

CONTINUED DISCUSSION REGARDING THE COMMUNITY INFORMED TRAINING PROGRAM AND STRATEGIES TO IMPROVE POLICE AND COMMUNITY RELATIONS

Presented to the Public Safety Committee

August 26, 2025

AGENDA

- Strategies To Improve Police and Community Relations
 - Community Informed Training (CIT)
 - Public Safety Improvements
 - Civilian Violence Prevention and Intervention Efforts
- Looking Ahead
- Questions

IMPROVEMENTS IN POLICE AND COMMUNITY RELATIONS THROUGH CIT

- CIT is a community informed public safety training program.
- This program enhances the important training that the City's public safety departments already receive by partnering with community to design culturally relevant training.
- The three steps to CIT are:
 - Listen – OPA listens to community members' ideas for trainings.
 - Develop – OPA works with community and professionals to create training based on community ideas.
 - Train – OPA facilitates presenting the developed trainings.

PUBLIC SAFETY IMPROVEMENTS

Transformation Timeline

2015

- JANUARY**
 - Community and Police Relations Committee's 12-Point Plan
- MARCH**
 - SAFE Anti-Violence Strategy Report and Recommendations
 - GRPD adjusts hiring practice and creates academy
- JUNE**
 - Policy requiring all police officer-involved shootings be referred to Michigan State Police

2016

- APRIL**
 - GRPD outfits all sworn officers with body-worn cameras
- JUNE**
 - All sworn officers receive cultural competence and implicit bias training



2017

- APRIL**
 - Lamberth Consulting, GRPD Traffic Stop Data Analysis
- JUNE**
 - Summary of Community Listening + Feedback Sessions, #GRTalksBack 2017
- OCTOBER**
 - COGR launches Task Force on Police Policies and Procedures
- NOVEMBER**
 - Implementation of the Impartial Policing Policy
- DECEMBER**
 - First SAFE Task Force Pitch and Highlight Night

2018

- JANUARY**
 - Chief of Police creates Youth Advisory Board
- MARCH**
 - GRPD implements Youth Interaction Policy
- JUNE**
 - First Speed of Trust session
- JULY**
 - GRPD unveils crime reduction initiatives
 - GRPD receives CALEA accreditation
- SEPTEMBER**
 - COGR Task Force on Police Policies and Procedures completes recommendations
- OCTOBER**
 - City Manager Mark Washington starts
 - GRPD shares Manual of Policy and Procedures online
 - Assessment of GRPD's Implementation of Recommendations from President's Task Force on 21st Century Policing (21CP)
- NOVEMBER**
 - Police present response to 21CP Recommendations to the Policy and Procedure Review Task Force

2019

- APRIL**
 - Hillard Heintze, GRPD, A Strategic Review of the Department's Staffing
 - COGR Strategic Plan, FY2020 – FY2023
- MAY**
 - Office of Performance Management and Office of Equity and Engagement launch
- JULY**
 - Eric Payne chosen as Police Chief
- AUGUST**
 - COGR creates Office of Oversight and Public Accountability
 - GRPD adds Foreign Nationals Policy
 - Crime Prevention Through Environmental Design (CPTED) Ordinance passes
- DECEMBER**
 - GRPD issues revised Youth Interaction Policy
 - Human Rights Ordinance goes into effect

2020

- MARCH**
 - COVID
 - COGR presents Community Survey Results
- APRIL**
 - Weapons Ordinance takes effect
- MAY 30**
 - Demonstration and civil unrest
- JUNE 1 - JULY 31**
 - Significant Police community engagement
- JUNE 3**
 - Chief Payne takes a knee with protesters
- JUNE 10**
 - COGR announces Operational Changes to Improve Policing
- JULY 7**
 - Police Chief's Advisory Team (PCAT) launches
- JULY 13**
 - COGR businesses and organizations launch Youth Employment Program
- AUGUST**
 - OPA Strategic Plan
- AUGUST 11**
 - COGR completes 27 police reform initiatives within 60 days
- SEPTEMBER**
 - Police Strategic Plan

PUBLIC SAFETY IMPROVEMENTS

2021

JUNE

- Cure Violence program begins

2022

JANUARY

- Surveillance Policy updated

MARCH

- Eric Winstrom's first day as Chief of Police

APRIL

- Officer involved shooting
- COGR increases immigrant and refugee engagement

MAY

- Added representatives from emerging immigrant communities to PCAT

JUNE

- Whole of government safety initiative begins

JULY

- Chief Winstrom shares vision and plan for GRPD after first 100 days on the job
- Mental Health Co-Response Team launches with patrol officers

OCTOBER

- COGR Strategic Plan update

DECEMBER

- OPA included in GRPOA and IAFF bargaining contracts
- Updated De-escalation, Response to Resistance, and Use of Force policy is implemented, along with a sanctity of life policy that establishes the highest priority of the department
- Text to 911 capability introduced

2023

JANUARY

- Reorganized command staff to prioritize and elevate Training Unit
- Transition from impact striking to grappling/Jiu Jitsu-focused subject control program
- Started community education and outreach program on social media to increase transparency

FEBRUARY

- GRPD presents Strategic Plan Update following Chief Winstrom's first year in office
- Expanded recruiting program to include local community colleges, military bases and historically Black college and universities

APRIL

- Re-assigned sworn employees from Homeless Outreach Team to Patrol

JUNE

- Hired civilian Chief of Staff
- GRPD re-accredited by CALEA
- Civilianization of Public Information Officer, subpoena services and records
- City increases investment in summer violence prevention programs

AUGUST

- Purchased drones in accordance with COGR Surveillance Policy, including several public hearings and presentations

NOVEMBER

- Multi-pronged officer recruiting campaign launches

DECEMBER

- TASERs equipped with automatic shutoff tether and increased deployment distance for safety
- Body worn cameras equipped with two-stage process to prevent accidental shut offs

2024

JANUARY

- GRPD sends recruit class to first GRCC 17-week police academy

FEBRUARY

- Second full-time social worker joins Co-Response team

MARCH

- Chief Winstrom's op ed on "no-knock warrants" is published in the Detroit Free Press

MAY

- Investigation Discovery begins filming docuseries

JUNE

- Published new crime statistics dashboard on GRPD website

JULY

- Behavioral health center opens, boosting Co-Response efforts

AUGUST

- Third full-time social worker added to Co-Response team to cover night shifts

DECEMBER

- Modernized psychological evaluations for new hires; more in-depth reports include screening for bias

2025

MARCH

- Hired civilian Victim Services Manager to expand team and services
- Implemented Blue Team Software to improve use of force incident tracking
- Transition to less lethal crowd control devices
- Chief Winstrom marks three years in office

APRIL

- Victim services holds first-ever community sessions on healing from trauma and crime victims' rights

JULY

- Contract renewal with Network180 to support Co-Response team

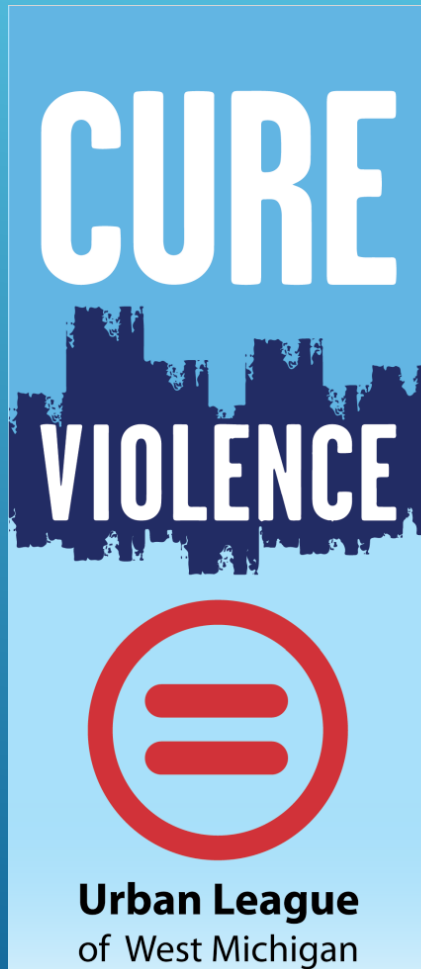
CIVILIAN VIOLENCE PREVENTION AND INTERVENTION EFFORTS



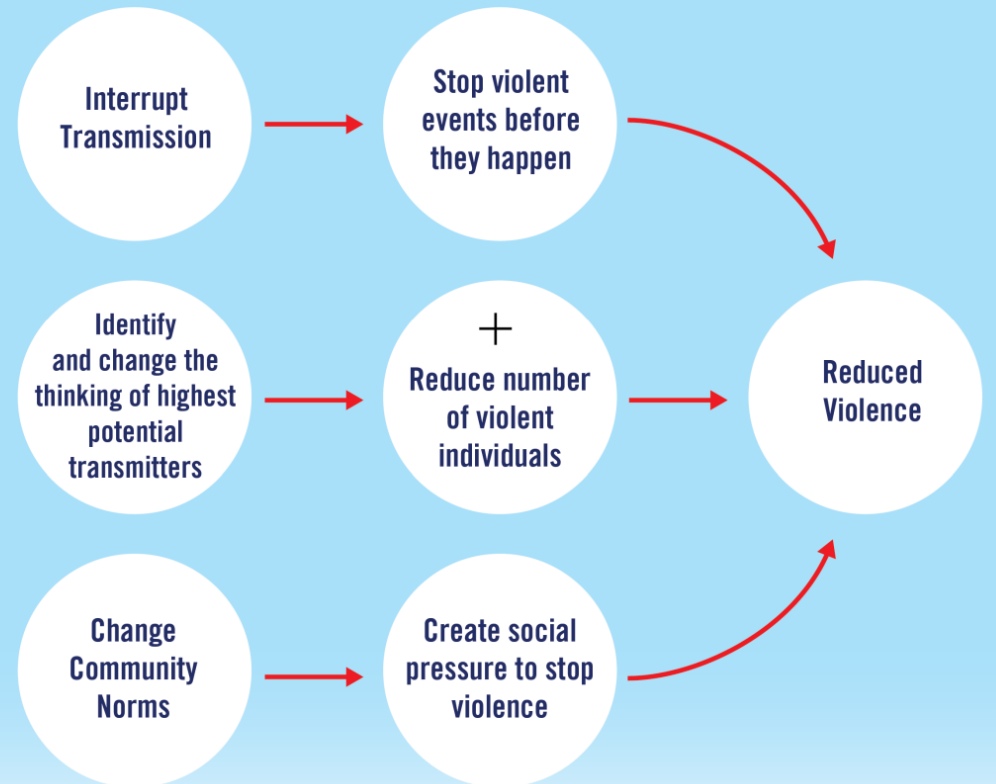
- OPA is excited to announce the hiring of our new Violence Prevention Manager: Latesha Lipscomb!
- Ms. Lipscomb is excited to help grow existing programs and start new ones to address gaps in violence intervention.

CURE VIOLENCE

The Cure Violence model applies three proven strategies to stop violence. Trained, culturally appropriate workers interrupt the transmission of violence, prevent its future spread, and transform community norms.



The Cure Violence Model



IT TAKES A VILLAGE

It Takes a Village is Grand Rapids' summer youth violence prevention program that offered 3 sites for kids to spend their summer downtime in a productive, fun, and non-violent way.

THE CITY OF GRAND RAPIDS AND LIFEQUEST URBAN OUTREACH PRESENT

NIGHTQUEST

LOCATION
LIFEQUEST URBAN OUTREACH GYM
 1050 FISK RD. SE GRAND RAPIDS, MI 49507

Friday
 Sat. Nights: 5:30 – 9pm
 Mon. Night for 16-21y.o.
 Sat. Morning 10a-1p
 For middle schoolers

5 ON 5 BASKETBALL MUSIC SPEAKERS FOOD DUNK CONTESTS

NO REGISTRATION REQUIRED

OPA PARTICIPANTS ARE REQUIRED TO UNDERGO SECURITY SCREENING BEFORE ENTRY. NO BACKPACKS ALLOWED.

THE CITY OF GRAND RAPIDS, GRAND RAPIDS PUBLIC SCHOOLS, THE URBAN LEAGUE OF WEST MICHIGAN, & GVSU PRESENT

CITYVIBES

LOCATION
GERALD R. FORD ACADEMIC CENTER
 851 MADISON AVE SE, GRAND RAPIDS, MI 49507

FRIDAY AND SATURDAY NIGHTS
 JUNE 20- AUGUST 01
 Time: 6 PM-10 PM
 Ages: 12-17

CULTURE TALK COLLEGE NIGHTS
 GAMES MOVIE NIGHTS

OPA PARTICIPANTS ARE REQUIRED TO UNDERGO SECURITY SCREENING BEFORE ENTRY. NO BACKPACKS ALLOWED.

JUMP AHEAD PLAY FUEL SUMMER INITIATIVE City Of Grand Rapids

Kent County
 Please join us on as we provide some exclusive opportunities for the youth across Kent County. (Ages 10+)
 Not only will Epic Games (Net worth: \$32,000,000,000) be educating students across Kent County on the process of Game design.

EPIC GAMES DESIGN EDUCATION SESSIONS AUGUST 1ST 2025

Jump Ahead Play Fuel Summer Initiative is also very happy to educate the youth the following:

- E-Sports Gaming & Technology
- Streaming
- Shout-Casting
- Speaking with Colleges & Universities
- Info On Obtaining Future Careers
- Internships and Scholarships
- NIL Income
- Cryptocurrency

SCAN FOR SIGN UP INFO

CAMP SCHEDULE :
 Camp will be held every Friday and Saturday from June 20th, 2025, through August 1st, 2025. Camp hours will be from 5:00pm to 9:00pm each day.

BURTON MIDDLE SCHOOL
 2133 BUCHANAN AVE SE
 GRAND RAPIDS, MICHIGAN 49507

JUMP AHEAD

LOOKING AHEAD

- OPA is ramping up engagement efforts with CIT
- GRPD is hosting a training session on Use of Force which OPA and City Commission are encouraged to attend.
- GRPD is working with Law Department and OPA to confirm GRPD has the right legal and policy priorities in the City.
- The City is working to launch a new and improved Community Officer Program.

QUESTIONS?