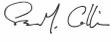


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MEMORANDUM

TO: Advancing Public Safety at the University of Michigan Task Force

FROM: Mark S. Schlissel, President   
Susan M. Collins, Provost 

RE: Advancing Public Safety Report – Next Steps

DATE: June 10, 2021

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Having received your May 6, 2021 Report, and met with you on May 21st to hear additional thoughts and perspectives, we write now to thank you formally for your extensive effort throughout the Winter term, and to summarize the next steps we will take to advance public safety on the University of Michigan's campus. In particular, we are moving forward to implement a number of the recommendations in your Report. Other recommendations will require additional information, analysis and consideration. Your work provides a valuable step towards assessing current strengths and areas of necessary improvement for U-M's Division of Public Safety and Security (DPSS).

We thank you -- Task Force co-chairs and members -- for your hard work on a critical and difficult topic. Indeed, undertaking this effort in the midst of the pandemic made it all the more challenging. You provided multiple venues and opportunities for stakeholders to share experiences, perspectives, and concerns. You identified a number of areas in which data should be made available and for which additional research could inform decision-making. Your commitment to enhancing public safety for all constituents on our campus is very evident in your recommendations. Your work will provide a valuable lens for future steps. We continue to see advancing public safety as integral to the University's mission of preeminence, and its commitment to continuous improvement, and as part of U-M's approach to anti-racism. Furthermore, we appreciate your highlighting the importance of emotional, as well as physical safety and security.

We recognize that members of the Task Force would have liked more time for this work. However, as explained when we met to charge the group and again when the charge was revised, we promised the community an expeditious initial review of public safety at U-M and this priority precluded taking a deep dive into each potentially relevant area at this stage. Instead, this initial review of a wide range of areas was intended as a key step to inform future work and to follow up on campus

interests in a timely way. Indeed, the report is very helpful in surfacing many important issues, as noted below. We also recognize that Task Force members disagree with the provost office policy of not providing incentives for focus group participation. However, we were pleased to provide extensive resources, including full staffing and funds for research assistance.

In addition to its many recommendations, we appreciate the Report's recognition of numerous ways in which our public safety operation is doing commendable work. Under the leadership of Executive Director Eddie Washington, DPSS has made great strides to enhance professionalism, with commitments to community service and to continuous improvement. This process is on-going.

Having reviewed the Report, and discussed it with the co-chairs, Executive Director Washington and University leadership, we are pleased to announce that we are already moving forward to implement a number of the Task Force recommendations. Our next steps will include:

1. The Report will be made publicly available in June through a story in the University Record, and will be posted on the Provost's [website](#) along with this Memo.
2. We will implement a number of the suggestions in the Report related to the Police Department Oversight Committee (PDOC). In particular, this will include increased training for members, and modifications to the PDOC's procedures to explicitly include review of department policies and procedures.
3. The Report emphasizes the value of making additional data about DPSS publicly available, as a key area for improving transparency and for building trust and accountability. Executive Director Washington agrees, and supports the goal of sharing more information about DPSS.
  - a. Following the Task Force's recommendations, this data work will focus on stops, arrests and grievances. Analysis of existing data will seek to identify any potential biases based on race or other personal characteristics in the context of public safety at U-M.
  - b. We value the public interest in sharing this information and will consider how best to share information publicly while striking an appropriate balance between public trust, privacy concerns and effective safety operations. Members of the PDOC will be invited to participate in this work.
  - c. Recognizing data limitations that have been uncovered, accomplishing this goal will also require building better data systems and reports that are accurate and useful. So this summer, DPSS will work directly with U-M's Office for Information Technology (IT) on improving data categorization, tracking and reporting.
4. The Report also highlights the value of increased transparency around DPSS officer selection and training, the structure of DPSS, and the role of its divisions. Over the summer, we will work to ensure that information about each of these dimensions of DPSS is more easily accessible to the public, such as through an improved website with relevant information.

5. We will review, and update as needed, the Mutual Aid Agreement that DPSS has with the City of Ann Arbor. We will also update agreements with other partners as needed, establishing a regular cadence for such reviews.
6. We will review the results from the 2021 Healthy Minds survey as they relate to policing and public safety, and will share out the findings as appropriate.

These were very helpful recommendations from the Task Force. We look forward to working over the summer so as to make significant progress on implementing each of them by fall 2021, and will provide an update to the community by the end of August.

There are a number of other areas for change or improvement recommended in the Report. These require further analysis and consideration, which we will do in the months ahead. As one example, the important issue of community engagement is identified both as a strength of DPSS and as an area for improvement. So we may find it helpful to seek additional expertise on the kind of engagement activities that can address mistrust in particular communities and populations for DPSS and our campus.

As noted at the outset, the Task Force has completed a preliminary assessment and there is clearly more to be done. Advancing public safety and security on our campus will be an on-going effort. As we engage more fully with the recommendations, we will likely need to partner with members of our community, including experts on and off campus, and to establish other kinds of more targeted working groups to focus on specific issues. The work outlined above to be done this summer, as well as other efforts underway across campus (such as related to the Student Mental Health Innovations Review Committee) will inform our future steps.

Again, many thanks for your efforts and engagement on this critically important topic.