



ANN ARBOR POLICE DEPARTMENT

100 N Fifth Avenue, PO Box 8647, Ann Arbor MI 48107-8647
Phone (734) 994-2848 : Fax (734) 997-1506
e-mail: police@ci.ann-arbor.mi.us

OFFICE OF THE CHIEF OF POLICE
DANIEL J. OATES

Dr. Kenneth Brown
833 Hatfield Dr.
Saline, MI 48176

July 22, 2003

Dear Dr. Brown,

I am writing to thank you for the extraordinary work you have done for the Ann Arbor Police Department in the past three years.

In my 23 years in law enforcement, I have rarely encountered anyone who has your ability to relate to and connect with cops in a way that also achieves critical training goals. I have seen you in action, again and again, and I value most your ability to "keep it real" at all times. You are a natural for law-enforcement training. Your message and style resonate with street cops, even as you deliver to them unpleasant truths about their need to face their own weaknesses and to change.

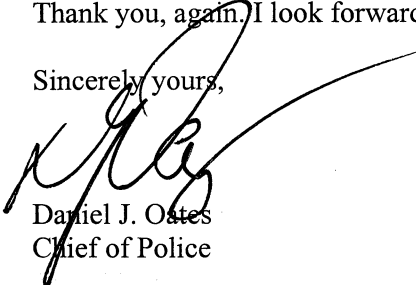
I want to thank for the work you have done with my entire agency in the areas of racial profiling and cultural sensitivity. The three-day workshop you brought to all our police officers in 2001 and 2002 was outstanding, and the reviews of your performance by our cops were excellent. My agency is much better equipped today to deal with sensitive issues of race because of your direct influence on my cops.

As you know, I became Ann Arbor's chief during a difficult period of transition, with a budget crisis and agency downsizing, as well as an impending outside study of my Department's traffic stop practices, which was sought by a community concerned about racial profiling. In addition to your classroom training, your work as a facilitator in the many police/community dialogues we have held has been outstanding. There is a better understanding throughout our entire community today – among cops and citizens alike – about issues of race and policing because of your work here.

Finally, I want to praise your sensible approach to the issue of stress in policing. The message you have ably imparted to our officers is that the best method to combat stress is to have a full life outside of police work, where family values and a sound moral center guide one's life. I believe firmly in this approach to police work, and you have made an impact with our officers on this issue as well.

Thank you, again. I look forward to working with you in the future.

Sincerely yours,



Daniel J. Oates
Chief of Police