

papers, illustrated stories; (3) newspaper classified advertisements; (4) radio and television spot announcements; (5) bulletin board notices; (6) posters.

The committee recommends:

(1) That all news releases on recruitment be given to all daily and weekly newspapers in the Detroit and metropolitan area.

(2) That the police department conduct a more active public relations program to dramatize the positive aspects of police work and to encourage qualified men to apply.

(3) That the department take active steps to recruit qualified men by:

(a) Holding interviews on nearby college campuses to interpret opportunities for careers in police work and to recruit interested students.

(b) Meeting with high school graduating classes to encourage qualified students to consider a career in police work.

(c) Informing counselors at high schools and church groups, such as the YMCA, the YWCA, the Catholic Youth Organization, and the Jewish youth organizations, Urban League and similar youth counseling agencies, of the need for police officers and of the opportunities to be found in police work.

B. Examination of recruits

The committee suggests the police department consider the following revision in the examination of recruits:

(1) That the four precinct patrolmen used as investigators of recruits should not have the power to pass or fail an applicant and that this decision should be left to the board receiving the report.

(2) That on completion of the examination, all who were examined be notified in writing of the results of their efforts, whether passing or failing, and of all provisions for reexamination or appeal.

(3) That every effort be made to evaluate the applicant's feelings about his ability and willingness to work with people of various ethnic, religious, economic, racial and social backgrounds, both by means of thorough character investigation and questioning by the oral board.

(4) That the cadet program be increased in the number of cadets employed so that a greater number of interested high school students may prepare themselves for employment as regular patrolmen upon reaching the age of 21.

(5) That a Negro physician be appointed to the staff giving physical examinations.

II. TRAINING

Conclusions and recommendations

The careful selection of men and their adequate training are essential prerequisites of good police-community relations.

Because of the complexity of life in our larger communities, policemen are expected to be skilled in dealing with a wide variety of situations, from traffic control, crime prevention and detection, to control of conflict between individuals and groups. They must not only know the mechanics of traffic control, mob control, and detection of crime, but they must become skilled in dealing with individuals, in determining the causes of community conflict, and in understanding the dynamics of human behavior.

Cities throughout the country are becoming aware of the changing role of the police and are doing everything within their power to encourage the development of higher standards and professionalization. Detroit is one of these cities, and the department—by maintaining high standards in the selection of men and through a program of continuing education—is creating a police force whose high level of performance will go a long way in eliminating problems of police-community relations.

To assist the department towards this goal, the committee offers the following recommendations:

(1) That efforts be made to utilize the resources of both local and national figures recognized for their contributions in human relations in training new recruits and that the department encourage increased participation in the Police-Community Relations Institute held yearly at Michigan State University in East Lansing.

(2) That the number of hours devoted to inservice training in human relations be increased and that competent outside experts be utilized in training department instructors.