



## Police Reform & Racial Justice Virtual Listening Session

8/18/20

### Summary of comments from the virtual listening session

#### **What do you want city leaders to know about your experiences and perspectives on the BP Police Department?**

My experiences have been positive. I honor and recognize that that's not true for everyone. I'm scared that our city would defund the police. I hear about cities struggling with violence and I don't want to go down that path. I'm happy to see these listening sessions and that our city is interested in making a thoughtful decision about how we can best serve everyone in our community. My one big ask is that police officers be involved in the conversations because they know what they see every day and what it takes to make community safe. I've heard police say they're dealing with things they're not trained to deal with, like mental health.

I'm a community leader in the African immigrant community. I'd like to acknowledge the history of policing in this country – it was to keep slaves in check. For Black folks, when I see a police officer I don't feel safe because of the experiences I've had as a survivor of domestic abuse and having interactions that ended up criminalizing my experience. With the City of Brooklyn Park Police Department it has been very positive, especially the Chief of Police. This is a complex issue so I want us to talk about the whole picture. What I'd like to see as a community is not taking the police out, but rather redistribute funds so we're not over-policing issues that need social services.

#### **From your own experiences and perspectives, what do you want city leaders to know about other racial justice issues in the city?**

When it comes to racial justice, it's important we keep in mind that it's not only about the police system, but also education, health systems. We have a big racial gap. Brooklyn Park plays a pivotal role in the racial disparities. We need to be at the forefront of best practices so that other cities know what to do, what policies and procedures to implement so we don't have a racist system. Chief Craig has my support. He's trying to make a better system for our city. I'm going to do everything I can to stay on the neck of those that are not doing the right thing.

I do appreciate this listening session. From my experience, I haven't had any experience with the police here. As far as other racial justice issues, it's important to continue the conversation. Since BP is so diverse, it'd be great if we could embrace that and be the leader of other cities in MN to show what we need to do to make things right for folks. This has been going on for all too long. I hope that action comes out of it after hearing from the community.

#### **What do you want the police's role to be in our community? In what instances do you think the police should respond or not to respond?**

Recently I've called 911 about solicitors in the Norwood neighborhood and the police response time has been great. They've also called me back. It's nice to know that the Police Department is broken down into different sections of the city.



I think Police should respond to violent crimes, domestic violence and that type of thing. I'd like Police to spend more time outside their vehicles in trouble areas where they get a lot of calls. Because the Police department isn't as diverse they have to get out of the car and build relationships so we don't have that racial tension. They know where the hot spots are. They have to get out into the community, building relationships and finding programs for youth to get involved in. If they can't do that, they need to pay community members to build relationships. People feel the police should respond no matter what they call about. If it's not violence related, I think we should have more of a community policing response.

I'd like to know what the police think on this. My friend was mugged in Minneapolis and the police weren't kind. That's the kind of time where a mental health counselor could comfort someone who has been through a trauma – non-violent crimes, especially something that's been traumatic like a rape victim. A mental health specialist could collect information for the investigation. The police know where they're weak so I'd like to know what they think.

It's a disservice for us to expect police officers to respond to everything. We need them to respond to violent crime. That's why we're not burdening them with things they don't have training in – chemical dependency, domestic violence. Partnerships with specialists in those spaces or additional training for officers would be good.

I'm not originally from MN, but I've been in Brooklyn Park for the last 5 years. My experience as a Black man is I have a serious distrust of calling and relying on the police. What is the training protocol for our police to help in de-escalation? How do we interrupt residents' fear-mongering thoughts so people aren't calling police about fireworks or parking violations? Those can turn left really quickly. It has happened so many times in our nation. Yes, we need more community policing and for officers to be involved with the community to build trust. At the same time, it'll take a while to build that and get to a point where people can rely on the police department to handle some of those issues. We put too much on the police to solve these issues. We call them for everything and that's the power trip the police officers get from that. We need to bring in more social services to help deescalate and build trust with people and figure out the role police need to play in society. Obviously, we need them for violent crime, but not to take it to the next level. I have hesitations on calling the police on anyone else because I don't want to see it turn left. Will we get the right people in leadership to bring us in the right direction? I challenge BP to be in the forefront on diversity, especially in the Police Dept – to bring in more people who look like us.

The police are asked to do a lot of different things. Responding to violent crimes is an appropriate response to give, but for some of the other issues having drug addiction counselors and mental health workers respond to those is more appropriate. Or having a police officer paired with one of those specialists to provide resources and support. They need to look like the people they're serving – officers of color, who live in the community and know the community.

**There are many systems and policies that contribute to racial inequities. What systems and policies would you like Council Members to consider making changes to as we work towards racial justice?**

I would like to see the multicultural advisory committee be expanded and becoming more active and maybe even overlapping with the Human Rights Commission where it pertains to the areas of racial equity. I've always felt that the MAC is a good model, but it's run by Hennepin County. So, if we can take ownership of that and dive into BP issues and equip it with the necessary goals to drive some work and quality engagement, that'll be really helpful, not just for the police department but the city and community. I've been a part of a couple groups talking about a multicultural commission or equity commission at the



Council level. The focus could be on celebrating diversity, equitable practices across the board, gender equity, other community issues. We have the Community Forum on Race so it could be tied to that. I'd like to see a more robust investment into all the pockets of the conversation so we can weave them all together.

**What else do you want your Council Members to know about your opinions on police reform or other issues of racial justice?**

We need to help the Police Chief in making sure we do not rehire bad cops and hire the best talent possible in Brooklyn Park. And take away any biased hiring practices. We need equity and inclusion in those spaces.

Our city is more than half people of color. As a white woman, we need to back off and listen to the people that actually make up most of the city and let go of some of our power. We need to listen to other voices and not be afraid of change, even if it makes us uncomfortable. I've been in BP a very long time and it's home. I'm ok with being a minority, but I don't feel like the control of the city is quite in the hands yet of the people who make up most of the city. That'll only happen if white people let go of their grip and allow people to rise up and lead us and allow change. I want to hear from more people of color. White people should shut up and listen.

People are listening and wanting to hear more from people of color. One thing I would caution is don't think people of color have all the solutions. We've always been in a fight or flight type of mindset. As a Black man we don't have the power and privilege to make change until representation is equitable across the board – government and other organizations. With diversity of thought you'll grow as a community or an organization. We've had the same institutional racism for years. We've been scratching and clawing for years. Now that you're listening, we don't have all the solutions. I don't speak for the whole Black community but more representation will help.

**Summary of comments/questions entered into the chat box during the meeting**

My experience is the lag in responding time to routine calls (i.e. illegally parked cars, fireworks, loud music). Last weekend I used the tips app to report a car parked on the street and it was not chalked for 12 hours from the time I called. Please don't give the usual "prioritizing" of calls. If the BPPD can't even do a reasonable response time for this, the trust falls by the wayside when I have a more urgent situation/emergency.

I think the police's role should be to protect us, as this is our home.

On my street, there are cars parked on the street where other cars or trucks turn, and I believe that that is a safety hazard, as people might hit those parked cars on the street.

Building relationship and trust is crucial for law enforcement and communities to have a good working partnership

Representation Matters!

Thank you so much for holding these listening sessions and working towards a safer and more equitable community



I think that building relationships between police and citizens is crucially important because then the police will understand our needs. I also don't want law enforcement to focus on just one area, I think they should give every area of our city the equal amounts of attention.

I would like to add that conversations and actions should continue, that the BLM needs to be lifted up and the work needs to continue. Engaging the community is a great step and I am glad BP is working towards more progress.

Great Job!! I appreciate all the Staff is doing.. Thank You.. I will stay Engaged..

### **Summary of comments/questions from the registration questionnaire**

<b>Questions/Concerns</b>	<b>Anything else to share with the City Council?</b>
We need to provide racial bias training, Stop racial profiling. Eliminate police immunity. Practice to shoot to mame instead of shooting to kill. Provide ongoing diversity training. Require police to live in the community that the police in. Hire more black officers.	
More accountability, from minor street violations to major violations. There is distrust for my family with regards to bppd when I call for a minor issue and that can't respond in a timely manner.	My interactions with cops in bp have been few but the cops I have interacted with have exuded a consenting attitude. I take pride in my residence and pay taxes for police services. It's time to do your jobs no matter your opinion on the matter. If it's a police violation, do something.
I want to see a maintenance of the police department structure and presence in out city which is responsive to the needs of the diverse community it serves.	Thank you for hosting this discussion.
Police who are trained in mental health crisis, more officers of color, having police connected to community's by having police officer mandated volunteering in the community. Those are a few of my ideas. I want to be apart of the solution.	Yes, I want Black Lives Matter support not just in words. But by action. Let's start by standing up and demanding society at large to END RACISM AND CHOOSE CHANGE. We are not a free nation until all of its citizens are treated as equals across the board. I care very deeply about our city and all of its neighbors. Thanks, I am done now.
Approach techniques when there is a situation needing retribution.	I am a Property Manager at a community in Brooklyn Park, I am also very Caucasian. I am experiencing a struggle based on the difference in culture. I would like to learn how to implement change without people feeling like I am being racist.



<p>Police officers to be held accountable through civil liability. More information on filing complaints to internal affairs. Accessible database on your Civil rights for traffic stops such as 2nd and 4th amendment rights. Education for citizens of Brooklyn Park on Police interactions</p>	<p>Just how BP Police department is handling the racial bias in our community. What actionable things are being done so that we don't have a situation like Minneapolis police department.</p>
<p>I don't know what the current policies are, so I would like to hear about what is currently being done. I would also like Brooklyn Park to follow a progressive racial justice police reform plan and be open to the community members ideas</p>	
<p>What are the plans of the police department to change the disproportional arrests and stops of Africans/African Americans?</p>	<p>The police department should focus most of its attention on de-escalation trainings, train some of its officers to respond to non-violent issues, train the dispatchers to evaluate, which calls require armed police officers and which calls require a community peace officer in plain clothes. When the dispatcher is called from a business in Brooklyn Park, it is the responsibility of the dispatcher to ask questions to determine the nature of the crime especially the call is for a child, who shoplifted. When a suspect poses no harm to an officer, then it is important for the officer to follow his/her de-escalation techniques.</p>
<p>The only thing I could see is a little more transparency for internal investigations and stricter standards. I think that we as a society should not tie our officer's hands too much, and should put more onus on ourselves to respect officers and obey the laws set by our local governments.</p>	



<p>Want to see the Police start enforcing all laws: speeding, not stopping for stop signs, parking, loud cars, broken equipment on cars - all items that are currently laws or regulations.</p> <p>Very disappointed the Police Department is always bogged down with chronic problems at all of the apartments and other chronic problem areas.</p> <p>I would like to see fines/fees applied to these chronic problem areas so additional Police staff can be hired.</p> <p>The City currently has enough data to identify problem areas - enforce the laws and hire enough officers to provide the services/safety BP residents deserve/want.</p> <p>Obviously perpetual/chronic offenders want less oversight - thus do what they want without interference</p>	<p>I attended the recent Monday night Council meeting with the HR commission. I heard many state "I heard this has happen or might happen" including many bizzare things referenced without a single documented incident by anyone in attendance. This is very sad and NO documentation has been given. Their is little or no documented substance to call for this repeated Police department review. As stated in the Monday meeting, and other meetings, the BP Police department has implemented "all" and "more" nationally recognized/recommended "gold standard" changes to the City program. The City can not and should not let this "fishing expedition" continue without any concrete evidence. It is a waste of City resources.</p> <p>Why are you seeking more participation from one single group of people in this forum - "All are welcome and the City Council especially looks forward to hearing from our Black/African residents and other communities of color". Not a single documented event/occurrence was presented at Monday nights meeting - other than someone or neighbor felt threatened without any specifics - I think you would find all races, colors and creeds feel threatened in some manner in Brooklyn Park</p> <p>I am in agreement more emphasis and resources should be provided for mental health situations in Brooklyn Park. I am also in agreement "ALL" residents of Brooklyn Park deserve to have the same access to protection and consequences if not abiding to the written laws.</p> <p>I also want to submit a request of adding an ordinance or law to collect fees and or fines from residents, properties or businesses that are deemed "chronic" offenders - requiring a disproportionate amount of Police/Fire/Community Service for "chronic" behavior, breaking of the law or ordinances.</p> <p>I also want a change to the disproportionate amount of City funds/resources/staff time being spent on chronic problem areas within the City. At the present time many residents do not feel the City is not being "Fair and Equitable" to all citizens when it comes to the deployment of City funds and resources.</p>
<p>I will think this over and bring my concerns</p>	<p>I truly support change and think our greatest efforts should be supporting and changing things for our youth .</p>
<p>Support and help offer something better for youth that have turned to gangs and violence</p>	<p>I am currently working with youth in gangs and have applied for funding</p>
<p>Racial profiling and support for our young people in trouble</p>	<p>The whole Metro needs to be in sync not just individual precincts and communities</p>



<p>More diversity in the police force. Hold police officers accountable for unnecessary force used and conduct issues etc. Hold police officers accountable for their actions like any other job would.</p> <p>And for mental health calls and nonviolent crisis calls, to have a social worker present to de-escalate the suspect. There needs to be a community outreach team for calls that police are not needed.</p>	
<p>I am satisfied with our police department. Brooklyn Park has become a very diverse city and it appears that there is little problems as the changes have occurred. We have lived in Brooklyn Park for 50 years, raised a family here, and continue to feel positive about Brooklyn Park.</p>	
<ol style="list-style-type: none"> <li>1. All Officers are a resident of Brooklyn Park. If they move after becoming an officer they forfeit their job.</li> <li>2. Change tactics: No car chases. No shooting a suspect if they are running away. We ever stop introduce yourself e.g. Good morning, good afternoon, good evening my name is Officer Name. I stopped you because... Is there anything I can do to help?</li> <li>3. If Officers are assigned a specific area have the Officers walk the neighborhood and say hi.</li> <li>4. Do away with any quotas (if exist).</li> <li>5. Agree not to purchase any more military equipment. Discard any military equipment.</li> <li>6. Agree to annual biases training.</li> <li>7. Agree to knowing right from wrong and willingness to protect all citizen of Brooklyn Park from harm whether from internal origination (Brooklyn Park Police Officer themselves) and or external organizations (Sheriff's or outside agencies).</li> <li>8. Agree to fire any existing Officers where an Officer has been reprimanded or sued.</li> <li>9. Post all performance metrics all on a the Coty of Brooklyn Park main website page.</li> </ol>	
<p>I am not sure. I want to learn more about what the concerns are and what cultural/racial issues they are based on</p>	<p>I want to attend and learn. My mind is open</p>
<p>Should look into Dialectical behavior therapy training for all new officers. No 'warrior' training.</p>	
<p>Laws of personal moral prohibitions removed. Laws of violence enforced.</p>	<p>The golden rule is a good start.</p>



<p>1) Change in use of deadly force policy.</p> <p>2) Firm, fair and consistent enforcement of policies.</p>	
<p>Officers that live in the community. How can you have officers be engaged in the community only during their shift?</p>	<p>I'm a fairly new resident of BP, moving from Mpls in the neighborhood where George Floyd was murdered. It's night and day where policing is concerned. Here, I feel safer when it comes to the police.</p>
<p>I think we have an excellent community, and our police have done a great job. I've lived here a long time, and I remember what life was like before they added the extra police departments. We should not eliminate or take away any of our police. They do an amazing job, this city has done a great job at bringing Brooklyn Park out of darker, more dangerous times. I usually feel safe with my family, something I did not always feel about ten years ago, and I thank all the leaders and police, and the community for working together to make it better.</p>	<p>Please don't buy into media hype and social media trends. Though I know we can always make things better, our city has worked hard to turn Brooklyn parks reputation of violence and danger into a much safer community, and a large part of that comes from us having more police, not less. They seem well trained, and seem to care about all of the members of the community. Please do not refund our police.</p>
<p>I love our police department and think they do an amazing job at keeping our city safe!</p>	
<p>I want to see the 15+ year sergeants teach our youth something cool and allow the new police officers spend one day in the life of a young adult of Brooklyn Park.</p>	<p>I think the Brooklyn Park Police are well aware of what is happening in our community and they are stuck trying to satisfy their superiors over the citizens. This city does not have a police problem. They have a citizen issue. I know that instead of using officers to uphold the law. I believe they can be the key moderators in bringing neighbors together. I think the biggest issue in Brooklyn Park and Brooklyn Center is the neighbors calling the cops on other neighbors and since the neighborhoods are so closer together, they automatically assume it's a racial problem. As a resident, I know the cops can bridge the gap between our misguided beliefs about our next door neighbors or those dang kids down the block that constantly drive too fast down the street. I propose a very brief empathy training session with a veteran sergeant (not saying they require or lack empathy training) and then have the veteran go out as a coach and bring the speed demon young adult to meet with the elderly senior and allow them to both express their feelings. This way, both sides don't get lost in transition. I have plan if the council will. Have me.</p>
<p>A refocusing, not a dismantling. Apart from better policies and accountability, I'd like to see movement toward defunding for services that do not / should not require armed law enforcement.</p>	



<p>First, the data demonstrates that there is a severe racial bias especially for the Black community. We need to do something about that. The police department needs to stop influencing apartment managers to put in place policies that harass tenants, such as restricted parking, and intervening in minor issues such as loud music. More transparency in the police department. End closed door settlements. All settlements for police misconduct should be revealed to the public. A police force that is reflective of our community.</p>	<p>We need to have a comprehensive conversation about Racial Equity in our city. The time is now. The city of Brooklyn Park needs to adopt an Anti-racist policy and create a Racial Equity agenda.</p>
<p>Police officers must be held accountable and tried for arbitrarily killing blacks and other minorities. The laws that protect and embolden them to kill at will must be changed. Once a few officers are jailed for killing civilians, the killing will subside.</p>	<p>Hold police officers responsible for their acts at work. Let them serve jail terms for killing or abusing minorities. Repeal the laws that give them the green light to kill at will.</p>
<p>More enforcement of existing laws, regulations and ordinances. City officials state they do not have the resources to enforce lower level offenses. Many state racial issues in BP - little to no documentation - show us the documentation/proof.</p>	<p>Experience daily - traffic violations - going through red lights, not stopping for stop signs, parking in no parking area. Parking issues, loud music, vehicle with safety issues. Mayor states he would like to have fines reduced significantly - have him explain how 'tis will reduce violations and need for police.</p>
<p>More implicit bias training for police officers. The ability to hold officers accountable for their actions without interference from the police union.</p>	
<p>Selection of police personnel should include someone like me, who can assess them for pre-existing bias towards those who do not look like them or have little "ego strength" to handle the strenuous job of policing because they see "some citizens" as criminals who have not yet been arrested. Less nepotism, more reflection of the community they "serve"; therefore hire police who live in the community they serve.</p>	<p>Emphasize "Serve &amp; Protect all citizens". Have a periodic mental health assessment to include drug testing and alcohol misuse consequences for all police. Also, Eliminate the time period they have after a traumatic incident occurs. Statements must be taken with Civilian oversight, Within 24 hours of the incident, ideally just like citizens. Foot patrol in high populated areas, so the police will know the people, to the point where people trust the police where they live.</p>
<p>1. misuse of stop and frisk. 2. search and seizure. 3. police excessive force. 4. police corruption. 5. asset forfeiture abuse. 6. police militarization. 7.</p>	<p>Not at this time. Wish the forum were being held virtually.</p>
<p>Training Discrimination and Sensitivity Police Relations Diversity on the force</p>	<p>None</p>



<p>Incorporate intercultural assessment tools within orientation and yearly trainings.          Intense ongoing cultural intelligence trainings          Utilization of more community providers for non-threatening calls          Community restoration practices versus punitive consequences          Require experience with community as a requirement for hiring</p>	
<p>I want to know what each member of the council including the mayor and the City managers view on defunding the police is?. I also want to know the plans for adding additional police in Brooklyn Park if there is any.</p>	<p>I would like to have the city explain why with the invite for all to attend you have to add that you are especially looking forward to hearing from Black/African Americans residents and other communities of color. This appears to be showing a racial bias towards that community.</p>
<p>BPPD is amazing. No changes necessary.</p>	
<p>Will make my comments and recommendations in person</p>	<p>Will do in person</p>
<p>1)ban chokeholds          2)create a police misconduct community access register          3)create independent process for review of police misconduct          4)mandate training against racial profiling          5)be willing partner to State and Federal program to address police reform.</p>	
<p>I'm interested to learn which policy reforms are being considered. I'm interested in de-escalation, racial disparities in traffic stops, and improving relations with BP Youth and BPPD. I also welcome hearing from city leadership on what they're planning to pursue in this area as well.</p>	
<p>I am unsure as to what changes; however as a law enforcement student I wish to listen to my community as they voice their concerns and solutions.</p>	
<p>Make sure those in authority truly have the authority and resources to train, discipline and, if necessary, remove those in their charge who refuse to treat all people as equals.</p> <p>Officers must judge people only by their actions, but also know how to reduce confrontation rather than escalate confrontation.</p>	
<p>Hiring more people of color</p>	<p>hiring practices</p>



<p>Police accountability  Removal of bad officers  Defunding police and moving those dollars to other programs like mental health resources, education, youth programming, housing etc  Reclaim power from police unions  Reimagine public safety  Implement a public safety commission</p>	<p>I believe in Brooklyn Park. Our city officials represent us more and more and so I know we will always be committed in improving our city.</p>
<p>Start over from scratch. Defund / OVERHAUL / "Redistribute" funding for the police. Create new avenues for emergency services, ie: 711=Mental health crises; 611=Drug overdose; etc... not all emergency calls should be addressed by Police with handcuffs in an ambulance!! More community volunteer trainings for people to CARE/recognize a mental health (or other) crisis to reach out or intervene on behalf of human needs</p>	<p>Thank you for having this session. Please reach out to Mayor of Atlanta or other cities who are defunding their police forces. This is NOT meant to DELETE police services, but to redistribute the funding to other community needs and discontinue racist strategies which continue to keep our black population down, under surveillance, under check for NO REASON. The system as it is, is unfair, uncalled for and it must end. Our young black children must stop being profiled from when they are babies. We are better than this!! EVERYONE should be receiving freedom and justice in the USA. Black lives matter! Brooklyn Park LEAD THE WAY!!!</p>
<p>I would like to see more opportunities for minorities in our emergency personnel. I would like to see more programs on behalf of the city and the police department , to allow the people to know more about our officers and first responders.</p>	<p>I believe what we have seen in the country for decades is that police relations with the people they serve need major improvement. Its possible in every city that cases such as George Floyd and others can happen. I know that if things don' change drastically from a legislative perspective , more cal for defunding and demolishing police departments are going to increase. Our local leaders need to be practical and not as political when talking and acting on these matters. As we have seen , what transpired in Minneapolis isn't an isolated incident. Local and state officials that appear to be non receptive of their communities will have a difficult time controlling situations that may arise, and ultimately staying on office.</p>
<p>I live on the southwest side of Brooklyn Park, we have a lot of crime. Huntington apartments and the area of 73rd/Zane and 63rd/Zane is big part of that. What is being done specifically reduce crime in our area?</p>	<p>I've lived in Brooklyn Park for nearly 20 years in the same home. This is the first year I do not feel safe in my neighborhood.</p>
<p>When I grew up in north Mpls in the 1950-60s, the Police were respected, as was all people. I think a big change has been all the arrests for small things police have made when just a short talk will suffice, or calling their parents.  BPPD is doing a great job - I support them 100%.</p>	
<p>Regular and REQUIRED Continued Education of all law enforcement and public service workers in matters of US history relating to racial equality, social justice, and the central theme of of the US Constitution that "ALL MEN ARE CREATED EQUAL" !</p>	<p>Include in community education, civics and other lessons of the US civil war, the experience of immigrants who themselves fled civil wars in their native countries, and have come to the US and made home here.  It important for people to learn and understand what diversity brings to a community or group, and understand and learn to live with differences in people.</p>



<p>I don't know stats or areas of concern in BP, so want to understand those. .</p>	<p>A PD is an absolute necessity. A PD should respond to all calls, and respond to all calls and situations without prejudice. A PD should have clear, unambiguous standards of conduct- from brass to patrol. As for suspects, an officer should be 'innocent until proven guilty'. The PD and officers SHOULD support each other unless the action in question clearly violates ethics or policy</p>
<p>STOP RACIAL PROFILING!!!</p>	<p>I've been a victim of racial profiling from the Brooklyn Park Police Department too many times to count!!!!</p>
<p>I just want to find out what concerns my fellow residents have and suggestions they have.</p>	
<p>The recruitment has to be more strict and more background checks has to be done anyone who is gonna be putting on the police uniform.</p>	
<p>None keep it fund the police</p>	
<p>Keep the police the same</p>	
<p>Keep the police</p>	
<p>I think the Brooklyn Park PD is doing a great job.</p>	<p>Keep up the great work and don't change a thing.</p>
<p>I want to see a full disparities report top to bottom.</p>	
<p>None. I think BP does an excellent job and I do t see that we need to change anything.</p>	<p>Let's make sure we hear from all community residents not just the residents of color.</p>
<p>I would like see more accountability and community oversight of policing. Increased partnership, engagement, collaboration, and reallocation of funds among community organizations, local police, emergency services, and the MN Post Board.</p>	<p>N/A</p>



<p>Abolish the police. If not possible (a claim I question) then there absolutely NEEDS to be more positions in place that delegate the roles of what is expected of police officers. There are others who train for YEARS to receive specialized training for specific situation that have been poorly handled by police officers and ended with a civilian loosing their life (more often than not a black civilian) highlighting that officers spend little too no time at all learning these said speacilzed tactics and rather spend time on other unnecessary practices. Majority of their time is spent on how to fatally take down a "threat" a skill that has proven to be of no benefit to the community they are supposedly protecting. With that In mind the call responding service needs to change. Officers should no longer be allowed to carry a firearm on themselves. The idea of needing a firearm in order to always be safe is a twisted idea the untied states/ society has created. Secondly officers MUST have their cameras on upon any interaction and their chiefs should be diligently checking the footage. But once again through testimonies and countless deaths that have lacked footage officers are truly unreliable sources that believe they are above the law and thus opt out of always turning on their camera further emphasizing that the police should be abolished and either entirely reformed or permanently placed in the memories of yester-year.</p>	No
<p>I would just like to listen</p>	Nothing at this time
<p>I do not support warrior training. I strongly support community boards or other oversight/collaboration structures. The household in general finds it highly discouraging that less training is required to become a police officer than some hair stylists (although we are also very aware of the structural barriers longer educational requirements create for some of the very people we need on police forces to improve diversity). I personally support higher taxes for higher wages for social service training and looking for people that support a full range of skills so that police officers are not expected to always be experts in every conceivable mental health/social needs/safety encounter out there, but instead can be highly trained in the specific job we ask them to meet.</p>	



<p>Required 4 year degree to become officers. Required ongoing de-escalation training and testing. Abolish qualified immunity. Require officers to live within the community they serve. Less funds allocated to police militarization and more investment in community resources such as education, job skill building, etc.</p>	
<p>Only that we would have more police funding.</p>	<p>A big thanks to the Brooklyn Park police, and all of you at all levels of my local government. I remember how this city was over ten years ago, and we've come along way, and a large part of that is all the hard work you all do, and your city, or at least my family, talks about this often! Thank you!</p>
<p>More funding for the police.</p>	
<p>Further training in mental health and addition, psychosis reactions to illegal drugs or untreated psychosis.</p>	<p>The city council has not filled 5 vacancies in the police department perhaps these positions should be specialized in mental health or allow all police staff community service time to be on duty but be present at activities in the community to build those connections. Police families have a right to not live in Brooklyn Park or school districts that serve Brooklyn Park for the safety of their families and to allow a separation of work and family life like most other jobs have. I do not want restraints eliminated as different situations to protect the lives of anyone including our police officers who may be first on the scene with no assistance.</p>
<p>The issue of Police reform while "Race: is used viewed to generally qualify all Police as Racist is a insurmountable and false premise. While Police reform is always a point for attention, the reform should come by way of what is correct for fulfillment of the task at hand in each situation so as to not place the Officer or the Citizen in Jeopardy of harm. If Race discrimination is held as a general fact, no progress will be made. Emotions, reverse discrimination and bias once discerned in a conversation about reform must void the conversation, or if reform demands are based on subversive efforts to benefit those who actually seek to break the law and reduce the enforcement of it. Mark Mata is somebody to listen to as what he has to say appears just and logical.</p>	<p>No</p>



<ol style="list-style-type: none"> <li>1. Discontinue racial profiling.</li> <li>2. Require body cameras and discipline anyone that doesn't use one.</li> <li>3. Make sure the intersections cameras are working and not just decoys.</li> <li>4. Limit use of sirens unless approaching vehicles or the scene.</li> </ol>	<p>Please know that black people believe that police are not our friends. White people feel as though they have authority over police. Not us. I felt like a I was treated as a criminal when a car hit and ran and I was left at the scene, stunned that the cameras don't work.</p> <p>I have several stories about racial profiling and how it has impacted me and people I care about.</p> <p>Last year during NNO, a little boy saw the police coming to our neighborhood and said, "oh no, the Popo. Let's get out of here!!".</p>
<p>What I appreciate about BP Police is your dedication to the community. I would love for you to share your model and/or framework with other cities. As far as reform, please keep doing what you are doing. Possibly continue to hire cadets that are from the community.</p> <p>Possibly adding a safe space for officers and black/african American teenagers/men to come together.</p> <p>Continue to listen and be open to hearing of experiences that may not be of your own.</p> <p>Understand the problems of our nation occurred before many of us were born, but the systems that were put in place still exists. Be open to changing them.</p>	<p>My son is currently attending North Hennepin Community College in hopes to be an officer. My hope is that he will not change his mind given our current climate.</p> <p>I would love to see more officers within my community servicing for the city of Brooklyn Park.</p> <p>I loved attending Officer Terry's self-defense course. I am thankful to have resources like that available to our community.</p>
<p>Interested in understanding the levels of recruitment, hiring, promotion and retention of BP officers, as well as the process for civilian complaints. Also interested in civilian review board if we have one.</p>	<p>Please supply me with any info regarding admittance to meeting and any Covid instructions.</p>
<p>I want to hear ideas from the community</p>	



<p>- ACCOUNTABILITY</p> <ul style="list-style-type: none"> <li>- Police Officers must live in the communities where you patrol, and must do community service work in the communities you patrol (paid)</li> <li>- Re-establish the Community review board empowered to recommend discipline and termination of officers that fall outside the threshold of acceptable policy and conduct</li> <li>- All police officers with multiple complaints should be placed on immediate probation and reassigned out of the communities where the complaints originate</li> </ul> <p>The inclusion of the word “Necessary” (i.e. was the action “Reasonable &amp; Necessary” and you must satisfy both) in all language with an emphasis on policy and procedures pertaining to the use of force by an officer, “Rules of Engagement” for unarmed civilian encounters and the duty of intervention.</p> <ul style="list-style-type: none"> <li>- Chokeholds are immediately banned;</li> <li>- Implicit bias training</li> <li>- Police officers have a duty to report and intervene if another officer utilizes an unauthorized use of force;</li> </ul>	
<p>I would like officers who have a history of violence complaints to be reviewed and immediately removed from the force. Going forward, I would like there to be a plan in place to successfully REMOVE officers who display violent behavior.</p>	<p>I would like there to be an alternative to tax payer dollars being used for law suits against the police. Have officers carry their own insurance where the premium is determined by liability level, like car insurance. When they have an infraction, the insurance company is notified, like when someone has a car accident.</p>
<p>More partnerships and friendly visit to Schools to meet with children / students regularly for Relationship building type programs.</p>	
<ol style="list-style-type: none"> <li>1. De-escalation skills and interventions when interacting with difficult situations, difficult citizens and in situations that are being observed by citizen audiences or video taping.</li> <li>2. Providing information and explications of the process to citizens that are being detained or questioned.</li> <li>3. Addressing racist views, comments and behaviors from other White citizens. The Police department as a organization and a system taking all opportunities to address and condemn racist comments or behaviors ( I have a specific example)</li> </ol>	
<p>Their response to Domestic Abuse situations.</p>	



<p>How do the residents of color perceive the police of Brooklyn Park? Do people of color get pulled over and arrested more? What is the climate of police and people of color? Where does institutional racism exist in our police force?</p> <p>No chokeholds. Demilitarization of police force. Police accountability. Transparency of police officers with a history of infractions and using unnecessary force. Ongoing training and practice in de-escalation. Ongoing review of police camera videos and look to improve interactions with people of color.</p> <p>More resources in mental health to address interactions with people with mental illness, both training for police and teams who can address interactions with people with mental illness.</p> <p>Build connections to the communities of color.</p> <p>Don't send juveniles to jail/prison. Have courts that support juveniles to get mental health resources, go to school, and restorative practices, keeping them out of incarceration if possible. Create support systems to address poverty, addiction, trauma, lack of food, violence.</p> <p>Does our community of color have housing, food, jobs? Are there programs to help kids with incarcerated parents or guardians?</p> <p>Are there ex-gang members who can work with police to de-escalate conflicts? More community resources to address the problems that call on the police. Cultural outreach to educate immigrants to how police work in this country.</p> <p>Ask the community of color what they need. Make real changes very soon to show a real response to the issue of police brutality and institutional racism.</p>	<p>I have many questions to what is happening now in our police force in Brooklyn Park. What are the statistics with interactions and arrests? Where is the institutional racism? How does racism get addressed presently in the police actions and interactions? Are people of color being targeted by police? Are drug offenses unusually higher for people of color?</p> <p>I would like information from the city and the communities of color. What do the communities of color experience from the police force? Where are we today and where are we headed? I'd appreciate to know where I can find this information about Brooklyn Park police. Do we have a homeless population in Brooklyn Park?</p> <p>Underlying all of this- poverty, jobs, housing, education, resources for people coming out of prisons, mental health resources, resources for youth of color.</p>
<p>There would be only a few since I believe we have had superb police officers over the years. I served as a police chaplain while I pastored at Brooklyn Park EFC. Why not work with the pastors in the community to do this again since I'm not sure it was continued?. There are many diverse churches and pastors of color who could serve. Why not have trained counselors ride with police and be available when they deal with family issues that come up?</p>	<p>Please don't defund our police force! If anything, give them better training, give them a better salary and work harder at finding more police of color, particularly African-American and African immigrants.</p> <p>In the midst of all the hateful things being done to our police can't we do something to honor them at this time!</p>



<p>I find our police officers well trained and respectful of all citizens. However as a white, long term resident, I am interested in what other citizens of color have to say. All people of color that I know, without exception, report a bad experience with police somewhere, at some time.</p>	<p>The issue may not only be if it is happening in our community but also how do we change a perception that it happens, for all including people of color.</p>
<p>I will bring it with me.</p>	<p>hiring practices.</p>
<p>More support of the Police and adding FTE's          More enforcement of all laws and ordinances - instead of some selecting what is important and what is not          Why is it more important to "hear from our Black/African residents and other communities of color"?</p>	<p>Why is it more important to "hear from our Black/African residents and other communities of color?          This comment seems to be totally against what the City communicates - certain groups of people more important than others?</p>
<p>Update on training practices and partnerships with other agencies</p>	
<ol style="list-style-type: none"> <li>1. Less killing, including why it occurs, what gets accomplished by it.</li> <li>2. Please explain how we will benefit from defunding the police and still have safety and peace.</li> <li>3. Please explain what role gangs are playing in all this. (both good and bad)</li> </ol>	<p>We have one relative working in law enforcement and a grandson who thinks he wants to follow in that career...this scares the CRAP out of me.</p>
<p>I would like to see progressive training in use of force continuum, vs increased use of force.</p> <p>More intensive training and/or partnering with organization for mental health, domestic violence, chemical dependency, housing, homelessness, cultural competency, social awareness, and overall community and person well being.</p>	<p>Thank you hosting this and engaging the community in this much needed space and topics.</p>
<ol style="list-style-type: none"> <li>1. There are detail changes such as the designation of a "suspect advocate" whenever more than one law enforcement official is on-site; elimination of chock holds or other methods that may bring harm to high-risk individuals; perhaps a HIPAA-compliant "high risk health" designation on drivers license; a formal data-driven law enforcement-citizen forum or meeting; etc.</li> <li>2. Community Responsibility: Look at ways the community itself can contribute to solution...because seldom if ever issues between one or more persons is resolved by placing all the responsibilities on one side.</li> <li>3. An attitude that we can solve these issues if all stakeholders makes a commitment and have positive dialogue.</li> </ol>	
<p>Bring everyone together to develop and execute a plan with goals, timetable, resources, and responsibilities.</p>	



<p>What are the racial justice issues , if any, specific to Brooklyn Park Why is police reform being brought up when the BPPD has done an exemplary job? Again cite any specific issues.</p>	<p>I would like to participate on any committees formed to address these issues as a resident who has lived here 38 years with no issues.</p> <p>Thank you!</p>
<p>What are the racial justice issues in Brooklyn Park? What are most of the police calls for and where are they located in the city? What is the racial mix in Brooklyn Park and in the police department?</p>	
	<p>I appreciate the discussion by concerned residents, the City, and the police regarding potential reform and social concerns. We should be having this discussion. It's very appropriate.</p> <p>With that being said, I would like to express my support for our Police Department during this trying time.</p>
<p>Not sure. I just want to know if Brooklyn Park is still going to have a police department.! I want to make sure our police are protected as well and feel confident in doing their jobs!!</p>	
<p>We need to work toward a "whole city" rather than a "tale of two cities", one north, one south, one north of 85th and one south of 85th, or one of homeowners and one of renters</p>	<p>glad for elections coming...so perhaps have less of the above answer reflected in council proceedings</p>



<p>Abolish the police. If not possible (a claim I question) then there absolutely NEEDS to be more positions in place that delegate the roles of what is expected of police officers. There are others who train for YEARS to receive specialized training for specific situation that have been poorly handled by police officers and ended with a civilian loosing their life (more often than not a black civilian) highlighting that officers spend little too no time at all learning these said speacilzed tactics and rather spend time on other unnecessary practices. Majority of their time is spent on how to fatally take down a "threat" a skill that has proven to be of no benefit to the community they are supposedly protecting. With that In mind the call responding service needs to change. Officers should no longer be allowed to carry a firearm on themselves. The idea of needing a firearm in order to always be safe is a twisted idea the untied states/ society has created. Secondly officers MUST have their cameras on upon any interaction and their chiefs should be diligently checking the footage. But once again through testimonies and countless deaths that have lacked footage officers are truly unreliable sources that believe they are above the law and thus opt out of always turning on their camera further emphasizing that the police should be abolished and either entirely reformed or permanently placed in the memories of yester-year.</p>	<p>No.</p>
<p>I would like to always see two officers working together. However, this is probably not possible since we have a hard time getting new recruits.</p>	<p>I think I have been noticing more police cars on the street. Which I think is a good idea. I do not want to defund the police department. I want my police there and I want my police to be honest, brave, fair and concerned about the people they come in contact with. Thank You!</p>
<p>I want to know what the councils views areas to defunding the police. I want each council member and City manager to say either tea or nay to defunding the police. I want more police presence, not less.</p>	
<p>Officers would benefit from more de-escalate, mental health and how to engage with community of colors.</p>	<p>Most of BP police officers I have had contacts with are professional and respectful- thank you.  It's important to have LE and community engagement and continuous education on both ends. We need LE to enforce laws and communities to be law abide.</p>
<p>I would like more transparency from the city on policing; I live in the East district in a relatively quiet area, so I feel disconnected from the goings-on of</p>	



<p>more active parts of the city. But I would like to know what's happening and how people are being served. I have also experienced some racial tension in my neighborhood -- while it hasn't risen to the level of racism of other cities in Minnesota, I wonder if there are opportunities for the city to take a leadership role in educating people about Brooklyn Park's various cultural assets.</p>	
<p>Nothing needed. I believe based on my time and research as part of CLIC that the BPPD is on the right track with Communicatons internally and externally to the citizens of Brooklyn Park.</p>	<p>Don't cut or change any of the community policing efforts already in place. If possible, expand on them.</p>
<p>I am new to the community and care deeply about this beautiful tapestry of humanity we have in BP. I will come as a learner to the needs and issues we are experiencing together in our community.</p>	<p>Nope - just a learner hoping to learn and connect. Thaks.</p>
<p>Requirement for a high % of officers to reside in the city of BP , if 100% is not possible for a start</p> <p>Restraining people on their neck should stop forthright</p> <p>Periodic mental and psychological evaluation</p> <p>Review training process and manual by a join task force across the community in BP</p> <p>Incorporate a stronger sensitivity training on racial, gender and multicultural training - biannually</p> <p>Eliminate traffic tickets or citations quota if the BP Police department has one</p> <p>Officers should always and voluntarily give their business cards to citizens/ residents ( people) right away at the time of their encounter ie traffic stops , calls to people's residence or place of business. This will foster a much reciprocal gesture for the individual stopped or whose property was visited to easily identify him or herself to the officer (s)</p> <p>Teaching better and proper reporting base on ethics and transparency</p> <p>Body and squad car cams should be on as soon as an officer triggered engagement with people and leave it on after for 15 mins</p> <p>Do not mute the audio - leave both video and audio at all times</p>	<p>No</p>
<p>Implicit Bias training -- Workable solutions to replace POLICE response to different scenarios, ie: homeless, mental health emergencies, drug overdose, etc</p>	<p>Please plan on TWO attendees from my household</p>



<p>We would like the value of our police force to be upheld. We want corruption dealt with. Officers need more accountability to the city. I am not aware of corruption in the city of Brooklyn Park police department but have heard many stories of corruption in the MPLS police department. All kinds of corruption.</p>	<p>Police need our respect just like all members of our city. I always wanted my kids to get caught by teachers and anyone in authority and to suffer consequences so that they are better equipped to be good citizens. We love our neighbors in Brooklyn Park.</p>
<p>Fairness &amp; equity in police departments everywhere in MN.</p>	<p>This is hard work &amp; we can do it!</p>
<p>I want to see school contracts with police terminated and social workers hired in their place. I really want to see police to be trained to best de-escalate situations instead of using force and violence. I want to see mandatory monthly cultural sensitivity training and I want the department to actually put effort into repairing their relationship with people of color. Have more opportunities for citizens to get to know their officers.</p>	<p>Police need better psych training so that they can use their words more effectively. I want police to stop drawing their weapons and automatically resorting to force on people of color.</p>
<p>I would like to see District Pages showing a roster of the non-undercover officers in our city. Maybe Bio Pages and email contact for those officers. I think if we knew a little more about each officer that would go a long way towards building community with our police department. I would also like to maybe see more Policy/Public interaction. I think that would also help. From an enforcement perspective, I think the Zane and 63rd area needs more and possibly constant patrol right now. Possibly additional patrol. I think that the city should look at some sort of incentive to have community members attend a citizens policing academy so that they can learn more about our police department and what our department is doing to implement change. I think the BPPD has been very forward thinking and the main problem we currently have in our city is lack of knowledge by the entire public. We even have a current sitting council member complaining on social media about the BPPD, and then shares a story that BPPD utilizes a diversion program. For someone who represents our city and has such strong opinions about our police force I would think he would have already known that BPPD utilizes a diversion program.</p>	<p>I absolutely do NOT want to see residency requirements for any of our police officers. That is a terrible idea and has been proven throughout the United States that it does not work for diversity. Our City's greatness is based on diversity, and I don't want our Police Force hindered by requiring residency to be an officer. I would like us to be able to get the best group of officers willing to work in our community, and by opening it up to all of the surrounding communities there is a greater likelihood that we will be able to have a more diverse police force.</p>
<p>The announcement only mentions the May and Council members. It does not mention the Police. Will representatives from the BP police be at this meeting? It only makes sense since a topic is police reform. But you didn't say that they will be there... Also, I do NOT want to see any defunding of the BP Police Dept.</p>	



<p>We need more transparency as our police dept has some excellent processes and policies in place that the community may not be aware of. This can be used as a starting point for any improvements.</p>	
<p>I would like to keep the Police Department the way it is. Updates on any special training that is seen to be needed can be incorporated into the existing training program.</p>	
<p>What are we doing to train officers on de-escalation techniques? Do we have protocols to deal with ASD citizens?</p>	<p>How can we improve the safety of citizens in the neighborhood of 63rd and Zane?</p>
<p>I would like to see police officers use less lethal force. Police officers must go through racial bias training.</p>	<p>When people of color are stoped by the police we are fearful for our lives and we should not be.</p>
<p>Having a cousin who was shot by the Brooklyn Park police 25 yrs ago, I would like to see a different way of handling someone that needs to be talked down Instead of shooting Point blank to kill. How about new tactics to slow down someone , shoot in leg, arm, an area that's not life threatening. Listening with patients when someone tries to explain there situation. Also protection to fellow officers who turn another officer in for inappropriate behavior and breaking the law without ramifications of loosing there job or being isolated out in the field and reprocessions from fellow officers.</p>	<p>Crime and guns violence that is now happening in our city, especially in the 63 rd and Zane Ave areas . What is the city going to do to stop the violence ?</p>
<p>I want to see more police hired and the gunshot pinpointing system similar to N. MPLS' installed in the areas with the most shootings.</p>	
<p>A fair way for a city to reprimanded offices, including termination for agregious poor behavior.</p>	<p>We need police to keep the city and residents safe.</p>
<p>Further training for reform..I want keep the police and not even discuss about defunding them</p>	
<p>Ongoing opportunities for officers and POC to interact with each other to glimpse each other's humanity.</p>	
<p>Remove the BLM art at the library. It's political and divisive. Support Police!</p>	<p>Brooklyn Park has to be one of the most beautifully diverse cities in this country. Stop trying to ruin it with these divisive messages from the BLM and anarchist mobs.</p>
<p>I just want to make sure we keep our community safe and don't jump to rash decisions, like other communities have. I would like to see the numbers and support information provided for more feed back.</p>	



<p>Create a shared understanding of what the intended outcomes of policing and community safety and well being are. And then determine what needs to be in place to get there.</p>	
<p>I would like to see more police presence on the streets and in parks. More police on bicycles. The presence of police keeps people in check.</p>	<p>Why do we assume that all "African Americans" are black? I'm pretty sure that there are other ethnicities in Africa just like any other continent.</p>
<p>Continuous education and training of city workers on citizenship, and other related lessons that lead equality, justice, and fair treatment of all people!</p>	
<p>I'm mostly attending to hear perspective from my neighbors of color. Thank you for providing this forum!</p>	
<p>More collaboration (mandatory) with youth offenders regarding crime prevention.</p>	
<p>I just want to listen.</p>	
<p>A plan to see what resources will be diverted to support BPPD.</p>	
<p>More community policing without weapons--the cops that are always hanging out around Zanewood don't need to be armed. A lot more officers from diverse backgrounds....every time I've taken my son to meet the police there has been one officer who is Black. Less heavy handed policing and more using crisis mental health teams, social workers who work with homelessness, food insecurity, and have actual resources to help people. Not having 10 cars respond to one vehicle stop...that is aggressive policing that just escalates, not de-escalates any issues. Body cameras on at all times and available to citizen review. Citizen review that is majority people of color and diverse communities that can point out the microaggressions that are unnecessary. more service orientation and not military orientation in all calls. Crime goes down when people have resources. Police out of schools.</p>	
<p>Less brute force to regular folks and a better job of arresting criminals to get them off the streets.</p>	<p>Not at this time.</p>
<p>Crime/shooting statistics made available as to crime, races, age, location, situation [citizen vs citizen, citizen vs police, police vs citizen...] Initial reporting by BPPD of situations [regardless of race] that are picked up by the media stating NOT to jump to conclusions or form an opinion before all the facts are out and that IT TAKES TIME TO GET ALL THE FACTS.</p>	<p>I believe BPPD officers are diverse, well-trained and provided guidance on tactics and use of deadly force. I've rarely heard of racial injustice practices by police in BP- there were some that were perceived that way initially but, when the facts were known, they weren't.</p>



<p>I've had a good relationship with Brooklyn Park police. From the news I'd like to see more accountability when unfortunate events happen. Less aggression towards the innocent citizens minorities, use force only when absolutely necessary. One thing is why do they shoot to kill? I've never heard of an officer shooting a black person in the arm or in the leg. It's always in the heart, that shows hate and no appreciation for human life.</p>	<p>I love the police, there are just so many officers that walk around on a power trip and profiling. The abuse of power and discrimination is real. I also appreciate the honest good officers who put their lives at risk everyday. I know it's a tuff job.</p>
<p>Use actual data, rather than anecdotal and media over-hyped examples to inform public opinion of police. More funding for police to increase community engagement and to shift perception of the police from punishment enforcers to civil servants with very difficult jobs.</p>	<p>Police have to interact with some of the worst society has to offer on a daily basis. I'm sure that constantly dealing with individuals that lie and victimize good civilians leaves the police jaded. I think more needs to be done to help the police shift their perception of the community as well. Possibly more community engagement events where police get to interact with the good community members that aren't part of the problem.</p>
	<p><a href="https://www.youtube.com/watch?v=TpXAQydBNyY">Watch this. Every single word.</a> <a href="https://www.youtube.com/watch?v=TpXAQydBNyY">https://www.youtube.com/watch?v=TpXAQydBNyY</a></p>
<p>better community engagement</p>	<p>no</p>
<p>Intensified and on-going Police racial and inclusive training. Hire more people of color to reflect BP population Building relationship and de-escalation techniques. Camera use at all times Community Review Board</p>	<p>More police presence on streets engaging youths and families socially. Get to know your constituents type community building protocols.</p>
<p>Keep the police. Do not defund.</p> <p>To consider: Mobs and politicians are not always best qualified to determine best steps in maintaining public safety. Work with the police to determine what changes may need to be made. Community leaders and police leaders should come together to determine best practices. Some things to investigate. What does the city do with police officers who have multiple complaints against them? Has the city banned dangerous practices like the "choke hold"? Are there times that it would be better to send mental health workers instead of armed officers?</p>	<p>I believe that we have a history of incarcerating people of color unfairly. If a white person and a POC are convicted of similar drug crimes, The white person usually gets a lighter sentence. Review our city and community laws to ensure that laws are enforced fairly. Review our laws to ensure there are none that unfairly target people of color. Make hiring qualified people of color a priority. (If it is not already).</p> <p>Two things that have bothered me from the protests: protesters carrying guns openly and protesters surrounding vehicles and threatening non participants. (If not for brave people in the crowd, the truck driver on 35 might have been killed by mob violence). Consider making it illegal for peaceful protesters to openly carry firearms. Consider making it illegal to surround a vehicle or even taking over the freeway system. Peaceful protests should not be shutting down freeways.</p>
<p>Fair treatment to all, more black people in the police through incentives, more cooperation with community and or faulty people during enforcement, more implication of people of the community through community services agents.</p>	<p>Is it possible to enroll some volunteers to help at the police station sometimes when we all know that our police department is overwhelmed by work? Thanks.</p>



<p>Would it be possible to set up Community Websites linked off of the City Website, where we can see who the officers are that are assigned to our neighborhoods and maybe pictures, short bios? I'd also like to see what the Police are doing in our area, maybe a monthly newsletter of positives going on, information on our city programs that the police are involved in. I think that's the largest problem is our community thinks that the police aren't doing any social engagement and they are just enforcing the laws.</p>	<p>I really feel strongly that the Police need to do a better job of communicating who they are, what they are doing and maybe even giving some insight to their personal selves. I think humanizing them would go a long ways in our community. In my interactions with police officer in our community they have all seemed very friendly and seem to care about Brooklyn Park. The BPPD should spend more time and effort into displaying this in the community. Maybe through a website, newsletter, some sort of communication stream. The Social Media posts are okay, but have not been frequent enough to make a difference.</p>
<p>I want to make sure that our police are being trained in deescalation tactics, I want there to be no military type training and to be trained in trauma and how it impacts both them and the community, especially the communities of color all of which have been exposed to a high level of trauma which impacts their responses.</p>	
<p>I want that the City and the Police Department consider within this "reform", three things:  1. More training for police officers, a long with more emotional and health support  2. Promote our police force in order to gain more kids and people interested in becoming a police officer  3. More important, increase the salarizing of policemen. If each officer has a better salary, with better benefits, we as community will have happier and more willing officer to work with our community. They may like their job more, and be more willing to do it right.</p>	<p>I want to thank our amazing police department, for all their dedication and service within this community, which isn't an easy one to work with.</p>
<p>The Police Union has too much power and misuses it. The police are too quick to use deadly force, mostly with impunity. They just say, 'I feared for my life,' even when there is no reasonable justification for such fear.They don't shot to remove the perceived threat, always to kill.</p>	<p>We hear that there are only a few bad apples in the police force. Obviously most are good. But the system protects the bad ones.If a policeman kills someone, a very inaccurate report of what happened is produced (in the absence of a video), and all officers present will go along with the lie. The system victimizes any officer who contradicts the lie.</p>
<ol style="list-style-type: none"> <li>1. Diversity and inclusivity in hiring police</li> <li>2. Drop some policing practices like choking, Naking, arbitrary stops .</li> <li>3. More training on de-escalation methods in policing</li> <li>4. Police should enter Criminal registry like any other criminals</li> </ol>	<p>Work with communities represented through community leaders, faithbased organizations and other interested parties like community Navigators and Mental Health Fist Aid Responders.</p>
<p>I would just like to be involved with the discussion</p>	<p>The future is ours to share.</p>



<p>I believe Nrooklyn Park has an awesome police force and dont know why we would change it. Those people who are out shooting guns and putting innocent lives at risk are criminals, and I for one am sick of hearing gun shots and hearing from neighbors that the bullet went into their home, I wish we had MORE police out there patrolling some roads where speeders fly down a residential road at 60 mph or more. Reform? I dont understand, honestly, what Bk Pk police should be doing differently. Very excited for the merting on the 18th!</p>	
<p>How can we each contribute to a equitable community?</p>	
<p>Better treatment to minority people.</p>	<p>Same rights for everyone. Equal rights. No matter race.</p>
<p>Workable ways to build trust; larger presence of African American and African officers on staff, both male and female; alternate distribution of emergency calls -- ie: plainclothes community service personnel for overdose, homelessness, mental health crisis, etc.</p>	
<p>I want to listen. I believe we are always working here in this city to do better for our citizens. I want to hear what people are experiencing and hoping and be part of the change.</p>	<p>I know that historically (from the year we were finalists for the "All-America City Award," as early adopters of Neighborhood Night Out (and award winning nationally), when we as parents, re-imagined our school PTOs to serve ALL families, invite our ELL families to be part of leadership and be supportive of our ELL families (during those punitive "no child Left Behind: testing years), and more recently with non-profit and BP Police collaborating to change approaches and outcomes for youth and families before they become embroiled in our juvenile justice systems or foster care - and work our grass-roots alternatives the City of Brooklyn Park is way ahead of recent events in the city's approach to our diversity, and also in moving our Police Department to be community oriented. I want to hear what others are seeing, experiencing, and want change for. Change is hard, takes time, but from those early years we always said, both in the neighborhoods and at the city level, we want our city, as we expand our diversity, to do it right and do right by everyone. BrooklyIn Park is doing it right, listening is always the right thing. And it will move us to the next best steps.</p>
<p>Only change what needs to be changed. A wholesale change is not needed.</p>	



<p>A police licensing board similar to the MN Board of Nursing with the power: 1.) to issue a police license, renew license, and to revoke licenses based on set criteria. 2.) to hear and decide grievances to be resolved 3.) to prescribe and oversee rehabilitation when needed, and, on successful completion of rehab criteria, re-issue license.</p>	<p>Require that Brooklyn Park police officers live in Brooklyn Park.</p>
<p>Does the City or HRC use the term “white privilege” to describe any groups or individuals?</p>	<p>What does the HRC have to say regarding the use of a fist on the cover of the recent Park Pages and all of the domestic violence taking place in our City? Is this a good signal to women and children of BP?</p>
<p>I am unfamiliar with the police policies now, so I will be listening and learning</p>	
<p>Officers living near where they work; officers not just out looking for trouble; elimination of qualified immunity; inappropriate use of force needs to cause a career change (come to terms with the fact that some people should not be cops.)</p>	
<p>Why is does this seem to focus just on police reform? Yes, there is work needed but not as much as certain cities believe. I believe a key focus should be on the socioeconomic challenges of the black community. We can't change the past but we can positively influence the future.</p>	<p>Why do people put themselves into a position whereby the police are called/needed?</p>
<p>We have to listen to our kids we have to support our kids we have to be good role models for our kids I know the schools are going to be working really hard hearing voice for social competency so Equity can start to happen but we all have to we're all models I'm a teacher I don't live in your District I just want to attend so I'm aware of what's Happening I hope this is okay! I plan on being part of the leadership at Brooklyn Middle School that works on students and hopefully motivating teachers we have a lot of work to do everybody has a different experience and I know when I'm not heard or somebody doesn't listen to me when I'm being treated unfairly I get angry resentful and I do stupid stuff so starting to come together to have that continuous conversation so we all can be on the same page and respect the law because we know it's best for our growth/our children's growth flash our community's health and wellness and social emotional health ...</p>	<p>Just what was written above I like to collaborate I've always had an agenda till work with and help especially young boys but Young Girls 2 give them a reason to be respectful in our community and after preparing over the last seven months I'm finally starting to really understand HomePort in these conversations of just listening without responding just to know that a person spend heard and to try to help them once we listen to them to move forward to build them up so they can move in the directions where their heart is leading them instead of a direction of Destruction.</p>



<p>Brooklyn Park is doing just fine you don't change something that doesn't need to be fixed just for the sake of change</p>	
	<p>I believe BPPD is a diverse and well-trained force and am not aware of many racial issues. I fully believe a PD should enforce laws fairly and equitably and provide community service and mentorship as much as possible. The public needs to see officers as members of THEIR community, but whose job it is to ensure peace and lawfulness, with the community's help and support. Citizens also need to view the police as human beings with families, homes, dreams- as much as anyone else. To the greatest extent possible, citizens should attend Citizens Academy to understand their PD. It would be incredibly helpful for the public to see/know as much as possible about what the police do, how they're trained and what they experience on a daily basis.</p>
<p>I won't be attending because apparently this is especially for people of color. So sick of this crap, I'm leaving BP and the State of MN. This is complete ignorance, lived in MN all my life and BP for 32 years. Good luck with this BS. Wonder how it would go over if there was a meeting and it was stated that especially white people were invited?</p>	
<p>Keep consistent on the latest training, ex: deescalation</p>	
	<p>Brooklyn Park Police do amazing.</p>
<p>I would like to see the troubled areas cleaned up and stricter laws for people shooting up the neighborhoods. I have been here since 1972 - have owned 4 homes during that time and I keep seeing our city (certain areas) deteriorating. I feel really bad for the people who have to live in those areas.</p>	
<p>I'll be attending to listen and learn!!</p>	<p>We are a transracial family moving to BP in Sept!</p>
<p>I think there should be a requirement for all on-duty police officers to have their video and audio on at all times, except of course in the restroom. There should be an oversight committee to view all footage for indiscriminate acts to include lapses of time recordings.</p>	<p>I also believe a certain percentage of our Brooklyn Park Police/Community Officers should live in the community. I understand not wanting to be close to the job after work, but I just can't buy that as an all-inclusive reason. Brooklyn Park is a great township with homes and neighbors to suit all. I think having some of the officers live in the community would foster a community relationship versus a policing relationship between the department and the township.</p>
<p>Stop being rough on African America. I get it, black people think they are tough.</p>	<p>We need the police in Brooklyn Park.</p>



<p>We need everyone to share in conversations. Our minorities have been lied to about their abilities and about oppression. We need to treat everyone with the same dignity and respect. That means not giving any ethnicity special treatment over another. Everyone has the same value and worth. We need to stop making everything about race. There are lies being propagated that whites are inherently racist and this is dividing our city and our country. Divided we stand. United we fall. Everyone needs equal treatment under the law. We need accountability in our police department. I like the cameras mandatory for police stops and calls. Make them accountable if they are not treating residents fairly. And residents need to respect each other and the police. Residents cannot assume that someone's actions are because of race. This needs to stop. It is dividing us.</p>	
<p>There will be a strong community reaction as the officers charged in the George Floyd criminal case move through the justice system. Detail how the BPPD will handle this</p>	
<p>Rehiring Practices need changes.</p>	<p>More Racial Equality, hiring more people of color.. Create new positions. Community Policing</p>

\*While we linked to a demographic questionnaire during the virtual meeting, only 9 out of approximately 40 attendees completed it. Therefore, the data is too limited to be meaningful, so it won't be reported. We will consider alternatives ways of capturing this in the future; for instance, in the rsvp process.