



2015 Year- End Accomplishments

Minneapolis Department
of Civil Rights

January 20, 2016

MISSION

The mission of the Minneapolis Department of Civil Rights is to enforce Minneapolis Code of Ordinances: Title 7 (non-discrimination); Title 9, Chapter 172 (police conduct oversight); Title 16, Chapter 423 (small and underutilized business programs); Title 2, Chapter 24 (prevailing wage); and to promote understanding of civil rights among residents, businesses and government.

LEADERSHIP BEACONS

Eliminate discrimination.

Support equity and justice.

Connect with people in the community so we all can be successful.

Engage and support employees (current and future) to be the best they can be.

2015 BUDGET

FTEs:	23
General Fund:	\$3,167,684
Other Funds:	\$392,000 (CDBG)
Revenue:	\$57,000 (US EEOC)

2015 ACCOMPLISHMENTS

Completed and presented the report of the Action Research Team on Sex Offender Concentration and developed recommendations for mitigating predatory offender concentration. As a result of its concern about the residential pattern of sex offenders in Minneapolis, the City of Minneapolis asked the University of Minnesota's Urban Research and Outreach-Engagement Center (UROC) to convene and facilitate an action research team on this issue. The ARTSOC's charge was to gather data to substantiate the concentration of predatory offenders and to better understand the residential pattern and its implications. The team was comprised of a cross-sector group of stakeholders. The team documented predatory offender concentration in Minneapolis and provided recommendations for policy makers which addressed the unequal distribution of predatory offenders in Minneapolis. The report findings and recommendations were presented to the Public Safety, Civil Rights & Emergency Management Committee and the Hennepin County Criminal Justice Coordinating Committee.

Hosted three Community Listening Sessions on the results of the Police Conduct Oversight Commission's research and study of the proposed implementation of body-worn cameras by Minneapolis police officers. Specifically, Minneapolis Police Chief Janeé Harteau, on behalf of the Police Department and Mayor Hodges, requested that the Police Conduct Oversight Commission conduct policy research on law enforcement use of body cameras at the Commission's monthly meeting on June 8, 2015. Chief Harteau asked that the Commission gauge community opinion as to whether Minneapolis police officers should use body cameras and, if so, how they should be used. In response to the request, the Commission conducted best practices research on body camera use and conducted three community listening sessions for community input. The study was designed to survey current national practices and recommendations to assist in the MPD body camera program implementation, oversight, and maintenance; to gather and organize feedback from the Minneapolis community on the MPD body camera program and policies; and to update the standard operating procedures and propose a revised MPD body camera policy using research and feedback from the community. Recommendations made as a result of the study have been adopted by the MPD.

100% affirmation of merit cases. To date, ALL cases in which the Police Conduct Review Panel has recommended that the alleged misconduct by a Minneapolis Police officer has merit, the recommendation has been affirmed by the Police Chief and the offending police officer has been held accountable.

Recommended that Minneapolis police officers document the race and ethnicity of people they detain but don't arrest. The Police Conduct Oversight Commission audited records of “suspicious person” stops and found deficiencies in recording information about the reason for stops and demographic information about those stopped. As a result of the Commission's work, a new policy is being put into place by the Minneapolis Police Department, which requires officers to document the reasons for stops as well as demographic information.

Created the Regional Best Practices Roundtable. The Department developed a Best Practices Roundtable to equip Twin Cities contracting practitioners and procurement staff with the tools needed to fulfill their responsibility to include women, minority, and small businesses and women and minority workers in projects and contracts. In 2015, the Roundtable hosted staff and leadership trainings opportunities centered on practical and aspirational best practices used in procurement enforcement and oversight for business and workforce inclusion programs. This allowed compliance practitioners from several agencies to come together as a group for an extended discussion on the successes and challenges of their work. Currently, participants are meeting in small work group sessions to develop process improvement solutions in the following areas: business and workforce certification, technical solutions and reporting options, best value procurement, business development, and regional workforce collaborations.

Roundtable Partners include: Minnesota Department of Administration, Minnesota Department of Human Rights, Minnesota Department of Transportation, Minnesota Management and Budget, Minnesota Sports Facilities Authority, Metropolitan Airports Commission, The Metropolitan Council, Hennepin County, Ramsey County, The Minneapolis Park and Recreation Board, Minneapolis Public Housing Authority, The City of Saint Paul, The City of Minneapolis, and The University of Minnesota.

Provided oversight for women and minority business (MWBE) participation on City contracts. Through the 4th quarter of 2015, 58 construction and development projects with MBE and WBE inclusion goals were closed¹ by the division. The combined construction contract amount for the 58 projects was \$118,546,128. A total of \$13,763,128 was MBE and WBE participation (11.61%).²

Enforced employment and purchasing goals for women and minorities on City-funded construction. Through the 4th quarter of 2015, 79 construction and development projects with workforce inclusion goals were closed by the division. The 79 projects combined construction contract amount was \$139,023,023. Total workforce participation was 3.90% female and 21.07% minority.³

Targeted community outreach to traditionally under-served communities. In the spring and summer, staff conducted intentional outreach and developed collaborations with organizations in the community, which resulted in representation on the Minneapolis Commission on Civil Rights from historically under-represented wards. As a result, the Complaint Investigation Division was able to address 20% more cases of alleged discrimination in Minneapolis.

Created intake partnerships with three organizations: Hmong America Mutual Assistance Association; Minneapolis Urban League; and the Northside Residence Redevelopment Council. The Department partnered with community organizations to increase awareness of the services we provide to residents. These partners act as Civil Rights ambassadors and educate members of the community about their legal right to file a complaint of discrimination or allegation of police misconduct and help them initiate the filing process.

Created the Director's Outreach Advisory Task Force. The Director's Outreach Advisory Task Force was convened to assist the Civil Rights director in implementing strategies contained in the Civil Rights Department Business Plan. These tasks include: encouraging people from all Minneapolis communities to apply to the Minneapolis Civil Rights Commission and the Minneapolis Police Conduct Oversight Commission; ensuring residents from all communities of color to never hesitate to report civil rights concerns to the Department's Complaint Investigations Division; and engaging more women- and minority-owned business enterprises to participate in City purchasing. The Director's Outreach Taskforce is an advisory committee which helps to improve

¹ Closed projects are completed construction and development projects and the Division has conducted an administrative closeout process, which includes verification of payments made to MBEs and WBEs.

² Estimate amounts. Actual amounts will be presented in the Contract Compliance Division 4th Quarter Report.

³ Id.

relationships with key community representatives, to generate greater understanding and trust from the general public, and to develop open, transparent lines of communication.

Placed 58 Urban Scholars with the City of Minneapolis and its regional government partners. The Civil Rights Equity Division continued to leverage relationships to grow the Urban Scholars program. Along with its government partners at the Metropolitan Council, Minneapolis Public Schools, Office of Governor Mark Dayton, Minneapolis Park Board, and the State of Minnesota, the City's premier leadership development internship continues to provide a meaningful work experience, build networks, and provide professional development to improve participants' chances of becoming the City's future workforce. Since its inception, the program has provided 107, 12-week internship opportunities to students from diverse racial and ethnic backgrounds. To date, 14% of these students have gained employment with the City or one of its partners. Currently, the City employs 11 Urban Scholars.

Created the Department's Culture and Engagement Committee (CEC). The purpose of the CEC is to provide advice and recommendations on methodology required to measure current and future levels of engagement throughout the organization. Further, the CEC provides advice and recommendations on how to increase awareness and competencies related to engagement for all employees -- but, especially, front-line managers.

The Culture and Engagement Committee: initiates training programs, guest speaker programs, book clubs, and other forms of communication; provides coordination and engagement information with other organizational teams including safety, technology, training, and recognition; researches and advises department leaders on new, innovative, and best practices for engagement; solicits ideas and feedback from employees on how to increase engagement; drafts and circulates an annual Engagement Action Plan that details current levels of engagement, performance against prior year initiatives, and plans for activities, events, and resources required for the following year; and acts as the liaison to the City's engagement team.

Activities that the committee has recommended, which have been implemented, include: StrengthsFinder assessment and training for all employees; training on "Communicating with Tact and Professionalism"; an annual climate survey; and Flex-Out (an opportunity to engage with stakeholders on a variety of levels that allow employees to learn more about the community as well as allows the community to learn about the services provided by the department).

2016 Priorities

- Update and rewrite, as necessary, the Minneapolis Civil Rights Ordinance.
- Secure resources via CARS for the acquisition of compliance monitoring software
- Complete Phase One of Disparity Study
- Participate in Community Justice Initiative
- Lend our expertise to the City's equity efforts (Workforce, Supplier Diversity, Boards and Commissions)

2016 Budget

- FTEs: 23
- General Fund: \$3,310,246
- Other Funds: \$322, 940 (CDBG)
- Revenue: \$45,500 (US EEOC)