

Minneapolis

2018 INTERIM STATUS REPORT

MINNEAPOLIS, MINNESOTA IS ONE OF SIX PILOT SITES FOR THE NATIONAL INITIATIVE FOR BUILDING

Community Trust and Justice (NI), a project designed to improve relationships and increase trust between communities and the criminal justice system, while also advancing public understanding of the issues contributing to those relationships. In collaboration with the U.S. Department of Justice, the National Initiative is coordinated by the **National Network for Safe Communities at John Jay College of Criminal Justice**, in partnership with the **Justice Collaboratory at Yale Law School**, the **Center for Policing Equity at John Jay College and UCLA**, and the **Urban Institute**.

The National Initiative's work involves trust-building interventions with police departments and communities based on three pillars:

- Enhancing **procedural justice**: the way police interact with the public, and how those interactions shape the public's views of the police, their willingness to obey the law, and their engagement in co-producing public safety in their neighborhoods.
- Reducing the impact of **implicit bias**: the automatic associations individuals make between groups of people and stereotypes about those groups, and the influence it has in policing.
- Fostering **reconciliation**: frank engagements between marginalized communities and law enforcement to address historical tensions, grievances, and misconceptions that contribute to mutual mistrust and misunderstanding and prevent police and communities from working together.

At a Glance: Key highlights for Minneapolis, Minnesota

Procedural Justice

- All 874 of MPD's sworn officers have undergone trainings on the theory of procedural justice ("PJ1") and operational techniques on how to apply it ("PJ2"). New recruits continue to receive the training.
- MPD has established a full-time Procedural Justice Unit to weave the principles of procedural justice throughout the department's training efforts.
- MPD created an in-service PJ refresher course and delivered it to all 874 sworn officers in 2018.

Implicit Bias

- All 874 of MPD's sworn officers have undergone the 8-hour training on implicit bias (PJ3), and new recruits continue to receive the training.
- MPD launched a community-facing implicit bias training ("PJ3—Community") in October 2017.

Reconciliation

- Minneapolis was the first pilot site to begin on-the-ground reconciliation work in June 2016 through facilitated meetings ("listening sessions") between former Chief Janée Harteau and influential leaders from a variety of communities. These are continuing under Chief Medaria Arradondo.
- MPD has hired civilian Community Navigators to liaise between marginalized communities and the police department. So far, Navigators have been hired for the Native American, Latinx, African American, East African, LGBTQ, and Intimate Partner Violence survivor communities.