Northfield Police Policy Review Task Force





Task Force Members

- Nancy Antoine
- Jennyffer Barrientos
- Jennifer Fischer
- John Fossum
- Clarice Grabau
- Vernon Green
- Reginaldo Haslett-Marroquinville
- Ben Heath
- Carolyn Livingston
- Kelly McCarthy
- Hassel Morrison
- Rhonda Pownell
- Anika Rychner
- Mark Elliott

- Northfield Public Schools
- Healthy Community Initiative
- Northfield Hospitals and Clinics
- Rice County Attorney
- City Council
- College Student
- Regenerative Agriculture Alliance
- Northfield Union of Youth
- Carleton College
- MN POST Board Chair
- St. Olaf College
- Mayor
- Community Action Council
- Police Chief

Policies Reviewed

- 308 Officer Response to Calls
- 310 Search and Seizure
- 421 Mobile Video Recording
- 423 Portable Audio and Video Recorders
- 424 Public Recording of Law Enforcement Activity
- 606 Unmanned Aerial Systems
- 300 Use of Force
- 301 Use of Force Review Boards
- 302 Handcuffing and Restraints
- 303 Control Devices

- 304 Conducted Energy Weapon
- 305 Officer Involved Shootings
 and Deaths
- 307 Vehicle Pursuits
- 428 Persons Experiencing Homelessness
- 331 Limited English Proficiency Services
- 332 Communication with persons with disabilities
- 434 Civil Disputes
 - 432 Crisis Intervention Incidents

- 409 Civil Commitment
- 313 Discriminatory Harassment
- 1004 Anti Retaliation
- 318 Hate or Prejudice Crimes
- 401 Bias-Based Policing
- 413 Immigration Violations
- 433 First Amendment Assemblies
- 319 Standards of Conduct
- 1010 Personnel Complaints
- 1000 Recruitment and Selection

Policy Review Format

- Policies sent out at least 10 days before the meeting
- Policy Explanation (Brief from Facilitator)
- Questions (From Task Force)
- Discussion (Task Force and Facilitator or Staff)
- Answers/Summary (Facilitator)
- Policies adjusted according to feedback



Content Levels

MASTER POLICY CONTENT LEVELS

Edit Level	Description
Federal	Federal court rulings or statutory mandates support some or all of the policy content. You should fully understand the ramifications and use caution before changing or removing this content.
State	State court rulings or statutory or regulatory mandates support some or all of the policy content. You should fully understand the ramifications and use caution before changing or removing this content.
Best Practice	Best Practice content is considered the currently accepted best practice in the public safety field. This content may be changed if necessary, with caution.
Discretionary	Content that may or may not be important for your agency. Provides good guidance. This content may be changed or removed as needed.

Task Force Area of Focus



MN POST Board Training Requirements

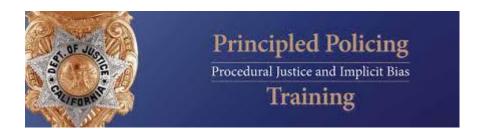
- Minnesota statute requires officers complete at least 16 hours of continuing education in the three areas:
 - 1. crisis intervention and mental illness crises,
 - 2. conflict management and mediation, and
 - 3. recognizing and valuing community diversity and cultural differences to include implicit bias.
- (16 hours total not 16 hours in each topic) Four hours of training in each of two of the topics areas, and eight hours in the third would meet the requirement as would any other combination that totaled at least 16 hours as long as it included all three areas.

21st Century Policing Recommendations

- 1.9 Recommendation: Law enforcement agencies should build relationships based on trust with immigrant communities. This is central to overall public safety.
- 1.9.1 Action item: Decouple federal immigration enforcement from routine local policing for civil enforcement and non-serious crime.
- 2.7.1 Action Item: Law enforcement agency policies should address procedures for implementing a layered response to mass demonstrations that prioritize de-escalation and a guardian mindset.
- 2.13 Recommendation: Law enforcement agencies should adopt and enforce policies prohibiting profiling and discrimination based on race, ethnicity, national origin, religion, age, gender, gender identity/expression, sexual orientation, immigration status, disability, housing status, occupation, or language fluency.
- 5.9.1 Action Item. Law enforcement agencies should implement ongoing, top down training for all officers in cultural diversity and related topics that can build trust and legitimacy in diverse communities.

401 Bias-Based Policing

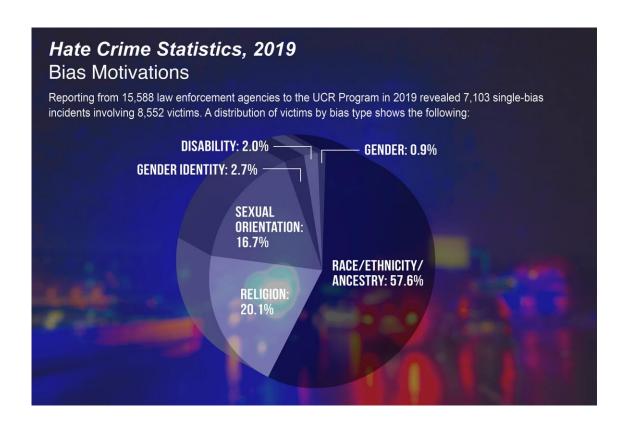
- Policy prohibits Bias based Policing
- Provide reasons for contact
- Supervisor monitoring
 - On calls w/ officers
 - Squad video
 - Body cameras (coming)
- Training





318 Hate or Prejudice Crimes

- Policy addresses response to Hate or Prejudice Crimes reported
 - Prevention
 - Investigation
 - State Reporting
 - Training



Police Officer Training

PATROL online Training

- Procedural Justice and Police Legitimacy
- Implicit Bias Part 1
- Implicit Bias Part 2
- Duty to Protect
- Policing Protests
- Immigration Law
- Ethics and Professional Conduct

Classroom (or virtual) Training

- CIT (both 40 and 16 hour class)
- Racial Equity Training
- Implicit Bias Training
- GARE (Government Alliance on Race and Equity)
- Response to Civil Unrest
- Equity Leadership Institute
- City sponsored speakers training

Collaboration and Problem Solving

21st Century Policing Recommendation

- **4.3 Recommendation:** Law enforcement agencies should engage in multidisciplinary, community team approaches for planning, implementing, and responding to crisis situations with complex causal factors.
- •Collaborative approaches that engage professionals from across systems have emerged as model practices for addressing community problems that are not resolvable by the police alone. These team approaches call upon law enforcement agencies, service providers, and community support networks to work together to provide the right resources for the situation and foster sustainable change. Multiple witnesses before the task force spoke of departments coordinating mental health response teams that include mental health professionals, social workers, crisis counselors, and other professionals making decisions alongside the police regarding planning, implementing, and responding to mental health crisis situations. But this model is applicable to a number of community problems that regularly involve a police response, including homelessness, substance abuse, domestic violence, human trafficking, and child abuse. Ultimately, the idea is for officers to be trained and equipped to make use of existing community resources in the diffusion of crisis situations.

Northfield Police Department Collaborations

tip411

Over 10 anonymous text message tips were sent monthly alerting Rice County law enforcement to safety concerns of community members.

Take It To The Box

Take It To The Box has collected and safely disposed of 29,886 lbs of unneeded prescription and overthe-counter medication to prevent medication misuse.

Community

Mobile Opioid Support Team

2020 Year in Review

RICE COUNTY

Chemical and Mental

Health Coalition

Youth

The Mobile Opioid Support Team (MOST) provides support and connections to community resources for individuals using or in recovery from opiate drug use. The team had over 1800 contacts in its first year

 $C_{a,r_{\Theta}}$

 $H_{\Theta a,lth}$

Chemical and Mental Health Fellowship

The Chemical and Mental Health Fellowship program supports persons from low-income homes, individuals of color, and bilingual individuals in careers in mental & chemical health. Two Fellows are enrolled in the 2020-2021 school year.

Crisis Intervention Team Training

By June 2021, over 75% of Rice County law enforcement will have received Crisis Intervention Team training.

100% of Rice County law enforcement agencies and emergency medical services enter overdoses in a national mapping tool called ODMAP, ODMAP data can be used to deploy response plans to confirm and address increases in overdose incidents.

Referrals for Mental Health Support

Over the last year, community members trained in mental health awareness made 1,136 referrals of individuals for mental health support

Alcohol Server l Training

In 2020, *over* 185 Rice County beverage servers were trained in safe alcohol serving.

Parent Education Initiatives

Coalition-led parent education initiatives reached over 3,000 households in Northfield and Faribault over the last year.

Chemical and Mental Health Resource Directory

The trilingual Rice County Chemical and Mental Health Resource Directory had 9,474 visits over the last year.

Family Recovery Support Program

The Rice County Family Recovery Support Program is committed to walking alongside parents and providing support and connections to resources in their community. The program has served 10 parents since its launch in October 2020.

Medication-Assisted Treatment

Rice County has 4 medication-assisted treatment (MAT) providers seeing patients and increased the number of patients accessing MAT by over 30% in the last year.

Naloxone Accessibility Program

The Naloxone Accessibility Program allows community members to access naloxone at no cost at over 7 local locations across Rice County.

Mental Health First Aid Training

In 2020, **142** individuals were trained to recognize and respond to mental health concerns through the nationally recognized Mental Health First Aid (MHFA) training.

Transparency/Information Sharing

- Call Information
- Crime Data
- Statistics
- Training
- Partnerships
- Programs



Questions

Discussion