




STATE OF MICHIGAN  
EXECUTIVE OFFICE  
LANSING

RICK SNYDER  
GOVERNOR

BRIAN CALLEY  
LT. GOVERNOR

**EXECUTIVE DIRECTIVE  
NO. 2016-2**

**DATE:** October 4, 2016  
**TO:** The Michigan Commission on Law Enforcement Standards  
**FROM:** Governor Rick Snyder   
**RE:** Fostering Public Trust in Law Enforcement

State and local law enforcement officers risk their lives every day to keep Michigan residents safe. Maintaining public trust in the police is critical to maintaining public safety in our state. Recent national events involving the use of lethal force by police officers and attacks against police officers by members of the public have strained the relationship between law enforcement and the public. The tension has led to civil unrest in a number of recent cases. It is imperative that state government take steps to build and promote public trust in law enforcement.

The Michigan Commission on Law Enforcement Standards (MCOLES) is a commission housed within the Department of State Police that, among other duties and responsibilities, is tasked with setting standards for police training in Michigan. Evidence-based training in implicit bias and de-escalation techniques can reduce the likelihood of the kind of negative interactions between law enforcement and the public that can undermine public trust. Likewise, non-enforcement community engagement and open communication by police agencies can build confidence in the relationship between the police and the public.

MCOLES has an opportunity to establish the model for 21st Century police training and development. It can also advise stakeholders on how best to gauge and build trust based relationships in all communities. We must build forward-thinking law enforcement agencies that incorporate community policing, strategic regional cooperation, and collaboration with surrounding agencies. These goals require an urgent call to action to ensure that law enforcement in Michigan is built on a foundation designed to foster public trust.

Section 1 of Article V of the Michigan Constitution of 1963 vests the executive power in the Governor. Section 8 of Article V of the Michigan Constitution of 1963 places each principle department under Supervision of the Governor. Pursuant to these provisions of the Michigan Constitution of 1963, I direct the following:

MCOLES is directed to undertake a study and produce, by May 1, 2017, a public report addressing the topic of fostering public trust in law enforcement.

**Commission Operations:** In undertaking the study and producing the report, MCOLES may establish workgroups or committees assigning Commission members to, and inviting public participation on these workgroups or committees, as the Commission deems necessary. The Commission may adopt, reject, or modify recommendations made by the workgroups or committees. The Commission may also, as appropriate, consult with outside experts including, but not limited to, experts in the private sector, government agencies, institutions of higher education, and the nonprofit sector.

**Public Outreach and Input:** In undertaking the study and producing the report, MCOLES shall seek public comment and participation by holding as many public events as practicable and reasonably necessary to receive input from across all geographic regions of Michigan, with an emphasis on communities where public trust in law enforcement is determined to be most at risk.

**Status:** The study and report should consider and address the status of police-community relationships and identify the most significant factors that contribute to strengthening or weakening public trust in law enforcement in Michigan.

**Training:** The study and report should consider and address evidence-based or research-based training requirements designed to enhance relationships between the community and the police and build public trust, including, but not limited to, implicit bias training such as the Fair and Impartial Policing (FIP) program, training on de-escalation techniques, and training on police interactions with persons having mental health issues. The report should set forth the Commission's conclusions about the merit and feasibility of the training programs most likely to foster public trust in law enforcement and describe the Commission's strategy for implementing these types of training requirements across all levels of law enforcement in Michigan.

**Community Engagement:** The study and report should consider and address best practices for law enforcement agencies in Michigan to undertake non-enforcement community engagement efforts and communication with the public to enhance police-community relationships, including, but not limited to, the formation and operation of citizen's and youth academy programs to educate the public about police work. The report should set forth the Commission's strategy for encouraging productive, non-enforcement community engagement by police agencies in Michigan.

**Recruiting:** The study and report should consider and address best practices for law enforcement agencies in Michigan to implement recruitment and hiring strategies that will enable them to employ a diverse workforce reflective of the communities they serve.

**MCOLES Strategy:** The study and report should consider and identify any and all changes that MCOLES can make, within its legal authority, to promote positive

relationships between law enforcement agencies and the communities that they serve and foster public trust in law enforcement.

**Other Recommendations:** The study and report should consider and make recommendations about any other changes, outside of the Commission's legal authority to implement, that Michigan police agencies or the Michigan Legislature can and should undertake to promote positive relationships between police agencies and the communities that they serve and foster public trust in law enforcement in Michigan.

**Progress Updates:** At least once per month, until the study and report are completed, the Commission shall give a status update to the Office of Urban Initiatives within the Executive Office.