



Minneapolis Police Department

COMMITMENT, INTEGRITY & TRANSPARENCY

Media Release

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Release by the Department of Justice, Diagnostic Center's Final Analysis and Report of the MPD's Conduct and Oversight Process

As part of Chief Janee Harteau's commitment to building community trust and enhancing accountability, the Minneapolis Police Department (MPD) requested the U.S. Department of Justice (DOJ) Office of Justice Programs (OJP) Diagnostic Center conduct **an independent assessment of the MPD's officer oversight and discipline process**. A technical assistance resource that uses data to define issues and solutions, the Diagnostic Center has been engaged with the MPD, stakeholders, and community members since 2013 in an effort to identify ways to improve police accountability based on best practices for managing oversight and preventing misconduct.

On October 8, 2014 the Diagnostic Center presented its preliminary assessment of the MPD's oversight and discipline process. During these presentations, feedback and insight was received from stakeholders, community members, elected officials and MPD personnel.

On January 28, 2015 the MPD hosted a final presentation by the Diagnostic Center on the findings of its assessment and implementation plans to enhance the Department's accountability procedures.

The final assessment report includes:

- Analysis of complaints filed against MPD police officers from 2008-2013
- Perceptions of stakeholders and community members and areas identified for improvements
- Recommendations for increasing transparency and community trust and knowledge of MPD's conduct and oversight process
- Recommendations for improving police-community relations

Chief Harteau has pledged to implement the recommended changes to enhance police performance, transparency, and public trust.

“As a progressive leader, I requested this review a couple of years ago with the intention of gaining an independent review with some solid recommendations on how we can move our department and city forward. The OJP assessment validates that we are headed in the right direction and actually ahead of the national curve in many of our recent initiatives and training. I am also pleased to report we have been given some valuable and tangible recommendations on progressive steps we can take to enhance our community relationships and increase public trust and accountability ,” Chief Harteau remarked.

The OJP Diagnostic Center recommends the MPD improve its “Early Intervention System” and increase its communication and community outreach in regards to reviewing complaints.

The data driven diagnostic assessment researchers also found the following:

- Internal Affairs complaints dropped 47% over the six year period (2008-2013).
- The Office of Police Conduct Review (OPCR), made up of officers and civilians, reviewed 46% of the cases brought forward since 2012. Its predecessor, the Civilian Review Authority (CRA), only reviewed about 20% of the cases brought forward.
- Over the 6 year study period, “corrective action” or “officer coaching” has increased 6 fold. This is a proactive practice that aides in preventing misconduct.

The following “community stakeholders” were invited to the MPD and OJP final findings presentation. It is important to note that not all invitees attended the January 28th event.

1. Ron Edwards, African American Activist
2. Don Samuels, Minister and Educator
3. Roberta Englund, Neighborhood Coordinator
4. Clyde Bellecourt, Native American Activist
5. Leo Espinoza, Hispanic Activist
6. Nekima Levy-Pounds, Esq., University of St. Thomas
7. Avelino Mills-Novoa, Mpls. Comm. & Tech. College, President
8. Harry Davis, Jr., Retired (Circle of Discipline)
9. Pastor Charles Graham, Macedonia Baptist Church
10. Bishop Richard Howell, Shiloh Temple
11. Dr. Heather Huseby, Youthlink, Executive Director

12. Renee Jenson, The Barbara Schneider Foundation
13. Joanne Kaufman , WDBA, Executive Director
14. Kate Lee, 4th Pct. Resident
15. William Means, MN O.I.C. Council
16. Jana Metge, Citizens for a Loring Park Community
17. Father Michael O'Connell, Ascension Church
18. Doris Overby, 3rd Pct. Standish Neighborhood Resident
19. Arnetta Phillips, Shiloh Temple Church
20. Michael Rainville, 2nd Pct. Resident
21. Rebecca Waggoner, Outfront MN
22. Claudia Waring, Asian Women United of Minnesota
23. Shane Zahn, Mpls. Downtown Improvement District
24. Robert Lilligren, Little Earth of United Tribes, Ex. Director
25. Long Yang, HAMAA Rep
26. Kandace Montgomery, TakeAction Minnesota
27. Scott Gray, Minneapolis Urban League
28. Reverend Jerry McAfee, President, NAACP
29. Alisa Clemons, Northside Public Safety Group, Community Advocate
30. Frank Brown, Co-Chair, DFL African American Caucus
31. Veronica Mendez, Organizer, Centro de Trabajadores Unidos en Lucha
32. Vina Kay, Organizing Apprenticeship Project Kay
33. Anthony Newby, Executive Director - Neighborhoods Organizing for Change (NOC)
34. Sondra Samuels, NAZ
35. Wokie Weah, Youthprise
36. Jaylani Hussein, East African Activist Police Conduct Oversight Commission
37. Alfred Babington-Johnson, Stairstep Academy
38. Joe Senkyr-Minjares, Hispanic Restaurant Owner and Resident

39. Council President Barbara Johnson
40. Council Vice President Elizabeth Glidden
41. Public Safety Committee Council Chair Blong Yang
42. Public Safety Committee Council Chair Cam Gordon
43. Public Safety Committee Council Member Linea Palmisano
44. Public Safety Committee Council Member Kevin Reich
45. City Attorney Susan Segal
46. Civil Rights Director Velma Korbel
47. OPCR Director Michael Brown
48. Jennifer Singleton, Police Conduct Oversight Commission
49. Adriana Cerrillo, Police Conduct Oversight Commission
50. Laura Westphal, Police Conduct Oversight Commission
51. Andrew Buss, Police Conduct Oversight Commission
52. Mayor Betsy Hodges and Staff