mpd 2.0

Inter-Governmental-Relations Committee Meeting Presentation

(Thursday August 11th, 2016)

President's Taskforce on 21st Century Policing

On December 18, 2014, President Barack Obama issued an Executive Order appointing an 11- member task force on 21st century policing to respond to a number of serious incidents between law enforcement and the communities they serve and protect.

The 6 Pillars

Pillar 1: Building Trust & Legitimacy
•Promoting trust and ensuring legitimacy through procedural justice, transparency, accountability, and honest recognition of past and present obstacles

Pillar 2: Policy & Oversight
•Developing comprehensive and responsive policies on key topics while also implementing formal checks/balances and data collection/analysis

Pillar 3: Technology & Social Media
•Balancing and embracing technology and digital communications with local needs, privacy, assessment, and monitoring

Pillar 4: Community Policing & Crime Reduction
•Encouraging the implementation of policies that support community-based partnerships in the reduction of crime

Pillar 5: Training & Education
•Emphasizing the importance of high quality and effective training and education through partnerships with local and national training facilities

Pillar 6: Officer Wellness & Safety
•Endorsing practices that support officer wellness and safety through the re-evaluation of officer shift hours and data collection/analysis to help prevent officer injury

The 6 Pillars in Practice

Building Trust & Legitimacy

Telling our Own Story

PAL

Leadership & Organizational Development

Procedural Justice

Chief's Citizen Advisory Council

Cops Out of Cars

Giving Thanks, Giving Back

Engaging our Youth

Cold Case Squad

Dinkytown Disturbance Response

Community Parades

Chief of Staff Position Added

Special Olympics

Body Cameras

Diversity RecruitmentTeam

Little Free Libraries

Providing Warmth

National Night Out

Safety Summits

Battle of the Badges

Crime at Historic Lows

Leveraging Community Partners

Gun Summits

Diversity in Leadership

Culture of Accountability

Community Chaplains

National Initiative

OJP Review

Chief's Bike Rides

Data Dig on Driver's Licensing

Chat with the Chief

Presidential Visit, Gun Violence Initiatives

Connecting with Spiritual Leaders

Community Engagement Team

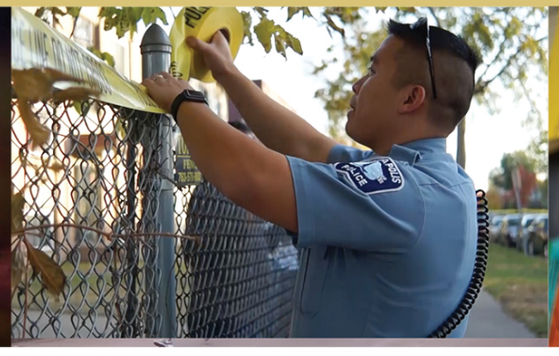
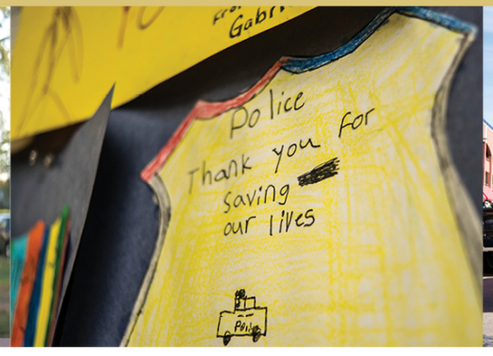
Protests & the National Conversation

NIBIN

Interactive Crime Mapping

Pillar 1 – Building Trust and Legitimacy

MPD has launched more than 37 initiatives in the past 3 years. Some of those initiatives include:

-The MPD is one of only six police departments in the country that was selected to participate in the National Initiative for Building Community Trust and Justice.

-3 Key focus areas: procedural justice (process vs. outcome), implicit bias, reconciliation. Members of the department have completed PJ.1 and PJ.2 and procedural justice will be infused into the MPD culture through future on-going training and in-service for all officers.

-National Initiative Team will be back in Minneapolis in the fall of 2016 to provide elected officials and update on implementation word and community residents survey results.

-Fair and Impartial Policing (FIP) training was completed by MPD officers including supervisors and staff of MECC.

-PERF Legitimacy Project in Cedar Riverside.

-De-Escalation training for all officers.

-MPD's Internal Affairs Unit has been conducting reviews of all reported use of force through our police reporting system (CAPRS) for several years. An MPD supervisor is required by policy to report to the scene of the incident and speak with the individual who force was used against including speaking with any witnesses at the scene and completing a Supervisor's Force Review prior to the end of their shift.

-MPD's Leadership and Organizational Development (LOD) Unit starting to review all use of force incidents to ensure it is being used consistent with training.

-Review of academy curriculum with an emphasis and increase of guardian based training versus the traditional warrior based training.

The 6 Pillars in Practice

Policy & Oversight

Gun Summits Track Trends of Gun Violence in Midwest

Through the MPD's work with the Police Executive Research Forum and the Joyce Foundation, Chief Harteau has helped lead and shape the discussion on combating gun violence, whether it relates to gangs, domestic violence or the drug trade. Alongside the Chiefs and Mayors in Milwaukee and Chicago, Harteau brought together the first gun summit in 2013, which includes Chiefs and City Leaders from the Windy City to the Twin Cities and everywhere in between. Milwaukee hosted the summit in 2014, and in 2015, the MPD helped bring in mental health experts to Minneapolis for an important and timely discussion regarding mass shootings, the mentally ill and youth gun violence.

Gun Summits

Chat with the Chief

"Chat with the Chief" offers residents One-on-One Sit downs with Harteau

After one community listening session, a handful of residents told Chief Harteau and her staff that they felt a little intimidated asking the Chief a question in front of such a large audience. Recognizing everyone's right to be heard, Harteau started Chat with the Chief. Every month she rotates into one of the city's five Precincts where folks bring concerns and ideas directly to the city's top cop. The Chief hosts an hour-long open door scenario for the officers of those Precincts as well, called "Chat with the Troops."

Chief's Citizen Advisory Council

Chief's Citizen Advisory Council

Under Chief Harteau the concept of the Chief's council has significantly changed and expanded. The Council is made up of a diverse set of community, religious, academic and business leaders. The members are an important team for the Chief.when it comes to all areas of public safety. She discusses ideas and initiatives with them and they return feedback to her from the standpoint of the diversity groups they represent. The members also serve as a conduit sharing insight with controversial incidents to improve understanding from all sides. The diversity and size of the group has grown under MPD 2.0, and members have now formed subcommittees to address the following components: **community outreach and engagement, police recruiting, hiring and promotions, training and development,** and **accountability.**

Performance Management/ Monthly Check-ins

When the Chief was sworn in, she vowed to change the culture within the MPD. Leadership and supervision are key to performance management at every level. Each officer now meets with his or her Sergeant monthly to talk about officer performance, both good and bad. Supervisors are being trained in having crucial conversations with employees and coaching and mentoring is now part of the day to day operation within the MPD. This has improved performance management and personal accountability, while at the same time increasing employee engagement and morale by giving officers positive feedback on great police work and community outreach. These check-ins have also resulted in the creation and implementation of a robust system of talent reviews for promotions and succession planning.

Monthly Check-Ins for Officers

Procedural Justice: Internally & Externally

The Minneapolis Police Department was proud to lead a ground-breaking study that will soon become a national "best practices" model for procedural justice. For 2 years, 15 officers working in our Cedar Riverside neighborhood, in conjunction with the Police Executive Research Forum, worked on improving police legitimacy and public trust from our Somali community. The principle behind the initiative was help police explain why they are doing what they're doing. It adds a level of fairness and transparency to each interaction, creating a two-way street of cultural understanding. It's known as our "PERF" project, and what we've learned from the study will help mold the MPD, and other departments across North America, for years to come.

Procedural Justice

Gabby Giffords & Domestic Violence Issues

Former US Representative Gabby Giffords and MPD Combat Domestic Gun Violence

Former US Representative Gabby Giffords (Arizona) sought out Chief Harteau's leadership on gun violence issues and visited the City to ride along with the Chief, talk with domestic violence advocates and build a new group aimed at helping keep our local victims of domestic gun violence safe. Chief Harteau is one of the original members of Giffords' "Protect All Women Leadership Network," and the only police chief. This was the beginning of what promises to be an ongoing dialogue.

Chief of Staff Position Added

"Chief of Staff" position

Chief Harteau's priorities from day one has been to enhance public trust and build new community partnerships. Although the chief herself would like to be at every community event and meeting that is simply not a reality so Chief Harteau created a position to serve as an extension of the Office of Chief of Police. Through a management restructure the Deputy Chief of Patrol was replaced by a Deputy Chief of Staff to be a conduit cultivating key community relationships, directing national initiatives and partnerships and creating a reliable communication mechanism between the department and City Leaders.

The NIBIN Difference, Connecting Guns, Bullets and Suspects

Based on strong federal relationships and aggressive street work in combating gun violence, the Minneapolis Police Department was selected by the ATF to receive the very latest in ballistics technology. A state of the art NIBIN (National Integrated Ballistic Information Network) machine helps investigators track shell casings and firearms while connecting Minneapolis with the national database for fast and accurate information regarding shootings. The Violent Crime Investigations Division took it a step further, assigning 2 full time investigators to follow up on every legitimate gun shot call, even if there isn't an injured victim. It helps the MPD track guns and build relationships with the commnity that will help solve crimes and prevent future gun violence.

NIBIN

Cold Case Unit Vows to Close Unsolved Homicide

Every Department has a few cases that remain open and always remain on the minds of homicide investigators. Often times, the unit is just one tip or interview away from cracking some of these cases. Up until 2015, the MPD has not had a structured or centralized method to organizing these cases. The MPD has renewed its vow to continue to search for justice for victim's families, and by joinging forces with the FBI and County Attorney's Office, investigators will to keep knocking on doors in order to bring murderers from years ago to justice. Meanwhileurrent homicide solvability rates for the MPD continue to exceed the national average.

Cold Case Squad

Data Dig Uncovers Troubling Trend of Unlicensed Drivers in Minneapolis

When a local advocacy group asked the MPD to dig deep into their arrest numbers to assess how officers are policing the neighborhoods they serve, crime analysts made a disrupting discovery. Nearly 1 in 5 drivers stopped by the MPD over the course of several years did not have a valid driver's license. Suspended or revoked driver's licenses, in combination with"no proof of insurance" and court mandated warrants, made up nearly half of all of MPD arrests. Chief Harteau has highlighted the difficult cycle of people falling into the criminal justice system, which can alsobe difficult to get out of. The question of economic and geographicdriving opportunities for low income residents has now been raised as the Chief continues to work with civic and community leaders to identify more ways to help people break that "cycle" once they're "in the system."

Data Dig on Driver's Licensing

Office of Justice Programs (DOJ) Performance Management Review

Chief Harteau believes progressive departments seek independent assessments and assistance to enhance an organization's daily operations, and in 2013 she requested the assistance from the DOJ's Office of Justice Program's Diagnostic Center to address questions and concerns that have existed for many years surrounding police conduct and the impact on police-community relations. In 2014-2015, several "high profile" incidents across the nation lead to sweeping reviews and changes regarding police tactics and community relationships. Dozens of agencies were forced to undergo federal reviews surrounding the areas of accountability and race relations. The Minneapolis Police Department had already completed the Office of Justice Program's study in which researchers looked at 6 years of data on the MPD's oversight and discipline processes. The Department learned it was ahead of the curve in many areas (for example, internal affairs complaints dropped 47% and coaching increased 6-fold), but it could also use some changes in a few areas, as well. Under 5 different headings, committees were formed to improve community outreach, communication, police conduct/oversight, an early intervention system and officer coaching. MPD administrators, officers, community leaders, city council members, police federation leaders, faith leaders and scholars are all part of this ongoing conversation.

OJP Review

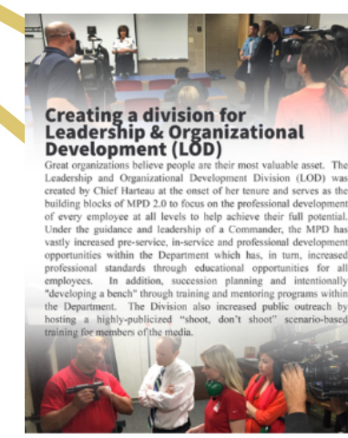
Culture of Accountability

Chief Harteau believes that accountability should start at the top and filter through the entire police force. She brought in the group Partners in Leadership, creaters of the "Oz Principle", to help facilitate a systematic change in the MPD's culture of accountability. Sergeants on up were given training that not only increases accountability, but increases employee engagement, personal development, teamwork and trust, performance improvement and performance management.

Culture of Accountability

Creating a division for Leadership & Organizational Development (LOD)

Great organizations believe people are their most valuable asset. The Leadership and Organizational Development Division (LOD) was created by Chief Harteau at the onset of her tenure and serves as the building blocks of MPD 2.0 to focus on the professional development of every employee at all levels to help achieve their full potential. Under the guidance and leadership of a Commander, the MPD has vastly increased pre-service, in-service and professional development opportunities within the Department which has, in turn, increased professional standards through educational opportunities for all employees. In addition, succession planning and intentionally "developing a bench" through training and mentoring programs within the Department. The Division also increased public outreach by hosting a highly-publicized "shoot, don't shoot" scenario-based training for members of the media.



Leadership & Organizational Development

President Hails Minneapolis for Gun Violence Initiatives

The headlines were bold and the praise was effusive in February of 2013. **"Minneapolis' Gun Control Efforts at Center of Obama Visit,'** and President made Minneapolis his first stop on a tour to promote what he calls 'common sense' gun control measures," MPR said. The President cited youth initiatives for a 40% reduction in the number of young people injured by guns as he spoke to the nation about MPD's success. The push to decrease gun violence was just beginning, as cities nationally and here in the Midwest looked to Minneapolis' leadership as a model in tackling the difficult issue of gun violence.

Presidential Visit, Gun Violence Initiatives

Safety Summits

Northside and Southside Safety Summits

The idea behind the Northside Safety Summit was to bring community, faith, civic and philanthropic leaders to the table prior to the summer months when crime typically increases. But this was not going to be a brainstorming event; the MPD was asking for ideas AND resources. Eleven action items, including the aforementioned JET patrols, were developed as relationships were strengthened with city departments, the Department of Corrections, and area youth. Of particular note was increased communication between agencies as men and women re-entered society following incarceration and enhanced partnerships with neighborhood groups that were highly visible. The Southside Summit helped police address concerns of gun violence, robberies and burglaries. Crime prevention outreach and communication regarding how police reports are handled was also requested by an extremely engaged and committed group. This was also the meeting where "Bring the Police Activities League to the Southside" was born.

JET (Joint Enforcement Teams)

JET (Joint Enforcement Team) Patrols Take Illegal Guns off the Streets

To combat a summertime increase of gun violence on the Northside, Chief Harteau tapped into her law enforcement partnerships to bring a unique strategy into play to combat shooting incidents. A team made up of Minneapolis Police Officers, Metro Transit Police Officers, Hennepin County Sheriff Deputies and MN State Troopers joined forces, went to gun calls and helped

Body Cameras

Equipping officers with personal body cameras was a critical first strategy and priority for Chief Harteau towards our goals of increasing transparency and public trust. After researching multiple best practices in other cities across the country, 36 officers in 3 Precincts completed a body camera pilot project in late 2014 and early 2015, as the Department moved toward full implementation in the beginning of 2016. The cameras will help to document the difficult and complex interactions officers face each day while enhancing transparency and accountability. The Department's body camera project was featured and lauded by the CBS Evening News.

Body Cameras

Pillar 2 – Policy and Oversight

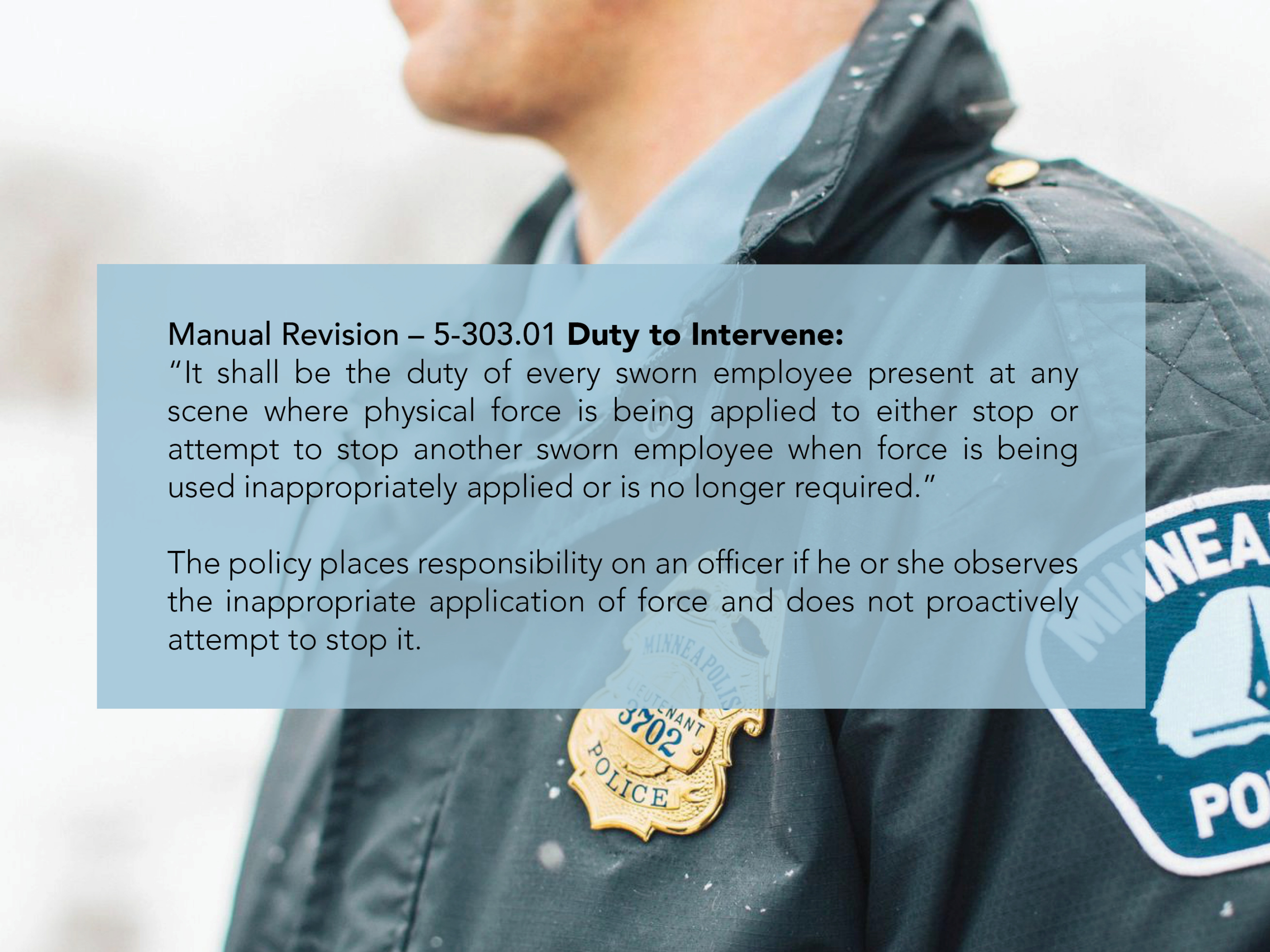
The MPD has implemented several key policies that take into account the importance of building trust with the communities we serve. The MPD prides itself in being the leader in our state as a forward thinking and progressive police department that recognizes our policies help guide, direct, and incorporate our department's goals and values in an effort to earn the trust and respect of our community.

Key MPD Policy Changes

Manual Revision – 5-301 Purpose:
"**Sanctity of life** and the protection of the public shall be the cornerstones of the MPD's use of force policy." Whenever situations arise where life is threatened or at risk, the MPD holds the sanctity and preservation of life in the highest regard.

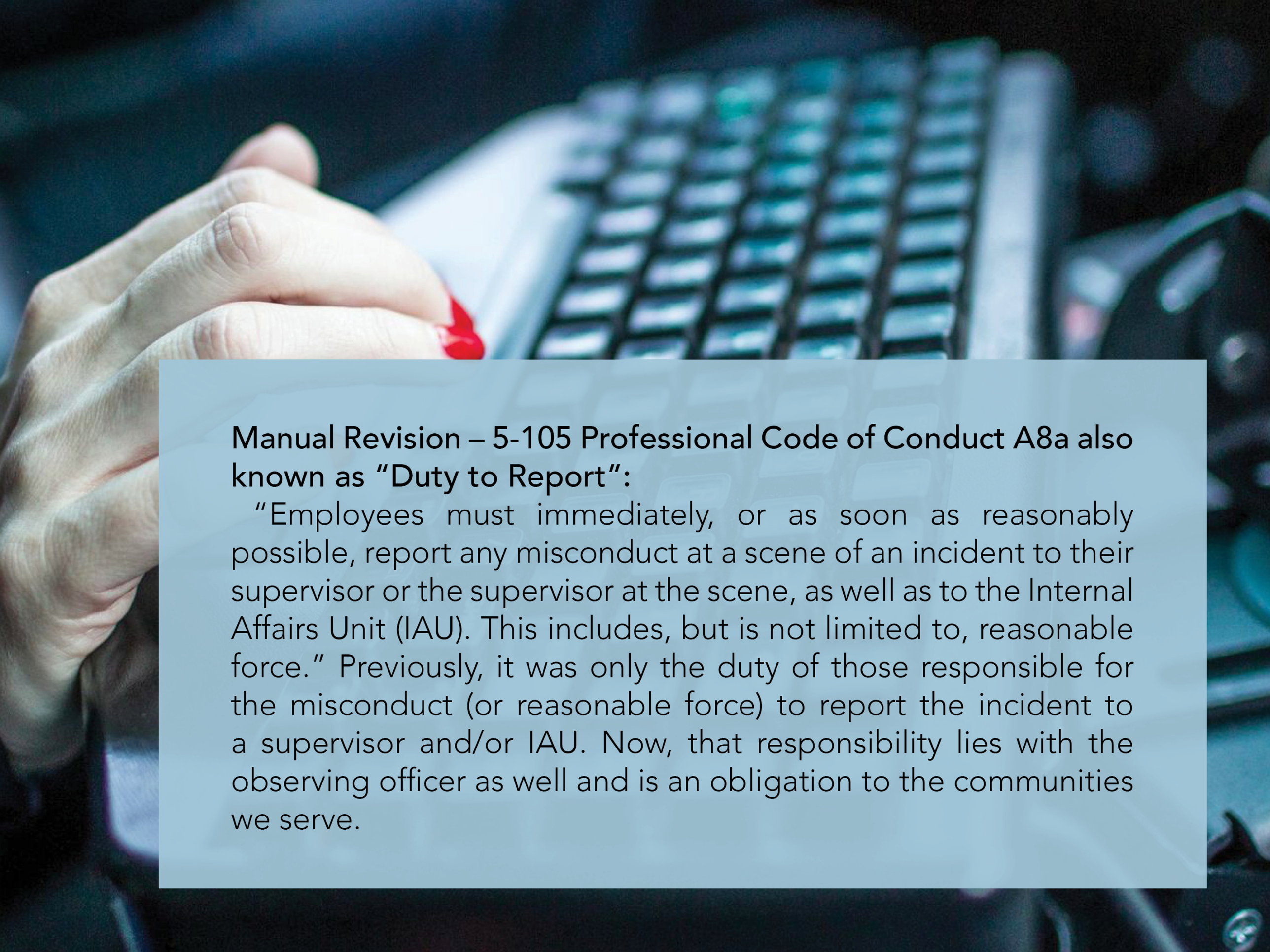
Manual Revision – 5-304 Threatening the **Use of Force and De-escalation**

"Whenever reasonable according to MPD and training, officers shall use de-escalation tactics to gain voluntary compliance and seek to avoid or minimize use of physical force." This is an organization cultural shift to further encourage officers to slow down situations, when time and circumstances reasonably permit, mitigating the risk of injury for everyone, including citizens and officers. Officers have been trained to further consider factors that contribute to a subject's lack of compliance, if possible, using time and proximity to the subject to their advantage with the goal of resolving the interaction peacefully.



Manual Revision – 5-303.01 **Duty to Intervene:**
"It shall be the duty of every sworn employee present at any scene where physical force is being applied to either stop or attempt to stop another sworn employee when force is being used inappropriately applied or is no longer required."

The policy places responsibility on an officer if he or she observes the inappropriate application of force and does not proactively attempt to stop it.



Manual Revision – 5-105 Professional Code of Conduct A8a also known as "Duty to Report":

"Employees must immediately, or as soon as reasonably possible, report any misconduct at a scene of an incident to their supervisor or the supervisor at the scene, as well as to the Internal Affairs Unit (IAU). This includes, but is not limited to, reasonable force." Previously, it was only the duty of those responsible for the misconduct (or reasonable force) to report the incident to a supervisor and/or IAU. Now, that responsibility lies with the observing officer as well and is an obligation to the communities we serve.

Statement from the ACLU:

"The American Civil Liberties Union of Minnesota is pleased that the Minneapolis Police Department is implementing these important policies. While they will not solve all of the problems within the Department, they will hopefully decrease the use of excessive force by police officers and increase accountability for their actions."

"We thank Chief Harteau and Mayor Hodges for their leadership on these important issues and we hope they continue pushing for more changes within the department."

"We also hope this serves as a model for other police departments around the state. We would encourage all police departments to enact similar measures and would especially look to St. Paul to be the next police department to follow suit. The St. Paul Police Department has shot and killed more individuals than other department in the State in recent years."

The 6 Pillars in Practice

Technology & Social Media

National Spotlight Shines on MPD's Community Policing for MLB All Star Game

The Minneapolis Police Department welcomed tens of thousands of baseball fans Downtown as the Minnesota Twins hosted Major League Baseball's All Star Game in July of 2014. Chief Harteau brought in more than two dozen law enforcement agencies from throughout the metro area to join MPD officers patrolling the streets on foot, bike and horseback. The Officers and Deputies gave fans a great sense of security while providing directions and contributing to the family atmosphere associated with baseball's biggest weekend. The well-organized operation has now become Major League Baseball's model to follow while simultaneously highlighting Harteau's community policing efforts and "Cops Out of Cars" mantra.

Major League Baseball's All Star Game

Chat with the Chief

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Data Dig on Driver's Licensing

MPD Offers Neighborhoods Crime Mapping to it's residents

Its fast and free and convenient. In partnership with BAIR Analytics, the MPD launched a free and effective crime mapping tool, which allows residents to log on to a map through their phone or computer. From there they can see the public data on all the crimes committed or being investigated on their block.

Interactive Crime Mapping

Telling our Own Story

Increasing communication and transparency by telling our own story

Keeping up with the demands of the fast-paced social media world and 24 hour news cycle, Chief Harteau revamped the Public Information Office, hiring a former police PIO and 2 former members of the media.

Chief's Community Bike Ride

Over the past 3 years, the Minneapolis Police Department has vastly increased both foot and bike patrols. The idea behind the move is to remove the barrier of the squad car as much as possible. Officers will tell you it's easier to stop and talk to folks when they're on bike; it's why our School Resource Officers use pedal power all summer long to connect with the community in violent crime hot spots. Chief Harteau has also spent a significant amount of time on two wheels, hosting 3 bike rides throughout the city in 2 years. We want folks to talk to our Officers. We want our Officers to get to know the people in our communities. You will see more cops on bikes in the future, and we encourage you to join us for our next ride through the city!

Chief's Bike Rides

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NIBIN

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OJP Review

National Initiative

National Initiative

Continuing our progressive journey as a leader in national community policing efforts, the Minneapolis Police Department applied for, and was selected as **one of the nation's six cities** for the National "Trust & Justice" Initiative. More than **100 cities applied** and Minneapolis was selected by the US Attorney General based on its thriving community relationships and its willingness to change in response to the needs of its residents. National experts will work with MPD leaders and community members to continue to create national "best practices" models, enhancing procedural justice, reducing implicit bias and supporting racial reconciliation.

Protests & the National Conversation

A National Conversation, Protecting Free Speech and Keeping the Public Safe

A number of high profile incidents in other areas of the country started a national conversation about race and policing in the summer of 2014. A movement was born in the cities where officer involved shootings had occurred, and the movement made its way to the streets of Minneapolis. Chief Harteau was instrumental in leading our local discussion with a number of community leaders and residents who wanted more information on MPD policies and procedures. The Minneapolis Police Department was also celebrated in several national publications for their role in keeping demonstrators safe while working with protest group organizing to design routes where they could exercise their rights to free speech while minimizing the impact on motorists. Officers walked alongside demonstrators while engaging in conversations instead of engaging in enforcement activities. It was the quintessential example of officers transforming from a **"warrior to guardian"** role. The track record of community engagement and relationship building was the reason these were, indeed, peaceful protests.

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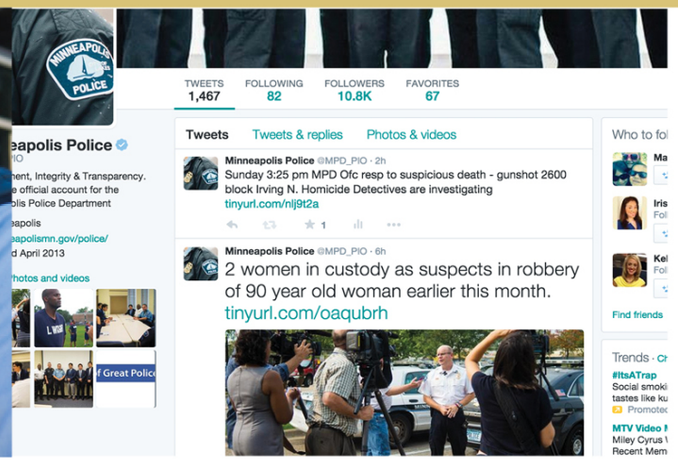
Body Cameras

Community Engagement Team

The Community Engagement Team has really increased its role and responsibilities under MPD 2.0. It's direct outreach has been cultivating excellent relationships and building up our youth outreach within the city's diverse communities. Officers take care of community concerns, meet with groups daily and help the MPD diversify its recruitment efforts. There is an officer assigned as a liaison for the following communities: East African, African American, Native American, Latino, and Asian. Team members are now active on MPD's social media channels and are also producing a monthly newsletter. The team has become a nation model in countering violent extremism.

Community Engagement Team

Pillar 3 – Using Technology & Social Media



-MPD Body Cameras

1. A tool to help build trust with our community
2. A tool to help strengthen accontability
3. The MPD Body Camera Policy included several recommendations the community provided during many listening sessions.

-Social Media: The MPD continues to find ways to use technolgy and social media to connect with our community.

The 6 Pillars in Practice

Community Policing & Crime Reduction

Cops out of Cars

Walking Beats/'Cops out of Cars'

Chief Harteau has constantly stressed a new Minneapolis mantra known as "Cops out of Cars!" The goal is to take away the barrier of the squad car, making officers more approachable and more amenable to building relationships with community members. Every single officer is now attending more community meetings! The Northside Neighborhood Beat was born out of this concept as officers focused on certain areas so residents could get to know them and trust them. Over the summer months, when violent crime often increases, MPD School Resource Officers flooded the streets on bike patrols to continue their engagement with area youth.

Giving Thanks, Giving Back

Giving Thanks, Giving Gifts & Giving Back

Under MPD 2.0, community connections have grown throughout the city, and nowhere is that more evident than with the Department's **"Shop with a Cop"** program and our work with the Salvation Army's Toy Shop, which provide holiday gifts for kids. **The Annual "Turkey Giveaway"** with the the MN Vikings is also getting bigger every year, providing Thanksgiving feasts for hundreds of families. This year, the line for family dinners stretched throughout the entire mall. Finally, Chief Harteau teamed up with the professional football team to build a playground at Lucy Laney School, after an arson fire destroyed the valuable play space in North Minneapolis. Officers and athletes built the entire structure in one day, in near 90 degree temperatures.

Engaging our Youth

Engaging our Youth; A Priority That's Paramount for the MPD

One of the hallmarks the Northside Safety Summit produced was a series of "Youth Dialogues" where officers engage in public safety conversations with teens throughout the city. Chief Harteau participated in several of these fascinating and productive discussions. Born from this conversation was the **Chief's Youth Leadership Advisory Council** developed with our partners from YouthLink and the Youth Coordinating Board. This council acts in the same capacity as the Citizen Advisory Council, which gives young men a women a voice in the public safety conversation. In the Fall of 2015, Chief Harteau will bring in several well-known celebrities for a Youth Summit, meant to inspire teens, connect them with opportunities, and gather their input on MPD policing and policies.

Battle of the Badges

Battle of the Badges BBQ Brings out the Best in the Community

In 2013, an uptick in gun violence on the City's Northside had many residents concerned. At the same time, officers were having a tough time getting community members to point out the people responsible. The MPD decided to host a barbecue alongside their brothers and sisters with the Minneapolis Fire Department. A competition was born and thousands showed up for the first annual cooking competition. This annual event gives the MPD an incredible chance to connect with the community in a fun and family-friendly way. It should be noted that the Police Department has yet to lose to the Fire Department in this yearly contest!

National Night Out

National Night Out in Minneapolis is Number 1 in the Nation 3 Years in Row!

It's hit easy to keep a crown, especially when the rest of the major cities across the country are trying to wrestle it from you. Strong police-community partnerships are on display every year on the first Tuesday of August, in approximately 1,500 block clubs meet to talk about public safety for National Night Out. Hundreds of cops criss-crossed the city along with the Chief in Minneapolis took aim at a "four-peat" of having the most National Night Out parties among America's largest cities. The MPD and its Crime Prevention Specialists are proud to be part of such an incredible network of neighborhoods that join us in helping keep the City of Minneapolis safe. In 2015, Minnesota Governor Mark Dayton joined the party, visiting a large party in the heart of North Minneapolis.

Little Free Libraries

Books by the Bunch, MPD teams up with Little Free Libraries

When Hudson-based Little Free Libraries approached the MPD, looking for a partner to produce a police-community model, the Chief jumped at the opportunity. The libraries were springing up by the hundreds across the country and the MPD joined in putting one in each of its Precincts. Not only are they good places for kids to have free and easy access to book, they've become community gathering spots. The MPD also went to great lengths to find cultural books that will help hundreds of kids connect with their parentic, many of the books have Somali, Hmong, Hispanic, or African American themes.

Chief's Bike Rides

Chief's Community Bike Ride

Over the past 3 years, the Minneapolis Police Department has vastly increased both foot and bike patrols. The idea behind the move is to remove the barrier of the squad car as much as possible. Officers will tell you it's easier to stop and talk to folks when they're on bike; it's why our School Resource Officers use pedal power all summer long to connect with the community in violent crime hot spots. Chief Harteau has also spent a significant amount of time on two wheels, hosting 3 bike rides throughout the city in 2 years. We want folks to talk to our Officers. We want our Officers to get to know the people in our communities. You will see more cops on bikes in the future, and we encourage you to join us for our next ride through the city!

Chief of Staff Position Added

"Chief of Staff" position

Chief Harteau's priorities from day one has been to enhance public trust and build new community partnerships. Although the chief herself would like to be at every community event and meeting then is simply not a reality so Chief Harteau created a position to serve as an extension of the Office of Chief of Police. Through a management reorncture the Deputy Chief of Patrol was replaced by a Deputy Chief of Staff to be a conduit cultivating key community relationships, directing national initiatives and partnerships and creating a reliable communication mechanism between the department and City Leaders.

Crime at Historic Lows

Keeping Crime at Historic 30-40 Year Lows w/ a Big Burglary Reduction

"These crime numbers are a reflection of the dedicated, grassroots policing that is happening throughout the city, as Officers spend significantly more time talking with residents and building relationships," Chief Harteau proudly proclaimed at a news conference wrapping up he 2014 year in law enforcement. Crime continued to lower near 30 year lows and officers knocked down Part 1 Crimes and Property Crime rates. Even more remarkable was nearly an 11% reduction in burglary cases from year to year. That meant 527 fewer burglaries for the residents of South and North Minneapolis. Juvenile arrests also dropped between 21 and 30% over the course of 2 years as successful juvenile outreach strategies started to take hold and really make a difference.

Community Engagement Team

Community Engagement Team

The Community Engagement Team has really increased its role and responsibilities under MPD 2.0. It's direct outreach has been cultivating excellent relationships and building up our youth outreach within the city's diverse communities. Officers take care of community concerns, meet with groups daily and help the MPD diversify its recruitment efforts. There is an officer assigned as a liaison for the following communities: East African, African American, Native American, Latino, and Asian. Team members are now active on MPD's social media channels and are also producing a monthly newsletter. The team has become a nation model in countering violent extremism.

Leadership & Organizational Development

Creating a division for Leadership & Organizational Development (LOD)

Great organizations believe people are their most valuable asset. The Leadership and Organizational Development Division (LOD) was created by Chief Harteau at the onset of her tenure and serves as the building blocks of MPD 2.0 to focus on the professional development of every employee at all levels to help achieve their full potential. Under the guidance and leadership of a Commander, the MPD has vastly increased pro-service, in-service and professional development opportunities within the Department which has, in turn, increased professional standards through educational opportunities for all employees. In addition, succession planning and intentionally "developing a bench" through training and mentoring programs within the Department. The Division also increased public outreach by hosting a highly-publicized "shoot, don't shoot" scenario-based training for members of the media.

Diversity RecruitmentTeam

Diversity Recruitment Team

A significant part of MPD 2.0 is increasing the overall diversity within the rank and file. Our priority is to continue to increase both woman and minority recruits to help better serve our community. To excel this priority, Chief Harteau created a commander position to oversee this initiative and reinstitute the diversity recruitment team. We have also increased our personnel assigned to help hire significant numbers of new officers to replace the vast amount of retirements.

One of the primary gateways to diversifying the force and attracting people of color is through our Community Service Officer program. With a heavy focus on our youth in schools and our community programs like the Police Activities League (PAL).

Jet (Joint Enforcement Teams)

JET (Joint Enforcement Team) Patrols Take Illegal Guns off the Streets

To combat a summertime increase of gun violence on the Northside, Chief Harteau tapped into her law enforcement partnerships to bring a unique strategy into play to combat shooting incidents. A team made up of Minneapolis Police Officers, Metro Transit Police Officers, Hennepin County Sheriff Deputies and MN State Troopers joined forces, went to gun calls and helped increased the number of illegal gun seizures in the 4th Precinct by 23% in 2013.

Leveraging Community Partners

Leveraging Community Partners to Track, Prevent and Solve Crimes

The MPD's Strategic Crime Analysis Unit along with Investigators and Precinct Inspectors, continue to build relationships with business leaders under Chief Harteau's leadership. It's a philosophy and mission carried over from her time as an Inspector. The Downtown Security Executive Group and a collaboration with Secureport has created a force multiplier by exponentially expanding the eyes and ears on the streets through private security professionals and security cameras, connecting them in real time. This practice is quickly expanding to other business corridors throughout the city.

Gun Summits

Gun Summits Track Trends of Gun Violence in Midwest

Through the MPD's work with the Police Executive Research Forum and the Joyce Foundation, Chief Harteau has helped lead and shape the discussion on combating gun violence, whether it relates to gangs, domestic violence or the drug trade. Alongside the Chiefs and Mayors in Milwaukee and Chicago, Harteau brought together the first gun summit in 2013, which includes Chiefs and City Leaders from the Windy City to the Twin Cities and everywhere in between. Milwaukee hosted the summit in 2014, and in 2015, the MPD helped bring in mental health experts to Minneapolis for an important and timely discussion regarding mass shootings, the mentally ill and youth gun violence.

Special Olympics

MPD Continues its Special Relationship with Special Olympics Minnesota

Chief Harteau and the MPD continue to support Special Olympics Minnesota by raising money for athletes through a number of different venues. Perhaps the two highest profile events we participate in are the annual Law Enforcement Torch Run and the Polar Plunge. Jumping into an icy Lake Calhoun happens to be a great way for dozens of officers to bond for a great cause. Special Olympics MN has called the MPD's help "phenomenal" and members of the Department are honored to help the cause any way they can.

The "New" Community Chaplain Serving the MPD

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"Chat with the Chief" offers residents One-on-One Sit downs with Harteau

After one community listening session, a handful of residents told Chief Harteau and her staff that they felt a little intimidated asking the Chief a question in front of such a large audience. Recognizing everyone's right to be heard, Harteau started Chat with the Chief. Every month she rotates into one of the city's five Precincts where folks bring concerns and ideas directly to the city's top cop. The Chief hosts an hour-long open door scenario for the officers of those Precincts as well, called "Chat with the Troops."

Community Parades

Everyone Loves a Good Parade, Including Police

The MPD's involvement in community events is one of the main ingredients of MPD 2.0. Officers not only provided safe passage for dozens of parades throughout the city, they also participated in them, and that edict comes from the top on down. Although there are just far too many parades to list in this space, Chief Harteau did serve as the **Grand Marshal in the 2014 Pride Parade** in Downtown Minneapolis and as the leader of the **Cinco De Mayo Parade** in South Minneapolis in 2013.

Presidential Visit, Gun Violence Initiatives

President Hails Minneapolis for Gun Violence Initiatives

The headlines were bold and the praise was effusive in February of 2013. **"Minneapolis' Gun Control Efforts at Center of Obama Visit,"** and President made Minneapolis his first stop on a tour to promote what he calls 'common sense' gun control measures," MPR said. The President cited youth initiatives for a 40% reduction in the number of young people injured by guns as he spoke to the nation about MPD's success. The push to decrease gun violence was just beginning, as cities nationally and here in the Midwest looked to Minneapolis' leadership as a model in tackling the difficult issue of gun violence.

National Initiative

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Continuing our progressive journey as a leader in national community policing efforts, the Minneapolis Police Department applied for, and was selected as **one of the nation's six cities** for the National "Trust & Justice" Initiative. More than **100 cities applied** and Minneapolis was selected by the US Attorney General based on its thriving community relationships and its willingness to change in response to the needs of its residents. National experts will work with MPD leaders and community members to continue to create national "best practices" models, enhancing procedural justice, reducing implicit bias and supporting racial reconciliation.

Connecting with Spiritual Leaders

Connecting with the Spiritual Side of our City

You can't have community policing without first getting input from the community. In 2014, Chief Harteau visited several churches on her "Sunday Sermons Series". She had a chance to connect with those attending services while creating relationships, partnerships and a greater culture of understanding. She also participated in several Faith Parol walks. These patrols, facilitated by faith leaders, were born during the Northside Safety Summit. Faith leaders walk the streets on busy evenings, connecting with people and spreading hope and positive vibes.

Homeless Youth Sleepout

Youthlink's "From Homeless to Hopeful" Sleepout Raises Money and Awareness

Chief Harteau, a Youthlink board member, joined business executives in an effort to create an important dialogue about the concerning uptick in homeless youth in the city. The dignitaries slept outside, raising $150,000 for children in need. The Minneapolis Police Department also continues to foster its strong partnership with St. Stephen's Human Services Homeless Outreach Teams by keeping open lines of communication to link those in need with helpful resources.

PAL

Police Activities League (PAL)

The PAL program has really expanded under the leadership of Chief Harteau. There are more officers working with the PAL kids and the number of PAL members grew from 300 to 495 between 2013 and 2014. The team working out of the Special Operations Center on the Northside facilitated basketball, football, soccer, boxing, summer fitness camps, the Police Explorers Picnic, and the Minneapolis Youth Leadership Academy. Two recent upgrades to the League are bi-monthly yoga sessions and tutors who are helping kids with their academic work prior to any sports practices. Recently, 3 officers taught a group of kids how to play baseball, and in their first season ever, they developed so quickly that they swept through the playoffs and won the league championship. PAL provides children with mentors and role models teaching them the values of hard work and respect while promoting healthy and active lifestyles.

Protests & the National Conversation

A National Conversation, Protecting Free Speech and Keeping the Public Safe

A number of high profile incidents in other areas of the country started a national conversation about race and policing in the summer of 2014. A movement was born in the cities where officer involved shootings had occurred, and the movement made its way to the streets of Minneapolis. Chief Harteau was instrumental in leading our local discussion with a number of community leaders and residents who wanted more information on MPD policies and procedures. The Minneapolis Police Department was also celebrated in several national publications for their role in keeping demonstrators safe while working with protest group organizing to design routes where they could exercise their rights to free speech while minimizing the impact on motorists. Officers walked alongside demonstrators while engaging in conversations instead of engaging in enforcement activities. It was the quintessential example of officers transforming from a **"warrior to guardian"** role. The track record of community engagement and relationship building was the reason these were, indeed, peaceful protests.

Providing Warmth

Providing a Little Warmth Can Go a Long Way in the Winter

Mother Nature gives way to Old Man Winter in Minneapolis every year, blanketing the city under a deep freeze that lasts several months. MPD cops often run into folks who might not be prepared to brave the elements. Teaming up with the MN Twins, MN Timberwolves, MN Wild and MN United FC, the MPD started the **"Cops with Caps"** program. The sports teams donated the stocking caps and the patrol officers put them in their squad cars, giving them out to anyone they run into that needed one. Following the Chief's example of providing warmth, 1st Precinct Officers started a **"Blanket Box,"** collecting hundreds of blankets and sleeping bags they distributed to homeless people throughout the city.

Safety Summits

Northside and Southside Safety Summits

The idea behind the Northside Safety Summit was to bring community, faith, civic and philanthropic leaders to the table prior to the summer months when crime typically increases. But this was not going to be a brainstorming event, the MPD was asking for ideas AND resources. Eleven action items, including the aforementioned JET patrols, were developed as relationships were strengthened with city departments, the Department of Corrections, and area youth. Of particular note was increased communication between agencies as men and women re-entered society following incarceration and enhanced partnerships with neighborhood groups that were highly visible. The Southside Summit helped police address concerns of gun violence, robberies and burglaries. Crime prevention outreach and communication regarding how police reports are handled was also requested by an extremely engaged and committed group. This was also the meeting where "Bring the Police Activities League to the Southside" was born.

NIBIN

The NIBIN Difference, Connecting Guns, Bullets and Suspects

Based on strong federal relationships and aggressive street work in combating gun violence, the Minneapolis Police Department was selected by the ATF to receive the very latest in ballistics technology. A state of the art NIBIN (National Integrated Ballistic Information Network) machine helps investigators track shell casings and firearms while connecting Minneapolis with the national database for fast and accurate information regarding shootings. The Violent Crime Investigations Division took it a step further, assigning 2 full time investigators to follow up on every legitimate gun shot call, even if there isn't an injured victim. It helps the MPD track guns and build relationships with the community that will help solve crimes and prevent future gun violence.

Interactive Crime Mapping

MPD Offers Neighborhoods Crime Mapping to it's residents

Be fast and free and convenient. In partnership with BAIR Analytics, the MPD launched a free and effective crime mapping tool, which allows residents to log on to a map through their phone or computer. From there they can see the public data on all the crimes committed or being investigated on their block.

Major League Baseball's All Star Game

National Spotlight Shines on MPD's Community Policing for MLB All Star Game

The Minneapolis Police Department welcomed tens of thousands of baseball fans Downtown as the Minnesota Twins hosted Major League Baseball's All Star Game in July of 2014. Chief Harteau brought in more than two dozen law enforcement agencies from throughout the metro area to join MPD officers patrolling the streets on foot, bike and horseback. The Officers and Deputies gave fans a great sense of security while providing directions and contributing to the family atmosphere associated with baseball's biggest weekend. The well-organized operation has now become Major League Baseball's model to follow while simultaneously highlighting Harteau's community policing efforts and "Cops Out of Cars" mantra.

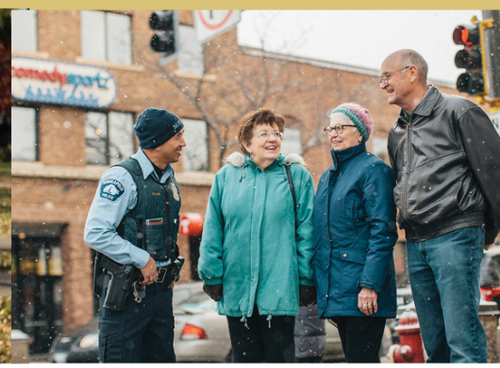
Gabby Giffords & Domestic Violence Issues

Former US Representative Gabby Giffords and MPD Combat Domestic Gun Violence

Former US Representative Gabby Giffords (Arizona) sought out Chief Harteau's leadership on gun violence issues and visited the City to ride along with the Chief, talk with domestic violence advocates and build a new group aimed at helping keep our local victims of domestic gun violence safe. Chief Harteau is one of the

Pillar 4 – Community Policing and Crime Reduction

The MPD has more than 3 dozen initiatives in this area. Here are some of those:



Community

-Police Community Support Team
-Positive Community Contacts: The PD has placed great value within our culture that its important to recognize the positive interaction and engagement our officers are involved in with our community on a daily basis
-Cops out of cars
-Beat Officers

Partnerships

-PCOC
-MSTAT refresh/re-tooling to reduce and prevent violent crime
-Group Violence Initiative (GVI)
-Train with other partners and NGOs such as working with the Youth Coordinating Board Outreach Team
-Domestic Violence work with City Attorney's Office
-Domestic Violence Advocates are co-located in the unit
-CIT
-St. Stephen's Street Outreach Team
- Sexual Assault Response Team (SMART)
- Vulnerable Adult Liaison
- Partnership with Hennepin County Child Protection to aid in child abuse investigations
-Youth and Adult Diversion
-Chief's Advisory Council
-Safety Centers
-Community Meeting
-Precinct Advisors Committee (PAC)
-Chaplain Program
-Downtown 100 Program
-Bike Cops for Kids

The 6 Pillars in Practice

Training & Education

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Leadership & Organizational Development

Performance Management/ Monthly Check-ins

When the Chief was sworn in, she vowed to change the culture within the MPD. Leadership and supervision are key to performance management at every level. Each officer now meets with his or her Sergeant monthly to talk about officer performance, both good and bad. Supervisors are being trained in having crucial conversations with employees and coaching and mentoring is now part of the day to day operation within the MPD. This has improved performance management and personal accountability, while at the same time increasing employee engagement and morale by giving officers positive feedback on great police work and community outreach. These check-ins have also resulted in the creation and implementation of a robust system of talent reviews for promotions and succession planning.

Monthly Check-Ins for Officers

Chief's Citizen Advisory Council

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Under Chief Harteau the concept of the Chief's council has significantly changed and expanded. The Council is made up of a diverse set of community, religious, academic and business leaders. The members are an important team for the Chief.when it comes to all areas of public safety. She discusses ideas and initiatives with them and they return feedback to her from the standpoint of the diversity groups they represent. The members also serve as a conduit sharing insight with controversial incidents to improve understanding from all sides. The diversity and size of the group has grown under MPD 2.0, and members have now formed subcommittees to address the following components: **community outreach and engagement**, **police recruiting**, **hiring and promotions**, **training and development**, and **accountability**.

Office of Justice Programs (DOJ) Performance Management Review

Chief Harteau believes progressive departments seek independent assessments and assistance to enhance an organization's daily operations, and in 2013 she requested the assistance from the DOJ's Office of Justice Program's Diagnostic Center to address questions and concerns that have existed for many years surrounding police conduct and the impact on police-community relations. In 2014-2015, several "high profile" incidents across the nation lead to sweeping reviews and changes regarding police tactics and community relationships. Dozens of agencies were forced to undergo federal reviews surrounding the areas of accountability and race relations. The Minneapolis Police Department had already completed the Office of Justice Program's study in which researchers looked at 6 years of data on the MPD's oversight and discipline processes. The Department learned it was ahead of the curve in many areas (for example, internal affairs complaints dropped 47% and coaching increased 6-fold), but it could also use some changes in a few areas, as well. Under 5 different headings, committees were formed to improve community outreach, communication, police conduct/oversight, an early intervention system and officer coaching. MPD administrators, officers, community leaders, city council members, police federation leaders, faith leaders and scholars are all part of this ongoing conversation.

OJP Review

Body Cameras

Equipping officers with personal body cameras was a critical first strategy and priority for Chief Harteau towards our goals of increasing transparency and public trust. After researching multiple best practices in other cities across the country, 36 officers in 3 Precincts completed a body camera pilot project in late 2014 and early 2015, as the Department moved toward full implementation in the beginning of 2016. The cameras will help to document the difficult and complex interactions officers face each day while enhancing transparency and accountability. The Department's body camera project was featured and lauded by the CBS Evening News.

Body Cameras

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Dealing with a Difficult Dinky-town Situation with a Measured Response

The University of Minnesota's Mens Hockey Team won the National Championship in 2003 and after the game, news cars burned and businesses suffered significant property damage as fans rioted through out the area surrouding the U of M campus. When the team made the National Championship in 2014, the MPD had a plan to allow students to react to the sporting event while protecting the thriving businesses near the college campus. Chief Harteau and Mayor Betsy Hodges spent hours before the end of the game talking to students and business owners and Officers displayed great patience while minimizing arrests, preventing a potentially volatile situation from getting out of hand.

Dinkytown Disturbance Response

Fair & Impartial Policing Training

Fair and Impartial Policing Training - Addressing Implicit Bias

MPD uses evidence based policing, which is not just about implementing better informed and tested crime control approaches, but also about how to effectively achieve fair and impartial policing. Developing and implementing training to control implicit bias that is based in rigorous science, not conjecture or personal beliefs, is especially important to the long standing aspiration of enforcement and community partnerships. Chief Harteau brought in Dr. Lorie A. Fridell, former Director of Research for the Police Executive Research Forum (PERF), a nationally recognized expert on racially bias policing. Every member of the MPD will be trained in fair and impartial policing by 2016. This training will be ongoing and given to all new members of the MPD.

Cold Case Squad

Cold Case Unit Vows to Close Unsolved Homicide

Every Department has a few cases that remain open and always remain on the minds of homicide investigators. Often times, the unit is just one tip or interview away from cracking some of these cases. Up until 2015, the MPD has not had a structured or centralized method to organizing these cases. The MPD has renewed its vow to continue to search for justice for victim's families, and by joinging forces with the FBI and County Attorney's Office, investigators will to keep knocking on doors in order to bring murderers from years ago to justice. Meanwhileurrent homicide solvability rates for the MPD continue to exceed the national average.

Pillar 5 – Training and Education

- All MPD rank and file will have received the entire 3 modules of Procedural Justice Training by the end of 2016
- All Patrol Officers will be trained in CIT/De-Escalation by the end of 2016
- All Officers/Sergeants in non-patrol units will be trained in CIT/De-Escalation by the end of 2017
- All new recruits/cadets will be trained in CIT/De-Escalation immediately following the FTO phase of their training
- Fair and Impartial Policing training provided to all new police recruits
- MPD Communications class offered at in-service 2015 and will be included in pre-service training for all future academy classes.
- The intentional practice of the MPD is to encourage employees to pursue higher education goals so the department can deal more effectively with policing issues and trends. There are more increasingly complex public safety and social issues that require MPD personnel to possess the necessary education and insight to work more effectively with our community partners to help problem solve.
- A bachelor's degree is required for promotion to Lieutenant.

The trainings highlighted above in and entire programatic shift for the MPD. These trainings will be infused into the MPD culture by way of future on-going In-Service Training!

The 6 Pillars in Practice

Officer Wellness & Safety

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Early Intervention System

Early Intervention System

The purpose of this program is to monitor all employees in a systematic; data based system to ensure that each employee's performance is effective given their assignment, training, experience, and other relevant factors. It is meant to give employees notice that their performance isn't meeting standards and more importantly it is meant to give officers tools and support to make them more effective in their job.

This program isn't a disciplinary process.

The program will be used in conjunction with the performance mentoring system to help supervisors build a culture of supporting officers.

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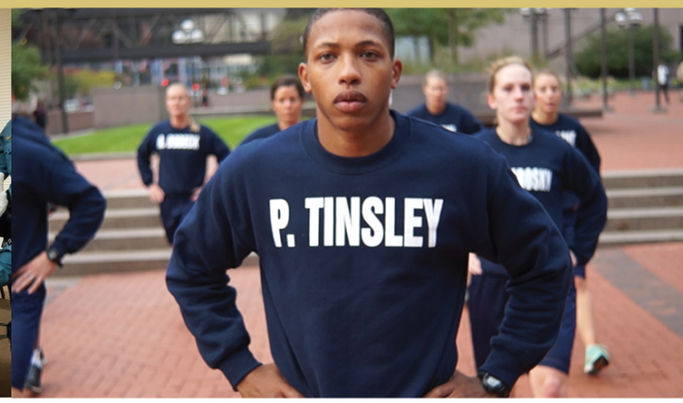
Pillar 6 – Officer Wellness and Safety

-Health club memberships
-Organized health club classes
-Access to health club staff
-City of Minneapolis offered classes on health and wellness
-The MPD has a policy on the amount of hours an officer can work in a week
-Patrol officers are provided with tactical first aid kits and training
-Anti-ballistic vests are reimbursed

The MPD provides support and resources for its officers who may be deaing with the effects of a trauma relate experience. It's imperative that we support the overall welness of our officers and when our officers are dealing with the effect of trauma we have a moral obligation to provide them with the assistance they need.

Hiring



The MPD continues to explore creative ways to recurite and messae our brand and image to our commmunity to attract the best and brightest leader our city has to offer. We continue to value a diverse department that is reflective of the community we serve

CSOs: CSOs have shown to be a promising way for the MPD to recruit and hire diversity from our many communities in Minneapolis. The last CSO class had 60% diversity.
Cadets: Non-traditional way to capture diversity and different experiential learning.
Recruits: Current Recruit Class has 55% diversity

Department of Justice Guidance/Office of Justice Programs Diagnostic Assessment

The OJP Steering Committee consisted of members from the MPD, community, and, City Council members. The Chief is currently reviewing the recommendations brought forth by the steering committee with an anticipated timeline for the fall of 2016, for full implementation of recommendations.

5 FOCUS AREAS

-Early Intervention System (EIS)

-Police Conduct and Oversight

-Communications

-Community Engagement

-Performance Mentoring

EIS Lieutenant assigned, anticipated fall start date.