Request for Proposals
Evaluation and/or Assessment of the Brooklyn Park Police Department and Community Metrics and Outcomes

Time Frame: October/November – March 2021
Desired Start Date: Immediately
Estimated # of hours: 120-200 hours
Compensation: Negotiable

Following the tragic killing of Mr. George Floyd, the Brooklyn Park City Council charged the City's Human Rights Commission (HRC) and the Police Department's Multicultural Advisory Committee (MAC) with developing a work plan to bring recommendations for police reform back to the City Council. The Human Rights Commission serves in an advisory capacity to the City Council on issues related to infringement on human rights in the community. The MAC is an advisory board for the police department. They review policy, practice, and procedure and provide feedback on it will impact their cultural communities and offer suggestions for changes.

As one of the first steps, the City Council reached out to the community to listen to feedback about police reform and racial justice through several in-person listening sessions and one virtual session. During that time, the HRC and MAC developed a work plan.

The HRC and MAC members are taking their task very seriously and acknowledge that they are not experts about this very complicated topic. They are gathering information and data to inform their recommendations.

Area of focus #1:

We are looking for (a) research analyst(s) to conduct the qualitative analysis of the Brooklyn Park Police Department, using research-based standards for criminal justice reform, to identify areas where the department is performing well and areas for improvement, especially with regards to our residents of color. The analyst(s) would also develop a data-based scorecard and recommendations for continuous improvement.

Area of focus #2:

The analyst(s) would conduct an analysis of other City of Brooklyn Park community metrics and outcomes related to systemic inequities within the City and their connection or impact on public safety, including their impact on the legitimacy/relevance of law enforcement.

Area of focus #3:

The analyst(s) would also conduct an analysis of likely root causes of violence, in the Brooklyn Park community, and recommended strategies to address them holistically, as a community.

We are open to students or professionals conducting this work.

We expect the work will entail:

- Interviews with key stakeholders
- Document review
- Developing a scorecard and recommendations based on analysis and criminal justice reform best practices

We need someone with:

- Experience coding and analyzing qualitative data
- Experience working with racially and culturally diverse communities
- Self-directed nature – we are not data analysis experts, so we need YOU to help us develop a strategy
- Familiarity with best practices in community policing and police reform ([21st Century Policing report](#))

Timeline:

- October: Advertise RFP
- November: Enter into contract and develop strategy
- December: Collect data, conduct interviews and document review
- January: Continue interviews and data review; code and analyze
- February: Code and analyze; formulate preliminary key findings
- March: Solidify key findings; present key findings to HRC and MAC; present key findings to City Staff and City Council

Please submit the following by Wednesday, October 28, 2020 at 4 p.m.:

- Statement of your qualifications
- Work examples
- Proposed approach
- Cost
- References

For more info, contact Wokie Freeman-Gbogba at wokie.freeman@brooklynpark.org or 763-493-8005.