



EAST LANSING POLICE DEPARTMENT

Quality Services for a Quality Community

MEMORANDUM

TO: George Lahanas, City Manager

FROM: Kim Johnson, Chief of Police

DATE: February 1, 2021

SUBJECT: 2020 Report to the Human Rights Commission

City of East Lansing
POLICE DEPARTMENT
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This memorandum is being sent to advise you of my concerns with the attached report that we will be sharing with the Human Rights Commission on Wednesday, February 3, 2021, at our annual discussion on the previous year's police activities.

When reviewing the 2020 Officer-Initiated Contact Report, there were several months early in the year as well as during the last quarter of 2020 where the percentage of police contacts with people of color, specifically African Americans, were over 20 percent. This is a cause for concern for me and it is something we will be looking at more closely.

Since my appointment as Chief of Police back in October of 2020, it has come to my attention that there are some members of our community who believe the police department has a tendency to have contact with people of color at a higher rate than those who are classified as white. I have also been in discussions with various community members over the last four months who have suggested using the official U.S. Census demographic percentages for East Lansing when gauging the proper percentages of police contacts with people of color. If using the official U.S. Census demographic data is the correct indicator of how many people of certain ethnic races we should have contact with, then our current police contact numbers for 2020 are unacceptable.

What I do know is that we will identify the correct and objective answers to the many questions surrounding the percentages of contacts our officers have made on African Americans. Identifying the causes for these higher percentages will not be an easy task, but I'm confident that we will identify the correct and objective answers to these questions. If it is determined that our officers are disproportionately having contact with African Americans at a higher percentage rate than what the official studies and evaluation results reveal, we will take all necessary corrective actions within our agency.

Actions being taken in 2021:

- We have assigned a full-time police officer to the Police Administration to work with Capt. Connelly to conduct a thorough review and assessment of the Officer-Initiated Contact percentages. At the same time, they will explore the various research firms and educational institutions that would be able create an objective analytical study for the department, which will identify and report on all police actions and contacts made with the public. The independent research group that is selected to conduct the study will determine the methods of collection of data. It is conceivable that they may only be able to determine police actions going forward and may not be able to determine the cause of the higher percentages in previous years.
- We will continue to provide our weekly Use of Force incident reports to Council.
- We will begin to capture monthly demographic contact reports from our individual patrol officers.
- All employees will actively participate in the on-going City-wide Truth & Titus Diversity, Equity and Inclusion training that will provide a common base for all employees on equity and inclusion.
- All patrol officers will begin quarterly training and assessments on de-escalation.
- We have already begun our Community Oriented Policing initiatives which will effectively bring our police employees closer to the community we serve. These highly effective initiatives will undoubtedly increase our exposure with our community members in more pro-active and positive interactions and lessen the amount of adversarial and reactive contacts for Calls for Service and self-initiated traffic stops our officers have with the public.
- Integrating our Police Social Workers and our Neighborhood Resource Specialists into our daily operations to assist with non-police-related calls for service.
- We will begin quarterly informal community gatherings where our police employees, including the Police Administration, can have productive dialogue with various groups within the tri-county area of our diverse communities.
- We will continue exposing our officers to the various museums and training centers around the state (Jim Crow Museum, Wright Museum, etc.), which serve to educate on the topics of historical inequality and racial biases in our country.
- We will actively partner with the Police Oversight Commission and embrace the recommendations presented to the police department.
- We will continue to meet with the Human Rights Commission on a yearly basis to continue our productive dialogue on educating our police employees and the East Lansing community on the various aspects of fair and impartial policing interactions.

We are looking forward to 2021 and the many contributions our re-envisioned police department will make to the East Lansing community.

Respectfully submitted,

Chief Johnson

Officer Initiated Contact Report

February 2020

Race	Contacts	Percentage of Total
Asian	91	6%
Unknown	144	10%
White	952	63%
American Indian/Native Alaskan	4	>1%
Pacific Islander	4	>1%
African American	309	20%

March 2020

Race	Contacts	Percentage of Total
Asian	59	8%
Unknown	80	11%
White	459	61%
American Indian / Native Alaskan	4	>1%
Pacific Islander	0	0%
African American	147	19%

April 2020

Race	Contacts	Percentage of Total	EL Resident	Non-Resident
Asian	0	0	0	0
Unknown	0	0	0	0
White	6	66.6%	4	2
American Indian / Native Alaskan	0	0	0	0
Pacific Islander	0	0	0	0
African American	3	33.3%	0	3

May 2020

Race	Contacts	Percentage of Total	EL Resident	Non-Resident
Asian	3	7.7%	3	0
Unknown	3	7.7%	1	2
White	28	71.8%	15	13
American Indian / Native Alaskan	0	0.0%	0	0
Pacific Islander	0	0.0%	0	0
African American	5	12.8%	2	3

June 2020

Race	Contacts	Percentage of Total	EL Resident	Non-Resident
Asian	0	0	0	0
Unknown	2	5.7%	1	1

White	30	85.7%	16	14
American Indian/Native Alaskan	0	0	0	0
Pacific Islander	0	0	0	0
African American	3	8.6%	1	2

July 2020

Race	Contacts	Percentage of Total	EL Resident	Non-Resident
Asian	3	10.3%	2	1
Unknown	2	6.8%	1	1
White	18	62%	11	7
American Indian/Native Alaskan	0	0	0	0
Pacific Islander	0	0	0	0
African American	6	20.6%	4	2

August 2020

Race	Contacts	Percentage of Total	EL Resident	Non-Resident
Asian	2	4%	2	0
Unknown	4	8%	1	3
White	33	66%	14	19
American Indian/Native Alaskan	0	0%	0	0
Pacific Islander	0	0%	0	0
African American	11	22%	5	6

September 2020

Race	Contacts	Percentage of Total	EL Resident	Non-Resident
Asian	2	1%	1	1
Unknown	16	11%	4	12
White	107	72%	43	64
American Indian/Native Alaskan	1	<1%	0	1
Pacific Islander	0	0%	0	0
African American	22	14%	6	16

October 2020

Race	Contacts	Percentage of Total	EL Resident	Non-Resident
Asian	4	2%	2	2
Unknown	9	6%	2	7
White	108	66%	46	62

American Indian/Native Alaskan	0	0%	0	0
Pacific Islander	0	0%	0	0
African American	43	26%	11	32

November 2020

Race	Contacts	Percentage of Total	EL Resident	Non-Resident
Asian	9	3.7%	4	5
Unknown	20	8.3%	4	16
White	151	62.9%	48	103
American Indian/Native Alaskan	1	>1%	0	1
Pacific Islander	2	>1%	0	2
African American	57	23.7%	9	48

December 2020

Race	Contacts	Percentage of Total	EL Resident	Non-Resident
Asian	19	4.2%	11	8
Unknown	45	10%	15	30
White	261	58.5%	73	188
American Indian/Native Alaskan	3	>1%	1	2
Pacific Islander	0	0	0	0
African American	118	26.4%	28	90