2020 01:48 PM I don't think anything needs to be done.

117 Oct 20 2020 01:48 PM Visual impairment. can not comply.

118 Oct 20 2020 01:46 PM .

119 Oct 20 2020 01:45 PM There is absolutely nothing that Pittsfield twp should do differently then they do today. The township is safe. What is the reason to change? Quotas may be politically correct, but are not required. People who become policemen or firemen did so because they wanted to. Why would we need to force a specific number of racial or ethnic personnel in the ranks? It will not improve or take away from the safety my family or I feel. I don't ask that there be the same number of blacks, whites, asians, etc on the township boards, so why would I need the same in the safety department? Do not cater to political groups or protesters who have no equity in this decision. My family and neighbors live here for the safe environment and not for the fact that a certain number of officers are a specific race.

120 Oct 20 2020 01:44 PM Continue to promote this goal and ask for citizen help in recruitment.

121 Oct 20 2020 01:43 PM Try diversity based job sites

122 Oct 20 2020 01:42 PM Don't know

123 Oct 20 2020 01:41 PM You need to pay your officers much better and provide some better and unique benefits. Officers don't get paid enough to put up with citizens, administration within the department and government officials. You pay for what you get. How about an allowance for working out, fun activities, and extra benefits each year.

124 Oct 20 2020 01:39 PM Intern candidates while funding their training.

125 Oct 20 2020 01:39 PM Wish I knew

126 Oct 20 2020 01:38 PM We should become part of the City of Ann Arbor. Splintered government into city and township is silly.

127 Oct 20 2020 01:35 PM I would ask the experts in recruiting diversity rather than a general public survey. There are people who specialize in this and can help.

128 Oct 20 2020 01:32 PM n/a

129 Oct 20 2020 01:31 PM be sure there are also candidates from LGBTQI communities

130 Oct 20 2020 01:30 PM The DPS needs to begin the recruiting process in all local schools at the Elementary, Middle School and HS levels. Give the kids a chance to prepare for the job.

131 Oct 20 2020 01:29 PM Hire the best people for the job no matter what race they are.

132 Oct 20 2020 01:29 PM I don't know.

133 Oct 20 2020 01:28 PM No idea! But maybe talk with other, similar departments that have had success attracting diverse candidates and see what they are doing?

134 Oct 20 2020 01:26 PM Insitute training progra,s to develop potential candidates

135 Oct 20 2020 01:25 PM ?

136 Oct 20 2020 01:25 PM None that I can see

137 Oct 20 2020 01:24 PM reach out to high school kids as potential recruits

138 Oct 20 2020 01:22 PM Don't know

139 Oct 20 2020 01:19 PM Na

140 Oct 20 2020 01:18 PM no

141 Oct 20 2020 01:10 PM Long-term thinking - promoting public safety as a career choice to those who are not yet in the job market, possibly providing workshops to those who might see public safety as a future career choice. Short-term - recruit candidates whose aim is to support public well-being, not those who want to "police" those who "get out of line".

142 Oct 20 2020 12:55 PM

Survey on Enhancing Public Safety Services in Pittsfield Township

In thinking racial equity, what measures would you recommend the Pittsfield Township Department of Public Safety undertake to avoid not just the occurrence but also perception of racial bias with regard to police/citizen interactions and traffic stops?

Answered 137
Skipped 181

Respondents	Response Date	Responses
1	Nov 03 2020 05:34 PM	Show respect to everyone. Explain early and clearly why the interaction or traffic stop has occurred.
2	Nov 03 2020 11:26 AM	Has it been determined if perception is reality? Everyone wants to tiptoe around "distasteful facts" like who actually commits the crimes. Post the unmassaged statistics for all to see. It's useless to ask these touchy-feely questions without data. Best thing is to require body cams 100% of the time and have an open policy on any investigation were force is used. Also, officer should always inform any person why they're being stopped/detained ASAP (and in camera). Record of any valid complaint against an officer should never be expunged. It should be a crime for police unions to even make that a request as part of any union negotiations.
3	Nov 02 2020 12:46 PM	Keep doing all the community-interactive things you have described in this survey: Stay visible in the community, support and orient elementary and high school students with information and orientation to all the police do, continue making anti-racist education an annual requirement tied to performance/evaluation for police and their bosses.
4	Oct 30 2020 03:18 PM	Public education through true community policing.
5	Oct 29 2020 08:42 PM	Just make sure you're all doing the right thing, every time. With that said - if you see a young black guy walking on Carpenter or Platt having just been released from the prison without transportation - give him a lift to the bus stop at Meijer - I do.
6	Oct 29 2020 05:00 PM	Prepare reports and hold public forums to explain why this happens. If more people of color are getting stopped, make sure it is because they are committing more crimes....not just because of racial profiling that target them unfairly.
7	Oct 29 2020 12:36 PM	publicly shared raw data
8	Oct 28 2020 04:13 PM	
9	Oct 26 2020 11:48 AM	Body cams would go a long way in protecting the Police force from wrongful allegations. They are expensive, but so are lawsuits. Pittsfield may not need them, and they are a pain but it could save an officer's reputation.
10	Oct 25 2020 08:49 PM	Body cams
11	Oct 25 2020 02:16 PM	specific training
12	Oct 25 2020 10:32 AM	All police agencies should make public service announcements/commercials on what people can do not to get shot when stopped by the police. The silence on this subject is very confusing to me.
13	Oct 24 2020 11:54 PM	Things are currently fine
14	Oct 23 2020 05:30 PM	take your time when it is safe for you
15	Oct 23 2020 04:56 PM	Treat all people equally. Regularly (preferably ly weekly, no longer than monthly) analyze and share data on traffic stops, have this information posted publicly, allow employees time in their regular work to problem solve on this topic. Get the "voice of the customer" talk to people of color and let their voice be heard.
16	Oct 23 2020 03:38 PM	Stay the course with awareness classes. Pittsfield Police Department is the least of concerns within the state of MI. Appear to be fair in all aspects, Department has improved by leaps within the last 10 years.
17	Oct 23 2020 01:11 PM	Transparency
18	Oct 22 2020 10:13 PM	Blah
19	Oct 22 2020 08:13 PM	I don't see an issue to fix c
20	Oct 22 2020 07:22 PM	no training would stop an individual from acting differently based on race / religion or ethnic origin .
21	Oct 22 2020 02:27 PM	The township should hire more officers of color, and especially officers who are muslim and who speak Arabic.
22	Oct 22 2020 12:08 PM	body cams
23	Oct 22 2020 11:02 AM	Sharing data may help
24	Oct 22 2020 10:01 AM	NA
25	Oct 22 2020 09:50 AM	NA
26	Oct 21 2020 11:02 PM	Make sure there is a legal reason for the stop, not just the color of someone's skin or what they are wearing.
27	Oct 21 2020 10:34 PM	If some officers stop people of color more than other officers (relative to the make-up of the community) address them and that habit directly. Pair him/her with someone who does not. Talk about it. Expound on it, make sure it is known that it is not acceptable.
28	Oct 21 2020 08:11 PM	Continued swift and decisive action/public statements of outrage as needed when racially motivated incidents occur -- like the Saline School incident
29	Oct 21 2020 07:51 PM	Communication and social understanding. It works both ways. I was raised to respect law enforcement & that they were here to help us not for us to fear them. Take on a community model involving diverse community leaders and the Department of Public Safety after you have thoroughly investigated the issues here in Pittsfield Twp. Build a community coalition/commission, whatever you want to call it to address the issues. I don't even know whom to call if I have a complaint.
30	Oct 21 2020 06:06 PM	Publish traffic stop info and identify racial groups as percentages of total stops. Reasons for stop may be informative, too, on a general basis.
31	Oct 21 2020 04:01 PM	Publish crime statistics, especially if it shows low or zero racial bias
32	Oct 21 2020 03:36 PM	Since I don't believe it is currently a problem, I would just suggest annual training.
33	Oct 21 2020 02:41 PM	It's a societal and systemic issue too big to tackle within the department; however, it would be excellent if the department asked people of color what THEY think the department could do. As a white person and presumably white-dominated department, we can guess all day long what would help, but p.o.c. must be the ones to guide the conversation.
34	Oct 21 2020 02:32 PM	None. Stop buying into the media hype and political agenda of division. There is no racism in America. If you don't agree, try traveling abroad and then come back here. You are buying into the democratic bullshit that has oppressed the very minorities in which you are attempting to support. Stop it. Don't be indoctrinated sheep! THAT is what is needed by our law enforcement and government authorities. STOP THE MADNESS!
35	Oct 21 2020 01:11 PM	Maybe have your own dispatch team. Not happy with countywide dispatch. Train and retrain in listening and de-escalation. Don't over respond to calls.
36	Oct 21 2020 12:44 PM	
37	Oct 21 2020 11:53 AM	Track metrics on traffic stops, arrests, etc. Compare to the population and address inconsistencies. Officers need to ask themselves if they would treat a white person the same in the same situation. Add a Diversity and inclusion team to research and address. Honestly, less traffic stops-- only stop people who are doing obviously dangerous things like speeding or running lights or who are obviously impaired. Not saying you do this, but what angers me is when cops pull over cars because they look "suspicious" which is code for "a black person is driving" -- like, don't try to guess in advance who is a criminal. Just keep people from causing car accidents.
38	Oct 21 2020 11:04 AM	I am not qualified to answer.
39	Oct 21 2020 10:01 AM	I think wearing body cams would defuse that. I'm white so maybe I don't see this but if they treat everyone with the same patience and respect as I have seen, with video recordings it should prove that there is no racial bias
40	Oct 21 2020 09:22 AM	Outlaw racial profiling. Stops should only be made if the driver has broken the traffic laws and not some hypothetical reason.
41	Oct 21 2020 08:16 AM	Use of social workers to assist on domestic calls
42	Oct 21 2020 07:57 AM	I think body cameras are necessary to protect all parties involved.
43	Oct 21 2020 06:30 AM	nothing, root out over zealous officers and move on.
44	Oct 21 2020 01:18 AM	Transparency
45	Oct 20 2020 09:51 PM	Inform the community that the Public Safety Department is there to help all citizens and proactively help citizens overcome any fears of the public safety department.
46	Oct 20 2020 09:12 PM	N/A
47	Oct 20 2020 08:59 PM	Not sure other than respect for each other!
48	Oct 20 2020 08:53 PM	Having been an RA in college, the biggest issue with positions like this are that everyone has their own interpretations of rules despite them being quite cut and dry. An officer that won't even pull over someone going 10 over vs someone that gives someone a warning for 5 over vs someone that gives a ticket for 5 over can create issues. Similarly, when you drive by someone that got pulled over and see two cars pulling over a minority and one car pulling over someone that is white, it can make things look racial despite the fact there might be an actual, legally and understandable reason for this taking place.
49	Oct 20 2020 08:46 PM	Spend time with teens at their social and sporting events. Offer ride-alongs so the kids see what a typical traffic stop would be like.
50	Oct 20 2020 08:29 PM	See below. Also, maximize outreach to people of color in the community through churches or other community organizations.
51	Oct 20 2020 08:27 PM	Treat everyone equally & as a human being!
52	Oct 20 2020 08:12 PM	Train to focus on infractions in the law that are being broken and have a positive attitude towards all citizens rather than assuming anything negative! believe because of race. All police should be introduced to a variety of neighborhoods and participate with other police in positive social interactions in these neighborhoods as part of general racial bias training.
53	Oct 20 2020 07:50 PM	Create an independent citizen review board tasked with reviewing all use of force and escalation of force incidents who is empowered to take disciplinary action against officers found in violation of use of force policy and to assist in updating the use of force policy to reduce use of force and escalation of force during interactions with citizens. Guarantee POC representation on the citizen review board. Publish use of force and training data, including disciplinary action taken, for all officers. Disclose all contracted businesses involved in maintaining police equipment and make available dates and locations of police vehicles being driven by porters to ensure accountability.
54	Oct 20 2020 07:46 PM	The occurrence is the thing that matters. Transparency and clarity about how to make a complaint/how the department will follow up are helpful, though.
55	Oct 20 2020 07:44 PM	

		Collect data from every stop. Have officers fill out a survey where they are asked if they could have done a better job.
56	Oct 20 2020 07:33 PM	Implement a non-jeopardy program to track and learn from officer's mistakes. Pattern it after aviation safety programs. See Aviation Safety Action Program (ASAP), Line Oriented Safety Audit (LOSA) for reference to airline programs.
57	Oct 20 2020 07:16 PM	create a culture where reporting bad actors is rewarded
58	Oct 20 2020 06:51 PM	I have no idea- you all have hard jobs!!! If people break laws; they should be dealt with fairly and equally. Skin color, age, religion, or sex should have no bearing at all on outcomes. If 70 year old white women are the only ones speeding; then they should be the only ones getting ticketed for such. The laws should be enforced justly. If Asian 16 year old boys are the only ones shoplifting; then they should be the only ones being prosecuted for that. If all infractions are only allowed to be enforced to match the statistical percentages of race, sex, age, and religion of the community; then that would not likely lead to a very safe community. Those 70 year old white woman would get away with far too much speeding; until the rest of us started to ignore the speed limits. No steps. Again, if a citizen it observed violating the law, please enforce the law regardless of ethnicity, skin color or gender. N/a Wow that's tough! I think bodycams may provide footage that if made available to the public might allay these concerns. Record interactions and study them with officers to point out how to make these interactions more favorable. Involve the media in a ride along and in the training you rec4eive and use. Continue to teach cultural understanding (i.e. in Hispanic culture it is often disrespectful to make direct eye contact with an authority figure. This could be misconstrued as someone being unwilling to trust the police.) There are lots of examples. Treat everyone fairly color of skin shud not be a reason to stop someone This is a national problem and perception which require a long-term effort continuously. Continue racial diversity training. cannot relate and have no exposure to racial bias in the township ? Every interaction with the public (any event, traffic stop, etc.) should be carefully managed with the utmost respect and fairness. Minds (and perceptions) change with every single interaction. First and foremost, make sure the traffic stop or interaction is warranted. Introduce yourself and have a smile (not a smirk or a frown) on your face when approaching a stopped vehicle. Was there an infraction or is the driver just acting suspiciously? Also, give out "good driver" certificates for free coffee or food for drivers and maybe a free "policeman and me" picture books for nervous children in the car. Show your human side, not your terminator side. Look at how they do enforcement in Europe. Not here; we're an example of what not to do. Have more foot patrol and bike patrols with personal interaction. Get more officers in neighborhoods interacting with teens. Have info booths at businesses so friendly officers can interact with residents in unofficial interactions. Education and effective accountability thru recording and video camara Data collection and analysis with a multi-cultural citizen liaison committee.
75	Oct 20 2020 03:42 PM	There is more crime in low-income areas....and more people of color live in those areas...so it is natural that traffic stops for suspected crimes may involve more people of color. Make sure training is conducted to ensure that traffic stops are done fairly. It may end up that there are more traffic stops with people of color because of income disparity in certain neighborhoods as noted above, but all stopped must be treated fairly. We don't want police to start looking "the other way" when they see suspected criminals just to keep from going over arbitrary quotas/limits for stopping people of color. We want to be safe....so we want the police to make stops to keep us safe, regardless of race/skin color...but then treat those who are stopped fairly, regardless of skin color/race. In the military they have elite groups Navy Seals and Rangers who are trained to do a job not reacting to emotion. Obviously we can't afford that type of training but hire men and women who are educated, give them respect for the very difficult job that they do and do not keep someone that has a violent record. Transparency and regular communication is important. No ideas
79	Oct 20 2020 03:24 PM	There is a lot of focus on police reform. Things do need to change. Police reform needs to be part of the change, but to focus only on the police misses the opportunity to effect real change. It's like putting a band aid on an arterial bleed. If real lasting change is to take place, it needs to happen at all levels, especially at the top. What about de-fund the legislature?...but in all seriousness, the race problems with policing go beyond the police. It is just a symptom of a larger societal and structural race problem perpetuated by the power structure. Look at car insurance. It's expensive. I am blessed to be able to afford it. I need to drive to get to work. Now suppose I am not financially blessed. I work hard but my job does not pay much. I am making it but I don't have a lot of cash to spare. This part really happened. My car starts making a loud noise. I take it in and find out my motor mount is loose and because of that, the flex portion of my exhaust system stressed, broke open, and needs to be replaced. Then something is wrong with my rear suspension that is a safety issue, and to top it off my brakes and rotors need to be replaced....\$1400.00 and change on a 3 year old car just outside of the manufacturer's warranty. Back to the hypothetical story. My insurance payment is due. I can't afford to pay both, but I have to have my car to get to work. So I chose to fix the car. Because of this my insurance gets canceled. In the parking lot at work, someone hits my car and breaks my tail light, and believe it or not, they didn't even leave a note. On my way home, I get pulled over for the broken tail light. Oh no; no insurance. So, I get a ticket for that. I can't afford the insurance yet so I can't resolve the ticket or fix my tail light. Time goes on and the fines go up on the tickets, my license gets suspended and I now can't register my car (SOS blocks my registration). I get stopped again and now since I have no license (2nd offense, they tow my car. Now I have to pay a tow release fee, a tow fee, and tow storage fees on top of the tickets, my insurance, and my registration. I work hard and am not trying to get over on anyone, but the fees keep adding up and I can't get out from under. To make things worse, my traffic violations go to warrant, I am arrested on the traffic warrants, spend the night and half the next day in jail and lose my job. Poverty adversely affects minority populations, so looking at this example, the way traffic laws and penalties are written, it adversely affects minority populations. (this is a made up example but I have seen it happen over and over). Police officers are just enforcing the law as it is written. Traffic rules do need to be enforced for everyone's safety, but could it be done differently? That would take changing the law. Right now it seems like traffic enforcement is just a money grab by the government that intentionally or unintentionally disadvantages a specific section of society. Let's not miss this opportunity to make real change. Otherwise, history will keep repeating itself.
80	Oct 20 2020 03:24 PM	Discuss in the Pittsfield Post any issues that have occurred and tell us how you have handled it.
81	Oct 20 2020 03:22 PM	don't think Pittsfield officers are biased
82	Oct 20 2020 03:20 PM	Hire more minorities.
83	Oct 20 2020 03:18 PM	This racial discrimination issue is a lot of nonsense. And the Township Board needs to stop making a big deal out of it. Stop this nonsense and get the job done.
84	Oct 20 2020 03:14 PM	Pull over and harass more caucasians
85	Oct 20 2020 03:14 PM	Get police out in the community where people live.
86	Oct 20 2020 03:00 PM	Use of body cams.
87	Oct 20 2020 02:59 PM	Look at data. Have real conversations if there is racial bias seen in the data. Commit to and continue training in the area of social justice.
88	Oct 20 2020 02:56 PM	We need to prioritize arrests for those that really need it - not those simply driving on an expired license or those with small amounts of drugs for personal use.
89	Oct 20 2020 02:55 PM	If a person is breaking the law stop them
90	Oct 20 2020 02:43 PM	Remove racial profiling as a reason for making a traffic stop
91	Oct 20 2020 02:42 PM	Encourage people to stop doing crime. If you are not doing crime then you most likely will not encounter a police officer. Its actually quite simple. Maybe the interaction can start with a different sentence than 'do you know why i pulled you over'. maybe it starts with, i'm pulling you over for a traffic violation. This interaction is not and will not be physical. If you are nervous, you can call someone to participate in this conversation or use one of our advocates.
92	Oct 20 2020 02:41 PM	Educate the public big time with statistics. They'll likely show that racial bias doesn't exist.
93	Oct 20 2020 02:38 PM	Transparency when when an issue comes about. Quick release of information.
94	Oct 20 2020 02:37 PM	Commit to hiring a workforce that reflects the population it serves
95	Oct 20 2020 02:37 PM	Do not use unmarked cars. Concentrate traffic speed traps during daylight hours.
96	Oct 20 2020 02:29 PM	Supply more information and educational seminars.
97	Oct 20 2020 02:28 PM	Inform the community that the Public Safety Department is there to help all citizens and proactively help citizens overcome any fears of the public safety department. Police officers should occasionally, throughly the school year, meet with elementary aged classrooms to help children at an early age understand they are able trust police officers and create back and forth respect between young citizens and police officers.
98	Oct 20 2020 02:10 PM	Make friends with people who don't look like you.
99	Oct 20 2020 02:08 PM	Focus on the traffic infraction, not the person driving the car or the type of car.
100	Oct 20 2020 02:05 PM	Some people will look for ways to "get the police" or cause problems. Body cams prevent this. When the truth is caputred people can is it and they know it is a fact.
101	Oct 20 2020 02:04 PM	approach the vehicle as if your family is inside. walking up to the car with hands on gun, or gun in hand is not an inviting feeling. Also, hiring more social workers instead of police officers is a proven successful tactic. https://www.theguardian.com/us-news/2020/sep/19/alexandria-kentucky-police-social-workers
102	Oct 20 2020 02:03 PM	...
103	Oct 20 2020 02:03 PM	...

104 Oct 20 2020 02:02 PM Publish all data and work on a plan to address any adverse or unintentional bias that is revealed by the data itself. The new county prosecutor has been working through the data for Washtenaw County to do exactly this and I would encourage Pittsfield Twp to work with him.

105 Oct 20 2020 01:59 PM Be transparent

106 Oct 20 2020 01:56 PM This really comes down to the ethics of each individual officer. I don't know that I have a good answer for it.

107 Oct 20 2020 01:56 PM Emphasize community involvement, mental health services. Support for families that might be struggling with domestic issues and/or housing, child care, poverty.

108 Oct 20 2020 01:55 PM Being properly trained

109 Oct 20 2020 01:54 PM provide data showing how many stops lead to legitimate charges - are different stop rates justified?

110 Oct 20 2020 01:49 PM Transparency in reporting stats on police/citizen interactions and traffic stops.

111 Oct 20 2020 01:48 PM Transparency

112 Oct 20 2020 01:48 PM Publicly post data based on race.

113 Oct 20 2020 01:46 PM Visual impairment. can not comply.

114 Oct 20 2020 01:45 PM .

Do not change anything. I expect the police to pull me or any other law breaking individual over at any time. If I do something wrong, I need to be cited and reminded that I should follow the laws. The Police do not pull people over just because they are black, white, asian, etc. People feel that this is the case, but data does not support it. It is not my fault, the township's fault, or society's fault that a higher proportion of crime is committed by a specific race. This is a simple fact that certain groups of people cannot understand. If there is a reduction in the number of police traffic stops and crime increases, I will be severely disappointed. Ultimately I will leave if I do not feel safe in the community. Reduction in the police ranks or funding is a complete mistake and will lead to an increase in crime since some individuals will feel that they have a free pass to commit crimes.

115 Oct 20 2020 01:44 PM More awareness training.

116 Oct 20 2020 01:43 PM Not sure

117 Oct 20 2020 01:42 PM No idea

118 Oct 20 2020 01:41 PM Those you have included above.

119 Oct 20 2020 01:39 PM No measures. Would advocate some yearly training but I don't think we need to change everything. If you speed and violate traffic laws or bring attention to yourself, you should be contacted. Maybe have officers use more discretion when making contacts and not be as aggressive with issuing citations. I was stopped once for a taillight out driving a nice car with my kids and the officer gave me a verbal which was in line with a minor traffic infraction.

120 Oct 20 2020 01:39 PM ?

121 Oct 20 2020 01:38 PM Become part of the City of Ann Arbor.

122 Oct 20 2020 01:35 PM I think what is actually happening is much more important than what is perceived to be happening. Full transparency in all instances ensures that perception is the truth.

123 Oct 20 2020 01:32 PM n/a

124 Oct 20 2020 01:31 PM Publicize the training

125 Oct 20 2020 01:30 PM Treat everyone equally under the law and under the what ever policies are in place.

126 Oct 20 2020 01:29 PM Body-cams. Good for Officers. Good for Citizens.

127 Oct 20 2020 01:29 PM I don't know.

128 Oct 20 2020 01:28 PM Publicizing data is probably a good first step! Maybe also talking with community groups, etc.? Do you have a liaison officer who can do that kind of thing?

129 Oct 20 2020 01:26 PM Include statistics relating to police/citizen interactions and traffic stops in the annual(?) review process, to identify officers who require more training or even dismissal.

130 Oct 20 2020 01:25 PM ?

131 Oct 20 2020 01:25 PM Perhaps inviting community to use of force training so there is a shared understanding of how these decisions are made - I attended one in the past in another town I lived and it was eye opening and created understanding

132 Oct 20 2020 01:24 PM educate officers again and again and intervene if anyone is overdoing

133 Oct 20 2020 01:22 PM More community engagement

134 Oct 20 2020 01:19 PM Na

135 Oct 20 2020 01:18 PM no

136 Oct 20 2020 01:10 PM no

137 Oct 20 2020 12:55 PM Data science to study internal behavior that may be unconscious, and data-driven approaches to reversing any implicit bias. Ready Cathy O'Neil's Weapons of Math Destruction book.

Survey on Enhancing Public Safety Services in Pittsfield Township

Please take a few minutes to give us your opinion on how the Pittsfield Township Department of Public Safety can enhance its work with a particular focus on promoting racial justice and equity?

Answered 122
Skipped 196

Respondents	Response Date	Responses
		PT Public Safety is extremely well respected by my neighbors and my family. They are responsive, timely, professional and yet courteous when responding to calls. The High School SRO officer is a huge value-add to the school community and gives parents a higher degree of confidence in the safety of their children. Thank you!
1	Nov 04 2020 11:37 AM	
2	Nov 03 2020 05:34 PM	Treat everyone equally - we are all humans.
3	Nov 03 2020 11:26 AM	Deliver the facts, not the feelings.
4	Nov 02 2020 12:46 PM	See comments to question 9. The key is openness. In the end this protects both citizens and police officers. Maybe you could hold forums or educational experiences (although it's probably a challenge getting citizens interested in participating voluntarily), but I say, the best thing to do is keep talking, keep listening to people of color, and help people of color feel safe when they are in Pittsfield Twp---safe from police brutality, and help them feel "seen" and not invisible.
5	Oct 30 2020 03:18 PM	
6	Oct 29 2020 08:42 PM	Again, true community Police Officers.
7	Oct 29 2020 05:00 PM	Maybe share a video of all of you pledging the commitment? Those cop/firefighter dancing to Happy videos get a lot of attention. LOL
8	Oct 29 2020 12:36 PM	Solicit input from the community (continue these surveys) and when the pandemic is behind us, hold public forums to listen to the community about their concerns and complaints (if they have them).
9	Oct 28 2020 09:13 PM	You could proofread the survey questions and use appropriate scales for answers.
10	Oct 28 2020 04:13 PM	See answer to the #and 8 above.
11	Oct 25 2020 08:49 PM	Respect! I just can't wrap my head around the fact that it's so hard.
12	Oct 25 2020 10:32 AM	See the previous answer.
		I have not complaints here. But I am white so easy talking. Putting one self in some one else's place might help. And we whites really have to give that a lot of thought. That might be the first assignment.
13	Oct 24 2020 02:38 PM	What does a black Dad have to tell his sons? Why should he have to?? Or the mom for that matter. That is a starting point. We have to love our neighbor as ourself, right? Let's try to do that, God helping us.
14	Oct 23 2020 05:30 PM	Training and support for officers to learn
15	Oct 23 2020 04:56 PM	Treating all people respectfully will be the best ticket in the long run.
16	Oct 23 2020 03:38 PM	See above response
17	Oct 23 2020 01:55 PM	They are going a good job.
18	Oct 23 2020 01:11 PM	Continuous awareness in the equality of all people, as Pittsfield Twp is one of the most diverse community, and should never focus on anyone group.
19	Oct 23 2020 08:52 AM	Be more visible in the community, not only with kids at school, but seniors and other adults.
20	Oct 22 2020 10:13 PM	Transparency
21	Oct 22 2020 08:13 PM	Blah
22	Oct 22 2020 07:22 PM	Continue doing what you are you doing, you all rock! We love and support you
23	Oct 22 2020 02:27 PM	There is no cure to this at least in the near future. We can only fool ourselves that we are doing something to manage racial injustice .
24	Oct 22 2020 12:08 PM	The township should hire more officers of color, and especially officers who are muslim and who speak Arabic. more face time. simply being around events and talking with the crowds (post-pandemic). doesn't have to be with any particular race or creed, people just need to see images of Public Safety interacting with non-Public Safety so they can disassociated them from the images they see on TV or the Internet.
25	Oct 22 2020 11:02 AM	
26	Oct 22 2020 10:01 AM	Perhaps take proactive steps, such as joining in on Black Lives Matter marches/rallies - not just keeping order, but actively marching with protesters. Could engage with students through high school diversity groups
27	Oct 22 2020 09:50 AM	NA
28	Oct 21 2020 11:02 PM	I wish I had some good ideas. Treating each other with kindness and respect. This needs to apply to everyone.
29	Oct 21 2020 10:34 PM	Be open about how complaints are handled. Police should never police themselves and should ALWAYS be accountable. Break the union on this regard if it is keeping progress from being made as to perceptions of bias.
30	Oct 21 2020 08:11 PM	Continued commitment and allocation of resources to raising awareness about white privilege and institutionalized racism
31	Oct 21 2020 07:51 PM	More town halls for citizens to meet the officers who work for us. To help keep open lines of communication with the community.
32	Oct 21 2020 06:06 PM	Begin with being transparent!
33	Oct 21 2020 04:01 PM	Awareness. Sensitivity training, although I hope awareness increases sensitivity. Education of cultural and racial differences and what is respectful for varying groups.
34	Oct 21 2020 03:36 PM	I need to know the facts and what issues center around racial injustice in Pittsfield to suggest what to do about it. Not being aware there issues is the first problem.
35	Oct 21 2020 02:41 PM	Keep up the good work!
36	Oct 21 2020 02:32 PM	1) Do not have a Resource Officer in schools. 2) Community listening events organized by community leaders. 3) Increase funding for social workers who can accompany on calls. 4) Have members of marginalized groups lead the decision making processes. Turn off mainstream media news. You are obviously drunk with Democrat indoctrination of doom and gloom. We are all unified and have no racial bias whatsoever in this Township. You are fanning the flames by issuing this ridiculous, and very destructive survey! Turn off CNN and MSNBC. You have become ill.
37	Oct 21 2020 01:11 PM	
38	Oct 21 2020 12:44 PM	Ask for help. What departments across the country have had success turning around the same issues? It doesn't have to be a perfect benchmark, just one that continues to improve their numbers related to D, I, & E. 1) recruit from within the community, especially communities of color (not just African American, also other BIPOC communities which are important to the diversity and quality of life in Pittsfield, like Middle Eastern, East Asian, South Asian, LGBTQ). 2) Embed officers within the community; hold town halls to help police and community members communicate; 3) continue training and practicing non-violent de-escalation like they have done in some other forces, like in Newark. Violence should be the very, very, very last resort-- even if officers have to retreat and just make a cordon around a dangerous individual, and just wait them out. The goal should be everyone goes home/the hospital/prison ALIVE and UNHARMED. We don't have a death penalty in Michigan and even if we did, it would be a decision for the courts to make through a process--it is not a decision individual officers, no matter how well trained, should be making on the street in the heat of the moment. If officers are scared in a situation, they should call for back up, or retreat safely until they have back up, rather than have a warrior mentality of going mano-a-mano with troubled or troublesome individuals. With all the surveillance, drones, cameras, etc. we have now, tracking a problematic person until they can be safely taken into custody and given the help or legal due process they need should not be hard. We don't need Rambos on the street.
39	Oct 21 2020 11:04 AM	
40	Oct 21 2020 10:01 AM	I am not qualified to answer.
41	Oct 21 2020 09:22 AM	I don't have any idea. Again I think police body cams are one way that we can prove that everything is on the up and up.
42	Oct 21 2020 07:57 AM	Use of social workers to assist on domestic calls
43	Oct 20 2020 11:09 PM	I do not know
44	Oct 20 2020 09:51 PM	See above
45	Oct 20 2020 09:12 PM	Inform the community that the Public Safety Department is there to help all citizens and proactively help citizens overcome any fears of the public safety department.

46	Oct 20 2020 08:59 PM	N/A
47	Oct 20 2020 08:53 PM	Identify the problems and willingness to spend time and strategies addressing them.
48	Oct 20 2020 08:46 PM	We live more in the country of Pittsfield. I believe our entire area is white and rarely ever see DPS, although the Fire Marshall is here regularly these days. I have no idea what kind of activities go on in other areas. I know I have seen tons of people playing basketball before over by Ellsworth and Platt. It might be cool if officers came just to socialize - this would obviously need to become a regular thing or else it might come off poorly. Maybe even have a weekly 5 on 5 officers vs residents. I think the biggest thing when it comes to racial justice and equity is making sure the side that feels unfair (minorities) can have interactions with DPS on their terms as opposed to asking those that feel unfair come out to meet DPS on the DPS terms (like throwing a picnic where it is convenient for DPS as opposed to where minorities are more likely to show up). On this note, we are newer to the area so I imagine there are tons of places in Pittsfield other than the basketball courts. I imagine you can find different minorities in different parts of the township and come to them as opposed to trying to have them come to you.
49	Oct 20 2020 08:29 PM	Attend back-to-school nights and ask the parents this question.
50	Oct 20 2020 08:27 PM	Studying how other public safety/police departments address it. Hiring experts to provide training, including staff participating in simulations of situations they might encounter.
51	Oct 20 2020 07:50 PM	I believe that in order to really have racial justice and equity for all, anyone employed by the Department of Public Safety would need to truly want to understand and listen to citizens from a variety of racial backgrounds in a casual non threatening environment. This could start with organized meetings to have conversations with educators from nearby Universities who specialize in this particular area as well as leaders from area religious churches, synagogues, mosques, etc.. These should not be lectures! Finally, the the groups can come up with a plan that would benefit neighborhoods and encourage positive interaction with the police department and citizens in small areas of the township. Many people & some police need to recognize that there has been reason to have fear of authoritarian officials if you are not a white anglo saxon person in the United States. Many people are ignorant of this fact and refuse to believe this because they never interacted socially long enough to hear the stories related to the family history that still haunts the minds of many black citizens today. Slavery may be gone, but equal rights and prejudice is still strong today. However, it is not only black citizens who feel prejudice and have stories to tell. These people need to feel safe and protected by police rather than fear. Only positive nonthreatening frequent interaction between both police & citizens on a regular basis will slowly make that happen. I would say that the police should frequent coffee shops in the area they patrol and continue to get to know the people who live nearby. That type of behavior will help develop positive thoughts in everyone's mind that The Department of Public Safety is part of a safe neighborhood, and police officers are always willing to listen in their neighborhood.
52	Oct 20 2020 07:46 PM	Divert funds from policing to community health, education, and housing. Reduce armed officer role in public safety by having trained social workers and mental health professionals respond to non-violent complaints
53	Oct 20 2020 07:33 PM	Use data collection to identify when and where officers are interacting with minorities in a manner that suggests racial bias. Implement policies reducing those interactions.
54	Oct 20 2020 07:28 PM	I would prefer the Pittsfield Township Department of Public Safety focus on Public Safety and make promoting public safety it's priority.
55	Oct 20 2020 07:16 PM	internally raise awareness of different cultural holidays, traditions (kwanza, eid, diwali, etc)
56	Oct 20 2020 06:37 PM	Just enforce the laws without bias. And be able to prove your work.
57	Oct 20 2020 06:21 PM	Let leaders of minority groups ride along In patrol cars to give advice and mentor officers in their dealings with the minority community
58	Oct 20 2020 06:08 PM	I think I answered this in # 9.
59	Oct 20 2020 05:52 PM	No experience on this subject
60	Oct 20 2020 04:32 PM	Being transparent on crime data and processes would be a good starting point.
61	Oct 20 2020 04:29 PM	Have more people at the table that have been impacted by bias.
62	Oct 20 2020 04:25 PM	same - I have no experience to base an opinion or advice on
63	Oct 20 2020 04:17 PM	?
64	Oct 20 2020 04:07 PM	Cultural change can be slow but it's necessary. Diversity awareness training should occur at least once a year for all members of our public safety department. Signs around the public safety offices reinforcing positive and fair behavior by members of the department.
65	Oct 20 2020 03:53 PM	Please see 8 and 9. Smile, wave, be human. We know your work is serious, but you don't have to be in "bad-ass" mode just because you are in a cop car and have a gun. You have a responsibility for everyone's safety and that includes the people you are detaining. I think body cams can go a long way to showing how things can go wrong and how things can go correctly! And, for Heaven's sake, don't turn the body cam off. Cover your own self by showing how and why the stopping, detaining, or searching is being done. I have cops, volunteer firefighters and a state trooper in my family. I want them all to be safe.
66	Oct 20 2020 03:51 PM	Get rid of the dead wood in the department. Starting with P...
67	Oct 20 2020 03:46 PM	see above.
68	Oct 20 2020 03:46 PM	Inclusive Pre employment Training and education To give equal opportunities
69	Oct 20 2020 03:42 PM	Justify all traffic stops and arrests and wear body cams as backup to prove stops/arrests are made fairly. Conduct mandatory racial sensitivity/anti-bias training at least once per year....not just one and done...but hold refresher coursed each year for everybody to include updates lessons learned and use of best (fair) practices. If there is a perception of bias, discuss amongst the police force (and solicit input from residents via annual surveys) as to how to address it...but please do NOT stop catching criminals just to be politically correct and let the "bad guys" get away with crimes.
70	Oct 20 2020 03:40 PM	I believe that Pittsfield Township has been doing a great job so far but unfortunately some of the elected officials are trying to be part of the Ann Arbor's arrogant attitude . They scream about equality and injustice but truthfully...not in their neighborhood. Do we have racism ? There will always be one group that doesn't like another and if we're all honest even within our own races we find people who don't like us for our lipstick , eye color or whatever.
71	Oct 20 2020 03:39 PM	Unfortunately the only time people really come together is during extreme crisis when none of these things matter.
72	Oct 20 2020 03:33 PM	Ignorance creates racism and hatred. Education is the only way to change the future.
73	Oct 20 2020 03:24 PM	Perhaps forming a joint police-civilian task forces that focus on this specifically would be helpful, or periodic police-civilian roundtable discussions.
74	Oct 20 2020 03:24 PM	No ideas
75	Oct 20 2020 03:20 PM	You have come to our neighborhood picnic and discussed many issues. and when my daughter was in school, we interviewed our resource officer. He was always so very helpful. A great community asset. Mr. Richie Coleman as I recall. His work was valuable . Especially as a member of color in our department.
76	Oct 20 2020 03:18 PM	Continual outreach and contact with minority community groups to build understanding and relationships...from the officer on the street to the Chief of Police/director. A close review of policies to examine and address any areas where there might be structural racism. Take a look at Candem New Jersey's use of force policy, and see how it compares to yours and adjust your policy. Look at PERF's deescalation training for implementation into your department. Get officers out of their cars for an hour a day to interact and meet the public.
77	Oct 20 2020 03:14 PM	Work with local social workers, places like Hope Clinic.
78	Oct 20 2020 02:42 PM	Take race out of the equation. Don't make a big deal out of nothing. I am sick and tired of Having a diverse staff would help
79	Oct 20 2020 02:41 PM	There is no need for this. The police department should mirror its citizens. Take a look at the racial breakdown of the residents and apply the same math. Its actually quite simple. The public servants of a community have no business promoting a racial group's agenda.
80	Oct 20 2020 02:38 PM	They are very professional and I have been impressed so far.
81	Oct 20 2020 02:37 PM	Educate the public with statistics to counteract those claiming racial inequity. If bias is detected in an individual, discipline him/her, but don't turn over the appcart for a few instances.
82	Oct 20 2020 02:37 PM	Citizens review board
83	Oct 20 2020 02:10 PM	Already think you guys do a great job. We back the blue!
		Inform the community that the Public Safety Department is there to help all citizens and proactively help citizens overcome any fears of the public safety department. Police officers should occasionally, throughly the school year, meet with elementary aged classrooms to help children at an early age understand they are able trust police officers create back and forth respect between young citizens and police officers.

84 Oct 20 2020 02:08 PM Keep trying.

85 Oct 20 2020 02:05 PM Officers should be wearing uniforms and not fatigues and looking like soldiers. When a police officer shows up to any tense situation, their fatigues / military style clothing instantly escalate a situation. We want police officers to promote a trusting feeling not one that promotes fear and apprehension.

86 Oct 20 2020 02:04 PM Just be good people with good training and guidance from the top administrators. Have your officer's back. Let them know doing the right thing will be supported. Provide them with body cams so they feel protected against false allegations. It also protects Pittsfield Township against any bad acts.

87 Oct 20 2020 02:03 PM hire a social worker in place of headcount for any new additional officers. Studies show that rate of crime drop and public service approval ratings increase in places where they have adopted social workers in the public safety office.
<https://www.nydailynews.com/news/national/ny-police-department-hire-social-worker-thousand-arrests-saved-20200729-ql3gvexvf5hvvb5egoomdcoaq-story.html>

88 Oct 20 2020 02:03 PM I am not aware of any complaints with the Department

89 Oct 20 2020 02:02 PM Be more transparent with both data and policies

90 Oct 20 2020 01:59 PM Hire the best

91 Oct 20 2020 01:56 PM I'd love to see a series of community discussions regarding racial justice and equity in Pittsfield Township.

92 Oct 20 2020 01:56 PM Every "incident" where an officer interacts with a citizen should be submitted to a racial equality board. The incident report should include all the information, including thought process, of the interaction - but should NOT include any information about race, skin color, gender, etc.

93 Oct 20 2020 01:55 PM Training

94 Oct 20 2020 01:54 PM Equity also means more women officers, and a department where they feel safe and supported should also be supportive of minority officers.

95 Oct 20 2020 01:49 PM As part of a delegation from ICPJ in September 2017 to interview Matthew Harshberger on such topics, I have to say that we were impressed with the policies, procedures, training, observation, standards, data collecting and reporting that are done by the Pittsfield Township Department of Public Safety. Striving to promote racial justice and equity are already a focus. Being as transparent as possible with the public is important.

96 Oct 20 2020 01:48 PM Unsure

97 Oct 20 2020 01:48 PM I don't think anything needs to be done regarding racial justice.

98 Oct 20 2020 01:46 PM Visual impairment. can not comply.

99 Oct 20 2020 01:45 PM .

100 Oct 20 2020 01:44 PM Do absolutely nothing. Pittsfield Township's current staffing and policing policies are excellent and keep the Township safe. Stop catering to the mob mentality and simply look at the data. Why make changes to address a problem that isn't there.

101 Oct 20 2020 01:43 PM Continue to promote racial justice and equity by informing citizens of this stated goal and provide discussions and information on ways we can all increase our awareness.

102 Oct 20 2020 01:42 PM Not sure

103 Oct 20 2020 01:41 PM Don't know

104 Oct 20 2020 01:39 PM Participate more in the community by attending events, interacting with kids at games. Doing random acts of kindness to help everyone. I don't think a lot of change is needed. You can't say 3 or 4 major incidences depict how our department is. The majority of officers are good. I would say greater transparency is needed especially when the officers screw up and let a drunk driver go and kill someone and the citizens have no clue what happened or whether the suit was resolved. This comes from the top and I don't think there was any accountability.

105 Oct 20 2020 01:39 PM Implement the procedures included above.

106 Oct 20 2020 01:38 PM Perception is as important as actuality. Need to be very aware of what interaction "looked" like to a minority watching or on the receiving end of an interaction.

107 Oct 20 2020 01:35 PM Pittsfield Township should merge into the City of Ann Arbor.

108 Oct 20 2020 01:32 PM We want more than an Ann Arbor address.

109 Oct 20 2020 01:31 PM Again, I don't think a general survey is useful here. Please avail yourselves of the individuals who make this their life's work and the organizations that focus on this issue.

110 Oct 20 2020 01:30 PM n/a

111 Oct 20 2020 01:29 PM Look to national successful models. Involve citizen groups representing important groups.

112 Oct 20 2020 01:29 PM Make sure everyone is treated fairly according to the law. Support all families in need by pointing to community services available in the township.

113 Oct 20 2020 01:28 PM Body-cams. Dash-cams. Release data FAST after an incident. Recruit from local schools.

114 Oct 20 2020 01:26 PM I don't know.

115 Oct 20 2020 01:25 PM I mean, look, I'm a white, married mom with kids and so I'm probably the least equipped person to give you advice and my perception is probably not very telling. Honestly, I didn't know anything about what you are already doing and I'm impressed! I guess I'd just like you to publicize that more--maybe also just having more open forums and/or surveys so that people can express their opinions and perceptions and advice.

116 Oct 20 2020 01:25 PM See above answers (training for a more diverse force, better monitoring of officer behavior)

117 Oct 20 2020 01:24 PM ?

118 Oct 20 2020 01:22 PM None that. I can say

119 Oct 20 2020 01:19 PM see 9

120 Oct 20 2020 01:18 PM More engagement with African American community

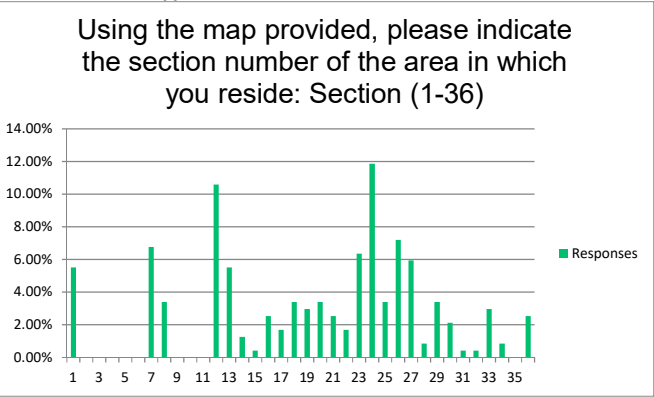
121 Oct 20 2020 01:10 PM Na

122 Oct 20 2020 12:55 PM no

I responded Neutral to "In your opinion, does the Pittsfield Township Department of Public Safety treat those from different racial and ethnic groups equally?" because frankly, I really have no idea. I am white, so I am not the subject of discrimination but I have a strong interest in seeing that everyone is treated fairly and respectfully, not just those who look like me. Perhaps publish easily consumable data so that even those who do not encounter inequity have a strong motivation to make sure no one encounters inequity.

Survey on Enhancing Public Safety Services in Pittsfield Township
Using the map provided, please indicate the section number of the area in which you reside: Section (1-36)

Answer Choices	Responses	
1	5.51%	13
2	0.00%	0
3	0.00%	0
4	0.00%	0
5	0.00%	0
6	0.00%	0
7	6.78%	16
8	3.39%	8
9	0.00%	0
10	0.00%	0
11	0.00%	0
12	10.59%	25
13	5.51%	13
14	1.27%	3
15	0.42%	1
16	2.54%	6
17	1.69%	4
18	3.39%	8
19	2.97%	7
20	3.39%	8
21	2.54%	6
22	1.69%	4
23	6.36%	15
24	11.86%	28
25	3.39%	8
26	7.20%	17
27	5.93%	14
28	0.85%	2
29	3.39%	8
30	2.12%	5
31	0.42%	1
32	0.42%	1
33	2.97%	7
34	0.85%	2
35	0.00%	0
36	2.54%	6
Other (please specify)		24
Answered		236
Skipped		82

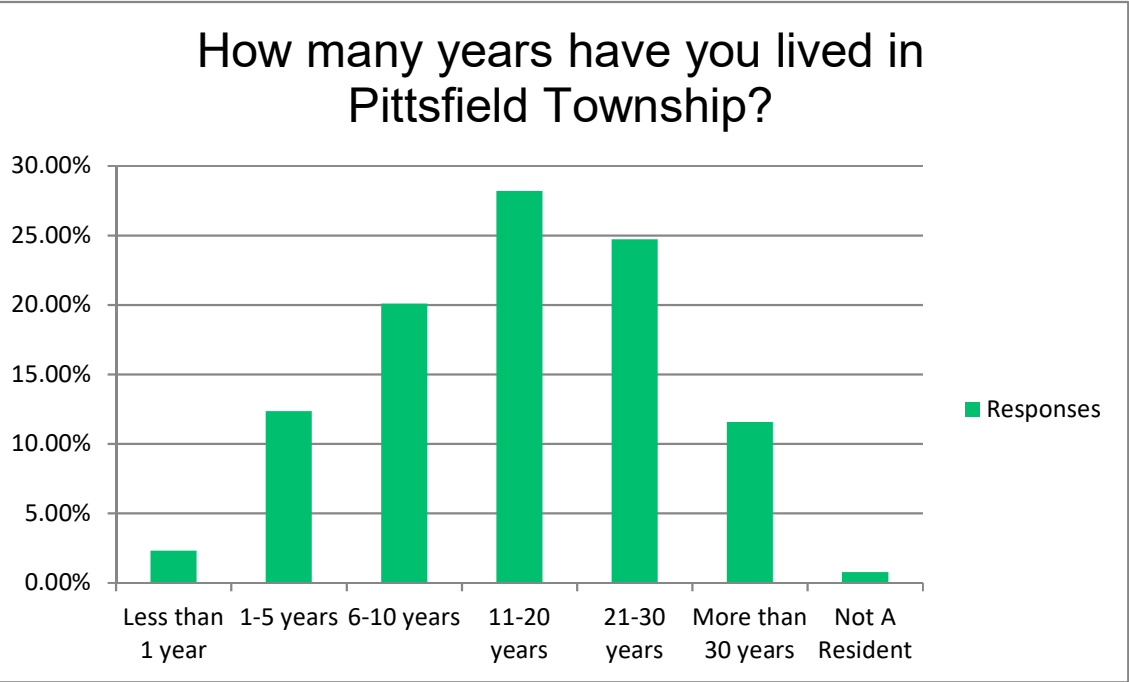


Respondents	Response Date	Other (please specify)
1	Oct 30 2020 03:26 PM	map not detailed enough--I'm guessing!
2	Oct 25 2020 08:51 PM	Carpenter school neighborhood
3	Oct 23 2020 05:35 PM	unable to tell from this map Rosewood Village on Platt Thank you for asking and all you do for us
4	Oct 23 2020 05:21 PM	12
5	Oct 23 2020 04:57 PM	I cant tell from your map.
6	Oct 23 2020 08:56 AM	Difficult to tell, in University Palisades
7	Oct 21 2020 08:13 PM	Stonebridge Subdivision - Stonebridge Estates
8	Oct 21 2020 06:09 PM	Sorry, this map is not helpful. I am east of Carpenter Road.
9	Oct 21 2020 04:04 PM	Difficult to tell without road names: Stonebridge.
10	Oct 21 2020 09:26 AM	sorry, but I can't find Textile on this map. I am in either 22 or 27.
11	Oct 21 2020 08:24 AM	48197
12	Oct 21 2020 07:48 AM	8
13	Oct 21 2020 06:31 AM	could be 12, hard to distinguish on this map
14	Oct 20 2020 09:29 PM	map is too small for me to tell where I am. I am parallel to Golfside and unfortunately my Zip code is 48197 Ypsilanti.
15	Oct 20 2020 08:15 PM	Southwest
16	Oct 20 2020 07:56 PM	Ashford Village Subdivision
17	Oct 20 2020 06:27 PM	Work in the area
18	Oct 20 2020 06:10 PM	I really can't tell from this map. Need some ID of streets. Maybe 23?
19	Oct 20 2020 05:48 PM	I think
20	Oct 20 2020 02:29 PM	Not sure
21	Oct 20 2020 02:15 PM	27
22	Oct 20 2020 01:37 PM	Stonebridge subdivision
23	Oct 20 2020 01:35 PM	I can not tell from this map. No road names are included so it is very hard to pinpoint.
24	Oct 20 2020 01:24 PM	24

Survey on Enhancing Public Safety Services in Pittsfield Township

How many years have you lived in Pittsfield Township?

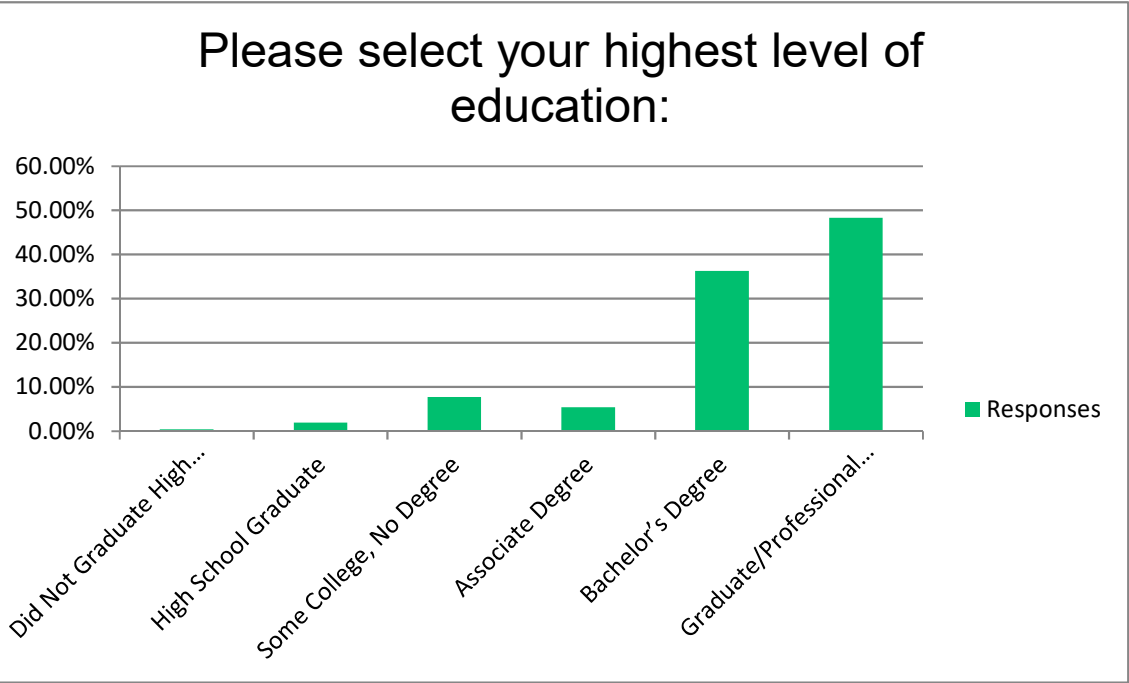
Answer Choices	Responses	
Less than 1 year	2.32%	6
1-5 years	12.36%	32
6-10 years	20.08%	52
11-20 years	28.19%	73
21-30 years	24.71%	64
More than 30 years	11.58%	30
Not A Resident	0.77%	2
Answered		259
Skipped		59



Survey on Enhancing Public Safety Services in Pittsfield Township

Please select your highest level of education:

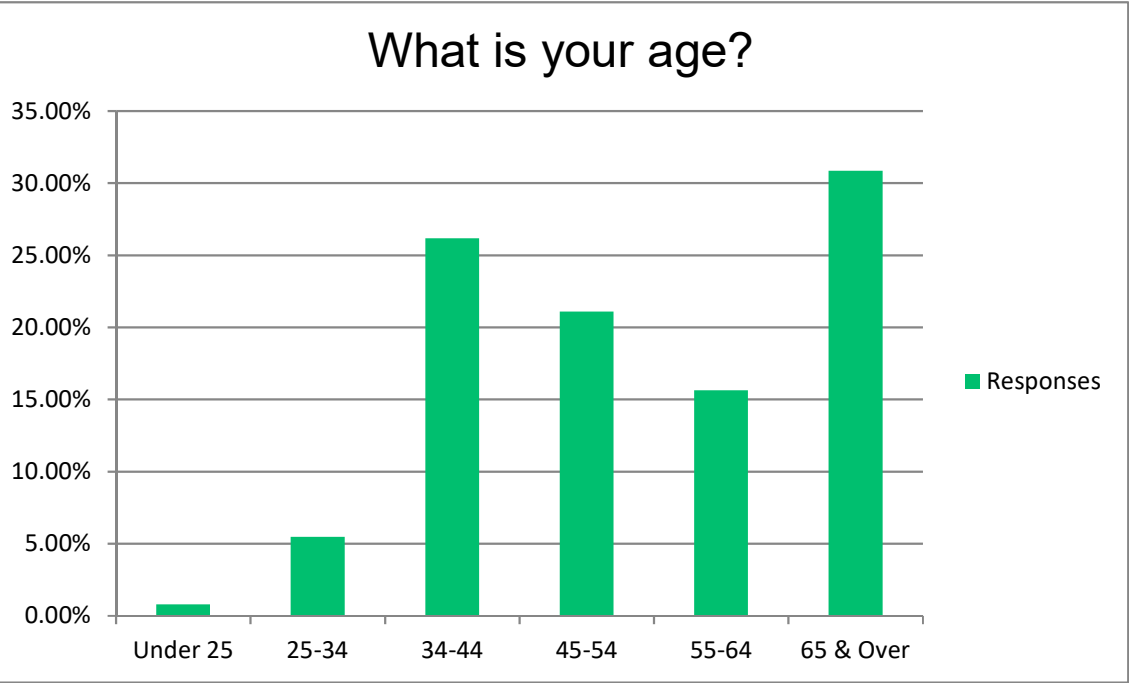
Answer Choices	Responses	
Did Not Graduate High School	0.39%	1
High School Graduate	1.93%	5
Some College, No Degree	7.72%	20
Associate Degree	5.41%	14
Bachelor's Degree	36.29%	94
Graduate/Professional Degree	48.26%	125
Answered		259
Skipped		59



Survey on Enhancing Public Safety Services in Pittsfield Township

What is your age?

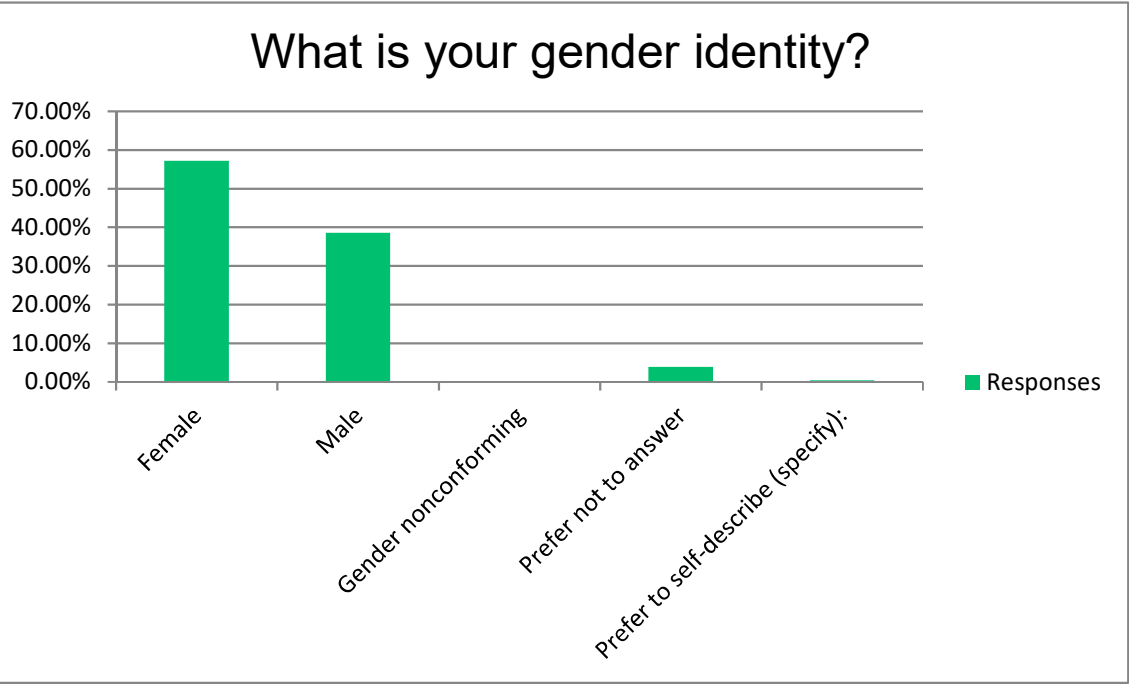
Answer Choices	Responses	
Under 25	0.78%	2
25-34	5.47%	14
34-44	26.17%	67
45-54	21.09%	54
55-64	15.63%	40
65 & Over	30.86%	79
Answered		256
Skipped		62



Survey on Enhancing Public Safety Services in Pittsfield Township

What is your gender identity?

Answer Choices	Responses	
Female	57.20%	147
Male	38.52%	99
Gender nonconforming	0.00%	0
Prefer not to answer	3.89%	10
Prefer to self-describe (specify):	0.39%	1
Answered		257
Skipped		61

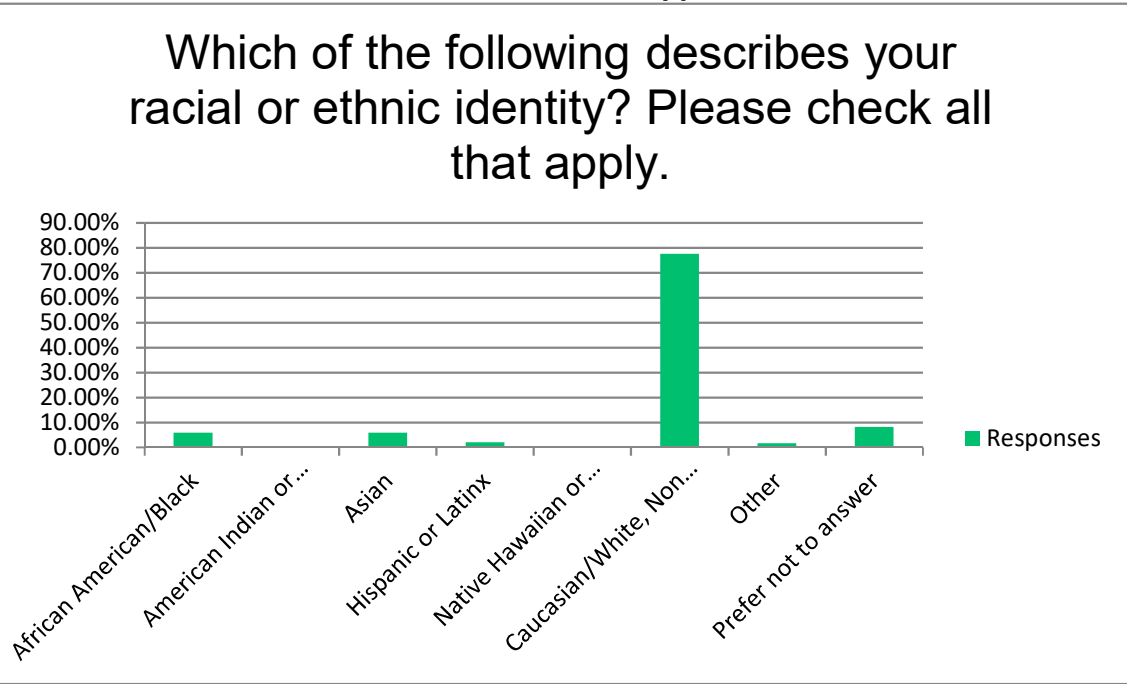


Respondents	Response Date	Prefer to self-describe (specify):
1	Oct 21 2020 01:12 PM	There are only 2 biologic genders. Stop it.

Survey on Enhancing Public Safety Services in Pittsfield Township

Which of the following describes your racial or ethnic identity? Please check all that apply.

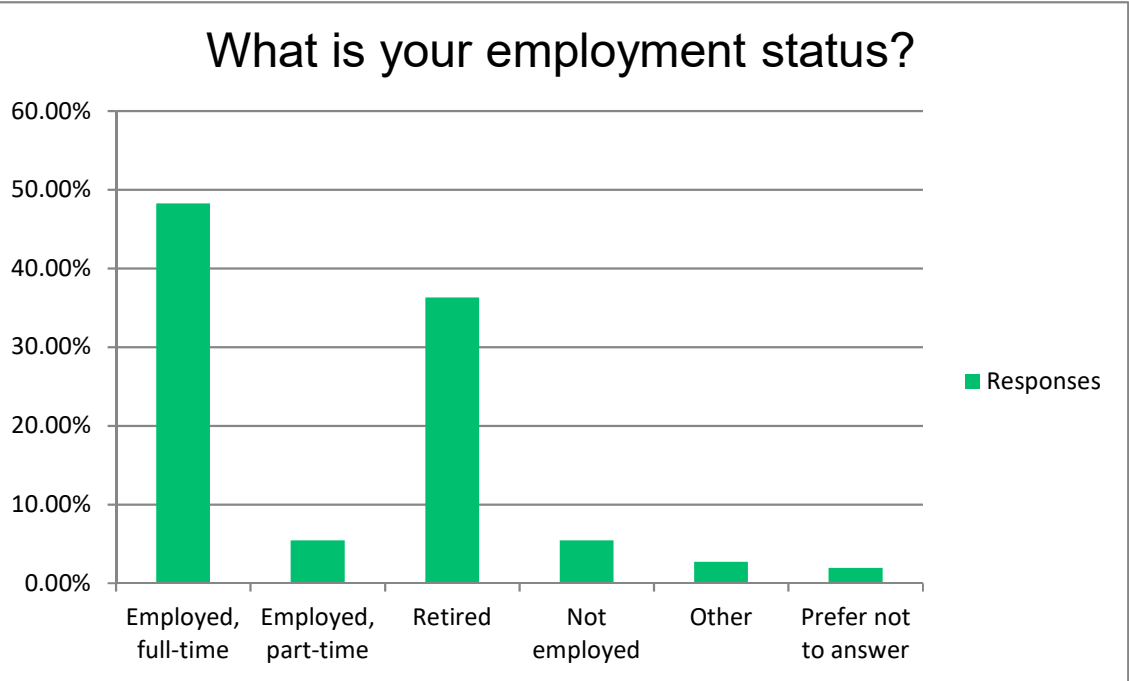
Answer Choices	Responses	
African American/Black	5.81%	15
American Indian or Alaska Native	0.39%	1
Asian	5.81%	15
Hispanic or Latinx	1.94%	5
Native Hawaiian or Other Pacific Islander	0.39%	1
Caucasian/White, Non Hispanic	77.52%	200
Other	1.55%	4
Prefer not to answer	8.14%	21
Answered		258
Skipped		60



Survey on Enhancing Public Safety Services in Pittsfield Township

What is your employment status?

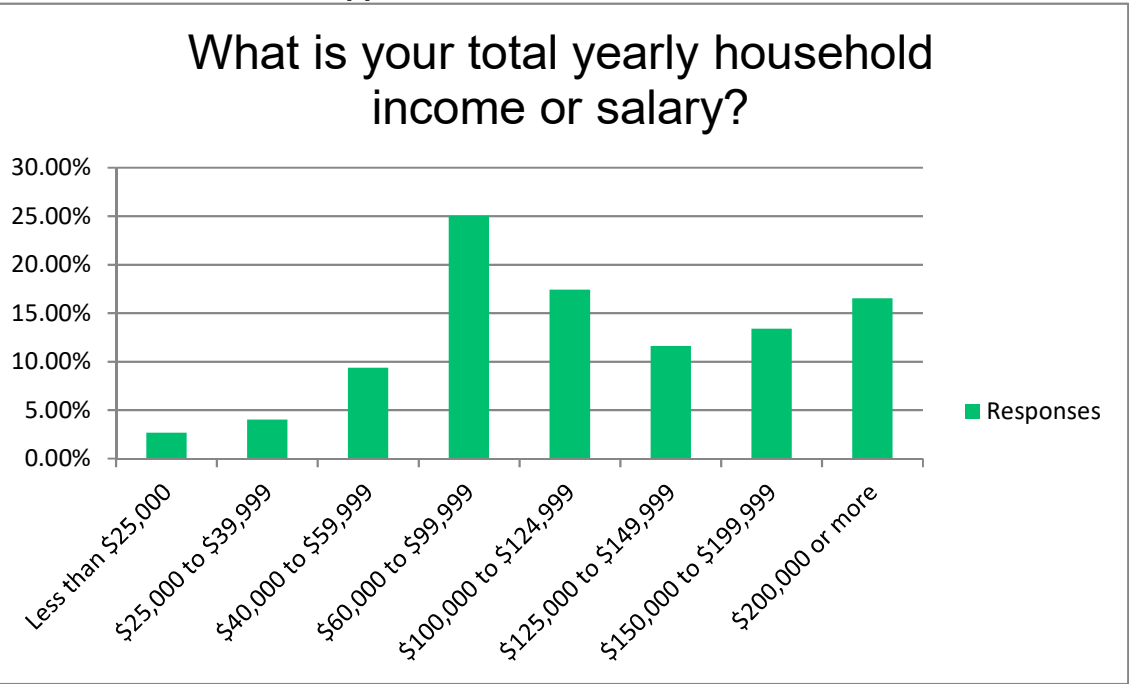
Answer Choices	Responses	
Employed, full-time	48.26%	125
Employed, part-time	5.41%	14
Retired	36.29%	94
Not employed	5.41%	14
Other	2.70%	7
Prefer not to answer	1.93%	5
Answered		259
Skipped		59



Survey on Enhancing Public Safety Services in Pittsfield Township

What is your total yearly household income or salary?

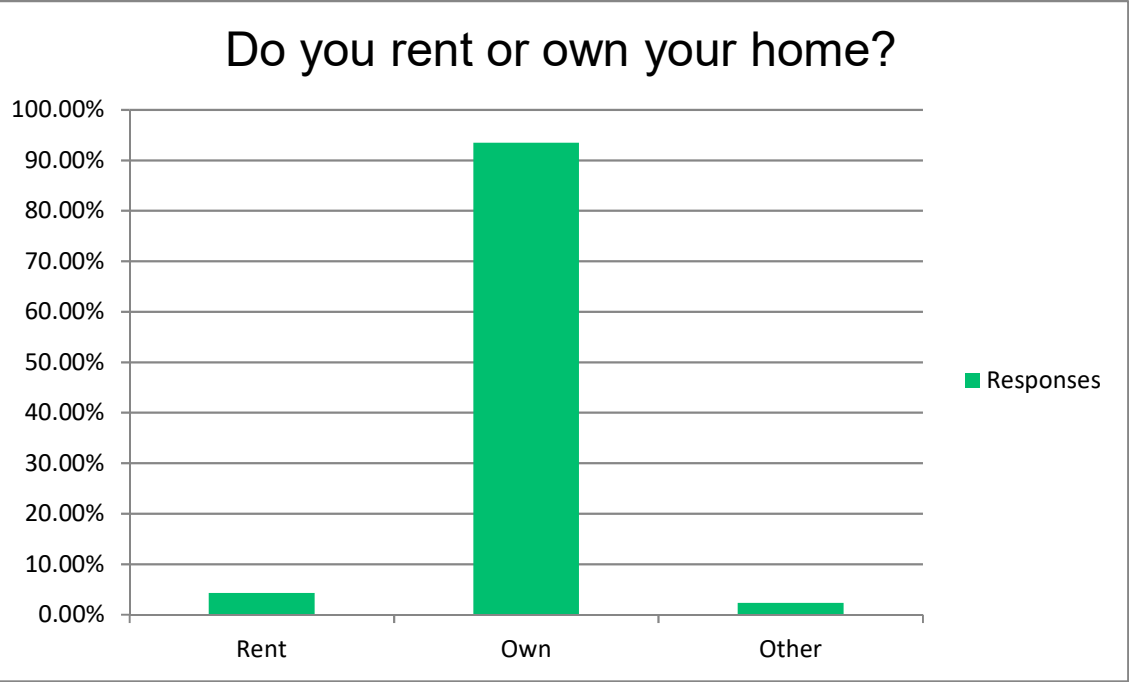
Answer Choices	Responses	
Less than \$25,000	2.68%	6
\$25,000 to \$39,999	4.02%	9
\$40,000 to \$59,999	9.38%	21
\$60,000 to \$99,999	25.00%	56
\$100,000 to \$124,999	17.41%	39
\$125,000 to \$149,999	11.61%	26
\$150,000 to \$199,999	13.39%	30
\$200,000 or more	16.52%	37
Answered		224
Skipped		94



Survey on Enhancing Public Safety Services in Pittsfield Township

Do you rent or own your home?

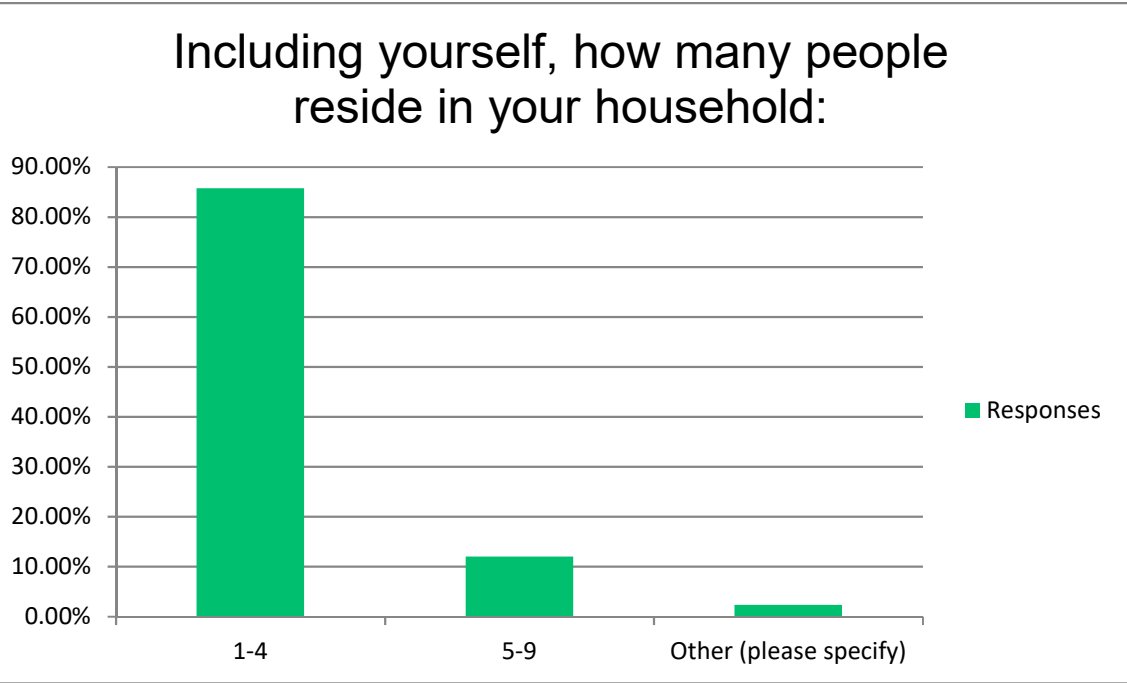
Answer Choices	Responses	
Rent	4.25%	11
Own	93.44%	242
Other	2.32%	6
Answered		259
Skipped		59



Survey on Enhancing Public Safety Services in Pittsfield Township

Including yourself, how many people reside in your household:

Answer Choices	Responses	
1-4	85.71%	222
5-9	11.97%	31
Other (please specify)	2.32%	6
Answered		259
Skipped		59



Respondents	Response Date	Other (please specify)	Tags
1	Oct 23 2020 05:35 PM	none	
2	Oct 22 2020 08:15 PM	A lot	
3	Oct 21 2020 09:50 PM	Less than 4	
4	Oct 21 2020 07:48 AM	1	
5	Oct 20 2020 09:29 PM	why are boats allowed to be stored on our properties?????	
6	Oct 20 2020 03:52 PM	2 plus a cat	