



Minneapolis Police Department Policy and Procedure Manual

Number:
2-600

Volume Two- Personnel Administration

Departmental Boards and Panels

2-602 Force Trends Analysis Panel (xx/xx/xx)

I. Purpose

The Minneapolis Police Department (MPD) values a culture of continuous learning that promotes humanity, dignity, de-escalation and civil rights through clear expectation-setting and the effective implementation of policies and law. It is essential that MPD can promptly identify and address areas of unwarranted disparities.

The purpose of the force trends analysis (FTA) panel is to engage in a process of honest and critical self-examination, strengthen accountability, and enhance public trust, by doing the following:

- Effectively analyzing and assessing MPD's force practices and trends.
- Conducting trend analysis based on force data.
- Identifying tactical, equipment, training, or policy concerns based on analysis of incidents and data.
- Assessing whether force is being used in a non-discriminatory manner and identifying patterns that might be indicators of discrimination or bias.
- Developing recommended action items for improvements to policy, training, tactics, and equipment to address identified concerns or trends relating to force practices.

This process provides a system-wide look at force, to ensure that members are using force in accordance with policy and law, and to identify opportunities for improvement.

II. Procedures/Regulations

A. Composition

1. The Police Chief or the Chief's designee shall chair the FTA panel. Should a designee be selected, the designee must be a Deputy Chief or above or a sworn Chief of Staff.
2. The FTA panel membership shall include:
 - Panel Chair (Chief of Police or their designee).
 - All MPD command staff.
 - FTA Facilitator.

The Chief may add additional panelists (such as subject matter experts or patrol supervisors).

B. Meeting Frequency and Review Topics

The FTA panel will meet quarterly to review and discuss the data.

1. Quarterly meeting data

During the quarterly meetings, command staff will review Department use of force data in greater detail to identify and discuss any positive or concerning findings, as detailed below.

- a. The Implementation Division's Data Analysis team is responsible for creating and populating slides for inclusion into quarterly meetings that will contain trend analysis, which should include themes and observations from the data.
 - i. The information will cover the prior three months of data available, at a minimum, to identify any concerning trends.
 - ii. The data presented shall be reported at the city-wide and precinct levels, when appropriate for the analysis.
- b. Command staff shall assess the relative frequency and type of force used by MPD members against people in specific demographic categories, at a minimum, including:
 - Race and/or ethnicity.
 - Gender.
 - Age.
 - Perceived or known disability status.
- c. Command staff members shall identify and provide recommendations for any trends that warrant changes to policy, training, tactics, equipment or Department practice.
- d. Command staff members shall provide these recommendations to the FTA Facilitator for inclusion in the FTA Quarterly Report.

2. Quarterly meeting preparation

- a. The FTA Facilitator shall share the meeting materials with the FTA panel members in advance, generally two weeks before the meeting, but at a minimum of one week before, to facilitate substantive meeting discussions.
- b. The FTA panel members shall review the meeting materials prior to the meeting, in order to be prepared to critically review, analyze, and assess uses of force trends, as described below ([III-C]).

- c. The FTA members shall populate the FTA Meeting Preparation Template prior to the meeting based on their review of the materials.

C. Candid Review

The FTA members shall candidly, transparently, and critically review, analyze, and assess use of force trends and data presented during the FTA panel, in the spirit of continuous improvement, to:

1. Evaluate general use of force trends to identify whether overall tactics remain sound, if there are any areas of concern (e.g., elevated use of certain types of force, precincts or other areas of concern, or reporting deficiencies), and if there is a need for system changes or clarification to MPD policy or training.
2. Assess overall uses of forces to determine if there are disparities that may be indicators of systemic bias.
3. If applicable, identify specific Department-wide modifications to existing policy, training, tactics, or equipment to address any systemic patterns, including those indicative of discrimination or bias.
4. If applicable, identify if there are additional resources or capacity outside of MPD that could assist with capabilities or addressing systemic issues related to use of force trends.

D. FTA Action Items

1. At the conclusion of the quarterly meetings, the FTA Facilitator shall summarize the FTA action items identified during the meeting.
 - a. If there is a disagreement within the FTA panel regarding a potential FTA action item, the Chair may make a determination regarding the FTA action item or hold a majority vote of the FTA members. Any disputed FTA action item and the outcome of any vote shall be documented in the FTA report to the Chief.
2. Within 30 calendar days after the quarterly meeting, the FTA Facilitator will submit a report to the Chief with written FTA action items regarding any need for additional training or modifications to policies, tactics, equipment, or Department practices.
3. The FTA Facilitator shall track the outcome of all FTA action items, and shall ensure the appropriate resolution of all approved FTA action items.
4. The Panel Chair shall ensure appropriate action is taken on all FTA action items. At each meeting, the FTA Facilitator will provide an update on steps taken to implement unresolved FTA action items and address concerns identified during previous meetings. For each identified action item, the FTA Facilitator will provide an update at subsequent meetings until the action item is resolved.

E. FTA Facilitator and Administration

1. MPD shall establish an FTA Facilitator to administer the FTA pursuant to this policy.
2. The FTA Facilitator shall have access to sufficient staff and resources to administer the FTA as required by this policy.
3. The FTA Facilitator shall document all FTA action items and the status of their implementation, and report on the statuses at the beginning of each quarterly FTA meeting ([III-B]).
4. The FTA Facilitator shall provide relevant data to the Training Division to inform the Department's annual training needs assessment. Provided data shall include statistics and trends identified by the FTA.

F. Department Input

1. After every quarterly FTA meeting, MPD command staff will seek input from sworn members of all ranks across all five precincts and specialty units about any recommendations regarding:
 - Policy.
 - Training.
 - Oversight.
 - Additional tools or resources.
 - Other support.
2. These items should help the Department increase community trust and legitimacy, and help positively impact the ability of members to partner with communities to provide public safety and reduce unnecessary dangers for members.
3. These recommendations will be consolidated by the FTA Facilitator to provide with the FTA Quarterly Report to the Chief or their designee.

G. Methodology

The Implementation Division's Data Analysis team will establish the methodology for trend analysis, in accordance with published, peer-reviewed methodologies, and will establish the factors considered as part of the assessment, including but not limited to the comparative use of force among MPD members against people with different protected class statuses.

Definitions

FTA Action Items: Recommendations by the Force Trends Analysis (FTA) panel to review or change policies, training, Department practices, tactics, or equipment, and any referrals made for training, potential policy violations, or awards (P&P 2-602).

FTA Facilitator: The member selected to administer the Force Trends Analysis (FTA) panel (P&P 2-602).

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