

Joint Statement of Principles by the Minnesota Department of Human Rights and the City of Minneapolis Regarding the Minnesota Department of Human Rights' Investigation into the City of Minneapolis and Minneapolis Police Department

The Minnesota Department of Human Rights ("MDHR") and the City of Minneapolis ("the City") share a commitment to ensure that: the Minneapolis Police Department ("MPD") operates lawfully, free from discrimination; the dignity of all persons in Minneapolis and a respect for life, health, and safety guide the actions of MPD officers; and necessary measures are undertaken to build trust between MPD and all communities in the City.

In furtherance of this shared commitment, MDHR and the City agree to negotiate in good faith a court enforceable settlement agreement ("Agreement") to address MDHR's April 27, 2022, findings of a probable cause of pattern or practice of race discrimination in the City and MPD. MDHR and the City will submit the Agreement as a proposed order to be entered by the Hennepin County District Court in the State of Minnesota, where venue is proper.

MDHR conducted its investigation pursuant to the Minnesota Human Rights Act, Minn. Stat § 363A *et seq.* The investigation concluded that there is probable cause of a pattern or practice of race discrimination.

Although the City does not agree with all of MDHR's findings, it agrees that a number of MDHR's findings raise important issues, and the City is committed to addressing those issues.

MDHR and the City recognize that the process of change, including changing organizational culture, is complex and will require sustained and coordinated effort from MPD and City leaders. These important changes will not occur overnight and will require clear goals and objectives. To this end, MDHR and the City commit to work collaboratively, earnestly, and in good faith with the urgency that this matter demands.

MDHR and the City agree to work together to develop and begin implementation of a framework to ensure non-discriminatory policing is lawfully delivered to better support public safety in Minneapolis focusing specifically on the use of force, supervision, traffic stop enforcement, arrests, training, accountability and oversight systems including disciplinary systems, the organizational culture within MPD, community trust, officer wellness and support, and data collection and transparency. MDHR and the City will work together to include in the Agreement a mechanism for expert assessment of, and reporting on, the City's compliance with the Agreement.


MDHR and the City recognize that the United States Department of Justice ("DOJ") is also conducting a pattern or practice investigation of MPD to determine if there are violations of federal law and the United States Constitution. If the DOJ reaches a consent decree with the City, MDHR and the City will modify any provisions of the Agreement, if needed, to ensure that: there are no conflicting provisions between the consent decree and the Agreement; compliance with both is possible; and there is no more than one monitor.

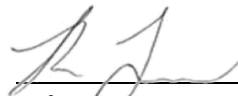
To meet the importance of this moment, MDHR and the City will commit to a frequent schedule of negotiation sessions and agree to make it a priority to reach a final settlement on the framework by the Fall of 2022.


Any agreement reached will build on measures undertaken by the City and MPD and will be informed by input from Minneapolis community members, MPD officers, and City staff. To ensure community input in the process, MDHR is completing ongoing engagement with community stakeholders. MDHR and the City also agree that MPD input is critical in developing an appropriate agreement. The successful implementation and sustainability of changes will require the active, continued participation of, and input from, the Minneapolis community, which includes MPD officers.

This Statement does not constitute an admission for purposes of liability or otherwise by the City of Minneapolis. This Statement also does not limit or restrict MDHR's ability to initiate a civil action under Minn. Stat. § 363A *et seq.*, to conduct any investigation, file a charge of discrimination, or to seek other enforcement action to protect and enforce the civil rights under the Minnesota Human Rights Act. This Joint Statement of Principles is not intended to limit or expand the right of any person or entity seeking relief or pursuing legal action against the City, MPD, or any officer or employee thereof, for their conduct or the conduct of MPD officers. No person or entity is or is intended to be a third-party beneficiary of this Joint Statement for the purposes of any civil, criminal, or administrative action. Likewise, this Statement does not limit or impact the City's ability to enter into any agreement with the DOJ, or waive or limit the City's ability to raise any and all defenses in this matter.

Agreed to this 13 day of July, 2022.

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Jacob Frey
Mayor
City of Minneapolis


Rebecca Lucero
Commissioner
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Andrea Jenkins
City Council President
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