

POLICE CONDUCT OVERSIGHT COMMISSION 2013–2014 REPORT



CORE VALUES

Adopted from NACOLE

Code of Ethics on
November 2013

- ◆ Personal Integrity
- ◆ Independent and Thorough Oversight
- ◆ Transparency and Confidentiality
- ◆ Respectful and Unbiased Treatment
- ◆ Outreach and Relationships with Stakeholders
- ◆ Agency Self-examination and Commitment to Policy Review
- ◆ Professional Excellence
- ◆ Primary Obligation to Community



In December 2012, The Minneapolis City Council approved Ordinance 172 that created the Police Conduct Oversight Commission (PCOC). The seven appointee commissioners had its first PCOC official meeting on October 8, 2013 .

The Minneapolis Police Conduct Oversight Commission (PCOC) marks its first anniversary this October. The Commission assures that police services are delivered in a lawful and nondiscriminatory manner and provides the public with meaningful participatory oversight of police policy and procedure. Commission members have a variety of responsibilities including shaping police policy, auditing cases, engaging the community in discussions of police procedure, and facilitating cultural awareness trainings for the Minneapolis Police Department. (MPD).

The Police Conduct Oversight Commission generally meets at 6:00 p.m. on the second Tuesday of the month in Room 241 of Minneapolis City Hall. The meeting is open to the public.

VISION

To be the citizen advisory group the community relies upon to openly discuss policy and procedures of the Minneapolis Police Department, to voice concerns regarding law enforcement/civilian interactions, and the organization that advances credible and meaningful feedback, without obligation to political influences, for the betterment of the City of Minneapolis.

MISSION

To be the Citizen advisory group responsible for auditing, outreach and policy review of police conduct in Minneapolis and to be a credible public body that becomes the place community members take their concerns of police/community interactions and police turn to for credible feedback.

THE YEAR IN REVIEW 2013—2014

- ◆ 12 regular meetings since October 2013.
- ◆ The Commission reviewed 120 case synopses and 37 case summaries during its first year of operation.
- ◆ The Commission formed three committees: Policy and Procedure, Outreach, and Rules and Governance Committee.
- ◆ Developed and adopted its Strategic Plan.
- ◆ Hosted three community events and participated in various public sessions, media releases and radio broadcasts providing community members with information about police policies.
- ◆ Developed two research and study projects.
- ◆ Created transparency to MPD training manuals, policy information and reports making them available to the public via the PCOC website.

A Message from Chair Andrea Brown

I have greatly enjoyed being part of the innovations in civilian oversight in Minneapolis. I am proud of all we have accomplished during our first year of operation. The commissioners' dedication to the improvement of policing in Minneapolis is commendable, and we will continue to solidify our relationship with both community and police partners.



**Andrea Brown, Chair of the PCOC
and Brian Buchner, President of
NACOLE**

One of the greatest accomplishments this year was establishing a working relationship with the Minneapolis Police Department (MPD). Throughout our first year of operation, we required a fair amount of information to create informed programs of research and study. When we have asked for information, we did not get back static text; instead, we received presentations by sergeants, lieutenants, commanders and deputy chiefs. Further, we have been able to connect with national partners and establish Minneapolis as an active participant in the National Association of Civilian Oversight of Law Enforcement (NACOLE). The structure of integrating civilian oversight and the MPD Internal Affairs Division has brought significant positive and innovative change to civilian review, especially through the "Coaching" process. The transparency and accountability obtained through this method will allow for continual improvements in policing and healthier relationships between the police and the community they serve.

In the coming year, I will focus on building relationships with the community and broadening oversight. We will also provide cultural awareness training for the police department, assist in the adoption of tangible and comprehensive coaching policies, and strengthen ADA protections in the MPD Policy and Procedure Manual. I look forward to the exciting future of the Police Conduct Oversight Commission.

Completed Training Sessions by PCOC in 2013 - 2014

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| <ul style="list-style-type: none"> ◆ MN Government Data Practices ◆ Parliamentary Procedure ◆ Defense Tactics/Use of Force ◆ MN Public Employee Labor Relations Act ◆ Performance Audits | <ul style="list-style-type: none"> ◆ Directed Patrol (911 Responders) ◆ Police Culture by Michael W. Quinn ◆ Mindfulness Program Introduction ◆ Minority Councils Audit ◆ Strategic Planning/ Critical Thinking |
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To learn more about the PCOC work,
scan this code or call (612) 673-5500



Fourth Quarter 2013: PCOC Kicks Off Regular Meetings

After a rigorous screening process, seven members were appointed to the Police Conduct Oversight Commission:

- ◆ **Andrea Brown, Chair**
- ◆ **Andre Dukes, Vice Chair**
- ◆ **Andrew Buss**
- ◆ **Jennifer Singleton**
- ◆ **Sarah Rude**
- ◆ **Al Giraud-Isaacson**
- ◆ **Michael Weinbeck**

The PCOC had their first regular meeting on October, 8 2013, and met three times in

Q4-2013.

The Chair addressed the Commission and shared her vision of the PCOC: *"It is my job as the chair to ensure that we focus on our objectives laid out in the ordinance. A part of my job is to prioritize agenda items to ensure we are functional and efficient with our time so that at the end of the year, we can look back and see what we have accomplished. Our goal is to have tangible changes focused on policy and training, specifically based off of allegations of police miscon-*

duct violating citizens' civil rights."

Police Chief Janeé Harteau attended the November session to briefly address the Commission and extended an offer to work with the board to answer any future questions.

The Commission adopted the NACOLE Code of Ethics to guide its work, adding gender identity to the list of protected classes in the "Respectful and Unbiased Treatment" section.

The PCOC adopted the Operation Rules and began the development of its outreach plan.



**Chief Harteau addressing the
PCOC, November 2013**

First Quarter 2014: Establishment of Committees

The seven members appointed to the Police Conduct Oversight Commission met three times in Q1-2014.

The Commission also established three committees: Policy and Procedure, Outreach, and Rules and Governance. The committees represent an opportunity for commissioners to continue their work and explore subjects in depth outside of the regular meetings while still providing an opportunity for public engagement. The committees each met twice during Q1-2014.

Members of the Rules and Governance Committee undertook a systematic review of the PCOC operational rules.

The Policy and Procedure Committee assisted in the development of measures for upcoming studies, and the Outreach Committee created a long term strategic plan with upcoming community listening sessions.

The PCOC reviewed thirty case synopses and nine case summaries during Q1-2014. Through issues identified in the case reviews, the Commission began two programs of research and study. The first explores different models of cultural awareness and sensitivity training in other similar jurisdictions to develop best practices. The study will compare and contrast current MPD practices with programs used elsewhere, with a goal of improving and expanding MPD training. The second study consists of a comprehensive performance audit of current coaching practices using returned OPCR coaching documents as a data set. The study will provide the Commission with robust data to recommend improvements to the coaching process.

Police Chief Harteau attended the February PCOC meeting. Presentations to the Commission by the MPD included the following topics: Discipline Process and Fair and Impartial Policing. The Office of Police Conduct Review (OPCR) presented its Q4-2013 report.

Second Quarter 2014: Planning

The PCOC met three times in Q2-2014. One commissioner resigned at the last meeting of Q2-2014.

The two active committees, Policy and Procedure and Outreach, also met three times. The Policy and Procedure Committee received research and study updates at each meeting. The Committee also requested and received information on force reporting, ongoing Department of Justice investigations in other cities, and search and seizure training. The Outreach Committee organized and hosted a Community Listening Session on June 14, 2014, to receive input from the community about police misconduct.

The Commission reviewed thirty more case synopses and nine case summaries during Q2-2014. The PCOC also continued work on two programs of research and study: cultural awareness and coaching.

Changes to the Operational Rules were approved and the Commission started developing its strategic plan.

MPD presentations to the PCOC included: Citizen Academy, Leadership and Organizational Development and Timeline on Body Cameras by Deputy Chief Travis Glampe. The OPCR Q1-2014 report was presented to the Commission.

Third Quarter 2014: Committees in Action

The six members appointed to the Police Conduct Oversight Commission met three times in Q3-2014. The two active committees, Policy and Procedure and Outreach, also met three times. The PCOC adopted its Strategic Plan in July, 2014.

The Policy and Procedure Committee received research and study updates at each meeting. The Committee also received status updates on body camera policy progression, reviewed mobile squad computer training materials, and created an online issue tracking system that can be viewed in real-time by the public. Members of the Outreach Committee worked on the planning of the off-site Commission meeting to be held on October 14, 2014, hosted a Continuing Legal Education course about the OPCR and Commission process, and attended forums hosted by members of the Minneapolis City Council and the Department of Homeland Security – Office for Civil Rights and Civil Liberties.

The Commission reviewed thirty more case synopses and nine case summaries during Q3-2014. The PCOC also continued its work on Cultural Awareness and Coaching studies.

The following presentations were facilitated by the MPD: Crisis Intervention Team and Overview on MPD Cultural Awareness Training. The OPCR presented its Q2-2014 report.

Presented by
Jennifer Singleton
Commissioner
Police Conduct
Oversight Commission

Ryan Patrick
Chief, Office
of Police
Conduct Review

Remedies Outside of the Courtroom

- Explore the police misconduct complaint process and learn about the Police Conduct Oversight Commission and its work.
- Understand the legal implications of filing a misconduct complaint.
- Discover alternative remedies for a client who may have been mistreated by a police officer.

Not all allegations of police mistreatment should end in a lawsuit. As an advocate, you may want to assist a client in asserting rights outside of the courtroom. In this CLE, you will learn about the police misconduct complaint process utilized by the City of Minneapolis as well as the work of the Police Conduct Oversight Commission. The CLE will also discuss the legal implications of filing a police complaint, access to police personnel files, and Commission participation opportunities.

Join the Police Conduct Oversight Commission
For more information about the Commission, Application Process, visit:

One(1) Ethnic Credit Pending

Friday, August 22, 2014
12:00 p.m. to 1:00 p.m.
Minneapolis City Hall
350 S. Fifth St. —Room 319
Minneapolis, MN 55415
Please RSVP to Leda Schuster at:
Leda.Schuster@minneapolismn.gov
(612) 673-3509

Minneapolis
City of Lakes

**CLE Session Facilitated by the PCOC,
August 2014**

POLICY AND PROCEDURE COMMITTEE: Current Research and Study Projects

The Policy and Procedure Committee started functioning in February 2014, consisting of Commissioners Andrew Buss (Chair), Jennifer Singleton, and Michael Weinbeck. Its role is to consider areas of concern in the Minneapolis Police Department's policies and procedures identified at regular Commission meetings, and may also arise from discussions of monthly case summaries. The committee meets on the fourth Tuesday of every month.

Cultural Awareness/Sensitivity Training

(1) To compile cultural awareness/sensitivity training provided to police departments throughout the country with a focus on (but not limited to) police departments that work with similar populations as those in Minneapolis; (2) To outline the different models of cultural awareness and sensitivity training provided to law enforcement, including the Minneapolis Police Department; (3) To identify any best-practices regarding cultural awareness /sensitivity training; and (4) To deliver a report to the Commission discussing the results of the research. Information gathering has been completed and Com-

mittee is in the process of analyzing the materials in order to recommend to the commission a framework for MPD Cultural Awareness Training that meets the needs of the MPD at all levels of the department and reflects the wide diversity of Minneapolis communities without losing sight of the individuals.

Coaching Process

A comprehensive program of research and study of the OPCR and MPD coaching process, including a performance audit, with the goal of achieving racial and other equity outcomes, and of building and supporting an accountability culture within MPD. The re-

search of study of the coaching process is nearing completion with the final report being compiled. The initial benefit of this process has shown marked improvement in the timeliness of required coaching, as well as the improved consistency of documentation.

Stop and Frisk Reporting and Data Collection

The PCOC passed a motion for the Committee to begin a Research and Study into Stop and Frisk Reporting and Data Collection. Initial steps have been taken to determine the methods to gather information.

OUTREACH COMMITTEE: Community Engagement

The Outreach Committee met for the first time on February 27, 2014, consisting of Commissioners Jennifer Singleton (Chair), Sarah Rude and Al Giraud-Isaacson. The Committee meets on the fourth Thursday of every month. The Outreach Committee is tasked with facilitating listening sessions and other community outreach activities for the PCOC.

In its strategic plan, the Committee set the goals of holding a listening session, publicizing its activities with community partners, connecting with the Minneapolis Commission on Civil Rights, and meeting with precinct inspectors to discuss the MPD's outreach activities. In the intermediate and long term, the Committee strives to conduct regular listening sessions with community partners, develop precinct-specific outreach strategies, develop a comprehensive media plan, and facilitate frequent and meaningful communication between the community and MPD.

The Committee held its first listening session at the Urban League in North Minneapolis on June 14, 2014. Community members and PCOC commissioners engaged in a lively conversation on topics

ranging from the diversity of the police force to how misconduct allegations should impact field training officer eligibility. The listening session also helped the PCOC to clarify its role in civilian oversight by allowing commissioners to talk with the community about the PCOC's powers to shape policy and training, and how those duties differ from past iterations of civilian oversight in Minneapolis.



Community Listening Session, June 14, 2014

In addition, Outreach Committee members have participated in a number of other outreach activities, including serving on the planning committee for the Civil Rights Department's Celebration of the 50th Anniversary of the Civil Rights Act; planning and presenting a continuing legal education program explaining the complaint process and role of the PCOC; tabling at the Twin Cities Pride event; serving as a panelist at the June 18th listening session at Sabathani; attending the Minneapolis Transgender Equity Summit; and appearing on KFAI Morning Blend. The Committee also arranged the October off-site PCOC meeting, and is currently developing a listening session for early 2015.