



Interfaith Council for Peace & Justice

The work group on Accountability and Transparency in the Washtenaw County Sheriff's Office gathered questions during a community meeting in April 2025. Sheriff Alyshia Dyer provided detailed responses to those questions. The work group then mapped the responses to a set of values and actionable policy areas that came out of the community's feedback. As the community works to put forward specific requests/demands/opportunities for collaboration, there were additional questions that we shared with WCSO.

Areas of Alignment

The working group appreciated seeing certain things addressed in the responses and approved of certain policy directions including:

- Including training on implicit bias, and autism based on community feedback, with a commitment to sharing a full list with the community.
- Training is done by external vendors based on the need like HVA, community organizations, and internal trainers, while not having training done by external companies owned by employees.
- Everyone in the agency is assigned a mentor.

Areas of Misalignment

The working group noted some areas where questions were left unanswered, or when the response did not match community experiences including:

- There was nothing about evaluating skills of individual law enforcement officers, just a focus on evaluating certain approaches, such as the REID technique.
- The response is that WCSO wants to "keep protests safe," but the public perception is that they are limiting free speech and arresting people.

Gaps/Questions

In reviewing the response, the working group had additional questions including:

VALUES

TRANSPARENCY and TRUST

1. How is community feedback gathered? From whom and in what formats? What can we expect from the process?
2. Who categorizes race, and how?
3. When will the training content list be shared and in what format?
4. What does keeping protests safe mean? And how can the community feel that it is safe to protest?



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5. How are labor protections getting in the way of community scrutiny of our public servants?
6. What trainings did our law enforcement officers already participate in that promote "a war like mentality?" How do you ensure that other agencies doing trainings are aligned with core values of WCSO?
7. What is the role of the police federation/union in promoting/blocking policy change?

COMMUNITY POWER and CO-CREATION

8. What does "community-based" mean to WCSO?
9. What is a "Citizen's Academy," and why is it so expensive?

TRAUMA INFORMED MINDSET

10. Do law enforcement officers understand the long-term impacts of their interactions with the community, especially when it leads to arrest?
11. Would it be possible for the work group to review some (redacted) cases and how the disciplinary policy was used in order to make recommendations on if there is an alternative way it could be resolved?

ACTION-ORIENTED

12. We recognize that all of the changes necessary are not able to happen overnight, how will you prioritize the changes? What is the path toward major/longer term changes needed?

ACTIONABLE POLICY

ACCESSIBLE INFORMATION and DATA

13. How can the community identify patterns in which law enforcement officers are involved in use-of-force incidents, searches, charge type, or potential racial bias if the data is not included on the dashboard? Does that information need to be removed from what is available from the state system in order to be posted on the WCSO dashboard?
14. How many cases of domestic violence are dismissed later at court and fall outside of intimate partner violence?
15. What percentage of the millage funds go to the different areas you list? Is there a pie chart somewhere?
16. What percentage of WCSO funding covers mandated constitutional functions? What are those functions?



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CULTURE CHANGE

17. What is the plan and infrastructure to operationalize behavior change among the deputies and leadership? We can have all of the trainings, but that doesn't always change the culture.
18. How does WCSO cultivate an environment where an officer who observes poor behavior from their peers is able to report that to a superior (whether anonymously, in the moment or later)?
19. Will the Sheriff publish a harm reduction policy?
20. How serious is WCSO in de-militarization? What would it look like to shift to unarmed patrols since other places do that? is it legal through MCOLES?
21. Some members of the work group did a deep dive into the Sheriff's budget and identified areas of multiple contracts that provided commissions or discounts for usage. How can those funds be used to improve quality of life for people while they are in the jail? How can it be used to reduce the jail population and keep people out of the jail?
22. What are ways you are planning to support youth impacted by our legal system?

SKILL/KNOWLEDGE BUILDING: COMMUNITY

23. Can Adrienne do a community training on the dashboard and ways for us to best use it?
24. Can you give us the CABLE report?

COMMUNITY VOICE and COLLABORATION

25. What data and evidence are you using from the Washtenaw Equity Partnership to base your policies on?
26. How can the community give feedback to WCSO? Something like "How is my policing?" where people can call a number and lodge a complaint which then goes to the community engagement team?

EVALUATING SUCCESS

27. How will WCSO operationalize a culture of not overcharging?
28. How are you dealing with the high number of intimidation/resisting arrest charges outside of training?