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Rev. Dr. Wendell Anthony,  
President  
Donnell R. White,  
Executive Director

October 3, 2017

The Honorable Rick Snyder  
Governor, State of Michigan  
111 South Capitol Avenue  
P.O. Box 30013  
Lansing, MI 48909

Dear Governor Snyder,

I am certain that you are aware of the recent derogatory and offensive posting by Col. Kriste Kibbey Etue, head of the Michigan State Police. In case you are not, let me include what was posted by her in my letter. **“Who wins a football game has ZERO impact on our lives. Who fights for and defends our nation has every impact on our lives. We stand with the heroes, not a bunch of rich, entitled, arrogant, ungrateful, anti-American degenerates. Signed, we the people.”**

The subsequent so-called apology by Col. Etue is in fact no apology at all. When one takes an in-depth look at the demographics of the department, the promotional policies, and the lack of equitable racial representation of the state police of Michigan, it is indeed reprehensible. For the record, her posted apology said, **“it was a mistake to share this message on Facebook and I sincerely apologize to anyone who was offended. I will continue my focus on the unity at the Michigan State Police and in communities across Michigan.”**

Mr. Governor, this is an apology for Facebook, not to the people and citizens of our state who have been offended, aggrieved, and disrespected by the head of the Michigan State Police. When one looks closer, it appears to be a violation of the code of conduct and the commitment to office Col. Etue and all troopers are charged with upholding.

**ARTICLE 4: CODE OF CONDUCT**  
**Section 4.5, Individual Department**

“Members shall maintain a level of conduct in their personal and business affairs which is in keeping with the highest standards of the law enforcement profession. Members shall conduct themselves at all times both on and off duty in a manner that will reflect favorably upon the department. Conduct unbecoming a member shall include that which brings the department into disrepute or reflects discredit on the individual as a member of the department or that which impairs the efficiency of the department.”

**Section 4.5a**

“Members shall not make public statements on or off duty which show a reckless disregard for the truth.”

Further, Mr. Governor, under official order,

### **MICHIGAN STATE POLICE ORDER #12**

#### **Section 2, Discriminatory Harassment, Part C, Prohibited Conduct:**

1. "No employee shall either explicitly or implicitly ridicule, mock, deride or belittle, intimidate, threaten verbally or physically, or bully any person."
2. "Employee shall not make offensive or derogatory comments to any person, either directly or indirectly, based on religion, race, color, national origin, age, sex, height, weight, marital status, partisan consideration, disability, genetic information, or other characteristics. Such harassment may be a prohibited form of discrimination under state and federal law and is considered misconduct subject to disciplinary action by this agency."

One has to ask the question, does the state director have to abide by the same rules, oath of office, and constitutional mandates as other officers in the department? We believe, Col. Etue has violated her oath of office. Her conduct and behavior, and certainly through her posting, has demonstrated **"a failure to exercise good judgement or a lack of personal accountability that are used to impeach a member or which discredits the department or another member in an official proceeding,"** according to the state police policy. Her conduct has cast a shadow over the objectivity of the department to conduct fair and objective investigations in communities of color.

The insult levied in her posting against athletes, for the most part who are people of color, is a discredit to the men and women in law enforcement. The use of the terms "un-American and degenerates" are untruthful, biased, and derogatory. The U.S. Constitution guarantees First Amendment rights of free expression. Athletes are not un-American or degenerates. They serve this nation. They work with police departments across the country. They serve in national guard units and police reserves. They support police departments and law enforcement agencies, throughout America. They are college graduates who have sons, daughters, husbands, fathers, and mothers who currently are serving in the U.S. Armed Forces. Persons taking a knee to protest unjust shootings by rogue police officers throughout our nation should not be demeaned by the head of a department of law enforcement. They should be encouraged and respected, when done peacefully and non-violently.

The issue is bigger than Col. Etue. The head of the Michigan State Police does not seem to understand that in order to serve the people you must work with and respect the people. You must also have a proportionate representation from the people, as troopers and staff members, throughout your department. In that regard, we would like an opportunity to meet with you and discuss Col. Etue's role as head of the Michigan State Police, as soon as possible. We would also like to discuss programs and policies that are in place to develop a state police department that is truly representative of all the citizens of Michigan.

Currently, the department lacks diversity. Please consider this an official request for information regarding the number of African Americans, Latinos, other minorities, and women employed as troopers and senior staff since the federal consent decree was removed in 1993. It is obvious that the numbers have continued in a downward trend.

- What is the current number of African Americans, Latinos, other minorities, and women in the department?
- What is the current plan of action to increase the current lack of minorities?
- How has the testing procedures evolved from one of subjectivity, based upon a certain cultural orientation, to a more objective one which deals with a broader level of understanding?
- How are the recruitment efforts being made in cities like Detroit, Pontiac, Ecorse, Flint, Battle

Creek, etc.?

- What steps are being taken to negate another state director from using mediums like Facebook, Twitter, Instagram, Snap Chat, fax, or email to belittle or deride certain racial groups?
- What is in place to negate political bias from affecting other employees and the general public, in which the department leader may have a different point of view?
- In addition, policies are only as good as they are enforced. What measures are in place to guarantee the enforcement of policies violated by employees of the state and particularly its leaders?

We believe that the time is now and the issue is upon all of us to correct the course that we are currently traveling. These are some of the areas of focus that we would like to discuss with you in order to move our state forward.

I look forward to your response so that we might all come together on a very serious matter. I can be reached at (313) 347-2820 or [revwendellanthony@gmail.com](mailto:revwendellanthony@gmail.com). Thank you for your consideration.

Yours for Diversity,

A handwritten signature in black ink that reads "Wendell Anthony". The signature is written in a cursive, flowing style.

Rev. Dr. Wendell Anthony

CC: Yvonne M. White  
President, Michigan State Conference, NAACP