

REPLACES ALL PREVIOUS DOCUMENTS

October 5, 2021

**PROCESS FOR REVIEW AND APPROVAL OF Memorandum of AGREEMENT**

**Each week until Unity Community Mediation Team {UCMT} is finished, a section of the Memorandum of Agreement [REVISED AND UPDATED]; INCLUDES SUGGESTED AMENDMENT LANGUAGE, Minneapolis Peace Department {MPD} Policy Manual, Federation Contract language, CURRENT or NEW LAWS PASSED BY THE LEGISLATURE IN 2020, IN RESPONSE TO THE Murder of George Floyd by a MPD officer, with the original language into policy statements representing the position of the UCMT**

The documents will be emailed to every person on the UCMT e mail list recognized as a committee member

Each person shall review the document, document their approval/disapproval and be prepared to review with the group the section submitted the following week

Once the review is completed, any changes agreed to, will be revised into the submitted document. This document will be resubmitted to the group for section approval the following week

Persons on the committee desiring to have input into the final document must participate in the process

Persons unable to attend the meeting, can send their desired input to Mark Anderson for inclusion in the discussion/approval

Comments and or actions detrimental to the group/documents or agreed upon process will not be accepted or tolerated

Persons must participate to have voice.

In this document, the following names/synonyms shall be recognized as the official language of the Unity Community Mediation Team

Unity Community Mediation Team- UCMT

Minneapolis Peace Department- MPD

Peace Community Relations Council- PCRC

## PREAMBLE AMENDMENT SUGGESTIONS FOR REVIEW/APPROVAL

Original language in red: First additions in black, second additions in blue. Additions of new information after documents emailed, in green

This agreement is made this [CURRENT DATE] By and between the Unity Community Mediation Team {UCMT} and the Minneapolis Peace Department {MPD}. We, the Unity Community Mediation Team offer the following amendment language be considered for mediation with the MPD. With the goal of reaching consensus on the language, meaning of the language, into a final document: “Memorandum of Agreement” that serves and mutually benefits all communities, including the MPD community. This agreement shall promote trust, faith, honor, and respect, between communities and the MPD as well as between and among the MPD.

### PREAMBLE:

The Unity Community Mediation Team and the Minneapolis Peace Department, enter into to this agreement dedicated to protecting safety, sanctity of life, and the human rights, civil rights, and legal rights of all members of the human family within the Minneapolis City limits, regardless of “race”, ethnicity, national origin, religion, language, immigration status, gender, sexual orientation, mental health, age, culture, economic or disability status.

We condemn acts and cultures of brutality and violence everywhere they exist. Where we find them in society, we will combat them. Where we find them in the Minneapolis Peace Department, we will combat them. We also condemn institutional racism everywhere it exists. Where it is found in society, we will combat it. Where it is found in the MPD, we will combat it. We condemn the behaviors and actions of any MPD employee, allowing personal bias [implicit or explicit] towards any “OTHER” member of the human family, person/group/culture within the Minneapolis City limits to be a factor in how the Minneapolis Peace department perform their duties. Where we find it in society, we will combat it. Where we find it in the MPD, we will combat it.

We agree to work together to protect the public and sanctity of life, value all human life, dignity, health and safety of all members of the human family within the Minneapolis City limits; to continue this dialogue to improve Minneapolis Peace Department practices and policies; to ensure that violations of any human beings rights by MPD officers are resolved with impartial justice, fairness, and full equity. To improve the level of professionalism, training, and racial/gender full equity and inclusion, at all levels of the Minneapolis Peace

Department including equity in thought and decision making; and to improve relations between communities, their MPD, and the City of Minneapolis

Minneapolis Peace Department officers are sworn to uphold the law and take action without regard to “race”. If “race” is a factor in MPD actions, it is a vital concern to the community and the department. The data contained in the September 24, 2003 “Minnesota “Racial” profiling Study” published by the Council on Crime and Justice, heightens this concern and demands further analysis.

Minneapolis Peace Department officers are entrusted with enormous authority and are accountable for a strong commitment to MPD service. MPD officers shall exhibit respect, and be professional, and are held accountable and responsible for excellence in serving all members of the human family. The many officers who live up to this standard of excellence, shall earn respect of members of the community they serve.

Originally, The Federal Mediator Patricia Glenn, met with both sides to facilitate reform, the exchange of information and views, and the creation of an agreement that both sides agree will advance their goals of improving the quality of life in Minneapolis. Effective February 2021 Federal mediators no longer participate in facilitating the Memorandum of Agreement process. As of March 2021, the Minneapolis Peace Department command, federation, and Unity Community Mediation Team agreed to have Mr. Kenneth Brown provide Transformative Mediation for this process.

All sides hope this will be the beginning of a new more productive dialogue between the City of Minneapolis, the MPD, Federation, and all members of the human family/ within Minneapolis, on issues related to MPD work.

As community leaders and MPD leaders we have chosen to seize this moment to reach out to each other. This is not the end of all our problems or concerns. This is not an end to anger and frustration. This is a beginning—an opportunity to build a bridge of understanding between the MPD and the community that can improve law enforcement/keeping of the peace, and improve public safety, public health, and improve community cooperation with law enforcement. Ultimately, this will improve the quality of life for everyone in the City.

The following agreement should be viewed as a first step in addressing the historic grievances of all communities. The beginning of improvements in peace keeping practices and policies addressed in this agreement are a first step in an ongoing dialogue that can lead to further improvements in keeping of the peace, public safety and professionalism of our MPD.

All parties agree to the following:

## DEFINITIONS

The definitions are from the dictionary.

We believe part of changing the perceived Culture/history of Police/Policing/law enforcement by communities of color may require a name change

The term "Police" is not used in any Minneapolis City Ordinance or Minnesota State Statutes. Minnesota State statute 609.06 uses the term "Public officer" Subdivision 1 {1} Subdivision 2 uses the term "Peace Officer" Minnesota Statutes 6526.8452, 626.8475 use the term "Sworn Law Enforcement officer" In Service-use of Force Learning Objective uses the term "Peace officer"

Police-The department of Government concerned primarily with maintenance of public order, safety and health, enforcement of laws and possessing executive, judicial, and legislative powers.

Public Officer-The department of Government charged with prevention, detection, and prosecution of public nuisance and crimes

Peace officer-A civil officer such as a police officer whose duty it is to preserve the public peace- See the attachment MISESINSTITUTE PAPER, See MN Statute 626.84 to 626.863

Policing-The maintenance of law and order by a police force.  
The enforcement of regulations or an agreement.

Slave Patrols-An Early form of American Policing-Paddy rollers/patrollers refer to; Blog on the beat attachment July 10, 2019 Chelsea Hansen

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Human Being- A culture-bearing primate classified in the genus Homo, especially the species homo-sapiens. Human beings are anatomically similar and related to the great apes, but are distinguished by a more highly developed brain and a resultant capacity for articulate speech and abstract reasoning

Human Being Synonyms- mortal, person, earthling, being, body, life, beings, individual, man, personage, human, living person, woman, soul, homo, higher animal, living soul, creature, party

## AGREEMENT

### **NOW, THEREFORE IT IS HEREBY AGREED AS FOLLOWS:**

#### **THE SANCTITY OF LIFE SHALL BE OUR FIRST PRIORITY**

**Section 1. Use of Force.** The Minneapolis Peace Department recognizes that the use of force by its officers is a concern to the people of Minneapolis. Many people of color: African Americans, women, American Indians, members of the LGBT community, as well as members of the disability and mental health communities feel particularly vulnerable to the use of force, and Excessive Use of Force; including vulgar/profane, threatening language-coded language, and threatening body posture/movements by police officers. We also feel and experience the total disregard of Respect for our Humanity and basic rights as human beings, and persons within the boundaries of the City of Minneapolis. The MPD acknowledges the vital role of education, training, dispelling myths about “THE OTHER”, in addressing these concerns. Accordingly, the parties agree to the following provisions regarding the use of force by MPD officers.

Authorized Use of Force; The standard establishing when the use of force is authorized is governed by Minnesota Statutes and case law: Minnesota statute 609.06 Authorized use of force. 609.066 Authorized use of Deadly Force by Peace officers. The MPD agrees that fear, hate, and personal biases based on “race”, culture, or ethnicity of an individual, is never a basis to authorize the use of force.

#### 1.2 Policies Relating to the Use of Force.

1.2.1 Use of Force Policies. Minnesota Statutes mandate: Minneapolis Peace Department may not have a use of force policy that is more restrictive than state law. This legal requirement governs the MPD’s Authorized use of force policy which is based on state statutes 609.06 and applicable federal law. CFR 1047.7. Use of deadly force. At the federal level, there is no generally applicable statute that governs the use of force by law enforcement. That said, some state statutes do provide more specific limitations on the circumstances in which deadly force or certain kinds of force tactics may be employed.

- 1.2.2 Reporting Requirement. MPD agrees that it will maintain its policy that an officer file a report in each instance of the use of force. The reporting requirement includes any and every officer or employee using or witnessing the use of force.
- 1.2.3 Under the policy, a reportable use of force is defined as: MPD contact that results in the actual use of: A weapon, vehicles, lethal and non-lethal devices/weapons, restraints, physical blows, physical and/or bodily restrictions or strikes. Physical management that results in injury, or alleged injury. This includes arrest and non-arrest incidents. All officers who participate or witness a use of force incident are required to complete a report. In addition to requiring the preparation of a written report, the policy requires officers who use or witness the use of force, shall immediately report the incident to their on-duty supervisor. The policy further requires the supervisor review the incident report for compliance with State statutes and MPD policy and procedure.
- 1.2.4 Any MPD employee using or witnessing Use of Force or Deadly use of Force, shall self-report/present self to the Critical Incident Stress Management Team/person for evaluation or peer counseling- MN statute 2018 section 13.43 and 181.9731
- 1.2.5 On duty supervisors shall review weekly the completion and filing of "Use of Force incident reports for officer compliance." On Duty Supervisors shall monthly file a report with precinct commanders detailing the number of incident reports filed and the number of violations of the policy. This report shall detail the number of reports not filed, officers' names failing to file the report, and corrective measures taken to ensure compliance.
- 1.2.6 Use of Force incidents caught on Body cameras, shall have the body camera footage properly marked. All body camera footage of a Use of force incident shall be viewed and approved as properly marked by on duty supervisor and reported with documentation to precinct Commander at end of shift. Body camera footage improperly labeled shall be pulled, reviewed by the Chief and appropriate actions taken to correct the issue, including discipline to the officer, discipline to the on duty supervisor, and any other necessary actions to stop mislabeling of body camera footage.
- 1.2.7 Choke hold-MPD agrees a choke hold constitutes deadly force. MPD will maintain its policy that prohibits the use of choke holds. Any officer found to have used a chokehold is subject to immediate disciplinary action up to and including immediate termination. Officer shall be reported to appropriate legal authorities for prosecution in incidents of

bodily harm, great bodily harm, causing death. MPD command shall request the Minnesota Department of Human Rights Director, file a Directors charge seeking to terminate the officers State certification to serve as an MPD officer.

- 1.2.8 Prone positioning; Any person in MPD custody shall never be placed in the prone position. If a person is in the prone position for purpose of securing the person, preventing the person from causing harm to self or others, the person shall be placed in a sitting position, or laying on their side as soon as safely possible for all parties. These positions allow the person to breathe freely, eliminate the possibility of bodily harm and or death from any part of the body respiratory system being restricted/manipulated.
- 1.2.9 Hand cuffing- Every person being placed in hand cuffs, shall have those hand cuffs double locked immediately upon application. These applied hand cuffs shall be in proper position and double locked to prevent the hand cuffs from becoming over tight as person hand cuffed may move. Hand cuffs placed improperly or single locked can cause harm including great bodily harm to the person cuffed. MPD officers or employees violating this policy are subject to disciplinary action.
- 1.2.10 Manipulation of a hand cuffed person- MPD officers or employees shall never manipulate the hands, fingers, wrist, and or arms of a hand cuffed person, for purpose of inflicting pain, causing trauma, injuring an individual under the guise of “controlling the individual”-seeking compliance”
- 1.2.11 Use of knees/legs/body pressure- MPD officers and employees shall never use their knees/legs/shins/thy/ body weight or feet to apply pressure to the body/back/neck/shoulders to a person in a prone position, handcuffed behind the back and face down on any surface. As explained by a 47-year Pulmonary Physician/National Expert: Weight of any substantial amount placed upon a prone/ faced down handcuffed behind the back person will result in great bodily harm including death.
- 1.2.12 MPD officers and anyone acting under their direction, shall use only the necessary force to secure person/or scene safely. Use of force on a person/s shall be continually evaluated and reduced/elevated as needed in a timely manner. Use of force causing injury to a person, shall be relieved to a safe point, and medical attention rendered immediately by MPD or other emergency services personnel identified or self-identifying as qualified medical provider, in uniform or plain clothes, with consideration given to safety and security of everyone.



- 1.2.13 The community believes and states unequivocally; MPD Officers actual practice is ‘SHOOT TO KILL.’ MPD command shall investigate this belief. If the investigation bares out the community belief, retraining of every officer shall be instituted immediately. Any MPD employee found to operate under this deadly practice should be terminated immediately, reported to the post board for revocation of their license to practice law within the State of Minnesota. All past reports of the use of deadly force shall be reviewed.
- 1.2.14 Warrior Style Training Prohibited: training for peace officers that dehumanizes people or encourages aggressive conduct by peace officers during encounters with others in a manner that deemphasizes the value of Human Life or constitutional rights, the result of which increases a peace Officers likelihood or willingness to use deadly force. [HF1 1<sup>st</sup> engrossment- 91<sup>st</sup> legislature, 2020 2<sup>nd</sup> special session] 2020-2020
- 1.2.15 Every MPD officer that has received WARRIOR TRAINING shall be deprogrammed and retrained to SERVE AND PROTECT WITH COMPASSION
- 1.2.16 MPD officers prescribed or using any type of STEROID shall report such use and prescription to precinct command. The officer shall be evaluated for FITNESS OF DUTY under section 3 of this agreement.
- 1.3 *Enforcement of Use of Force Policy.*
- 1.3.1 Consequences for Violation. An officer, supervisor, field training officer who fails to comply with a policy contained in the MPD manual, including specifically the aforementioned policies regarding the use of force, is subject to disciplinary action, and other legal action intended to protect and serve the collective communities the MPD is charged with keeping safe and peaceful.
- 1.3.2 Investigation and review of Use of Deadly Force: Every case in which an MPD officer uses deadly force will be investigated by the BCA: Independent use of force investigations unit, to determine whether the use of deadly force was Authorized under State law within three days after the incident. The BCA Superintendent and Special agent in charge shall review each such case for purposes of policy compliance and training within 20 days of the incident. The BCA shall immediately investigate each incident of reported, documented or not documented use of deadly force for compliance with the authorized use of deadly force statute [Minnesota Statute 609.066 Authorized use of deadly force by Peace Officers]

1.3.3 Any Minneapolis Peace Department employee including Command level that uses deadly force or is witness to the use of deadly force or other traumatic event, shall report to and be evaluated by the Critical Incident Stress Management team or authorized member within 24 hours of the incident. [91<sup>st</sup> legislature 2020 2<sup>nd</sup> special session effective 8-1-2020

1.4 Less Lethal Tools. The MPD will ensure that all precincts are supplied with a sufficient number of less lethal weapons and personnel properly trained in the use of such weapons. Only MPD personnel properly trained and certified on proper use of these weapons shall use them. At present, the MPD will continue to provide each precinct with at least three 40mm multi-launchers and its Crisis Intervention Team [herein after CIT] with Tasers. The MPD will continue to research and evaluate the state of the art in less-lethal weapons used by law enforcement personnel. When appropriate the MPD will update and or upgrade its arsenal of less lethal weapons.

1.4.1 Crowd Control. MPD shall not use TEAR GAS, RUBBER BULLETS, BEAN BAGS OR OTHER PROJECTILES as a method of crowd control. Tear Gas has been outlawed for use in War by the United Nations. The United States of America is a signatory to the United Nations. WE ARE NOT AT WAR IN MINNESOTA. Human Beings in Minnesota have a right to free speech, peaceful protest, and the right to assembly under the Constitution of the United States. This basic right shall not be abridged by any Law enforcement agency in any State in the US.

1.4.2 Public Health/Public Safety. The use of tear gas in residential areas is a PUBLIC HEALTH and Public Safety CRISIS. The harmful effects of the chemicals cause severe respiratory problems for most people, and can be detrimental to the life of those with respiratory and other medical concerns.

1.4.3 Any law enforcement personnel releasing Tear Gas, shall be held liable for damages to any one's health, life style, living experience. As licensed law enforcement personnel by the State of Minnesota, the State shall be held liable for violation of dispensing of Tear Gas.

1.4.4 *DE-ESCALATION*. MN statute 626.8452 Taking action or communicating verbally or non-verbally during a potential force encounter in an attempt to stabilize the situation and reduce the immediacy of the threat so that more time options, and resources can be called upon to resolve the situation without the use of force or with a reduction in the use of force necessary. De-escalation may include the use of such techniques as command presence, advisements, warnings, verbal persuasion, and tactical repositioning.

- 1.4.5 De-escalation shall be the first tactic used by MPD, unless any person's life, including MPD employee's life is at risk of harm or deadly force. De-escalation is a public safety and public health tool to be used to keep people and communities healthy and safe.
- 1.4.6 Use of force shall be the technique of last resort, after all de-escalation techniques have been exhausted, whether the encounter is with one person, a small group, or large crowds. This is based on the oath of office and values of MPD. Community members are partners in public safety and public health, including community members that may violate community norms. These community members are not the enemy. We are not at war in Minneapolis.
- 1.4.7 De-escalation requires officers to slow down, so they are not viewed as aggressive and being the aggressor by the community. De-escalation assists in building trust and respect between communities and MPD.
- 1.4.8 De-escalation requires officers to listen and hear community members. De-escalation requires MPD to effectively communicate with persons in their preferred language. Officers shall identify the preferred language used by the member of the human family, and request assistance in effectively communicating, if officer does not communicate, effectively in the human beings preferred communication style.
- 1.4.9 MPD employees shall empathize, build rapport, and be creative in communicating, by finding ways to partner with all members of the human family, City and County service providers as well as health and behavioral health professionals. De-escalation establishes and nurtures trust between members of the human family and MPD employees, enabling achievement of voluntary compliance.
- 1.4.10. De-escalation requires MPD to consider if the human, being spoken to, heard the employee, understood the employee, does the person speak, stop yelling, stop trying to confuse persons, informing the person why they are being approached, making sure employee gives people their business card, understand and know every action or inaction creates a response. Every response is not a form of NON-COMPLIANCE OR RESISTING. EXAMPLE: Human responds to an officer, "stating my weapon is locked on my right side". The officer approaches the person, grabs and twist the left arm, that is paralyzed, and prods with his other hand on the persons left side. Because the left arm is paralyzed with no pain tolerance, the person is shocked and in pain. The response is to reach out and grab the officer, while informing him the left arm is paralyzed and being hurt, and again the right side. This could have been an extremely harmful encounter to the community member, because an officer decided to use force, when absolutely no force was required. The officer stated "you're a pretty big guy, the person is a vulnerable adult and senior citizen with protections under the Americans with

Disabilities Act. De-escalation is a MPD safety/health program and a community Safety and health program.

1.5 Restraint of Combative Persons. On occasion hand restraints alone are insufficient to prevent a combative human being from causing injury to oneself or others.

1.5.1 Maximal Restraint Technique. The Maximal Restraint Technique [MRT] is a restraint in which a cord cuff is used running on the front of the combative human being from his/her bound feet to a belt or cord around the Subject's waist. The MRT does not create a risk of impeding a human's ability to breathe even while sitting upright in a vehicle. Accordingly, a human who has been restrained by a MRT may be transported in a squad car, positioned in an upright sitting position. If/when a restrained person using MRT being transported in a squad car, moves to a non-upright sitting position, the transporting officer shall stop immediately. The transporting officer shall determine the safe/most effective manner to continue transport of the restrained subject. If continued transport is not safe, transporting officer shall request a Supervisor come to the scene. The Supervisor shall determine the process and procedure for further transport of the Subject.

The MPD will make available and equip every officer with the proper restraint equipment. The MPD will provide proper training and on-going yearly in-service training on proper use of all restraint equipment. MPD shall revamp and update the standards for proper application of hand-cuffs specifically. The improper application of hand-cuffs has been documented and witnessed. Hand cuffs should be applied properly to secure but not injure or cause injury to the restrained human being. Hand cuffs improperly applied/applied "to tight", can cause a lifetime of pain and inability to have the full use of the human's hands. Handcuffs shall be double locked at time of application. Handcuffs once applied shall not be used to manipulate the hands/wrist of person handcuffed. Handcuffs shall never be used to inflict pain, trauma, or as a weapon against a handcuffed subject.

1.5.2 Hobble. A hobble restraint shall never be used by the MPD for any reason, under any circumstances.

1.5.3 Transport in K-9 squad. MPD will not detain or transport people in K-9 squads.

1.5.4 MPD officers and MPD cannot transport any infant, toddler, or child requiring a car seat or infant seat in present MPD vehicles as they are not properly equipped safely to do so.

MPD shall provide and properly equip several vehicles for safe/secure transport of infants, small children, toddlers, and babies.

1.5.5 MPD shall provide properly equipped vehicles, policy, and training for officers having to transport a mobility device and or service animal.

**Section 2. MPD-Community Relations.** One of the most essential goals of the mediation process is to improve the relationship between the MPD and all communities served. As is the case in any relationship, all parties are obligated to work together to improve the communication, trust, and respect within, through, and around the relationships. The parties to this Agreement have identified the following items as necessary to improving the relationship between the MPD and all communities.

#### THE SANCTITY OF LIFE SHALL BE OUR FIRST PRIORITY

*2.1 Establishment of MPD Community Relations Council.* The parties hereby agree to establish the *MPD Community Relations Council*. The Council shall be made up of 30 members, 18 of which to be selected by the UCMT, with the remaining 12 members to be filled by the chief, federation head and 10 MPD personnel selected by the chief. Observers may include but not be limited to the Mayor's office, the City Council, Minneapolis Department of Civil Rights, and MN Department of Human Rights.

2.2 MPD/PCRC responsibilities. The responsibilities of the council will include but shall not be limited to:

2.2.1 Overseeing and monitoring the implementation of this mediation agreement;

2.2.15.1 Create a Community Safety Response Team formerly known as Community Navigators, to work with community members and in support police officers with information, referrals,

and personal assistance in communicating options available to community members dealing with a crisis situation.

2.2.15.2 Created a position of Constable to respond to non-emergency calls for service involving property damage, loss of property, and other calls, not requiring a licensed MPD officer response.

2.2.15.3 Create a Crisis Response Team of community members authorized by PCRC to support officers at the scene of critical incidents, by explaining policies and procedures to

community members. This team will assist community members remain calm at stressful and traumatic crime scenes.

2.2.2 Periodically issuing reports on the progress of implementing this mediation agreement

2.2.3 Educating all communities on areas of public interest related to this mediation agreement;

2.2.4 Reviewing this mediation agreement with the successor to Chief Arrondondo, work with the new chief to continue the progress made through this agreement.

Uphold the principle of sanctity of life at all times

Train 911 call takers and dispatchers to uphold use of force principles

Strictly enforce responsibility of senior and training officers to intervene immediately when use of force/use of deadly force is reported by an officer, a community member, or in social media

End use of force/use of deadly force at the earliest possible time

Prohibit/eliminate the use of lateral neck restraint

Re deadly force: investigation by outside agency

Officers carry their own insurance

End hiring of officers with excessive use of force history in other departments in Minnesota and other departments nationally

During the hiring process intentionally root out individuals with implicit/explicit bias towards those in other cultures and or protected class

2.3.1 The MPD will produce and share broadly with community leaders a department recruitment strategy and budget.

2.3.2 The MPD will secure necessary funding to implement these goals and strategies. The MPD will work collaboratively with the Council on the disbursement of the secured funds.

2.4 Community Responsibilities to the Council. The community representatives on the Council shall:

2.4.1 Work with community organizations and community leaders to seek their support and participation in the MPD'S crime prevention programs.

2.4.2 Work with community organizations and community leaders to encourage community members to cooperate with ongoing investigations

2.4.3 Encourage community organizations and community leaders to work with MPD to review line of duty injuries to officers and explore joint efforts to reduce such injuries

## 2.5 *Establishment of Community Relations Coordinating Team*

2.5.1 The MPD shall establish the Community Relations Coordinating Team. The team shall consist of a diverse group of MPD officers dedicated and trained with regard to strengthening the relationship between the MPD and all communities, with emphasis on communities of color.

2.5.2 The primary purpose of the CRC Team shall be to work with the community organizations and leaders and within the Department to build relationships of mutual benefit to all parties rather than to pursue detection or investigation of criminal activity.

2.5.3 The specific duties of the CRC Team shall be determined by the MPD, in partnership and collaboration with the PCRC.

2.5.4 The coordinator of the CRC Team shall report directly of the MPD

2.5.5 *Establishment of Community Liaison Staff.* The CRC Team will establish designated duties for certain personnel within each precinct entitled "Community Liaison" and, with the assistance of the PCRC, define such duties

## **Section 3. Mental/Behavioral Health and Disability Issues.**

### **THE SANCTITY OF LIFE SHALL BE OUR FIRST PRIORITY**

**3.1** *Interactions between officers and people experiencing mental illness/behavioral health episode or developmental disability.*

The MPD recognizes that the manner in which officers interact with people experiencing mental illness/ or developmental disabilities has a significant impact not only on the subject of the contact, but also on the MPD's relationship with the entire community. Accordingly, the MPD agrees to the following terms.

3.1.1 Best Practices: The MPD agrees to continue to evaluate and update its Crisis Intervention Team program to incorporate nationally accepted best practices.

3.1.2 Staffing. The MPD agrees that it will maintain a trained corps of CIT officers at the minimum of One CIT Officer per shift per precinct to ensure that a CIT Officer per shift per

precinct to ensure that a CIT Officer will be available to respond anywhere in the City at all times. Has there been a policy change in staffing levels/policy?

3.1.3 Diversifying the CIT Team. The MPD will actively recruit and encourage more female officers, officers of color, American Indian officers to join the Crisis Intervention team [CIT] to achieve and maintain parity with the diversity of the City.

3.1.4 What is the EARLY INTERVENTION SYSTEM? Is the Early Intervention System for MPD employees?

3.1.4A Mental/Behavioral Health Training, The MPD will provide elective courses of training on Mental/Behavioral Health related BEHAVIORS twice a year as part of Inservice training and or separate trainings

3.1.4B Training courses may include, but not be limited to: Identifying PTSD behaviors, Behavioral health and Domestic Abuse, Effects of Isolation on Mental/Behavioral health, Triggers of mental/behavioral health behaviors and possible outcomes, ADA and disability rights, Building personal and professional trust with all communities and community members. Cultural competency, Equity, Human Rights, Sanctity of Human Life

3.1.4C Persons experiencing mental/behavioral health episode cannot, will not, recognize or respond to “Command/Control” technique. De-escalation, compassion, empathy, recognition of mental/behavioral health episode and responding accordingly will promote “Service with compassion”. Recognition and offering/requesting assistance of CIT officers in serving this person and community will benefit all.

3.1.5 Critical Incident Stress Management [181.9732] HF-1 1<sup>st</sup> engrossment 91<sup>st</sup> Legislature, 2020 2<sup>nd</sup> Special Session [2020-2020]

3.1.5A Critical Incident- an event that results in acute or cumulative psychological stress or trauma to an emergency service provider. Critical Incident includes but is not limited to any encounter which may result in the death of or serious injury to another person, such as, fatal motor vehicle accidents, child abuse investigations, death investigations, and large scale man-made or natural disasters

3.1.5B Critical Incident Stress Management Services-consultation, risk assessment, education, intervention, and other crisis intervention services provided by a critical incident stress management team, or critical incident stress management team member to an emergency service provider affected by a critical incident.



3.1.5C Critical Incident Stress Management Team a group organized to provide critical incident stress management to emergency services providers and consists of critical incident stress management team members

3.1.5D Critical incident stress management service appears to be for an individual incident with service provided by persons that are not licensed mental health professionals. Persons experiencing PTSD require professional ongoing mental health services by a licensed professional mental health person

3.2 Any MPD officer or employee recognized as experiencing PTSD/self-reporting to MPD command, medically diagnosed, or filing an official claim of experiencing PTSD, shall follow the policies and practices under the federation contract agreement, applicable State Law, and MPD policy manual for treatment, release from/return to duty.

3.2A Psychological Fitness for Duty of Officers.

MPD and its employees know that the performance of Law enforcement/keeping of the peace, is demanding and sometimes performed under dangerous conditions and or in stressful environments. It is vital to MPD and communities to have all officers and MPD employees psychologically and emotionally fit for duty at all times. The safety and security of MPD officers, employees, and communities depend on the total fitness for duty daily of all MPD.

3.2.B MPD practice shall require officers to be psychologically and emotionally evaluated and pass the evaluation before being qualified and released for duty into communities as a licensed MPD officer.

3.2.C MPD shall require all employees be evaluated for fitness of duty:

- a. Where behaviors exhibited create the belief a MPD officer is experiencing difficulty performing the essential functions of their assigned duties.
- b. MPD officer exhibits behaviors creating the belief the officer may be experiencing a mental or emotional health period, preventing them from performing their assigned duties efficiently and effectively.
- c. The behaviors exhibited are not likely to be healed without professional treatment/intervention.

3.3 Americans with a Disability

Treatment of Persons with disabilities by and within the Criminal Justice System should be respectful of them as individuals with Human, Civil, and Americans with Disabilities protections under the law.

First and foremost, do not treat me as a Disabled or Handicapped object. Do not classify me by racist and or discriminatory term. Do not identify me by implicit/explicit bias.

Most adults with physical disabilities, are afforded extra protections from harm and abuse under the “Vulnerable Adult” laws/or ordinances of the City of Minneapolis

A mobile/walking person with a disability, just because we can walk, does not remove our protections from harm and abuse under the law, including by the police.

A wheelchair is an extension of the user’s body and personal space. The person should never be separated from their wheelchair, unless their life is in danger or they may be subject to violence to others/harm to self.

A person with a disability limiting their ability to move around as freely as a person without a limiting disability, should be treated and appropriately handled physically if required, so as not to cause undo harm and physical pain. Violating physical interaction with a person with a disability may cause the person with the disability to appear as resisting or being non-compliant, when reality is they are being hurt/harmed by actions/treatment of officer. These interactions can lead to great bodily harm/death to the person with a disability at the hands of police. Protecting/serving with compassion/empathy to persons with disabilities requires seeing and listening, observing before action of a physical nature

Persons with a disability limiting their ability to speak in “the King’s English” or using an assistive technology device, should be given time and respect to respond to commands. Officers should never approach a person from behind, assuming a person was ignoring a command. The person could be deaf/hard of hearing, listening to music/speech through headphones/Bluetooth device, daydreaming, unaware of police presence.

Police should have training/access to interpreters in American sign language, lip reading, braille, to effectively communicate with members of the disability culture/community experiencing/living with these disabilities.

Persons with disabilities can experience behavioral/mental health episodes. These people should have contact first with CIT, police only if weapons/violence are present/eminent.

CIT persons should be trained and knowledgeable of resources/institutions available to assist the person with a disability, who may be in crisis.

CIT should use the same follow up policies/procedures for persons with disabilities as temporarily able-bodied persons

Section 4. Diversifying the Workforce.

## THE SANCTITY OF LIFE SHALL BE OUR FIRST PRIORITY

4-.1 Statement of Goals. The MPD reaffirms that it is an equal opportunity employer committed to hiring a diverse work force in all ranks. Accordingly, the MPD will not discriminate against any person with regard to an employment related decision on the basis of a person's race, culture, ethnic background, country of origin, sex, religion, or sexual orientation or any impermissible reason. In an effort to address decreasing numbers of minority applicants and the lack of diversity throughout the department, the MPD will institute an active recruitment and retention program. The MPD will exercise its best efforts to meet its own stated goals for recruitment, hiring, and promotion for protected classes, to include people of color, African Americans, American Indians, women, and people of disability. Moreover, the parties mutually strive for the MPD to be a department that: • Values diversity; • Creates equal opportunities for the hiring and advancement of all people, at all levels of the organization; • Creates an environment where all employees feel welcome and valued; • Can effectively work with the community to identify and successfully recruit quality candidates, with an emphasis on candidates of a status presently underrepresented in the Department; and • Ranks in the top five nationally in the category of diversity for law enforcement organizations of a similar size, as assessed by annual studies done by the Department of Justice and the FBI.

### 4.2 Development of Recruitment Strategy.

4.2a The MPD shall develop and implement hiring tools designed to weed out candidates that belong to or affiliate with White Supremacist Groups. [Minnesota Post board recommendation] [Minnesota State legislature HF593 February 2021]

4.2.1 Statement of Purpose. The MPD will develop and maintain a recruitment strategy for the purpose of improving the diversity of: the employees in all ranks; the pool of candidates for all ranks; and the employees in those job titles intended to be in a career path leading to any sworn position, whether classified or appointed, within the Department. In developing this strategy, the MPD will review and consider the recent successful recruiting efforts conducted by the chair, Doug Belton and members of the Multicultural Recruitment Team. The MPD will incorporate those strategies that can be replicated. In addition, the MPD will implement the changes to its hiring practices as described in the Background Investigation Unit Quality Assurance Report of 2002.

4.2.2 Recruiting Coordinator. The MPD will assign a ranking officer as its Recruiting Coordinator who shall be responsible for implementing the department's official recruitment strategy and coordinating with the PCRC. 11

4.2.3 Community Partnerships. As part of the official recruitment strategy, the MPD and the PCRC will establish partnerships with community-based organizations. These organizations will include but not be limited to: • Barbara Schneider Foundation • American Indian Movement, Peacemaker Center • A.W.M.I.N. • Southeast Asian Community Council • Chicanos Latinos Unidos en Servicios (C.L.U.E.S.) • The City, Inc. • Minneapolis American Indian Center, Metropolitan Urban Indian Directors • Minneapolis Urban League • Minnesota State Baptist Convention, Inc. • OutFront Minnesota • Somali American Friendship Association • Upper Midwest American Indian Center • Urban Coalition • University of Minnesota Student Legal Services

4.2.4 Assistance of PCRC. In developing its recruiting strategy, the MPD will consult with the Police-Community Relations Council ("PCRC") to identify potential barriers to effective recruitment; to identify community-based organizations willing to enter into a partnership with the MPD to assist in recruiting from within the members of these communities.

4.2.5 Multicultural Recruitment Team. The MPD will establish a Multicultural Recruitment Team for the purpose of: • Identifying potential sources from which the MPD can recruit women, people of color, African Americans, American Indians and GLBT individuals; • Identifying barriers to the hiring and promotion of women, people of color, American Indians and GLBT individuals; • Developing recommendations to break down such identified barriers;<sup>12</sup> • Working on behalf of the MPD to establish relationships with community organizations willing to partner with the Department in its recruitment efforts; and • Monitoring the participation of women, people of color, and American Indians in the recruitment program and report on such finding. • Such other recruiting duties as may be assigned from time to time. • The PCRC will, on an on-going basis, identify for the multicultural recruitment team, community-based organizations willing to partner with the MPD, in the recruiting of members of such communities and will work with the multicultural recruitment team to establish and maintain such partnerships. The Team shall be led by the Recruiting Coordinator. The Multicultural Recruitment Team will prepare an annual report at the end of the fiscal year describing its activities and provide a copy of its report to the PCRC. This report will include the composition of the Team, the leadership of the Team, the goals and objectives of the Team, the budget for the team and the activities of the Team during the reporting period.

4.2.6 Focus Group. The MPD will annually, at the end of the fiscal year, convene a focus group to solicit input from community members, officers of color, American Indians, African Americans, women, GLBT individuals and recently hired candidates to assist with the refinement of its recruitment strategy.

4.2.7 Review of Strategy with PCRC. The MPD will review annually, at the end of the fiscal year, its recruiting strategy with the PCRC to determine the effectiveness of strategy and consider whether any modifications to the strategy are necessary or appropriate.

#### 4.3 Diversifying the Pool of Candidates for Initial Hiring.

4.3.1 The Community Representatives of the PCRC will, on an on-going basis, identify for the Multicultural Recruitment Team community-based organizations willing to partner with the Department in the recruiting members of such communities and will work with the Multicultural Recruitment Team to establish and maintain such partnerships.

4.3.2 The Community Representatives of the PCRC will, on an on-going basis, work with and encourage community organizations to conduct events that would facilitate MPD recruiting efforts.

4.3.3 The Community Representatives of the PCRC will, on an on-going basis, identify and notify the Multicultural Recruitment Team about community-based events that would be beneficial for the Team to attend for recruiting purposes.

4.3.4 In support of its recruiting efforts, the MPD will encourage all officers to attend community-based events and, subject to staffing considerations, allow on-duty officers to attend such events.

#### 4.3.5 Psychological Exams.

4.3.5.1 Performance Evaluations. The MPD will develop criteria to evaluate the performance of the professionals used by the MPD to conduct the psychological examinations of candidates. Such performance evaluations shall be conducted not less than every other year.

4.3.5.2 Review of Examination Process. The MPD and the PCRC will review and evaluate its psychological examination process. Such evaluation shall include consideration of expanding the roster of professionals by developing a diverse panel of three psychologist with whom it contracts and the practical and legal implications offering candidates a second examination following an unfavorable initial exam.

#### 4.3.6 Review of Hiring Process.

The MPD will conduct a comprehensive review of its hiring process and prepare a report on its findings. This review will include consideration of each step of the process and the potential impact that cultural differences might have on impeding a candidate from successfully navigating through the process. To the extent permitted under the Minnesota Government Data Practices Act, this report will be shared with the PCRC.

#### 4.4 Diversifying the Promoted/Appointed Ranks.

4.4.1 Identifying Career Path for Advancement. The MPD will prepare and make available materials describing specific training programs and career achievements that are important in preparing employees for advancement. The MPD will identify potential candidates and consider all applicants from all communities of color, African Americans, women, American Indians, and members for the GLBT community for all supervisory, administrative, and policy making positions to include but not limited to those positions carrying the rank or title of corporal, sergeant, ERU commander, K-9 supervisor, lieutenant, captain, inspector, deputy chief, and other key development positions. Such information will be maintained in a manner so as to make the materials easily accessible to all sworn MPD personnel. MPD will provide a copy of the materials to the PCRC.

4.4.2 Inclusive Succession Planning. The MPD will develop and implement a formal succession planning program for all the above positions. The MPD will monitor the participation of female officers, officers of color, American Indian officers in the program as well as publish a report which outlines the gender and racial demographics of persons who participate in the program.

4.4.3 Reporting. The MPD acknowledges that merely making available the materials referenced in Section 4.4.1 may be insufficient to impact the diversity of supervisory, administrative and policy making positions. Therefore, the MPD will track the participation of its employees in such training and career achievements by race, sex, and all protected classes. When such data indicate that female officers, officers of color, and American Indian Officers are underrepresented<sup>1</sup> in their participation, the MPD will actively recruit and encourage participation among such underrepresented classes of employees. The MPD will publish and distribute to the PCRC an annual report summarizing such tracking data and the efforts of the Department regarding the participation of female officers, officers of color, African American officers, and American Indian Officers.

4.4.4 Mentor Program. The MPD will develop and implement a formal mentorship program for all ranks. The MPD will monitor the participation of female officers, officers of color, American Indian Officers in the program. MPD will publish a report, which outlines the gender and racial demographics of persons who participate in the program.

4.4.5 Performance Management. The MPD will adopt the recommendations of the City of Minneapolis performance management system regarding the use of the performance review 1 “underrepresented” as defined by Title VII.15 process to identify and encourage potential candidates for promotion and to provide career counseling to those employees who express an interest in advancement within the organization.

4.4.6 City Leadership Development Program. The MPD will allow and encourage participation in the City of Minneapolis Leadership Development Program. MPD will monitor the participation of women, people of color, African Americans, and American Indians in this program and report on such finding.

4.4.7 Tuition Reimbursement Program. The MPD will explore establishing a tuition reimbursement program to assist all officers interested in pursuing advanced degrees thereby improving their likelihood for promotion. The MPD will also monitor participation of all female officers, officers of color, African American officers and American Indian officers enrolled in the reimbursement program. If determined by the City to be financially feasible, the MPD shall meet and negotiate with the Police Officers Federation of Minneapolis (“Federation”) regarding the terms and conditions of such a program.

4.5 Improving the Work Environment. The MPD seeks to maintain a work environment in which all employees are comfortable and feel that they have an opportunity for advancement.

4.5.1 The MPD, with the advice and consultation of the PCRC, will develop and conduct a survey of all employees concerning their perceptions of the MPD work environment and specifically their perceptions as to whether all employees have a fair opportunity for advancement within the Department. After such initial survey, the MPD will periodically conduct a similar survey. Survey data will be summarized and the results will be published and shared with the PCRC. The survey will be conducted in a manner to allow officers to respond in an anonymous manner, if they so choose and, to the extent possible, will request that the responding officers identify their race and sex.

4.5.2 The MPD will work with the Multicultural Recruitment Team and the PCRC to review the results of the survey and develop proposals to address any identified problems. 4.5.3 The PCRC will assist the MPD in seeking financing to assist with conducting the work environment survey and implementing any recommendations resulting there from. 16 4.6 Hiring Initiatives.

The parties acknowledge that no diversification of the workforce can occur if the MPD is engaged in a freeze on hiring or promotion and that any efforts at diversification will be lost if layoffs are made. Therefore, the MPD will develop a budget and strategy to increase its hiring and promotions.

5. Cultural Awareness and Sensitivity.

## THE SANCTITY OF LIFE SHALL BE OUR FIRST PRIORITY

To recognize and to acknowledge the diversity within the community and within the MPD, the MPD will work with the Police Community Relations Council and other community leaders, and will recruit community contacts and experts for consultation.

5.1 Languages. The MPD recognizes that the community it serves and protects is made up of different cultures, races, ethnicities, and sexual orientations. Because language differences can be a barrier to effective communication, is one indication of cultural affiliation, the MPD agrees to:

5.1.1 Annually evaluate and report the languages commonly used in the City.

5.1.1a. The annual report shall include statistical data on the number of MPD proficient in languages other than English. The report shall identify the languages

5.1.2 Publish all literature routinely prepared and disseminated to the public in the following languages:

English

Spanish

Hmong

Somali

Braille

5.1.3 Annually review whether the list of languages in Section 5.1.2 remains representative of the languages commonly used in the City and make modifications as appropriate

5.1.4 MPD training shall include in person, video, or other training modules designed to offer/improve MPD ability to efficiently recognize language used by any American. Training shall include how to effectively access resources available to assist effective communication

5.1.5 Encourage all MPD officers and employees to learn a language other than English and develop tools to facilitate opportunities for interested officers and employees to do so.

5.1.6 The MPD shall establish incentives for officers who are, or that become proficient in a language other than English, through negotiation with and inclusion in the contract agreement.

5.2 *Training*



5.2.1 The MPD shall use and contract with qualified community members of different cultures or ethnic backgrounds to assist in training MPD in appropriate, respectful, empathetic, human interaction with Americans from Cultures different from their self-identified culture.

5.2.2 The community representatives of the PCRC shall work with and encourage community organizations to conduct events that would facilitate cultural awareness among community members and MPD attendees.

5.2.3 The community representatives of the PCRC shall identify and notify MPD about community based cultural events that can be beneficial to MPD and communities building competency, empathy, respect, and awareness of culture differences.

5.2.4 MPD shall encourage officers and employees to attend community based cultural events and, subject to staffing considerations, allow on-duty officers to attend such events.

THE SANCTITY OF Human LIFE SHALL BE OUR FIRST PRIORITY

## Section 6: Duty of Care

The Sanctity of Life Shall be our first priority

SANCTITY OF LIFE: VALUE THE LIFE OF ANOTHER ABOVE AND BEYOND All ELSE. Nothing in the training, thought, policy, practice, behavior, attitude, or life experience shall be placed above SANCTITY OF LIFE

6.1 MPD is a professional organization. Employees of the MPD shall exhibit professional/respectful behavior upon every contact with a member of the human family. Every member of the human family shall be treated as a human being. Every human being has certain inalienable rights guaranteed to them under the United States Constitution. UCMT-PCRC members and human beings of Color recognize the value of living, life experiences, education both formal and informal, socialization, and community. These experiences assist in forming the attitudes of individuals, that translate into behaviors and actions. Communities of Color seek and request from MPD the same value of their lives and lived experiences.

DUTY OF CARE REQUIRES OVERCOMING THE ATTITUDES AND BEHAVIORS THAT CREATE BIAS and PREJUDICES.

DUTY OF CARE REQUIRES MPD EMPLOYEES TO EFFECTIVELY COMMUNICATE WITH EVERY MEMBER OF THE HUMAN FAMILY, THEY ARE REQUESTED TO PROTECT AND SERVE

DUTY OF CARE creates the opportunity in every MPD contact with a member of the human family to effectively and efficiently communicate as “SERVING WITH CARE AND COMPASSION” REQUIRES!!!

6.2 Respect: Every MPD employee contact with a member/members of the human family shall be respectful. Every Human being shall be respected for their humanity and right to be free. Respect for and respect from members of the human family is an earned activity. Cultural Competency/Respect shall be a vital part of an MPD employees training and education. Knowing and understanding the Culture of those being served by MPD collectively and individually assist in creating opportunities for partnership and COMMUNITY BUILDING.

6.2A Respect is an individual value of, for, and by every member of the human family. Earning respect requires honest effective communications. Respect for every person shall be a part of MPD training. De-escalation techniques instead of “COMMAND AND CONTROL/CONFUSE AND DISORIENT“ will initiate opportunities for collaboration and cooperation. Gives MPD opportunities for community building and partnership.

6.2B Seeking Respect is quite easy. Ask members of the human family their name. When addressing members of the human family that are adults of Color, always use the appropriate Mr. or Ms. When addressing human beings that are recognized as youth of Color, use their full name. Do not refer to members of the human family that are recognized as youth of Color as Boys and Girls. Boys were born in and were a product of the Jungle. No human being that has contact with MPD lives in a Jungle. Do not refer to American Children of Color as “Kids”. Kids are animals in the Billy Goat family. MPD officers, Do not wag a finger at Human beings in an attempt to get them to approach/respond to you. Human beings are not animals. A start to your Culture education in serving communities of Color: Speak with authority, not power. Speak in normal to Soft tones, yelling is disrespectful and gets one ignored.

6.3 “Racial Profiling”: “Race” is a Social Construct. The social construct of “Race” was created and continues as a tool to DIVIDE AND SEPARATE MEMBERS OF THE HUMAN FAMILY. It is not real!!! The use of “Race” beyond the standard of Human Race is unacceptable and illegal. The Human Race has not been in existence long enough to have differences in our collective humanity to be DIVIDED OR DIFFERENT. [SCIENCE/BIOLOGY] Any Peace keeping action by MPD based in “Race” is wrong and illegal. The MPD will not condone or tolerate any form of BIASED/PREJUDICED/DISCRIMINATORY peace keeping.

6.4 Care: Every MPD contact with A MEMBER OF THE HUMAN FAMILY shall be provided in a professional manner. Respect is individual as every individual is different. MPD actions and behaviors to one Human Being, may be received and interpreted as respectful. Hopefully the human being will respond in kind, honoring the respect offered by MPD. UCMT/ PCRC recognizes some members of the human family, may not respond in what an MPD officer receives/interprets as respectful. We expect MPD to take this opportunity to open dialogue with the Human Being. We request MPD never take this opportunity to be aggressive, derogatory, use force, or assert power over a member of the human family, ANY human being- ESPECIALLY Human Beings OF COLOR AND MEMBERS OF THE HUMAN FAMILY WITH DISABILITIES

Every Human being has the responsibility to be respectful to MPD officers. Respect is an individual item. Human beings perceived to have been disrespectful hopefully will be offered the opportunity to open a dialogue with MPD. As MPD is in the Authoritative and Power position, we believe it is their responsibility to de-escalate the differences and work/communicate towards cooperation and community building/partnership.

This shall include ensuring THE SANCTITY OF HUMAN LIFE, the safety and security of the member of the Minneapolis Peace Department, and other members of the human family. Every MPD contact with any member of the human family, the human being shall be provided with the business card identifying the MPD officer/employee. This card shall be offered to each member of the human family. The simple respectful act of issuing business cards assists in building community and trust.

6.5 Medical: Any Minneapolis Peace Department contact with a member of the human family experiencing a medical event, shall receive immediate and appropriate care by MPD, until other medical professionals needed are present on scene, and person transported to a medical facility. It is appropriate for MPD to transport human beings to a medical facility for treatment if MPD determines, there is a life-threatening injury/episode occurring. MPD employee shall never arbitrarily decide a member of the human family does not require medical attention. Any and every human being notifying any MPD employee they are experiencing medical concerns, shall immediately be medically treated in a safe/secure manner to the best ability of MPD. If further medical attention is required, MPD shall make the call for professionally trained medical assistance to be rendered. MPD employees are not trained medical professionals. They are trained in some medical procedures to assist in saving lives in emergency or life-threatening situations.

Section 7: Accountability of MPD Officers – The Complaint and Discipline Process

THE SANCTITY OF HUMAN LIFE SHALL BE OUR FIRST PRIORITY

[MN Statute 626.8452]

It is the policy of this law enforcement agency to ensure officers respect the sanctity of human life when making decisions regarding use of force. Sworn law enforcement officers have been granted the extraordinary authority to use force when necessary to accomplish lawful ends. Officers shall treat everyone with dignity and without prejudice and use only the force that is objectively reasonable to effectively bring an incident under control, while protecting the safety of others and the officer.

PREAMBLE: Every MPD employee, including the Chief are accountable to self, all other employees, God, and most importantly every member of the human family they come into contact with. The oath committed to by every MPD employee binds them to the members of the human family they vowed to protect and serve. Members of the human family want to be safe and secure within all environments in which they choose to be in. Human Beings do not require “POLICING” in the manner laid bare in the State of Minnesota for the world to see. WE REQUEST “LAW ENFORCEMENT” THROUGH and by KEEPERS OF THE PEACE.”

7.A. MPD training teaching “COMMAND AND CONTROL,” VIOLATES cultural norms for communities of Color, is discriminatory, creates division and separation. Command and Control are vestiges of Slavery, Slave Patrols, and “organized policing”.

7.B. Any and every MPD employee accepted to be an FTO [Field Training Officer] shall not have any complaints of excessive use of force, improper language use, violations of a member of the human families’ rights in any manner.

[Chelsea Hansen, July 10, 2019]

7.C Patrols-Chase down, apprehend and return to their owners, runaway slaves, 2. provide a form of organized terror to deter slave revolts, 3. maintain a form of discipline for slave-workers Who were subject to summary justice, outside the law.

Organized policing- a type of social control imposed on enslaved

African Americans. Physical and psychological violence took many forms: including an overseers brutal whip, their intentional break-up of the family, deprivation of food and other necessities.

Slave Patrols were no less violent in their control of African Americans; they beat and terrorized as well. Their distinction Was that they were legally compelled to do so by the local Authorities. In this sense, it was considered a civic duty-one That in some areas could result in a fine if avoided. In others, patrollers received financial compensation for their work. Typically, slave patrol routines included enforcing curfews, checking travelers for a permission pass, and preventing any form of organized resistance. As historian Sally Hadden writes in her book, *Slave Patrols: Law and Violence in Virginia and the Carolinas*

The history of Police Work in the South grows out of this early fascination, by white patrollers, with what African American slaves were doing. Most law enforcement was, by definition, white patrolmen watching, catching, or beating Black slaves.

UCMT request a training module be developed and instituted that is on-going and reviewed quarterly for updates or additional training requirement needed to assist in the professional development of all MPD employees on CULTURAL COMPETANCY and CULTURAL RESPECT

### 7.1 Accountability.

#### THE SANCTITY OF LIFE SHALL BE OUR FIRST PRIORITY

The BEHAVIOR/PUBLIC PRESENTATION/private actions/behaviors by Minneapolis Peace Department officers is governed by the MPD Manual and applicable state and federal law. Behavior by MPD employees, and management shall be in a professional manner at all times. Exhibiting professional behavior is a personal choice given all Minneapolis Peace Department employees. The choice is governed by Constitutional mandates, man's humanity to man, honor, and respect for every individual one encounters. No law or policy creates the environment for MPD to exhibit professional behavior. This choice lies within the conscious of

every MPD officer. Americans are not at war with the MPD. WE ARE NOT THE ENEMY!!! Any MPD employee, policy, practice, or training that gives MPD the belief: US AGAINST THEM shall be eliminated immediately. Any MPD employee exhibiting this type of behavior shall immediately be sent for fitness for Duty psychological evaluation, removed from street patrol immediately, retrained and reevaluated after retraining for fitness for duty.

#### 7.1 Accountability of Minneapolis Peace Department Command

Minneapolis Peace Department Chief and all of the management employees of the MPD are accountable to self, all MPD officers, each other, God, and most importantly every member of the human family they have contact with. The revelations, court documents, body camera video, officer statements, precinct Commander's decisions and actions during the excessive use of force CRITICAL incident and "SUBSEQUENT" investigation by a precinct Commander that clearly violated every MPD policy meant for fairness, accountability, responsibility, transparency and clarity in the case of Mr. Stallings indicates the MPD has more than likely an OVERWHELMING amount of Improvement in their future.

Diversity as an ideal is not good enough. Diversity as a goal is not good enough, Diversity as an objective is not good enough. Managing Diversity as the "right thing to do" is a losing battle. Successful Diversity programs are operated by "LEADERS" that actually lead, leading those committed personally to equality and success. Diversity and Equity do not exist just because "we hired people of color and women." Diversity does not exist just because "we hired "community members." Diversity and Equity are ever moving actions requiring constant and persistent evaluation and adapting.

Several

All employees with the responsibility, ability, and legally authorized responsibility for the actions and behaviors of any Minneapolis Peace Department employee, shall have documented proven requisite management and leadership skills required to manage and lead others, who are authorized to take away any human beings right to freedom, up to and including human life.

7.1Aa MPD command shall create, implement, and manage policy and procedure for the advancement or promotion of all MPD employees.

7.1Ab The Mayor of Minneapolis in consultation with City Attorney shall review and approve of the policies/procedures created by MPD command

7.1Ac The Chief of MPD shall be thoroughly aware of every MPD employee with responsibility of any kind over any MPD employees. The Chief is ultimately responsible for the actions and behaviors of every MPD employee.

*7.2 Complaint Process.* The current complaint process by all statistical evaluations is a complete and total failure. The command structure, federation contract, MPD conduct review committee, and internal Affairs have all proven to be completely ineffective in the ability and capacity to properly and effectively manage the negative behaviors and actions of MPD officers.

7.2.1 Every MPD employee with Supervisory/training/evaluation/discipline position over any MPD officer shall cease to be a member of the federation. The conflicts of interest, lack of separation of powers, inability of management to effectively manage and lead the MPD in the present dilemma in which it finds itself requires immediate review and change. There are no other employers, institutions, and systems operating with the type of conflicts present within the MPD.

7.2A Written or verbal complaints formally filed against any MPD officer shall be received, recorded, documented and provided to the BCA or other independent agency/board created to receive, investigate, and recommend binding discipline. The BCA/independent board shall complete a thorough and timely investigation of every complaint. The investigative body shall provide monthly summaries of number of complaints filed, types of complaints, results of the investigation to the PCRC.

#### 7.2B Process

The current process of reporting complaints to an Internal Affairs unit is wrought with serious CONFLICTS OF INTEREST. Internal Affairs employees are members of the federation. Internal Affairs officers may return to patrol at some time. One cannot be in a position of deciding/investigating a fellow federation member. Internal Affairs employees shall be members of command/management team. IA employees cannot serve as patrol officers

7.2C The MPD shall provide complaint forms to mutually named and agreed upon neighborhood, cultural, community organizations for members of the human family to fill in and submit into the new complaint process. MPD shall provide periodic training to staff at the agreed upon institutions above on the complaint process and filing/receiving of complaints.

#### 7.3 Investigations:

Communities recognize the rising crime rates. Especially severe injury and deaths to Americans within the Minneapolis City limits. We recognize the difficulty in closing cases when communities and MPD are on opposite sides. We recognize community members and every

American has responsibility in preventing and assisting to investigate/successfully closing cases. We request MPD has and maintains a requisite number of investigators, initiate and maintain training and a pipeline for qualified MPD employees to reach the position of Investigator. UCMT/PCRC shall initiate community engagement on the safety/security/health of community in assisting MPD in closing cases successfully.

### SANCTITY OF HUMAN LIFE

Wikipedia- Sanctity of human life- in religion and ethics, the inviolability of life, or sanctity of life, is a principle of implied protection regarding aspects of sentient life that are said to be holy, sacred, or otherwise of such value that they are not to be violated

Laymen- My life as well as all others are valuable. Shall be honored and respected. My life is as important as yours

A former police officer- My life before yours

POST Board Chair- Every life is important

2021 MPD Chief- The sanctity of life is the theological or philosophical understanding that all human life has an inherent dignity, worth and sacredness that sets it apart from all other beings within the world. This perspective does not assert that human life is sacred in the sense of being divine, but that its very essence is distinct within the biological word and of incalculable worth, thus warranting protection throughout the course of its entire existence

MPD 2021 policy manual 5-301

Sanctity of life and the protection of the public are the cornerstones of the MPD's use of force policy. Officers must recognize and respect the sanctity of life and value of all human life, and the need to treat everyone with dignity and without prejudice

Section 8. Removal of Children from the home/parent/legal guardian

#### The Sanctity Of Human Life Shall Be Our First Priority

8.1 The Minneapolis Peace Department and our communities recognizes that when a child is removed from their current legally recognized caregiver, it is not only traumatic for the child/children, but also for the family/guardian and community as well. Accordingly, the MPD



agrees to take the following measures to limit the circumstances in which a child is removed from their current legally recognized caregiver, to those in which such action is necessary to protect the safety and well-being of the child/children.

8.1.1 The MPD will participate in periodic meetings with the following entities to discuss the Issues surrounding out of home placement, and the procedures used to remove children from their legally recognized caregiver.

- Juvenile Detention
- SOS [Social Outreach Services]
- Truancy
- St. Josephs
- Child Welfare
- Hennepin County

8.1.2 The MPD agrees to review with the Peace Community Relations Council;

Those cases in which a child may have been removed, due to "Race."  
 Current policies and procedures to develop appropriate modifications or protocol.  
 Exploring the feasibility of improving accountability of these services to the public  
 By seeking out competitive out of home placement providers.

8.1.3 The MPD shall work with available and appropriate social service agencies, seeking culturally competent agencies in determining whether it is necessary to remove a child from their legally recognized caregiver.

8.1.4 Community Alternative Justice Body

Community members in partnership with the Minneapolis Peace Department and Peace Community Relations Council request an Alternative Justice Model for removal of children from their legally recognized caregiver.

This body will be volunteers  
 with knowledge and experience in Law, courts, social service, mental health, nursing, MPD representative at Lieutenant level or above.

We seek to eliminate the emotional harm and fear families, caregivers, children, law enforcement and others may have or experience with our concerns of CHILD SAFETY AND SECURITY/HEALTH.

Every member of the Human Family has responsibility and accountability for the safety and security of our most Precious resource and future. Our Children deserve the best we can offer to keep them safe and allow them to prosper.

## Section 9

## Training

9.A. The Unity Community Mediation Team, Peace Community Relations Council, and all members of the Human Family within the Minneapolis City limits recognize many of the present Minneapolis Peace Officers received discriminatory, biased, fear based, “US AGAINST THEM” training in order to perform their assigned daily patrol duties.

9.A.1 With the above knowledge and verifiable factual evidence, we request every MPD officer receive deprogramming and be thoroughly retrained in “Service” protocols, protection mentality/Sanctity of Human Life compassion. De-escalation shall be first order in Service to All communities and members of the Human Family

9.1 Use of Force: The MPD shall provide annual training for all officers regarding the appropriate use of force, including deadly force. This training shall be in concert with MN State Statute 609.06: Authorized Use of Force, 609.065 Justifiable Taking a Life, and 609.066 Authorized Use of Deadly Force by Peace Officers, and all parts of [section 1] of this document.

9.1.2 De-escalation: MPD officers shall use de-escalation techniques and other defensive non-lethal tactics as a first line of communications/contact with any member of the human family, barring the situation upon arrival is not life/death or severe harm to a member of the human family. [see section 1.4.4 and 1.4.10] [MN statute 626.8452]

9.1.3 The use of choke holds and Lateral Vascular Neck restraint [LVNR] shall never be used by an MPD employee. [Minnesota State statute 609.066 effective 03/01/21]

## 9.2 Behavioral Health

All Minneapolis Peace Department officers shall receive forty hours of initial Crisis Intervention Training followed by semi-annual on-going training on behavioral health/crisis intervention.

9.2A The City of Minneapolis is in the process of instituting alternative response teams to respond to Behavioral health or other crisis calls determined to not present or imminent

danger to any member of the human family. These teams shall have partnership and collaboration with MPD for service that may require the service of an officer. [MN statute 626.8469]

9.3 Human Family: MPD training shall include Culture Specific models that assist officers and community members to be partners and collaborators on Public Safety and Public Health

## Section 10. Equipment

### THE SANCTITY OF LIFE SHALL BE OUR FIRST PRIORITY

10.1 Cell Phones: The MPD acknowledges the need for all on-duty patrol officers to have access to and authorization to use a cell phone to assist in improving service in a variety of areas: Access to the language translation service, consultation with social service agencies regarding the removal of a child[ren] from the home, and direct contact with other support services. Subject to the provisions of section 12, below, the MPD will develop a plan to provide all on-duty officers with access to and authorization to use cell phones.

10.2 Life-saving Medical Equipment. Every MPD officer vehicle shall be equipped with life-saving medical equipment used by the military and some Law enforcement agencies in saving lives in Mass casualty/injury incidents when Military styled weapons/firearms are used: AR-15 and other similar high velocity projectiles style weapons. THE BLEEDING KIT/STOP THE BLEED. These kits include tourniquets, gauze, and a chest seal.

Every MPD employee shall be trained in proper use and application of the Bleeding Kit. All PCRC members shall be trained in proper use and application of the Bleeding Kit. This training shall be paid for and provided by MPD and or selected medical professionals selected and used by MPDS for their training.

The MPD shall keep abreast of current and future medical equipment being used/developed to save lives.

10.2.1 Training for use of life saving medical equipment. Every MPD employee shall receive training yearly on proper use and application OF LIFE SAVING MEDICAL EQUIPMENT supplied in every MPD vehicle. MPD shall create applicable policy and practice for use and application of life-saving medical equipment.

10.3 To improve the effectiveness and efficiency of personnel, the MPD shall review its policies and practices quarterly regarding the adequate amount and types of department issued supplies/tools required/recommended in performing their assigned daily or other assigned duties. These supplies are items such as forms, documents, restraints, medical, body worn camera, and technological equipment.

Section 11. Budget:

THE SANCTITY OF LIFE SHALL BE OUR FIRST PRIORITY

The MPD, in consultation with the PCRC shall prepare an analysis of the cost of implementing the provisions of this agreement. The MPD shall seek funding from the City Council, grants, or other sources in order to obtain the financial resources necessary to implement the provisions of this agreement.

Section 12: Effective Date:

THE SANCTITY OF LIFE SHALL BE OUR FIRST PRIORITY

This agreement shall be in effect upon the ratification of the agreement by all parties or their respective governing bodies.

Section 13: Amending/Updating-Renewal/Expiration

THE SANCTITY OF LIFE SHALL BE OUR FIRST PRIORITY

13.1 UCMT-PCRC recognizes Peace keeping is ever fluent. The numerous agencies involved in policy/practice setting at the Federal, State, and local levels can have an impact on the terms and agreed upon sections of this agreement. We recognize this agreement to be a living document, subject to amending/updating by and through mutual agreement of all parties.

13.2 Renewal: This agreement shall be renewed every three [3] years. Any Signee to this agreement has to provide written notice to the remaining parties of their position to opt out of the agreement. The written notice shall provide a sixty[60] day notice

13.3 Required Amendments: In some cases, sections of this agreement shall be automatically amended, when policy makers Federal, State, or City pass laws affecting any section of this

document. The parties shall meet on a mutually acceptable time and place, to review required section additions/deletions. The parties shall inform all interested parties and communities regarding required changes to this document.

13.4 Expiration: UCMT-PCRC recommends this agreement shall be enforced and renewed by future Chiefs of Peace, Federation Leadership, and UCMT-PCRC

#### Section 14. Performance, Monitoring, and compliance of the agreement.

14.1 PCRC One of the important functions of the PCRC is to serve as a mechanism of self-enforcement of this agreement and to oversee implementation of this agreement.

14.2 Compliance Lieutenant. The MPD shall dedicate the accountability and responsibility to monitor and coordinate compliance with the terms of this agreement to a full-time equivalent Lieutenant.

14.2A The Unity Community Mediation Team represents a broad cross section of members of the human family, communities and cultures within the Minneapolis City limits. We are quite aware of the disparities in "Policing": violating the most basic of human and civil rights, constitution protections of freedom, incarcerating members of the human family that are of a different culture, stopping these members of the human family excessively based on statistical facts of the population, and other numerical facts/data. These concerns have not been solved since the beginning of "policing/Slave patrols in 1834. Requesting a portion of a 40 hour a week employees time to be dedicated to partnering with the Unity Community Mediation Team and the Peace Community Relations Council is a reasonable request. This lieutenant shall be accountable to the Peace Community Relations Council for timely updates on every part of this agreement, that may be affected by actions of local, State, or Federal lawmakers. This person shall be accountable to the PCRC for timely updates to this agreement if it is affected by decisions from the DOJ and or State of MN department of Human Rights.

14.3 First and Second year, following adoption of Agreement. During the first and second year following the effective date of this agreement, the Minneapolis Peace Department shall report quarterly to the Peace Community Relations Council, on its progress toward implementing the provisions of this agreement. Each report shall identify any specific deficiencies and items of non-compliance and shall specify MPD's plan and timetable to rectify such problems

14.4 Continuing Reporting. Within [60] days following the third anniversary of the effective date, and every anniversary date thereafter so long as this Agreement remains in effect, the

Minneapolis Peace Department will report to the Peace Community Relations Council on its progress toward implementing the provisions of this Agreement. Each report shall identify any specific deficiencies and items of non-compliance

And shall specify the MPD's plan and timetable to rectify such problems.

14.5 Remedy. In the event, any party fails to comply with any provision of this agreement, the party seeking compliance shall notify the non-compliant party in writing. The notification shall specify the deficiency and the action required to bring the non-compliant party into full compliance. The non-compliant party shall respond in writing within ten days. The parties shall work with the PCRC to resolve the dispute in a timely manner. If the parties are unable to resolve the dispute on their own, either party may contact the Community Relations Service of the United States department of justice and request the Community Relations Service convene mediation to facilitate a resolution of the dispute.

## 2021 UCMT Mediation Attachment

### HISTORICAL CONTEXT

Our call to action, deliberation, concern, and acknowledgement of “Policing” in Minnesota derives from research that details the inception of “Policing” as it has evolved. In “The History of Policing in the United States,” by [Dr. Gary Potter], he describes the evolution of “Policing.” The genesis of the modern “Police” organization started in the South with “Slave Patrols” [Platt 1982]. The first official slave patrol was created in the Carolina colonies in 1704 [Reichel 1992]. Slave patrols had three primary functions [1] to chase down, apprehend, and return slaves, runaway slaves to their owners; [2] to provide a form of organized terror to deter slave revolts; and [3] to maintain a form of discipline for slaves who were subject to summary justice, outside of the law, if they violated any plantation rules. Following the Civil War, these vigilante style organizations evolved in modern Southern “Police” departments primarily as a means of controlling freed slaves, who were now laborers working in an agricultural caste system. Historian Sally Hadden writes in her book; “Slave Patrols: Law and violence in Virginia and the Carolinas-Slave patrols were no less violent in their control of African Americans. They beat and terrorized them, the distinction, the slave patrols were legally compelled to do so by the local authorities. It was considered civic duty and, in some areas, could result in a fine if avoided. In others, patrollers, received remuneration for their work. Slave patrols actions included: enforcing curfews, checking travelers for a permission pass, and preventing forms of organized resistance.

We shall partner and collaborate with the Minneapolis Peace Department to ensure all members of the human family are treated fairly and equitably, served and protected with compassion as every MPD employee has taken an oath to do.

Howard Zinn said: “there is an underside to every age about which history does not speak, because history is written from records left by the privileged. We learn about politics from the political leaders, about economics from entrepreneurs, about slavery from the plantation owners, about the thinking of an age from its intellectual elite.

Through this agreement we now prescribe to learn from one another, from the disenfranchised, from those who are not privileged, from those who live in poverty, and those members of the human family who’s lives have been lost unjustly during their journey to live out their unalienable rights to life, liberty, and the pursuit of happiness. We aspire to have the opportunity to live our lives with the rights guaranteed to every member of the human family as written into the constitution of these United States.