

# Northfield Police Policy Review Task Force



# Task Force Members

- Nancy Antoine
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  - Kelly McCarthy
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  - 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
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# 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
<b>Federal</b>	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.
<b>State</b>	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.
<b>Best Practice</b>	Best Practice content is considered the currently accepted best practice in the public safety field. This content may be changed if necessary, with caution.
<b>Discretionary</b>	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.



# 21<sup>st</sup> 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





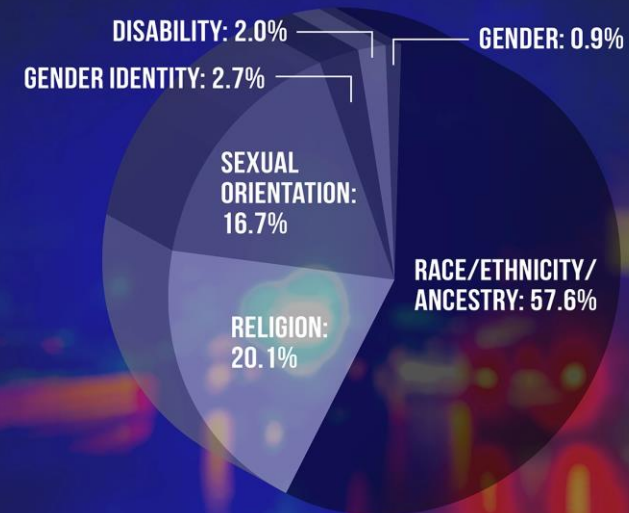
# 318 Hate or Prejudice Crimes

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

## *Hate Crime Statistics, 2019*

### Bias Motivations

Reporting from 15,588 law enforcement agencies to the UCR Program in 2019 revealed 7,103 single-bias incidents involving 8,552 victims. A distribution of victims by bias type shows the following:



# 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

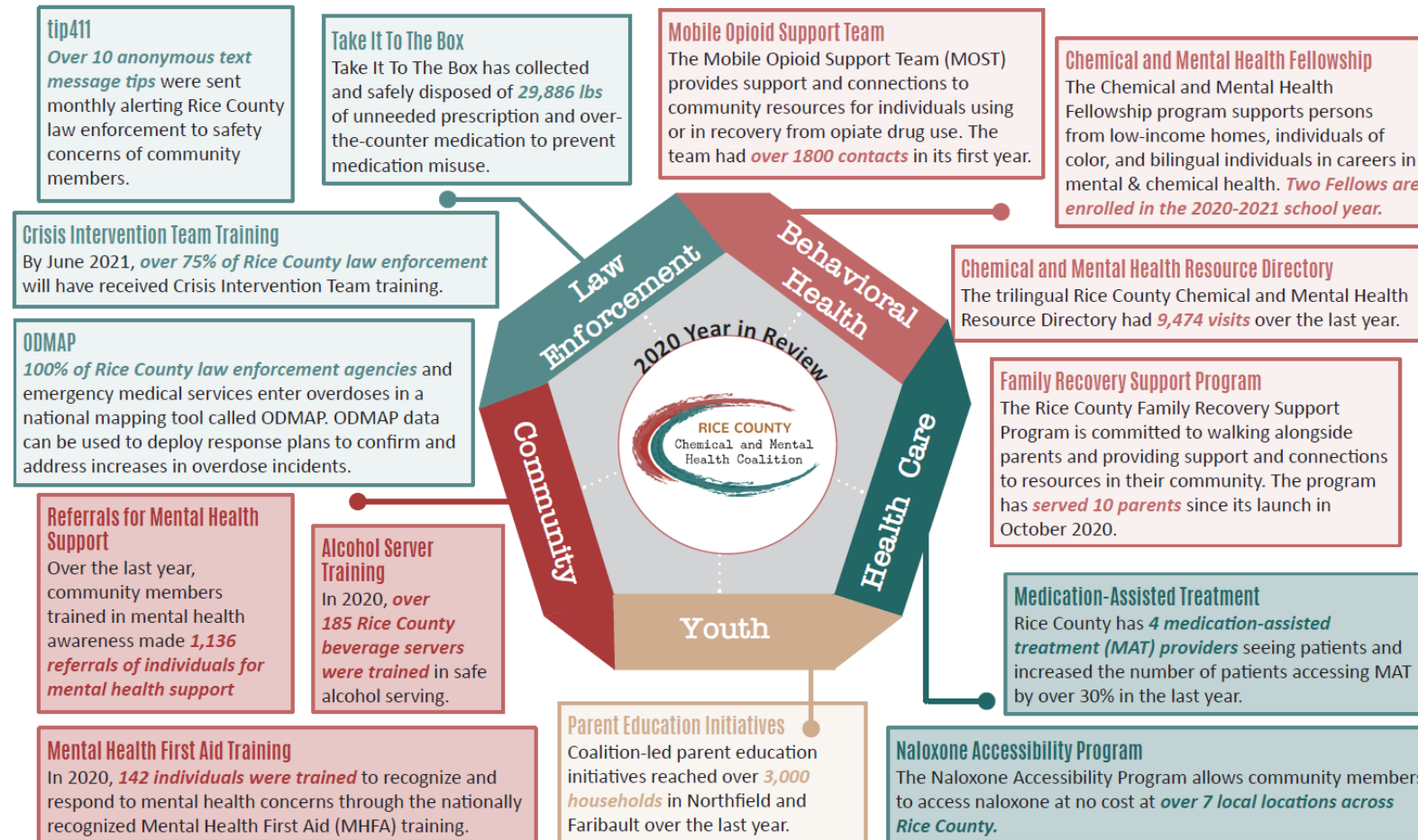
## 21<sup>st</sup> Century Policing Recommendation

**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



# Transparency/Information Sharing

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



# Questions

Discussion

