

# **Brooklyn Park Community Assembly:**

## **Police Reform & Racial Justice**

June 24, 2021

# Welcome

Please put your **name** and  
**neighborhood** in the chat  
so we know who's joining us tonight.

# **Indigenous Land Acknowledgement**

**\*We're recording  
this meeting**

# Microsoft Team Tips! Please...

- Write your name and neighborhood in the chat box.
- Keep yourself muted until it's your turn to speak.
- If you're getting delays/freezing try turning off your video.
- When it's time, we'll ask you to put your name in the chat or use the "raise hand" function.

# About tonight's meeting

- Be patient with us as we navigate the technology! 😊
- Please stay muted. We will mute you if we need to.
- One person speaks at a time. If you want to speak, type your name in the chat and we'll call on you.
- You can type your comments in the chat box if you would rather not speak. (You can also type in another language and it'll get translated.)
- Be respectful. We will remove anyone from the meeting who uses derogatory language or says or does anything inappropriate/abusive.

# Agenda

**Project background** (Wokie Freeman-Gbogba, Kathy Fraser and Xp Lee)

**Preliminary findings** (Wilder Research team)

**Police perspective** (Deputy Chief Bruley)

**Next steps** (City Council Members)

**Conversation** (All participants invited to participate!)

**Closing**

# Background

- After tragic death of George Floyd, the City Council charged the Human Right Commission (HRC) and Brooklyn Park Police Department's (BPPD) Multicultural Advisory Committee (MAC) to develop a workplan to review BPPD policies, practices and procedures and make recommendations – June 2020
- City Council hosted Listening Sessions on Police Reform and Racial Justice to get feedback from community – July/August 2020
- HRC & MAC presented draft workplan to City Council and received feedback – July through October 2020



# Background, cont.

Request for Proposals (Evaluation and/or Assessment of BPPD and Community Metrics and Outcomes) – October 2020

Area of focus #1:

- Conduct an analysis of the BPPD 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. Develop a data-based scorecard and recommendations for continuous improvement.

Area of focus #2:

- 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:

- Conduct an analysis of likely root causes of violence in Brooklyn Park to address them holistically, as a community.

# Thanks to the Advisory Committee members

- Oduwa Aganmwonyi
- Rico Alexander
- Thomas Brooks
- Kathy Fraser
- CM Lisa Jacobson
- Xp Lee
- Deputy Chief Mark Bruley
- CM Boyd Morson
- Captain Josh Polanco
- Rev. Dr. Francis Tabla
- Ann Uhde
- Minn Wang
- Angel Young
- Wokie Freeman-Gbogba

# **Brooklyn Park: Improving Safety and Policing**

**Brooklyn Park Community Assembly**

**June 24, 2021**

# Project overview

- Purpose of study
- Overview of methods
- Emerging themes
- Scorecard
- Limitations
- Considerations for Brooklyn Park

# Purpose of study



- **Understand root causes of violence in Brooklyn Park**



- **Develop recommendations for improving community safety**



- **Create a scorecard to assess Brooklyn Park Police Department**

# Methods

<b>Evaluation activity/source</b>	<b>#s</b>
Review relevant literature and reports	63
Analyze relevant, available, and reliable community indicators	18
Conduct interviews of residents and employees of Brooklyn Park	56
Meet with Advisory Committee and Evaluation Subcommittee	8
Meet with key stakeholders in BPPD	5

# Emerging themes



# Emerging theme

**There are risks of violence when people are not economically secure or connected to community**

- Research review of dozens of sources
- Identify common factors that risk community violence
- Identify common factors that protect against community violence



# Safety: lessons from research

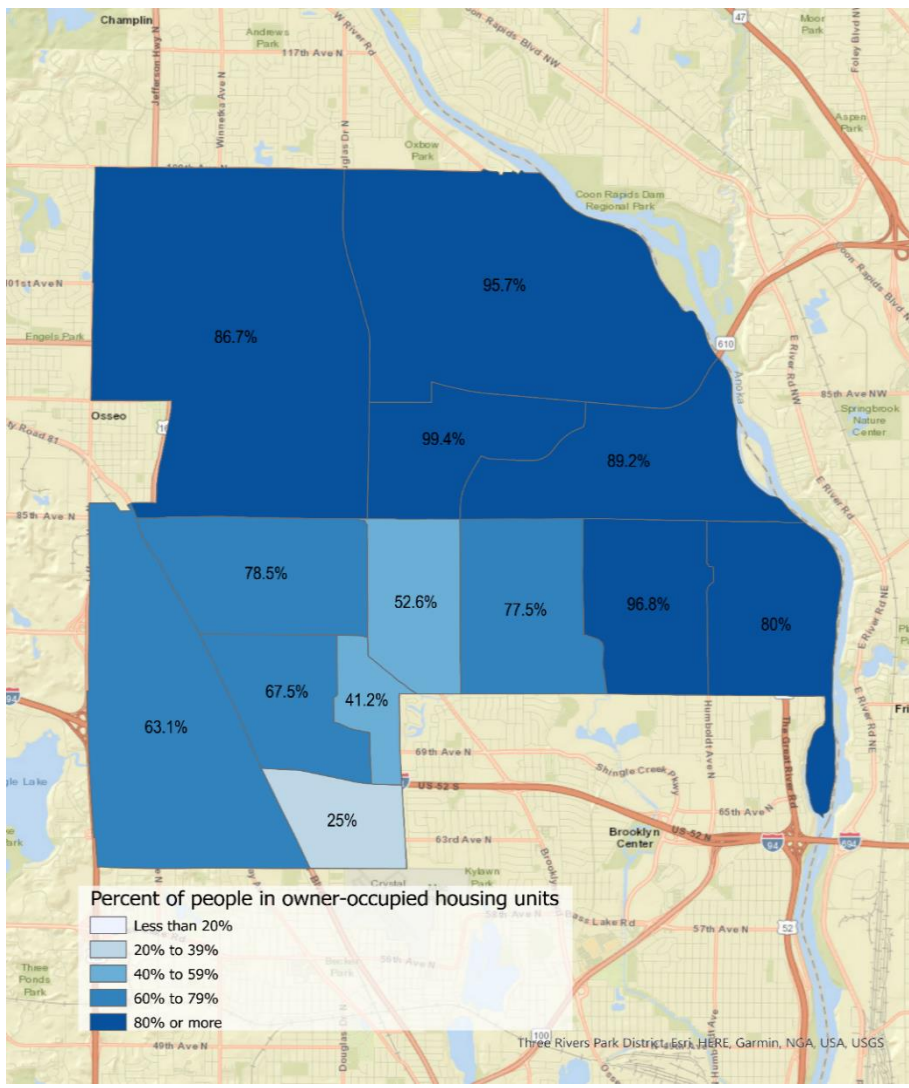
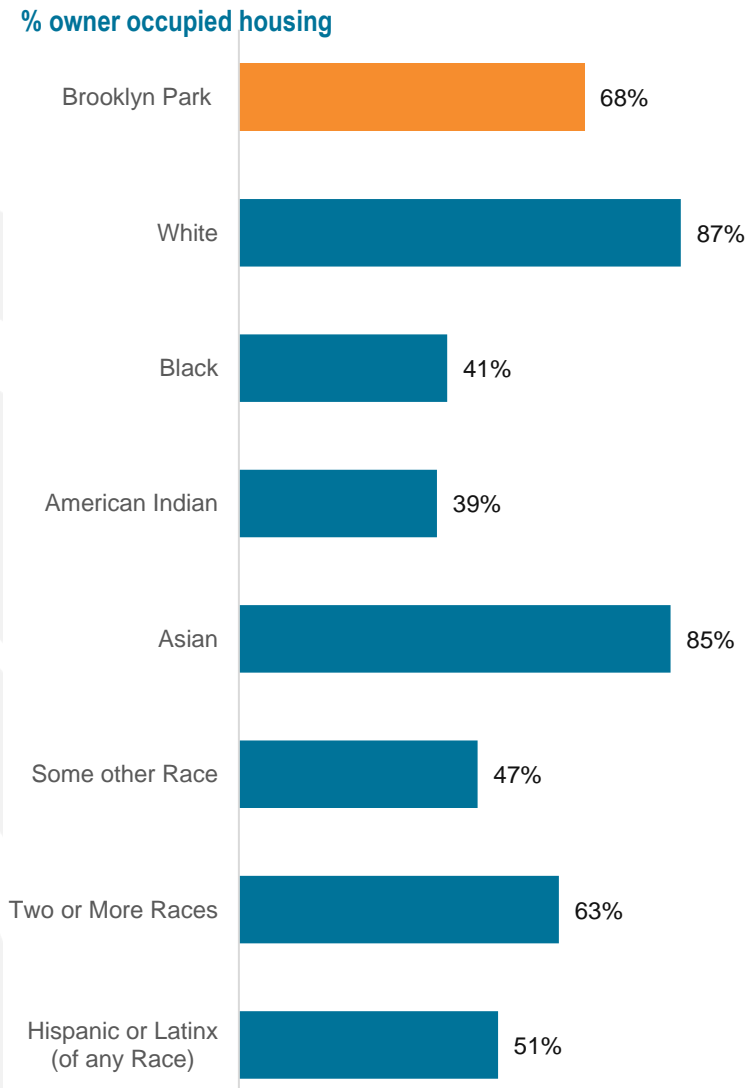
- Safe communities are communities where people have what they need
- Community-level data can illuminate where people have what they need
- Systemic marginalization and racism contribute to unequal presence of risk factors

# Emerging theme

**There are disparities in BP that likely contribute to violence and disorder**

- Analysis of 18 indicators
- Interviews with 50 adults who live and/or work in Brooklyn Park
- Identify unequal distribution of social conditions for community safety

# Safety: lesson from community data



# Safety: lessons from interviews

- Interviewees see “two Brooklyn Parks”
- Interviewees report positive experiences with youth engagement and neighborhood connections initiatives in Brooklyn Park

# Emerging theme

## **Improving policing may not improve safety**

- Review dozens of sources about policing practices and their impacts
- Identify policing best practices
- BPPD open data + conversations
- Themes from 50 interviews

# Policing: lessons from research + BPPD

***We cannot arrest our way to safety.***

Policing best practices include:

- Consent-based searches
- De-escalation
- Officer identification
- Procedural justice
- Union contracts and other laws

*Key strengths + areas for BPPD improvement*

# Policing: lessons from interviews

All adult interviewees (N=50) mentioned:

- Accountability
- De-escalation
- Effectiveness
- Procedural justice

Note: interviewees with close experience (N=29) mentioned:

- De-escalation
- Procedural justice





# Overview of Scorecard





# Scorecard overview

- **10 goals with multiple indicators**
  - Based on evidence from literature, themes from interviews, and guidance from advisory group and HRC work plan
- **Scorecard logistics**
  - Complete (at least) annually, knowing some goals/indicators should be reviewed more or less frequently
  - Have a team of 10 or so people
    - Team will be charged with determining which sources to use, reviewing sources, and meeting with team to discuss a consensus score and/or next steps

# Preview of Scorecard (Goal 2)

## Scoring scale 1-5

1. Department does not require regular training on this subject, and either does not have a plan in place to require regular training on it or has a plan but has not taken steps to execute it.
2. Department does not require regular training on this subject, though we have a plan in place to do so and are taking steps toward this plan.
3. Department requires regular training on this subject but does not track whether officer behavior aligns with this training.
4. Department requires regular training on this subject and is developing a plan to bring officer behavior in line with training.
5. Department requires regular training on this subject and regularly tracks officer behavior to ensure alignment with training, including using processes to reward following training and to deal with lack of adherence.

## Goal 2. Training and education

*Instructions: Review sources, which may include training manuals, policies around number of required hours of training, processes to hold officers accountable for following training, and other sources determined by your team (listed here):*  *Once reviewed, provide your individual score for each indicator below, and then meet with your team to determine the consensus score.*

Date:  Scoring team members:

Training and education indicators	Individual score	Consensus score
Implicit bias, including how many hours of instruction compared to overall annual training hours	<input type="text"/>	<input type="text"/>
Procedural justice, including how many hours of instruction compared to overall annual training hours	<input type="text"/>	<input type="text"/>
De-escalation, including how many hours of instruction compared to overall annual training hours	<input type="text"/>	<input type="text"/>
Use of force, including how many hours of instruction compared to overall annual training hours	<input type="text"/>	<input type="text"/>
Stops, including how many hours of instruction compared to overall annual training hours	<input type="text"/>	<input type="text"/>
Cultural sensitivity, including how many hours of instruction compared to overall annual training hours	<input type="text"/>	<input type="text"/>
Adolescent brain development, including how many hours of instruction compared to overall annual training hours	<input type="text"/>	<input type="text"/>
Consent to search, including how many hours of instruction compared to overall annual training hours	<input type="text"/>	<input type="text"/>

## Discussion and next steps

Once you have an individual score for the indicators above, come to consensus about the score with other(s) in your group and enter that number in the consensus score column. Next, bring the scores to the larger group and discuss the next steps with the team. Record your decisions in the "Next steps" section at the end of the Scorecard.

# Limitations

- Key informant interviews do not reflect the perspectives of all city employees or residents
- Not all available metrics were analyzed
- Due to gaps in the research, it is not always possible to connect police practices to desired outcomes
- The scorecard's proposed metrics are not exhaustive (nor equal)

# Things for Brooklyn Park to consider



# How to improve safety and policing

- **Focus on prevention**
  - Engage the community
  - Address inequities
  - Increase access and availability of social and emotional supports
  - Improve the built environment
- **Improve interventions**
- **Understand limits of policing in increasing safety**

# Questions?

Lindsay Turner [lindsay.turner@wilder.org](mailto:lindsay.turner@wilder.org)

Julie Atella [julie.atella@wilder.org](mailto:julie.atella@wilder.org)

Visit: <https://www.brooklynpark.org/police-reform/>

(for evaluation info: <https://www.wilder.org/city-brooklyn-park-police-reform-project>)

# **Police Perspective**





**Next steps**



# Let's hear from you!\*

1) What were you glad to see covered in the report/presentation?

2) What's your initial gut reaction to hearing about what's in the report?

3) What do you think the City Council should keep in mind as they work to implement the recommendations?

4) What do you hope will result from this project?

**Please complete the short  
questionnaire to give your  
feedback on tonight's event**

# Thank you!

