

# Default Report

*Academic Specialist Feedback July 2020*

July 17, 2020 8:37 AM EDT

Q3 - President Stanley sent out a message to the community on June 12, 2020 regarding police accountability. Please share your thoughts, comments, and/or concerns about policing on MSU's campus and in the local community. If you've had experiences with policing practices that you'd like to share, please feel free to do that as well. Your responses will be shared with MSUPD Chief Kelly Roudebush for her response during the July 21 combined University Council & Faculty Senate meeting.

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rega...

Increased number of officers who are POC, provide them with genuine support/mentorship opportunities, and real opportunities for promotion/advancement. No tokenization. There should be more community engagement activities from MSUPD. POC are genuinely afraid of police and the onus is on departments everywhere to rebuild trust. To do that you must build real relationships with folks in the community. Also more information about the services they provide, I found out from one of my students this spring that MSUPD will walk students to their cars at night. Services like this should be publicized more. Increased awareness and clear messaging to the community about options for providing feedback/filing complaints against officers regarding inequitable treatment. Increased transparency around community complaints of police officers such as uses-of-force.

I do not have any thoughts to share at this time.

N/A

Increase police officers of minority groups on campus; take as many preventative measures as the Chief of Police can think of before students arrive to create a safe haven for students and the community. Increase/hire more Police during weekends? Speak to CATA transportation to avoid unnecessary encounters with drunk drivers/unnecessary arrests that could lead to violent encounters.

I think the message is a good start. I am glad to see that MSUPD goes through anti-bias training. I'd like to see more public reports on funding and budget. Additionally, any reports based on race would allow for more accountability - internally and who MSUPD interacts with (arrests, tickets, etc.).

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I was raised in a law enforcement family. This profession is a difficult one and is becoming more so. Other than receiving a parking ticket or two I thought were maybe undeserving, in my 44 years on campus, I report no negative interactions with MSU's DPS or the East Lansing Police Department.

The experiences of our black faculty/staff/students should take priority in this conversation.

I would like to know what % of MSUPD's staff is local to the East Lansing/Lansing community. I would also like to know how many hours of training MSUPD police must go through before they begin their rounds in and around campus. As we have learned with police brutality instances all across the country, many police officers have less training than a licensed aesthetician, which is alarming and unacceptable. As a former staff member in the residence halls here at MSU, I witnessed firsthand a student of Color's fear as a result of police presence behind me when I had to respond with them to conduct a wellness check. Though police presence is part of wellness check protocol, I felt like I ended up subjecting a student through unnecessary psychological distress--doing more harm than good. I would like to know what, if any, changes are being put in place such that police officers do not have to be one of the first responders when a student is in mental health distress. I think it would also be important for MSUPD to ask themselves who are they serving to protect? What are they protecting? Why do people of Color--particularly Black folks--often end up being assumed as ones who do not belong to the community, and how can that be prevented?

It seems that everyone at MSU (police included) could benefit from anti-racism education and training

I am happy with the level of MSU police accountability and have no further comments.

I would like to see our unit exceed and move beyond national trends, But do more to improve the force and keep all members and guests of MSU safe. Transparent reporting. Semester reporting and evaluation to identify bias practices and individuals who apply their work differently across race, gender, creed, etc. And the necessary responses to said persons.

Again, in 2021 50% of new hires in the university police system should be black and brown people.

In addition, I would like to see additional efforts on bystander intervention training for all MSU community members (MSUPD, students, faculty, and staff) and perhaps an exploration of restorative justice practices. These things would help add to a culture of collective accountability, conflict communication capacity, and de-escalation.

MSU has too large of a police force. We should drastically reduce the size of our police force.

I appreciate the intent to change and the public announcement, but I would like to see data that show prior use of choke holds, race/ethnicity of students that have had interactions with police, etc...And then after that a post-evaluation to understand if changes have been made. Statements are good, but we need to see change.

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I would like to see more unarmed police officers out and about in the community. I would assume most issues on campus do not require a firearm

I have worked at MSU for 20+ years and lived in the nearby community for 15 of those years. I can say that the town-gown policing relationships have improved over time (the annual sports related crowds that got chanced from campus into neighborhoods and then tear-gassed in the neighborhoods is a thing of the past). That is an improvement we should not forget about. MSU Police ARE handling those things differently. That said, I have no idea about how MSU Police is or is not handling policing issues, especially for minorities on our campus. My lived experience gives me nothing to comment on.

I think there should be more of a focus on community engagement and less on sitting on streets looking for speeding. Of course they need to keep people safe, I just pretty much only see police officers who are looking for speeders

I would like to see the demographics of the traffic stops made by MSU PD as well as arrests and know how they line up with the MSU population.

I just joined MSU in May and I don't think I have enough experience here yet to answer this question.

I have had no direct interaction with MSU police beyond the parking permit office, which is always a maddening exercise in slower than molasses beaureacracy.

I would encourage that we continue to move toward a very open and proactive approach to policing. Sometimes it feels like a dynamic where "we" make requests, and they are tightly taken under advisement without explanation. Last year, a graduate student in my office was victimized by a stalker, and the stalker's approach was to pursue her through our office -- thus victimizing many other students and staff. It was frightening and disconcerting. When I reached out to MSUPD the response was fairly flat, and felt dismissal. Later the officer indeed did engage satisfactorily with the stalked student (great!) the greater concerns for safety/proper actions for our center went unaddressed and ignored. That frustrated me and left me on my own to pursue a proper response. Sometimes, it wouldn't hurt to just be human and say "wow -- you're right, this has several layers. I hear you, and perhaps you could contact X or Y for broader help."

I fully support the MSU police. If someone has an issue with the police in certain situations, they should yield to the officer and take it up through the courts. Not all cops are perfect; great cops are not perfect all the time. However, my few encounters with the MSU police have been very professional and acceptable mainly because I yield to their authority and show them respect.

I think MSU police are doing an awesome job.

No comment.

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I think there should be better bias training. Additionally, I think more work needs to happen with ELPD and LPD and MI state troopers to ensure that traffic stops are decreased. These stops became prevalent in the late 90s as a way to prevent crime by allowing a vehicle to be searched when stopped. However, a disproportionate number of BIPOC are stopped - and these situations can escalate quickly. Reducing these types of stops to ONLY areas of high crime is where the policy has positive results.

I have only had good experiences with MSU Police. One thing I really appreciate is Officer Steve Beard doing the active violence training with everyone. Information and seminars like that are very useful and I believe are needed.

I am in full support of BLM. We must acknowledge our racist history, acknowledge systematic oppression and inequities and work vigilantly to dismantle those systems. It is not just a matter of learning and relearning but also of holding ourselves, each other and our community responsible and accountable.

I haven't had any negative experiences.

I'm thankful for MSUPD and all their efforts. I would love to see a more restorative approach to issues or concerns. I believe they are essential partners to creating a more inclusive community. I know officers are doing everything they can to embrace community policing...it does seem they are 'handcuffed' by formal tactical training and procedures. I also recognize they have been tasked with more responsibility than necessary and hope that a new equilibrium can be found.

N/a

The MSUPD need to be involved in positive ways with all that happens in the University. Consider adding social work to assist with victim response, mental health issues and other outreach for other non criminal issues. All police need to be trauma informed and understand and embrace methods that do not include use of force. There should be no tolerance for anything else in our community.

I have not had any experience with campus or local police since moving to the area last summer. I hope that if I ever do have an interaction with campus or local police that it is handled in the best way and doesn't become a news clip.

Every encounter that I have had with the MSU Police department has been professional and respectful. I have only encountered MSU police through workplace training. I have never been in a situation that could escalate so I can not assess the MSUPD in this situation.

MSU police should not be used as a response to BTAT unless the reports indicate the student is a danger to OTHERS. They should not be sent to offices or res halls to respond to suicidal ideation, or be sent to students homes for similar calls. Many universities have case managers who work with the Dean of Students office who handle this and do not just send the police.

I have had tremendously positive experiences with MSUPD throughout my career often on very sensitive issues.

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I have no concerns about our campus or local police and my experience with MSU and local police has been positive.

The MSUPD is feared, not trusted. I hope the message sent out goes beyond words but into actions that create more trust for MSUPD in the community Especially for people of color.

I have always felt relatively safe and secure with campus police however, in general, i find police units do tend to promote an "us versus them" mentality and have always craved and demanded respect. Continue to divest funds from future "policing" efforts to promote and support more civic minded programs.

Policing on campus is just like what you see on the news. People of color are watch and treated with harsher punishments. The police need more training sensitivity, diversity, deescalation training.

Diversity on the MSU police force- updated training regarding de-escalation of situations. More community involvement engaging students and faculty and staff- promotion of teamwork between students and police force.

I've had no interactions with the police as an employee, but did have a very positive interaction with one officer as a doctoral student.

Continue to train and educate law enforcement personnel. Advocate for community based policing practices where MSU police are in non-enforcement situations with the campus community. Change the scope of engagement to include more visible connections of community and campus service to the police.

I have witnessed first-hand how MSU/ELPD are sometimes willing to treat women who report sexual assault as if they somehow deserved it. I would assume that this treatment extends to people who aren't white as well.

I would like to reiterate the importance of bias training for all.

Funding for MSUPD needs to be redistributed to academic areas of campus. We are a very well funded police force. That the state police come to us for our riot gear etc is somewhat shameful. Our police are highly educated which helps, but additional yearly training on DEI and how to deescalate situations without force would be welcomed. With the continued threat of ICE and other governmental agencies on our campus - they also need training and open statements on their webpages as to how they will handle requests from ICE/Federal Agents etc regarding our students. This actually should be based on University policy.

It seems as if an earlier opening of campus has happened without due process and the general grumbling about I've heard is that it is primarily an economic decision and not one that puts human lives as the main priority. Sadly, that seems to be the case.

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Let's do some experiments! How about we lose the guns for campus police. Might be a good start. Puts them on a whole different footing with the community if they are not weaponized. Might be a good pilot for other police departments to monitor. Doesn't seem like we have that many situations where officers need to be armed with guns. Let's try and prototype the concept of peace officers. I suspect our current police force would be very afraid to try such an experiment because that is not how they have been trained. So unfortunately we would probably need to start from scratch and hire different folks to serve as campus peace officers. If we are serious about change we are going to have to do things differently. Fundamental change is difficult and often scary. Let's be leaders and make a difference!

I have had only professional and efficient experiences with the MSU police department.

I have had 2 interactions with MSU police officers in the last 14 years. Both were with professional and courteous police. One was a traffic accident on campus. The second was a NO TURN on red light - I did not see the sign.

There is no problem or crime almost anyone on campus could face that would best be addressed by a high school grad with a few months training and a gun. MSU should require all campus law enforcement has a Bachelors degree In criminal justice or other social science. We should use their insights, with help from Community Sustainability to create an alternative form of campus safety enforcement.

I have never had any issues with MSU Police or other police agencies in the Lansing metro area. That being said, I am a white male, 60 years old - so I have never felt profiled or anything like that. I think the police need to have more training in de-escalation techniques; they need to get out of their cars more often and walk on foot/ride bikes around MSU. Perhaps separate traffic enforcement from community policing?

Most of the anger toward police comes from groups of people including many of our students who find that following the laws of the country violate their rights. Perhaps if we taught more about responsibility coupled with rights there might be less consternation. I grow tired of the constant anger shown by individuals and then my life being put in danger by those same individuals who refuse to stop at stop signs. Police need to operate within the law and if the law and our courts are allowing too free a hand at this allowance, then change the laws and courts.

MSU should not own militarized police equipment. Pick a different way to deal with emotional sports outcomes.

The eight policies are nice, but how often are the violated? How often are officers held accountable for their actions? How often is body camera footage viewed? How often to regular citizens not complain, so officer behavior goes unchecked? Are the policies strictly enforced and who is doing the enforcement?

I deeply value police as a key part of campus safety, sense of security and they serve to protect assets of the university. I believe MSU to be a leader in community policing and they appear well-trained and effective. They have my full support at this time.

n/a

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Focus less on speed traps for motorists and more on community relationship-building.

The role of the MSU police on campus should be to be helpful and to foster public safety. I have had negative experiences with police on campus (for example, they ticketed me when I was leaving my office at 3am -- I was exhausted and working late on a grant deadline). Based on prior experiences, I am afraid of the police.

De-militarize MSU's police force. There is no reason for the MSU police to have a frigging tank. This is ridiculous.

Stop seeking ways to ticket and penalize behaviors (DUI, MIP, etc) and focus on Protecting and Serving. This will make a huge difference.

Good here.

The police are an important and critical part to campus safety. We need to support the police, provide training if needed, and encourage campus to support our police. The police unit should share stories about all the things they do to support campus safety. They are involved way more than a traditional police unit.

MSU Police lack diversity. I am not apart of the demographic that police target. The policing culture is toxic and problematic. It is a systematic problem. How do you change bad and dark hearts? When people think they are superior, they use power and a badge to mistreat people. When people start having real relationships with people that don't look like them, they will change. You need a database to track bad cops. You need to hit them in the pockets. If they are hurt financially, they will change.

MSU must divest of its militarized assets. Specifically by sending them to scrap and not by transferring their ownership to another police entity whether local or not. These assets have no place on a university campus and are contrary to the principles of de-escalation that are paramount to a successful community-police relationship.

**End of Report**