



**Summary of comments from City of Brooklyn Park's
Police Reform & Racial Justice Listening Sessions
Compiled August 4, 2020**

These were the themes that emerged (along with the counts of instances mentioned) from the registration survey, spoken and written comments.

Instances	Themed Suggestions
29	Train officers in racial bias, mental health and how to work with racially/culturally diverse community
22	Focus on de-escalation training for officers, not warrior training
21	Institute community policing, officers get to know community members, identify themselves
19	Have other professionals (mental health, social workers, domestic violence advocates) accompany on appropriate calls/invest in other community resources
18	Police officers held accountable and removed from duty when necessary (includes changing arbitration process)
16	Increase racial equity in all aspects of our community - housing, employment, education, etc.
14	Increase police funding / hire more police
11	Stop racial profiling
11	Require/encourage police to live in the community they serve
11	More transparency - data, internal investigations, settlements
11	Community members have to be part of the solution - obeying laws, being respectful, getting to know their neighbors
10	Focus/maintain efforts on the youth/police relations

Instances	Themed Concerns
16	People of color fearful and distrustful of police, perceiving being treated differently
5	Police departments' response to domestic abuse situations, mental health situations
5	"Tale of two cities", north and south BP
3	The whole metro area needs to be in sync on this issue and any reforms
3	Neighbors calling the police on each other due to racial bias
3	That the city specified wanting to hear from Black residents and other residents of color at these sessions
3	Officers not having their body cameras on
3	Do not want residency requirements for police

42 comments indicated support for the BP Police Department



These are summaries of written and spoken comments at each of the listening sessions, color-coded by Council District. The spoken comments are paraphrased, and the written comments are transcribed.

West District 7/14/20

Central District 7/23/20

East District 7/29/20

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

Spoken comments

Police treating community as the enemy or suspects. Shared 2 negative experiences with BP Police.
Shared 2 negative experiences with BP Police. Over-policing south of 85 th Ave. Not feeling safe and feeling harassed by the police.
Have had positive experiences. Want to make sure Police get resources they need. Relieve them of trivial calls and give them support with mental health issues.
Domestic violence survivor shared story of how Police mishandled her situation causing her to lose trust and not want to call police. Police need better training and better follow up for those with PTSD and in domestic violence situations.
African American kids in her neighborhood are afraid of police whereas the white children are not. When involved in a hit and run accident, took a lot to get the officer to do a police report. Have heard from Black professionals that they get pulled over often in BP for things like taking off from the stop sign too slowly.
One positive experience with police doesn't discount or cancel out a negative experience someone else has had. Has seen a young African American kid make the sign of the cross when biking past a police officer.
Has been on both sides with the police. Had a car stolen and the officer made fun of it and was rescued from office when it was burglarized. Real reform is about all of us working together. Can't blame police for the bad.
Has had positive interactions with police. They've shown respect in mental health situations. Shared stories of a hostage situation helping a child who was out in the cold with people of different races.
Shared a story of her son who had a manic episode which caused him to flee police. They pulled their gun (without first trying de-escalation), jumped him, used a chokehold and put their knee on his neck before putting him in jail. We need police but they need more training and should evaluate situations for how to do differently.
Resident of 42 years and have had positive experiences with the police, but am white. A Native American man I knew got pulled over by police often. We need more stories/voices. Police need training and mental health help. Police need to review past situations to improve.
Would like to see the proactive street team of officers out there curbing the crime.
Have had a great experience with police – responding fairly to burglaries and things in the neighborhood. Need to be wary of painting with too broad a brush – police or community.



<p>Have never had an issue with police in 37 years, even when they're behind me in my vehicle. There have been shootings in my area recently. BPPD is a great organization and would like to see an increase in officers.</p>
<p>The police have many programs with kids like cops and kids fishing. Kids have been cooped up during the pandemic and we've had some problems. It's essential we support our police department.</p>
<p>In 46 years, have only had one bad encounter with police. I talked to the duty sergeant who corrected the officer to my satisfaction. BP is a great place to raise kids, a really great community.</p>
<p>Not in favor of defunding the police. Would like to see resources added. Need a more diverse police department. A lot of you will never walk in our shoes. We have to have conversations with our Black boys about driving while Black. Our neighbors have called the police on my Black husband riding his bike in our own neighborhood. There is still work to be done. We need all hands on deck.</p>
<p>Have friends and family who have been profiled. Police need more education on mental health and how to work with communities of color.</p>
<p>Have had positive experiences with BPPD. Have to have the conversation with Black sons and grandsons about how to interact with police. If there isn't an equal and just exchange, our kids risk losing their lives. This is an opportunity for police reform and to apply learnings from Minneapolis to BP.</p>
<p>Our country was built on white supremacy and we have to recognize that. We cannot deny that racism exists; it lives in every system, including police. Defunding the police doesn't mean removing all police. It means looking at the system and weaving in others who can help.</p>
<p>You don't want to see what it would look like to defund the police. We need to educate and change some things. We need more patrol officers. We have it pretty good here and should keep up the good work.</p>
<p>From the virtual community meeting with the police chief, I learned that they're vetting candidates closely to keep out bad apples. There are programs for youth in the city, such as mentoring.</p>

Written comments

<p>Doing great job - see no need for change</p>
<p>Only 2 blacks spoke. Both complained about police experience. Those experiences were unfortunate</p>
<p>I want the experience of my child with the police to be a positive experience. I also want it to be the norm, the expected and the best. BPPD force should represent that of the community</p>
<p>Some, not all, seem to show lip. Always ready to attack someone either verbal or physical.</p>
<p>No problem, have worked well in support of my community activities.</p>
<p>Being black in this country is almost looked at as a crime. This city is subject to what every other city is exposed to. That means that a murder of another black man is possible. Riots are a possibility with the actions of just one police officer. BP can look like MPLS did weeks ago if BP doesn't make real changes.</p>



<p>I have seen our officers respond to traffic accidents, hostage situation, domestic abuse, child endangerment and mental health and theft.</p>
<p>I have nothing but a deep appreciation and respect for the police department, and I hope they know some of us still believe in this body of security and justice.</p>
<p>Please continue to keep Brooklyn Park City and citizens safe like they've been doing so well. We respect our PD.</p>
<p>What is a one off? If we 'need' the police, how does that play out? I personally prior to the fatal death of George Floyd did not assume officers were doing their job while I'm glad to hear that George's death was a wake up call but...</p>
<p>Need to break/replace the tale of two Cities and the city staff engagement with residents. If one lives north or south of 85th avenue.</p>
<p>Sirens are overused by the police. Kids are afraid of police officers. Rarely see the police unless there is an incident.</p>
<p>Police are doing a very good job. Respected and welcomed in our neighborhood anytime. Currently too much time is taken up by apartment complexes.</p>
<p>My husband and I have had several domestic situations at our home and the lack of follow up from the police department after our domestics really bothered and stalled my healing process. *10+ calls, zero charges filed with the county attorney's.</p>
<p>I have had only 2 experiences with them. Both were good ones. It was for a health concern. 1 for a stranger in the neighborhood.</p>
<p>I had one bad experience with one officer but the duty officer intercepted (?) and all was well.</p>
<p>Our grandson wants go go into law enforcement. What can we tell him to be successful?</p>
<p>I have had little to no interaction with the Brooklyn Park Police Dept. I would hope they are stellar employees of the City and use their best judgement in interacting with the community in the many situations I'm sure they encounter.</p>
<p>I appreciate these listening sessions being hosted before changes would be made and that the leaders are open to change and having hard conversations</p>
<p>First, have not had any experience, good or bad with BP officers. Second, have been in their company and/or around them and they were courteous and not intimidating. Third, have seen them on duty and have never seen an encounter where guns were drawn. This is good!</p>
<p>The PD in BP gets a bad rap because of Minneapolis issues. I believe BPPD had done more reform than usual.</p>
<p>I believe that BPPD is doing a great job but especially with recent gun and shooting cases. I would like to see the proactive police team return to the streets-not just enforcement but interacting with the community.</p>
<p>I had good experiences. They have been respectful and helpful. However I have family members that had very bad experiences, racial profile, disrespectful, no cultural knowledge, poor community engagement and poor ? Knowledge</p>
<p>My experiences with the BPPD have been good. The staff and police are respectful (the ones I've dealt with and met) and kind and friendly. I have great respect for all of them. They need our respect. They protect us. They listen to us. My son was stopped by the police and was caught doing something wrong. I was glad. The BPPD make my kids better citizens.</p>



The BPPD have been there for us. What would we do without them? They have been very respectful and helpful to us. We have been living here over 20 years.

I've always had good experiences with the BPPD. When I had attempted burglaries, the police responded quickly. They were also sympathetic and empathetic towards our incidents.

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

Spoken comments

Had a negative experience with police when house was vandalized – issues with getting a police report. Police chief should make time to meet with community members. We need police but good community police who serve and protect, not just enforce.

Have been stopped in my own neighborhood while walking my dog with neighbors asking me if I live there. That's not a policing issue. I'm not sure if I want to raise kids here. BP has changed, but the constant I've experienced is hostility from white neighbors.

"MN Nice" is passive-aggression. There are "not in my backyard" (NIMBY) attitudes around housing and low-income people. Many decisions come from the top and they don't benefit the people. We all judge skin color, not true that we don't see color.

Worried about affordable housing.

We need to think about racial equity – how equitable we are in treating people. We all have unconscious bias. Black Lives Matter is saying we want to be treated the same – equity in police relations, health care, socioeconomically. Black people are treated differently and made to feel they don't belong in certain neighborhoods. We have to address the root causes of crime and hiring more police won't address that.

Written comments

Being in a community is different than being of the community. How can we make sure all residents feel welcomed?

Police seem to be overly aggressive when it comes to Black & Brown

The black community within BP is targeted. The extra PD in and around Zane is a problem. Every time I leave the house I don't know if I will come back. The reason why is not because of a car accident or getting sick, but a simple stop by a police officer.

In 30yrs, only 2 officers have ever appeared less than the best. They have shown care for everyone regardless of race and yes they have used the military style vehicle only when needed

Work every problem individually. Majorities don't represent more than opinion. To solve a problem it needs to be done by cases.

Please continue to provide opportunities in employment, education, business to all regardless of race.

I fortunately have not any issues with Police in Brooklyn Park

Treatment of households should be the same no matter from where people originated. Welcome efforts for renters and immigrants as well as home owners



Equal representation would go a long way. Police/community groups to address racial issues before they become a problem
I and many other residents do not feel safe around any of the apartment complexes. Zane Ave or just about anywhere south of 85th. We get taunted, hollered at, obscenities, finger, like they are shooting at us. I am white. No one spoke.
Too many "Karens". They have been given too much leeway and cause unnecessary problems for minorities.

Just treat everyone fairly. Raise your level of force to what is needed. Don't be afraid to use force according to your policies.
Start with a historical (broad) description, where it came from and how it needs to change.
I am not a native Minnesotan and have not learned MN nice but have observed this attitude can be passive aggressive in nature at times. There are certainly attitudes in Brooklyn Park that would fall under 'not in my neighborhood' regarding housing and where low income (what's available) should be.
Live where you work
Red Lining, recognizing that white supremacy is rooted in everything. We cannot move forward to make any changes unless this is acknowledged. Dismantling white supremacy and racism in general is most important.
I believe the racial injustice is overblown in our community. Most often I feel it is because of cultural fear from their household
Brooklyn Park is very diverse and I see that BPPD represents the community
Be more inclusive of other communities of color. Leaders need to engage comm. of color to plan and improve racial issues. Police treat comms. of colors differ than white and poor vs. middle class. Stop profiling cars/people.
We moved to BP to live in a more diverse community. We were ignorant of bias of some black people towards white people. Our black neighbors treated us with contempt and assumed things we did were racist because they looked at us with those glasses. It did not feel good to be called racists just because we were white. We are not victims and don't want to be treated like victims. We want to love our neighbors and to prove ourselves. We now have a great friendship with the same neighbors.
All lives matter. I am white and my life and family matter not just black lives.

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?

Spoken comments

Police should not respond to mental health and medical issues.
Protect and serve the whole community
Not for things like taking police reports for instances of fraud or parking infractions



Not pulling people over for no reason
For police to be anti-racist
Should be a partnership with Hennepin County, advocates, and therapists for families in domestic abuse situations. Need better training for officers and better support systems for families.
Community should feel protected and served. Police should be an ally and a friendly person, not someone we fear. During the curfew emailed the mayor and was grateful that he emailed back.
Their role is not to be a critical mental health responder. How do we serve the community holistically? Need consistency in policing so people are treated the same no matter which part of BP they are.
To protect, to be insured, to have policies in place on how to behave. Policing is to manage bad or illegal behavior. How can community leaders encourage positive behavior? Police need additional training around mental health and to de-escalate. I want them to respond to illegal behavior.
We need to educate police and they need to educate us. I live across from a group home and have to call the police often. I have to watch out for them because they don't know what they're going into. I have to call 911 for my elderly mom and request an interpreter for her. Police are humans like us; they're not perfect. I know police officers and worry about them coming home. We need to educate them about how to work with people from certain communities.
There are officers in BP that are crisis intervention trained. One of the BP officers is an instructor. Through programs like Cops and Kids Fishing, the police know the kids' names. Need to keep funding these officers that interact with teens and keep the SROs in the schools.

Written comments

Role to stay as is
Decentralization of PD.
The role of the police should be to protect and serve. Why is it not a different response for non-emergency call?
protect life and property, support and enforce laws
I want to see our police have a mindset to help and truly serve our community first. The BPPD should be very active in our local schools, churches and businesses and not just responding to calls. I believe every situation that occurs doesn't need a police presence. Emergency calls where someone is in danger, large gatherings and calls that can't be handled by those who it directly involves.
Continue DARE, school involvement, fishing, basketball, shopping etc so kids parents and community see and promote these activities. Providing training/college coursework in Psychology/social work minor from accredited colleges. Allow police to live in 7 county metro for family privacy realizing cops and their families need space to separate from job/stress and family life. Mental health police officers not just workers; situations may become dangerous.
I like to get to know our officers instead of pushing them away.



Continue to keep the peace. They do an excellent job.
#3 I honestly do not think officers should be allowed to deal with anything until (somehow) they exemplify they are in the force/drawn to the force for civilian protection, because biases, racist, prejudice view points impairs anyone to properly do their job regardless of what they are or are not allowed to do. #4 What is the message we are sending outward to the public of an officer.
I believe police should be peace officers and not be so aggressive in every situation. Police should not have to respond to minor issues
Learn peace making skills so as to engage respectfully between neighborhoods, individuals - Less in face posturing. -Learn skills to engage equally with woman rather than the old traditional model. Subservient. -Redevelop domestic abuse local org. not just send to DAP in downtown Mpls. -Engage, incorporate partners with orgs like Community Mediation Restorative Services who train and engage. I am uncertain about removing officers from schools, there are some benefits.
Integrated police community engagement. Police should have a training of a minimum of 24 months. One of the police should be a person trained in clinical psychology. Facility to take people with mental illness
Exactly what is currently taking place and add mental health staff 24/7
Partner with social workers, domestic abuse advocates to follow up with families who have experienced domestic situations. Training for people who have mental health issues (dig deeper) Fostering and building trust amongst communities. Support system. Death occurred a few years ago by the hand of an abuser. Anytime it's a domestic, respond. Let go of your biased beliefs behind why victims stay. My life is valuable to my children, my family, my community. Take all instances with children seriously.
1) I want them to continue to be PEACE officers. Not every public encounter needs to have an arrest made. Some things should be able to be talked out and have people go their separate ways. 2) I no longer want officers in our schools. Having children removed and later ending up with records does a disservice to all of our children for lifetimes. 3) I want further communication on mental health calls. Preferable having a licensed health provider available for ride alongs on those type of calls.
I feel if someone calls 911 they should respond.
Continue to stay the course.
Mediate problems between gangs, non gangs and businesses.
Protect the community from those individuals that have went astray and commit acts of violence towards others/or think they have the right to steal and damage property of others.
I would like the police to be engaged in the community and neighborhoods for rapport and trust building in all communities in BP. I completely agree with what was said regarding mental health and this being acknowledged/addressed. Glad to hear that officers are trained in crisis response and mental health.
We need more police presence in many areas. It is a deterrent to potential crime.
BPPD should respond to all gross misd. & felony level crimes. Some misdemeanor crimes are unnecessary for officers to respond.



Police should and need to respond to calls 24/7 to calls of all sorts. Police need trainings to better engage comm of colors, hard of hearing, know when to use interpreters, and gain more de-escalate and engaging skills to serve ALL communities.
They need to respond to all calls just like they have been. Don't reduce the number of police officers. We need them. Don't defund the police dept!
I strongly believe that the PD should continue to be in our schools. I also think the PD should still respond to calls because no one can predict the nature or volatility of a situation.

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?

Spoken comments

Not having Police respond to mental health calls
Police reforms like banning chokeholds, community oversight council, citizens having access to police disciplinary records, discontinue warrior training, establish a duty to intercede, excessive force incident report shared annually
Move away from quotas for tickets, towing cars and arrests. Defund police and move money to other things. Have a Department of Public Safety. Officers to live in the city.
Majority of police officers want to do the right thing. It's a tough job.
Many laws and systems behind the scenes – wealth inequality, driving while Black, etc.
Black neighborhoods not getting the same kinds of investment due to redlining and other systems (education funding).
Not sure the extent of BP's issues with homelessness, health inequities, food insecurities, gang activity, etc. Need more information.
We're still dealing with the effects of red-lining and real estate steering.
Has never had an issue with police in 46 years, but every person of color they know has stories of injustice or discrimination. Should use "What will it take to end police violence" by Communities United by Police Brutality as basis for our reforms.
Our city has enough affordable housing. People should take care of their properties and the City should enforce codes. Police need more training on skills besides shooting their guns.
Need more information – requirements for police hired, how they're accountable, what HRC and MAC's responsibilities are, etc. Don't want police in schools anymore. I want a mental health professional with police. Can we have a meet and greet so we know who's policing our neighborhoods? We need to make sure we're supporting police officers with their needs – to get and retain good ones.
We're at a crossroads in our society and we all need to do our part. Residents deserve to know about things like the hiring process and how many officers of color there are. How can we hold our leadership accountable since we pay their salaries?
Shared an experience at the post office. Maybe we need an ombudsman in the city to speak up when it's necessary.
Police are to protect and serve – equally across religion, color, everything. They should enforce the ordinances we have. Hire the most qualified people. When the city posted the notice for this meeting they emphasized that people of color come. Why are they trying to



separate us? The city has a lot to correct, not just within the police. It's the whole city that needs to clean up its act.
We need to improve racial inequities in the administration of the city, making sure staff and commissioners are reflective of the city. Entrepreneurship support. Housing. Polling places shouldn't be religious institutions.
We're here because we want to do something. Some money has to be spent. Want to see the community safe where people can live in peace. We have to support our law enforcement. Need to change the amplified sound laws. We need cultural accommodations in our parks when we're all contributing our taxes. One park with permitted sound is not enough.
Without love we'll have racial injustice, hate and anger. My house was broken into the police interviewed my white neighbors. We need to talk to our neighbors we haven't spoken to. We need community policing with police living in the community they serve. We can't change the union but we can require bonding. Broader city leadership doesn't reflect the community they serve.
I hope Council is talking to our nearby cities. Concerned about getting left behind if cities near us are making significant changes. Don't want to be treated differently within BP or nearby cities.
Housing, education, employment. The property tax money for schools should be distributed equally. People need mentors. Leadership can make a difference.
Former BP Police Chief – meetings like this are very helpful. Cautioned to not get over-reactive. Disappointed the state legislature did not change the system of labor arbitration. MN was the first state to license officers in 1979 and we require a 4 year degree, psychological and background check, and probationary period. Should keep school resources officers in schools. Don't go for quick fixes. Social workers or mental health workers could be a supplement to police. You're the customers and need to provide input on how you want to be served. Shouldn't be mandatory to live in the city unless you can provide compensation.

Written comments

All is good-no changes needed as far as I can see
Do not send inspectors out to look for minor violations like garbage cans and yards.
Require metrics and the evaluation of data to inform how polices are implemented and funded. Require training and skill demonstration of cultural intelligence
Police should look like the community they serve
Police, not residents should actively be involved and wanting to get involved with the entire community. The BPPD shouldn't be a stranger or an oppressor to its people.
Sometimes education regarding laws and outcomes-injuries caused by behavior and why restraints may be necessary. Films and education of why/how and necessity are not understood.
How are we working to improve and change the narrative of those who are in and out of the prison or juvenile system. How do we improve their life? It's a proven fact that extensive time in prison is NOT beneficial. We also MUST enforce the balance of how your training time is done.
1) I feel that police should be required to live in the City they work in Brooklyn Park. 2) Hire minority officers-develop a diverse work force
Not segregate affordable housing to limited areas. Use scatter site placement. Council decisions on homes.



<p>Redistricting of the City districts. Where affluent/not too affluent communities are zoned together. Homes as opposed to one bedroom apartments. If apartments at least two bedrooms to encourage families not transient families.</p>
<p>The only example Jeff Lunde could come up with was red lining- not many. Too much emphasis put on trying to make change and residents do not participate. Some people- residents like to complain but do not participate.</p>
<p>The fact that the officers did not see my OFP's, my husband's previous records of abuse to link what has occurred in the past by my husband</p>
<p>Does BP have a civilian review board? Why or why not? What is their function/responsibilities? How elected? Terms?</p>
<p>I have found the City to be fair and proactive.</p>
<p>Solve the problems between the rich and the poor.</p>
<p>1. Housing 2. Education-I personally feel that money for schools should be equal through the state (probably will never happen but as an example north mpls should receive the same amount of school funds as Edina) 3. Employment</p>
<p>Disregard Trump's Housing order he just signed to keep low income from suburbs</p>
<p>Street parking-recognizing that there are many households of multi-generational families, several cars may be owned and driven and they may not have enough room in the driveway/parking lot!</p>
<p>Our community does a good job in going overboard for POC in housing and funding many services.</p>
<p>Changes starts w/policy ? and those above Commander and Sgt need to call out those that profile or racism. We can have all sorts of policy but unless those above change first. We can't expect the underdogs to change. For example, leadership of BP is not diverse.</p>
<p>Racial justice includes all color. Enforce city ordinances so all people feel protected. I see now in our state that some police are afraid to do their jobs. SAD</p>

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

Spoken comments

<p>Long time crime watch captain supports the police department 100%. Many shootings in the Zane area. Recommends Citizens Academy.</p>
<p>Don't discount people's stories, empathize with everyone's stories. If it happens to one of us, it happens to all of us.</p>
<p>We have to recognize our biases.</p>
<p>Police do an excellent job and are under a lot of pressure. We have to come together as a community and learn together (police and community). Haven't had a bad experience, but I'm not a person of color.</p>
<p>We all have implicit bias and we'll continue to have inequities until we wake up to that.</p>
<p>Resident of 38 years and hasn't engaged with the police, but that doesn't mean that can't improve. Praise for the police and communications city puts out. It begins with the kids – DARE program – so kids feel comfortable approaching police. Police are responsible for so much and do their best making judgment calls. Citizens need to conduct themselves well with police.</p>



When rescued from office building, officers had their guns pulled on me. If officers can be nicer, that would help build rapport they're missing.
De-escalation is very important. Concerned with militarization of police. Need to work on police/community relations and transparency. Can police speak out against each other?
There are other cities doing this work so we should pull on their experience.
Grew up with DARE. Reminding kids that officers are supposed to be their friend, doesn't change how officers act. Citizens need to remain calm, but we're not the ones carrying a firearm or supposedly having undergone de-escalation training.
Need leadership to be able to get rid of bad officers. Between arbitrators and unions, people get disciplined but are still on the force. Derek Chauvin had 17 infractions – how many of us would still have a job with that record? Need commitment that city won't hire officers with a bad record from other communities.
Council candidate has a "safe, protected and respected" blueprint for police reform. Police need to serve all families equally, embrace diversity and reflect the community. Police should live in our community. They should log 500 community hours/year. Need annual psychological testing and to hold their own insurance. Need an oversight committee that decides on disciplinary actions. Police should respect us and be held accountable.

Written comments

Do things that need fixing. Don't follow others (like MPLS) just to be part of what's going on. I think BP doesn't need changes in large portions.
There are programs for the police to interact with kids of color but maybe there should be a way for police to build relationships with men of color. Maybe that would help with the issue that both sides seem to have.
There is a proposal being considered by the state legislature now that would require cities with over 50 licensed peace officers to implement a civilian (police) review board. Does the council support or oppose this? Why?
We've heard it said that 'hurt people', hurt people. How does the police dept. assess the emotional health of its force? What resources are available for officers to get the help they need? How is the PD addressing the stigma around psych issues? Do officers feel comfortable seeking help?
I don't know much about who <u>our</u> police actually are. Police have a difficult job and we all understand that, I will say the concern for safety and well-being of black people isn't treated the same as others. Black people have the <u>same</u> feelings cops do when they are in our community as we do. Black people don't really interact with police because of <u>our</u> experiences. The fear and anxiety is mutual.
Show that same crime/same treatment. Start by filling vacancies. Look at what amount of staff. Officers should have expertise in mental health-education in social work or psychology for current/new police officers. Educational videos re: why restraints needed/safety for all types-stats re what are officers do community patrol and crimes. The idea that no gun or knife does not mean unarmed. The human body arms, head, legs can be lethal weapons. Head butting may cause concussion or traumatic brain injury. Spit-Meningitis, Covid 19, Hepatitis, all permanent effects or death. Abdominal kicks or punches may cause paralysis of diaphragm, internal bleeding, damage to one of more kidneys, liver, pancreas, stomach, gall bladder or intestines. Leg kick may result in death if femur artery ruptured. Knee ruin. One



<p>punch knock out can lead to death from the fall. These injuries can occur from mental health or violence. show stats.</p>
<p>Don't rush decisions. This time of 'outrage' isn't the time to act but to listen. Then with a 'cold head' take action.</p>
<p>Disagree what councilman Mata said. Floyd did not have to die for anyone of us to be a hero.</p>
<p>Police Reform- 60 hours are spent for officers to train ? in fire arm skills. 51 hours is spent on self defense in comparison to 4 hours spent on hate crimes/bias crimes. Officers are pruned to be fearful and trigger happy AND that MUST (no excuses) CHANGE. Many stories told seemed to glorify officers. While yes it is important to highlight the good, and if there is good that is great but where are those officers when aggressive acts are being taken against victims w/o explanation. It was mentioned that accountability? Point of confusion is how much data is necessary? What it sounds like is you need more unnecessary stops/deaths/hashtags...Treyvon Martin made the news that does not mean he's the only one and that's why people say Black Lives Matter, because until fatalities happen to them that are handled with justice then all lives matter is a moot point.</p>
<p>Thank you Brooklyn Park City Council for allowing this meeting. This shows that you are good leadership and open to new ideas</p>
<p>Retrain based on new legislature statute just passed and signed. - Include de-escalation skills learning. Have staff trained to engage with persons/families as follow up to situations to listen and determine moving forward in healing ways. Mental health training, perhaps also have a specialist on each shift. - Begin learning and incorporating Restorative Justice principles and practices into daily engagement. - Have weekly/monthly officers intro on Channel 16 and CCTV.</p>
<p>Police officers should not be armed. In the UK police officers are not armed but are able to enforce the laws. Police officers if they stop you, they should identify themselves, explain why they stopped you and put in writing, give you a copy. This is not a citation but a way of recording occurrences and helping bring reform to the policing experience.</p>
<p>Our landlord locked me out of the property and the officer told me that there was nothing I could do. However, there are laws that protect victims of domestic abuse. Tenant/Landlord laws, yet the officers aren't aware of such laws</p>
<p>1) Civilian Review Boards 2) Training, hiring and retention of officers 3) What info is available to BP residents that tells us the above info? 4) Does BP have a union? 5) Not happy with training? This is 2020 and new officers (younger ones) should not be held to standards that have not been revisited or reviewed over the last 10-20 years. 6) Are we hearing from younger officers? What do they need or suggest? How do we support them?</p>
<p>Thank you for doing this. You are doing the right thing. Stay strong. You can't keep everyone happy. I worked for another City for 30 years. There are always a few unique citizens.</p>
<p>How can we behoove people to be humane to each other?</p>
<p>Some uniform changes across the nation. 1)Training 2) Live where you work</p>
<p>If possible, I would be interested in being more involved, in discussions, committees etc. Here is my contact information</p>
<p>I think we need to educate the residents on what the policies are that the BPPD currently are practicing. If residents knew more they might not be so critical. Each stop or interaction with the PD are not always negative. There is probably a reason. They don't stop you if you are not doing anything suspicious.</p>



Do not defund the BPPD Keep BPPD fully staffed and funded. Do not require police officers to carry their own insurance. If you do, you will see a mass exodus of police officers and no one will apply to work for this City.

Check in on officers annually and how things are w/their co- workers and boss to see what needs to change or what they observe. Investigate when get complaints/ask for feedback. Police should attend cultural events/engage to learn about what each community lack/needs. Bottom line is there will be bad apples in any career. Good officers need to call out the bad apples w/o retaliation/consequences from those above. Move ? to youth etc. Police need training to better serve them.

Who was removed forceably from our land? I didn't hear who it was. Is the hostility people are feeling really real? All the times I feel it sometimes but sometimes it is not real.

Maybe we need police officers to have knowledge about mental health. To help the person w/mental health issues as well as protect the officer.

It's important that we don't make blanket statements/stereotypes regarding specific communities. Equally important is that we don't paint a broad brush on the PD. It's evident that the City and BPPD is willing to have open discussions and honest dialogue about reform.