

# Minneapolis

## 2017 INTERIM STATUS REPORT

**MINNEAPOLIS, MINNESOTA IS ONE OF SIX PILOT SITES FOR THE NATIONAL INITIATIVE FOR BUILDING Community Trust and Justice (NI)**, a project designed to improve relationships and increase trust between communities and the criminal justice system, while also advancing public understanding of the issues contributing to those relationships. In collaboration with the U.S. Department of Justice, the National Initiative is coordinated by the **National Network for Safe Communities at John Jay College of Criminal Justice**, in partnership with the **Justice Collaboratory at Yale Law School**, the **Center for Policing Equity at John Jay College and UCLA**, and the **Urban Institute**.

The National Initiative's work involves trust-building interventions with police departments and communities based on three pillars:

- Enhancing **procedural justice**: the way police interact with the public, and how those interactions shape the public's views of the police, their willingness to obey the law, and their engagement in co-producing public safety in their neighborhoods.
- Reducing the impact of **implicit bias**: the automatic associations individuals make between groups of people and stereotypes about those groups, and the influence it has in policing.
- Fostering **reconciliation**: frank engagements between marginalized communities and law enforcement to address historical tensions, grievances, and misconceptions that contribute to mutual mistrust and misunderstanding and prevent police and communities from working together.

### At a Glance: Key highlights for Minneapolis, Minnesota

#### Procedural Justice

- All 860 of MPD's sworn officers have undergone trainings on the theory of procedural justice ("PJ1") and operational techniques on how to apply it ("PJ2").
- MPD is establishing a full-time training cadre of five trainers to weave the principles of procedural justice throughout the department's training efforts.
- MPD is adapting PJ training for civilian officers, SROs, and others.

#### Implicit Bias

- Approximately 857 of MPD's 860 sworn officers have undergone the 8-hour training on implicit bias (PJ3), and all new recruits will be cycled through as well.
- MPD will launch a community-facing implicit bias training ("PJ3–Community") starting in October 2017. In preparation for this roll-out, the Center for Policing Equity (CPE) hosted a "train the trainer" in Minneapolis on October 5 and 7, 2017.

#### Reconciliation

- Minneapolis was the first pilot site to begin on-the-ground reconciliation work in June 2016 through facilitated meetings ("listening sessions") between former Chief Janee Harteau and influential leaders from a variety of communities. These are continuing under Chief Medaria Arradondo.

Minneapolis was selected as a pilot site for its demonstrated willingness and capacity to engage in the National Initiative's research, intervention, and evaluation process, as well as its jurisdiction size and demographic composition. The National Initiative partners with public safety officials to develop, implement, and assess each intervention, which is tailored to the needs of the Minneapolis community. The successes and lessons learned in Minneapolis and each pilot site will set the city on a trajectory beyond the project's formal end date and help to build a base of knowledge, policy, and practice to transform communities everywhere.

This status report comes as Minneapolis moves into a fourth year of work with the National Initiative: moving forward, the Minneapolis Police Department will take steps to institutionalize each component of the NI to ensure sustainability and longevity.

### **Enhancing Procedural Justice**

The Justice Collaboratory at Yale Law School and the Chicago Police Department created a comprehensive curriculum on procedural justice (PJ) that was adapted by the National Initiative and the Minneapolis Police Department (MPD) to address Minneapolis's unique history and police practices. Research demonstrates that procedural justice can increase public willingness to obey and cooperate with the police ("police legitimacy") and ultimately lead to stronger police-community relationships, increased safety, and reduced crime.

The PJ curriculum includes several modules that do the following:

- Define the concept of legitimacy and highlight ways to increase police legitimacy;
- Explain procedural justice and how it is necessary for advancing public safety goals;
- Review the present-day relationship between the police and the community; and
- Help MPD officers understand the role that history has played—from the Fugitive Slave Act of 1793 through the Civil Rights Movement—in hindering legitimacy in some communities.

It also features modules that thoroughly explore the real-life application of procedurally just policing principles, thus helping officers to recognize when, where, and how those principles should be applied.

All 860 of MPD's sworn officers have undergone both 8-hour trainings on the theory and framework of procedural justice ("PJ1") as well as operational techniques on how to apply this framework in practice ("PJ2").

The NI is working closely with MPD leadership to institutionalize the PJ curriculum and sustain it as a core part of MPD's future policies. These efforts include:

- Establishing a full-time training cadre of five trainers to weave the principles of procedural justice throughout the department and to prepare officers to address local challenges. Through a phased approach, MPD will train all civilian staff; develop continuing education for officers; train community members; cultivate "PJ representatives", on each shift and in each precinct, to represent the concepts and review practice in accordance with PJ; and have an active hand in considering the policy and practice documents and the continued reconciliation rollout of the NI.
- Adapting PJ training for MPD civilian staff—at the end of the reporting period described here, all civilian staff had been trained in PJ1 and the majority had been trained in an adapted version of PJ2.
- Working with the PJ team and MPD's communications lead to develop informational videos about the department's history with various marginalized and underrepresented groups, including women and African-Americans.
- Exploring a partnership with North High School to support the development of a procedural justice training curriculum customized for school resource officers (SROs).
- Supporting neighboring jurisdictions that continue to reach out to MPD for support in adopting the PJ 1-3 training cycle. Additionally, representatives of the PJ team have met with the state POST board to discuss statewide adoption—as a result,

MPD is working on getting the PJ training certified through P.O.S.T as a first necessary step towards statewide requirement.

- Working with members of Minneapolis's large Native American community to develop procedural justice training that is sensitive to indigenous culture.

### **Reducing Implicit Bias**

As part of the National Initiative's work to address and reduce implicit bias, Minneapolis police trainers worked with NI staff to adapt the implicit bias training developed by the Center for Policing Equity—and, in exciting news, Minneapolis was the first NI site to implement this type of training. Implicit bias training works to ensure that law enforcement is aware of implicit biases Americans hold and how they form, and the circumstances under which implicit biases are most likely to manifest in ways that jeopardize good judgment and safety. With this information in hand, officers and departments are far better equipped to work through police training, policy, and practice to identify and mitigate the scenarios in which implicit bias has significant negative impacts.

857 of MPD's 860 sworn officers have undergone the 8-hour training on implicit bias, and all new recruits will be cycled through as well.

As a next step, MPD will launch a community-facing implicit bias training ("PJ3—Community") starting in October 2017. PJ3—Community teaches the public about implicit bias, and it is designed to be co-facilitated by police and members of the public. It also provides a crucial forum for police and members of communities with low levels of confidence in the police to discuss issues of legitimacy, trust, bias, and history with greater nuance and common ground.

The Center for Policing Equity (CPE) will host a "train the trainer" program for PJ3—Community in Minneapolis on October 5 and 7, 2017.

*If you're interested in attending a training or becoming a facilitator, please reach out to the National Initiative's Minneapolis Multi-Strategy Project Site Coordinator Glenn Burt at [Glenn.Burt@minneapolismn.gov](mailto:Glenn.Burt@minneapolismn.gov).*

### **Fostering Reconciliation and Building Trust**

"Reconciliation" is a process that opens communication between community members and the police, allows both parties to acknowledge past and present grievances, and begin to build (or rebuild) trust. MPD has worked with the NI team to design a robust reconciliation framework that promotes neighborhood policing as well as active outreach to the city's most vulnerable communities.

Minneapolis was the first pilot site to begin on-the-ground reconciliation work in June 2016 through facilitated meetings ("listening sessions") between Former Chief Janee Harteau and influential leaders from a variety of communities with histories of tension with the police, including the African American, Latino, Native American, Somali, and LGBTQIA communities.

These sessions began with MPD representatives acknowledging historical harm on behalf of the department. This forms a foundation that demonstrates common cause with community members who will be asked to contribute their experiences, time, and effort to the forthcoming process. Moving forward, these listening sessions will allow for a process of mutual narrative-sharing and, ultimately, allow for the development of a police-community partnership that can collaboratively identify problems and develop solutions to pressing issues of public safety, policy, and practice.

The NI team is assisting site partners in strengthening the outreach, sustainability, and accountability components of these ongoing listening sessions. These efforts include:

- Working with 3rd Precinct Inspector Johnson to host a focused listening session in a 3rd Precinct neighborhood that is experiencing issues with narcotics, sexual violence and human trafficking, and immigration enforcement. This community proactively reached out to MPD in order to build a partnership after learning about the NI listening sessions. In this newly-created space for open communication, community members offered to explore ways to provide trauma-informed support for MPD officers, initially focused on officers involved in the listening sessions.

- Working with both the Mayor's Office and MPD to think through ways to connect citywide resources to the overall trust-building efforts.

In addition, MPD continues to explore ways to develop trust-building mentoring initiatives that promote improved police-youth relations. MPD is currently exploring partnerships with Minneapolis's North High School with hopes of creating a safe space for youth to share their experiences with the police.

Finally, MPD is actively engaged in community outreach in various capacities: reaching out to block club leaders in the 4th Pct. for a recognition event to introduce the Procedural Justice Division; participating in the review boards for City Hall's public safety participatory budgeting process; and working with various "subpopulation"-specific organizations, including schools and Native American groups.

### **Integrating Policy Recommendations**

MPD is working with the NI team to develop a policy team that will be tasked with considering opportunities for changing policy and practice so that they align with the NI's core principles.

In Minneapolis, Chief Medaria Arradondo convened an initial internal policy review team composed of NI Site Liaison Glenn Burt, Sergeant Darcy Horn, Quality Assurance Unit Commander Granger, plus Research and Policy unit members Daniel Boody and Kim MacDonald. Together, the policy team has been working to assess the recommendations from the Justice Collaboratory at Yale Law School, the Center for Policing Equity, and Community-Oriented Policing Services. Where appropriate, these recommendations will be used to condense and simplify MPD manuals and standard operating procedures to ensure consistency and improve internal comprehension and, ultimately, accountability.

Looking ahead, this group will consider a wide range of changes to policy to improve internal communication, review and continue to improve MPD's new Early Intervention System and changes made to its police complaint process, and much more.

Additionally, MPD Chief Medaria Arradondo [participated in a panel discussion](#) titled "Reducing Harm: Shifting Police Culture and Practice" at the National Network for Safe Communities' 2017 Practitioner's Conference. During the panel, Chief Arradondo cited MPD's "Interactions with Transgender and Gender Nonconforming Individuals" policy as an example of how a trusting relationship with a subpopulation (in this case, LGBTQ+) can lead directly to formal policy change within a department.

### **Improving Public Safety**

The National Network for Safe Communities (NNSC) has been working with MPD to implement the Group Violence Intervention (GVI), a strategy designed to reduce gun violence by focusing on the people at highest risk for violent victimization and offending. A three-pronged approach involving law enforcement, community partners, and social service providers, GVI aims to improve public safety, minimize arrest and incarceration, foster police-community collaboration, and change the narrative in neighborhoods that may have felt both over-policed and under-protected.

To learn more about how GVI works, [please visit NNSC's website](#) or contact Minneapolis GVI Project Manager Sasha Cotton at [sasha.cotton@minneapolismn.gov](mailto:sasha.cotton@minneapolismn.gov).

### **Evaluating Progress**

In order to assess whether the National Initiative is affecting community member perceptions of and attitudes towards crime and police, the Urban Institute has been surveying residents in Minneapolis neighborhoods that have a high incidence of crime.

Their latest round of community surveys will be a follow-up from the baseline survey they conducted in Fall 2015, during which residents expressed support for obeying the law and willingness to partner with police to solve crime, but only 23% supported the police's actions in the community.

The Urban Institute completed its second round of surveys in July 2017. Data from those surveys will feed into Urban's final report, which will be a comprehensive assessment of the implementation and impact of the NI and broader trust-building work.

## Looking to the Future

The National Initiative commends MPD's leadership and commitment to a new way of doing business, which has been essential to the significant progress detailed in this status report. Additionally, we would like to extend our thanks to Mayor Betsy Hodges and newly sworn-in Chief Medaria Arradondo, who have sought to ensure the sustainability of the NI in Minneapolis through our continued partnership.

In a united commitment to the sustainability and longevity of the National Initiative pillars within MPD, Mayor Hodges presented Chief Arradondo's requested budget for 8 community officers during a September 12 Minneapolis City Council address. The PJ training team is looking forward to working with the MPD training unit to ensure the principles of Procedural Justice are integrated into all MPD training, plus working with Precinct Inspectors to help facilitate a PJ plan for each precinct.

The National Initiative team is excited to continue to help local stakeholders expand, amplify, and coordinate the many different concurrent efforts aimed at improving public trust: MPD's recent adoption of a public-facing stop data dashboard, the \$500,000 participatory public safety budgeting process in North Minneapolis and Little Earth of United Tribes, the forthcoming mental health professional co-responder arrangement, and exploratory work on trauma-informed police training.

Over the remainder of the project, the National Initiative will continue the rollout and institutionalization of its new curricula; facilitate trust-building efforts through listening sessions; raise public awareness of its activities and increase public engagement; measure the impact of its interventions; and continue to develop local partnerships to sustain and institutionalize this collaborative effort.

*If you are interested in getting involved, or have suggestions, questions, or comments about the National Initiative, please reach out to us at [info@trustandjustice.org](mailto:info@trustandjustice.org) or the National Initiative's Minneapolis Multi-Strategy Project Site Coordinator Glenn Burt at [Glenn.Burt@minneapolismn.gov](mailto:Glenn.Burt@minneapolismn.gov). We look forward to hearing from you.*