



Detroit Police Department

Diversity, Equity and Inclusion Division

**Board of Police Commissioners
March 31, 2022**

**James E. White
Chief of Police**



Detroit Police Department Mission Statement

“The mission of the Detroit Police Department and its members is to encourage thoughtful decision-making and a strong sense of community responsibility through education, equity, empathy, professionalism, transparency and policing standards properly informed by community input and civic leadership.”





Diversity, Equity and Inclusion (DEI) Team

Office of Professional Development

Executive Manager,
Mary L. Engelman



“With a passion for people, I embrace any opportunity to learn about different cultures to bring diverse perspectives to solutions.”

Project Manager and Analytics Specialist,
Jihad Taleb



“I am profoundly committed to community service and public outreach.”



Why Diversity, Equity, and Inclusion?

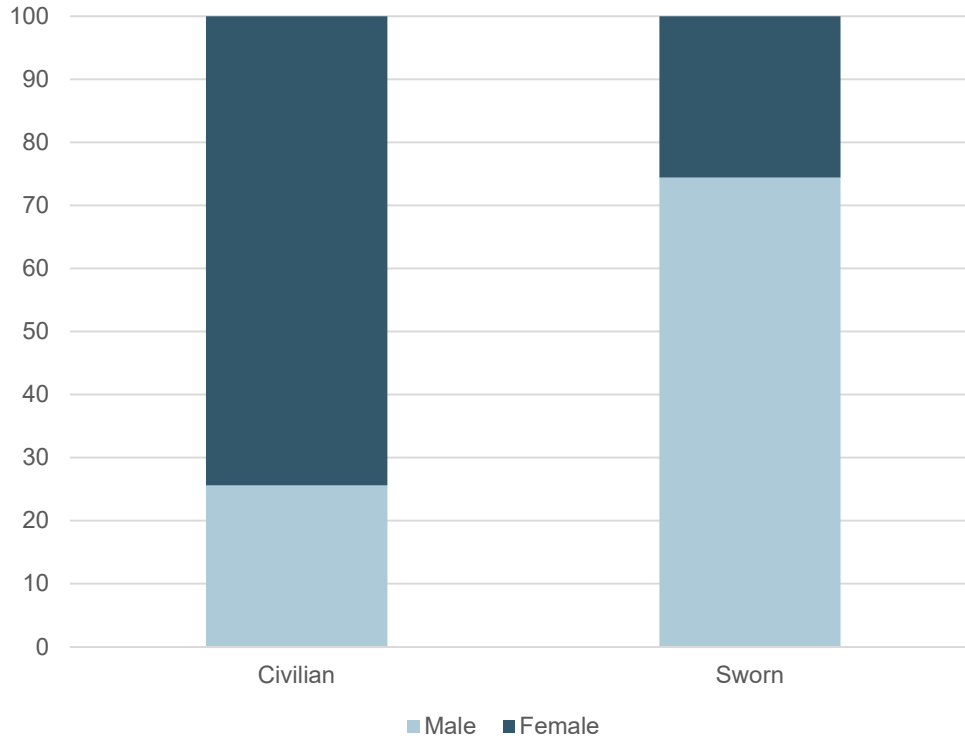
- Promotes shared experiences
- Rewards and Recognizes
- Mirrors the Community
- Builds Community Relationship

- Encourages Creativity
- Brings Innovation
- Promotes Team Building and Engagement
- Positive Culture



DPD Demographics – By Gender

DPD Demographics by Gender in Percentage

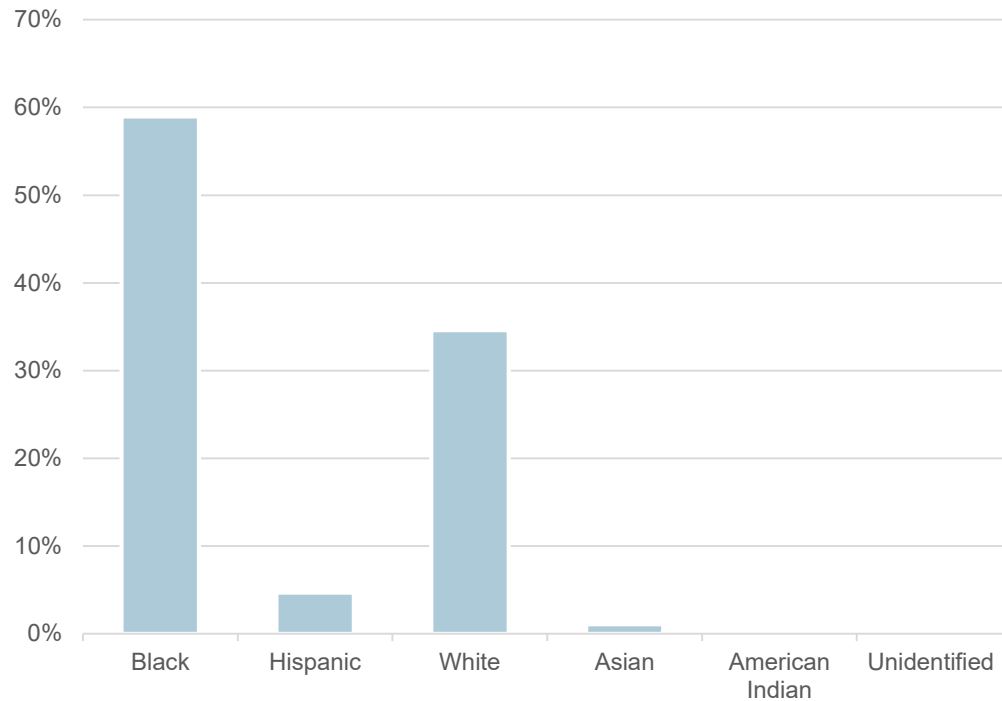


Branch	Civilian	Sworn
Gender		
Male	25.61	74.41
Female	74.39	25.59



DPD Demographics – By Race

DPD Members by Race in Percentage

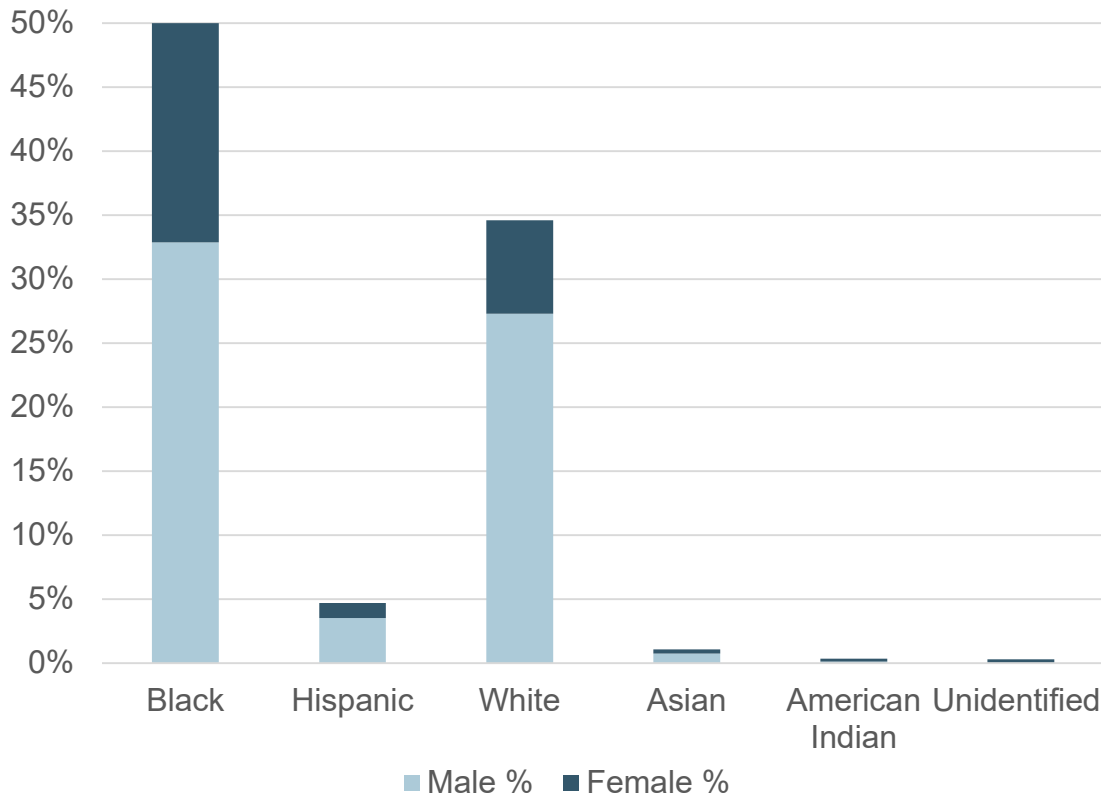


Total DPD Members by Race	Total in %
Black	58.97
Hispanic	4.70
White	34.61
Asian	1.07
American Indian	0.36
Unidentified	0.29



DPD Demographics – By Gender & Race

DPD Members by Race and Gender in Percentage



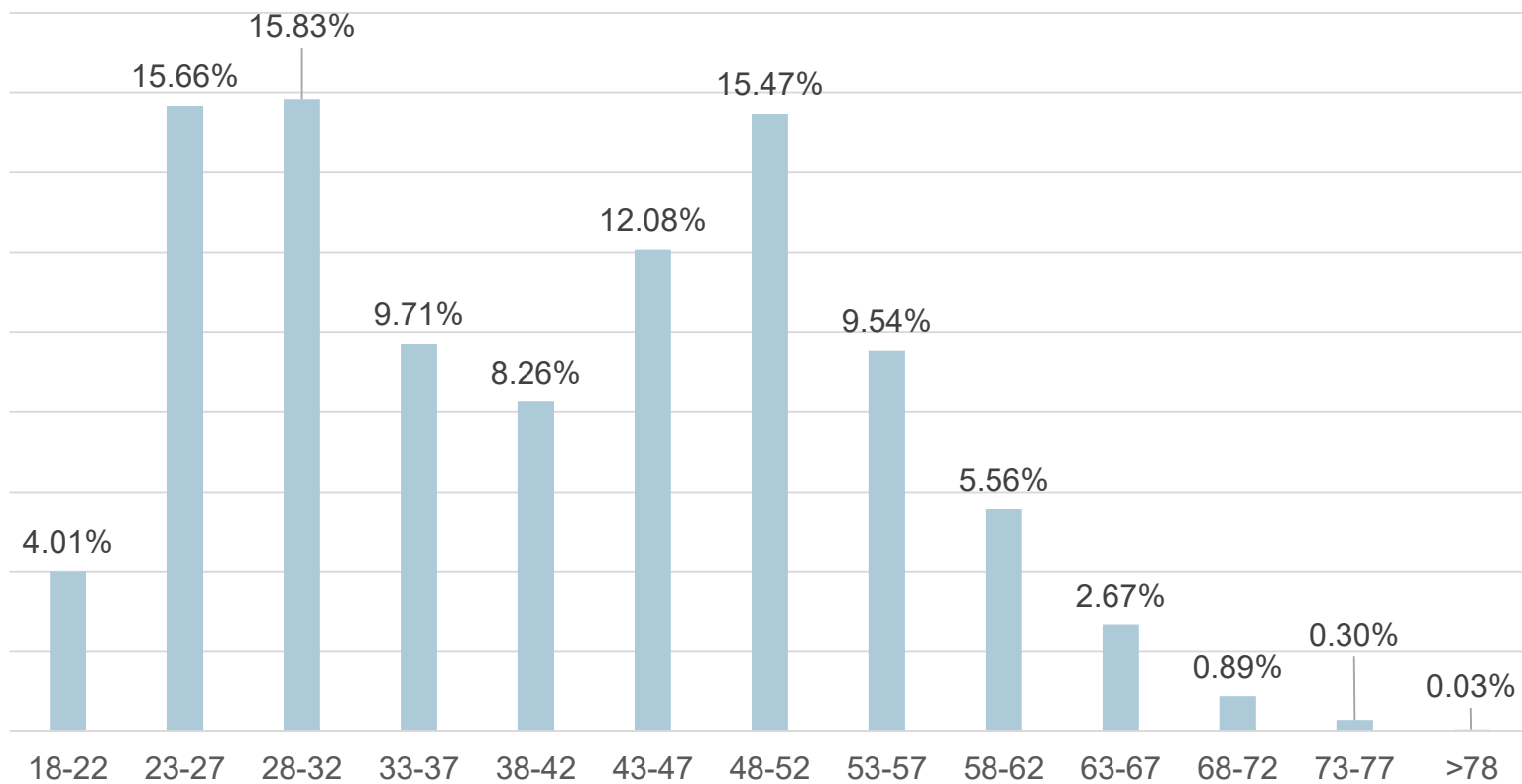
Total DPD Members by Race and Gender

Total DPD Members by Race and Gender	Total in %
Male Black	32.9
Female Black	26.1
Male American Indian	0.1
Female American Indian	0.2
Male Hispanic	3.5
Female Hispanic	1.2
Male unidentified	0.03
Female unidentified	0.3
Male White	27.3
Female White	7.3
Male Asian	0.7
Female Asian	0.3



DPD Demographics – By Age

DPD Members by Age Range in Percentage





Diversity Equity and Inclusion (DEI) Purpose

Develop and implement the organization's diversity initiatives and strategies to attract, hire, and maintain a diverse workplace. With recent research identifying that officer demographics has an influence on policing, prioritizing the diversification of this Department should improve our operational and functional efforts.



Diversity, Equity and Inclusion Focus

INTERNAL

- Lunch and Learns
- Educational Videos
- Events

EXTERNAL

- Community Events
- Conversations with community leaders, community partners and community

TRAINING

- Cadets
- Management
- Leadership



The Diversity, Equity, and Inclusion Focus

The Diversity, Equity, and Inclusion (DEI) Office focuses on

1. Promoting cohesion between Detroit Police Department employees
2. Collaboration and partnering with city department
3. Partner with community leaders and partners

The DEI office is involved in

1. Civil Rights Inclusion Opportunity (CRIO)
2. Committee on Race and Equity (C.O.R.E.)
3. Ambassador Program



Civil Rights, Inclusion, and Opportunity Department (C.R.I.O.), City of Detroit

- CRIO, the Human Resources department and department leaders evaluate employee referrals, promotions, engagement, learning and development opportunities, rewards and recognition outcomes, and employee grievances and complaints to identify opportunities for growth, diversity, inclusion and equity in the city.
- All department leaders and employees will be required to complete annual trainings in unconscious bias, Americans with Disabilities Act (ADA), effective communication, inclusive conversations and diversity, inclusion and belonging.



Committee on Race and Equality (C.O.R.E.)

Mission Statement:

The Committee on Race and Equality's (CORE) Mission is to increase awareness, safeguard equality, and celebrate the strength of diversity. CORE also provides a safe-haven where members can constructively dialog in a forum that is non-judgmental, intended to preserve the dignity of each member by promoting honesty, inclusiveness, and courage to facilitate positive change.

Advisory Committee to Chief James E. White



Civil Rights Inclusion Opportunity (CRIO) Ambassador Program

- Work with the Office of Disability Affairs to resolve employee and resident accessibility concerns.
- Work with the Civil Rights, Office of Disability Affairs and the Language Access Program teams to schedule trainings in workplace violence, discrimination, sexual harassment, Americans with Disabilities Act and language access for employees within their department.
- Work with the Language Access Program and ODA to ensure vital documents are translated into Spanish and Arabic, distributed effectively and that ASL services are utilized when necessary.



Questions

