

Human Rights Commission (HRC) and Multicultural Advisory Committee (MAC) present report with preliminary Police Reform Recommendations

Dr. Aja King, Chair of HRC

November 16, 2020

Context and Process to-date

June 19 – Human Rights Commission (HRC) sent a statement to the City Council regarding events following death of George Floyd and expressing interest in being utilized as a resource during instances of community crisis regarding infringement of human rights.

Also, the HRC wanted to support the City Council and Brooklyn Park Police Department in the review of Police policies and practices.

June 29 – Joint City Council Work session with HRC and MAC. HRC and MAC charged to develop a Workplan (due July 27) to review Police policies, practices and procedures and make recommendations

July 7, 16 & 21 – HRC met with MAC members (Consensus Workshop & prioritization)

July & August 2020 – Attend Council District Listening Sessions (Police Reform and Racial Justice)

Context and Process to-date (continued)

July & August 2020 – HRC & MAC presented Draft Workplan to City Council and received feedback

September & October –HRC met multiple times, gathered more information, and gave feedback to Staff

- Chief Craig Enevoldsen, Brooklyn Park Police Department
- Mayor Jeffrey Lunde & Antonio Smith, City Lead – Cities United and My Brother’s Keeper

October 2020

- Request for Proposals submitted – Police Evaluation

November 2020

- Developed Report for the City Council

Draft Workplan (07/20)

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?

- *Provide more robust data and information (Pre-work)*
- Build an anti-racist policing culture*
- Ensure police officers are emotionally well*
- Enforce accountability-based performance*
- Redistribute funds upstream*
- Create civilian oversight board for transparency*
- Eliminate systemic racism*
- Build Community engagement
- Our people protecting our people
- Reduce punitive and increase restorative

* Identified as priority actions

Preliminary Recommendations

- Work with researchers as a part of the Police Evaluation process
- Expand relationship building opportunities between officers and youth
- Review funding for mental health team
- Support ongoing mental health training for police officers, including options beyond week-long initial training
- Develop an inclusive communications system to build community awareness (especially in crisis situations)

Preliminary Recommendations (continued)

- Clarity on HRC and MAC job description (especially as it relates to police-community relations)
- Improve and increase de-escalation training with an emphasis on culturally appropriate procedures
- Implement crisis response team
- Address the issue of perceptions about police, particularly for BIPOC community members, through strategic communications and public relations

Staff-developed Ideas

Pre-911

- Targeted community engagement strategies for African American community
- Officer well-being
- Public relations campaign for what Brooklyn Park is doing
- Street outreach and violence interrupter programs
- Address racial bias at the community/neighborhood level
- SPIDR Tech- Customer Service Survey (community input for continuous improvement of police services)
- Focus on holistic solutions (economic inclusion, stable housing, etc.) to disrupt the violence in African American communities (beyond policing)
- Stipends to community organizations for proactive community engagement
- Stipends to hold an “African American Police Academy”
- Restorative justice options for misdemeanor crimes

Staff-developed Ideas (continued)

Post-911

- Community Response Unit
- Response with “right professionals” for the situation and for optimal resolution
- Diversion and alternative pathways partnership with the county
- Mental health assessment of arrestees at Brooklyn Park jail

Next Steps

- Receive feedback from the City Council on preliminary recommendations
- Work with researchers as a part of the Police Evaluation process
- Continue working with Staff on Community Engagement efforts and other strategies approved by City Council

Thank you!