

Results of HRC/MAC consensus workshop to create work plan on police reform

7/16/20 and refined on 7/21/20,

Further refined on 8/20/20 based on Police Reform and Racial Justice Listening Sessions and Council Feedback

Focused question: What are actions the city can take to improve Police policies, practices and procedures to ensure BIPOC people have positive interactions and outcomes with Brooklyn Park Police?

In order of priority:

A. Build an anti-racist policing culture	B. Reduce punitive and increase restorative	C. Build Community Engagement	D. Redistribute funds upstream	E. Enforce accountability-based performance
<ul style="list-style-type: none"> -Anti-racist culture of our police department -Eliminate racial profiling -Have retired African-American officer Ken Banks share what made him different -Ongoing review of implicit/explicit ideas/training -Implement anti-racist training -Improve and increase de-escalation training with an emphasis on cultural appropriate procedures -Anti-racist specialist hired by BP 	<ul style="list-style-type: none"> -Decriminalize non-dangerous offenses -Reduce citations that cause financial hardship -Explore restorative justice models and sliding scale fee/fine structures -Reduction/removal of low severity crimes 	<ul style="list-style-type: none"> - Develop an inclusive and holistic communications system to build community awareness -Clarity on HRC & MAC mission and job description -Create survey to address police interactions -Community orgs/place-based meetings/gatherings -Create outreach for officer community performance review -Trust building -Build relationship with youth and police officers -Ongoing mental health training for police officers 	<ul style="list-style-type: none"> -Review funding for mental health team -Advocate for community policing -Fund evidence-based initiatives proven to increase community safety (housing, food security, recreation) 	<ul style="list-style-type: none"> -Discipline and remove officers who violate the police code of conduct -Accountability of lack of professionalism -Accountability of abuse of authority - Continuously review available data (traffic stops, body camera footage, etc.) to proactively address patterns of racial profiling -Civilian board to oversee police conduct/complaints* <p>*Moved from different category</p>

Consensus on the categories (top row)

Facilitated by Josie Shardlow & Wokie Freeman-Gbogba

Note – Category J is considered initial priority actions to prepare recommendations

J. Provide more robust data and information

- # of SRO arrests
- Create listening group for youth (12-25 years)
- Request more detailed traffic data for analysis
- Review statutes
- Interview groups with the most police interactions (age, gender, race)
- Root out patterns and practices of bias & misconduct
- National/State/County fines and fees assessment vs BP
- What are the racial disparities?
- Better understand the current arbitration process
- Continued research on best practices in policing and other relevant police reform efforts
- Understand police officers' perspectives and current practices