

CITY OF FALCON HEIGHTS
Falcon Heights Task Force
City Hall
2077 West Larpenteur Avenue

AGENDA
March 7, 2017
7:15 P.M. to 9:30 P.M.

- I. Call to Order
- II. Review Agenda
- III. Review of February 21, 2017 Meeting Minutes
- IV. Short Debrief of March 2 Community Conversation Session
 - Conversation #2 Themes: Developing Options for how the City Can Live Out the Community's Values in its Activities, Policies, Policing and Other Practices
- V. Discussion (continued) of Desired Policing Approaches & Best Practices
- VI. BREAK (5 Minutes)
- VII. Discussion of *Blink* and Implications for Community-Based Work on Bias
- VIII. Preparation for March 14th Task Force Meeting
- IX. Announcements and Updates
- X. Adjourn

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CITY OF FALCON HEIGHTS
 Falcon Heights Inclusion and Policing Task Force
 City Hall
 2077 West Larpenteur Avenue

MINUTES
 February 21, 2017 at 7:15 P.M.

1. CALL TO ORDER: 7:16 p.m.

ROLL CALL:

ANDREWS			JOHNSON-POWERS	X
BALLENTINE	X		LEEHY-CO CHAIR	X
COLOND	X		THOMPSON	X
DEMERATH	X		WADE	X
JOHNSON	X			

STAFF PRESENT:

MAYOR LINDSTROM	
CO-CHAIR/COUNCIL MEMBER GUSTAFSON	X
CO-FACILITATOR QUICK	
CO-FACILITATOR MORRIS	X
ADMINISTRATOR THONGVANH	X

Homework before next meeting on Tues. March 7, please review the book, Blink.

Community Conversation meeting on Thurs. March 2 at Falcon Heights Church, 6:30-8:30pm.

I. Call to order
 7:16pm

II. Review Agenda
 No changes were proposed.

III. Review Meeting Minutes
 There were a couple of corrections to the section on Discussion of Community Values for Policing. In paragraph seven, the first sentence should be a question followed by the sentence, Government has limitations. The second to last sentence should be, Relationship is critical to making change. All were in favor of the corrections.

IV. Debrief of Community Conversation on Values on Feb. 16 Approximately 110 people attended including task force members. Those who participated enjoyed the opportunity and gave positive

feedback about the meeting. People who had not spoken at other listening sessions were there. The average age skewed toward the older end of the spectrum. The task force learned that personal invitations are needed to reach those beyond Falcon Heights. A number of groups were invited and some did attend. Some hope to attend other meetings. The format was helpful for honest sharing. One group had a good mixture from outside of FH and within. Some recognized more need for community involvement. There were questions about the city council and the appearance of inaction. Some people are invested and want to know where to start. There was frustration with elected officials. Eight months is too long to address a tragedy.

There were stories of business people and residents manifesting racism. One suggestion was to have police officers in each group. One was fearful to talk at other sessions but felt this was a safe place to talk. Facilitators did a fantastic job.

One question was, why wasn't there an apology from the city. This was a difficult event and hard to manage as an elected official. The job is especially tough when the whole nation is looking at you. Police work is challenging with being part social worker, part therapist and cop.

Some had seen racial bias in police stops. There are also opportunities for people to learn how to spot incidents and how to report them.

Notes were taken in each group. Common themes and keywords along with the context will be compiled for further analysis.

People seemed guarded at first and comfort level went up as the evening went on. One black male talked about living here three decades. He always feels suspect and this is fatiguing. This was a learning opportunity others and an example of courage to talk about race.

Recommendations will come at a later date. How do we show progress? People will talk about the experience whether good or bad. People seemed willing to keep the process moving forward.

V. Translating Values into Policing Operations.

Members assembled in groups of three looking at the community values statements and how they relate to police operations.

List to work with from the whiteboard:

Life safety

Patrol functions. Passive. Observation. Traffic enforcement.

Active. Call and response.

Administrative- hiring, training, performance review. Communication. Reporting. Internal investigations.

Data collection. Data release.

Community engagement - citizen training. DARE, School resource officer. Crime prevention.

Investigation. External.

Court Duty. Testifying.

The topic of trust building came up. This falls under community engagement but currently there is no purposeful effort to build trust. Crime prevention, national night out and citizen training are police initiated. Some neighborhoods don't have many children who have typically been more interested in the police cars. Regarding the Falcon Heights Community Engagement Commission, police attend and are looking for ways to engage community.

If a civilian review board makes sense it would go under administration.

What are police operation priorities?

Patrol

Life and safety

Response to calls

Passive patrol

Reconvene at 9:09pm

There were three groups of three. The exercise was challenging. Some process is needed for providing feedback after an encounter with the police. Community review is needed. Training the police on community values would be helpful. Having a known face patrolling FH might add credibility. Include race or ethnicity data in police interactions. When hiring police, look for people with cross cultural experience. Ongoing training is also needed. Citizen tips for callers and how to handle situations.

What areas do task force members want to focus on with specificity? A review board? More data? After this look at things you can do within these areas. Think deeply about what will give the greatest return.

There will be a competing police contract when we get to that point. This will be needed given the amount of money involved. Think about whatever you might recommend when we reach this point.

Updates and announcements

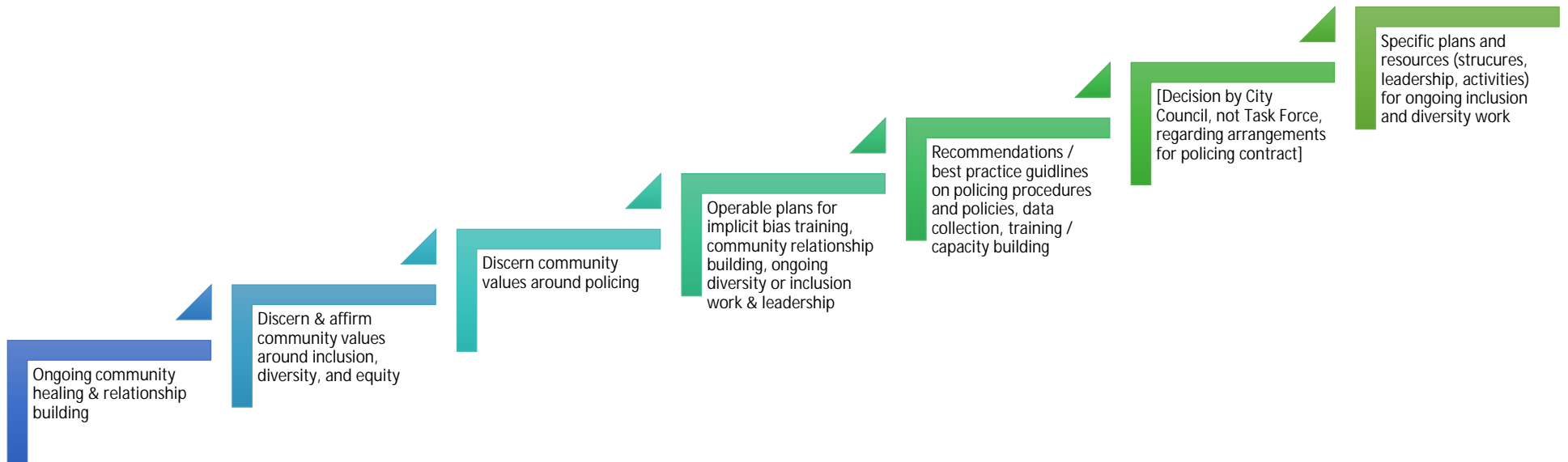
St. Anthony police did experience a significant leadership change in June of 2016 when the chief and captain retired. After the shooting, Interims Chief Mangseth and Captain Spiess were officially placed in their new roles rather than waiting until the fall as originally planned.

9:38pm adjourned

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Falcon Heights Inclusion and Policing Task Force

Process Plan: Over-arching Goals and Sequencing of Activities



Falcon Heights Inclusion and Policing Task Force

PROPOSED Work Plan

For discussion at January 3 task force meeting. This schedule is subject to change. Please consult Task Force website for meeting agendas.

<p>1. December 13: Orientation and launch</p>	<ul style="list-style-type: none"> √Overview of charge √Orientation to open meeting laws, data practices, and √Introductions. Discussion of Task Force members' aspirations, concerns, and pictures of success for the Task Force. √Orientation to overall process plan √Discussion of desired process / participation plan elements
<p>2. January 3: Articulating community values for inclusion, equity, safety, and healing</p>	<p>Adoption of process / participation agreement <i>Start</i> articulation of community values around inclusion, equity, safety, and healing. → Create <u>draft</u> statement for additional discussion and elaboration through community meetings. Discussion of process for gathering community input (what, when, how)</p>
<p>3. January 10: Policing contest</p>	<p>Policing foundational context: elements of the current policing contract (service provision guidelines, timelines, etc.) <i>Start</i> discussion of general principles for policing, grounded in community values Setting agenda for additional discussion and work (not yet at recommendation / decision point)</p>
<p>Date TBD</p>	<p>2 community meetings, open to all interested members of the public. The first community discussion will respond to and elaborate the Task Force <u>draft</u> statement on community values. The second will begin articulating how community members would like to see the community values be implemented, in policing and other areas of governance and community life. Both meetings will be facilitated by volunteers trained by the design team. All Task Force members are very strongly encouraged to participate.</p>
<p>Date TBD</p>	
<p>4. January 31: Statement on community values for inclusion, equity,</p>	<p>Processing of input from community into TF statement of community values on equity, diversity, and inclusion (general, not exclusive to policing) Adoption of a provisional statement on community values, to help guide upcoming work</p>

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safety, and healing	
5. February 7: Becoming familiar with different approaches to policing	Informational presentations and discussion of how the community values might be operationalized in different approaches to policing, with a few illustrative examples Discussion of pros & cons of different policing models
Check-in week	No regular Task Force meeting. Key time for Task Force members to check in w/their community connections.
6. February 21: Current policing in FH: what is working well, what is not?	Review of data about and contracting arrangement for the current policing arrangement and performance in Falcon Heights Discussion: What is working well and should be sustained? What are key problems to fix? What improvements could be made?
Check-in week	No regular Task Force meeting. Key time for Task Force members to check in w/their community connections.
7. March 7: Exploring models of policing approaches and best practices	Best practices for anti-racist, equity-oriented community policing Pros, cons, lessons learned from recent innovations in community policing Discussion
8. March 14: Exploring measures & accountability instruments for desired policing	Performance standard statements and measures for desired policing outcomes
9. March 21: Policing performance standards	Discussion of desired components of policing performance standards for FH. Include discussion of what to sustain as well as what to change in current model.

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Date TBD	<p>2 Community meetings, open to all interested members of the public. The first meeting will gather input to inform the Task Force's forthcoming recommendations on policing. The second will provide input to the Task Force's forthcoming recommendations on policies or programming to promote inclusion, equity, safety, and healing in other areas of community work and governance. Meetings will be facilitated by volunteers trained by the design team. All Task Force members are very strongly encouraged to participate.</p>
Date TBD	
10. April 11: Processing community input on policing standards	Processing of input from community meetings into draft TF statement of community values in policing
11. April 18: Finalizing recommendation to council on policing performance standards	Finalizing recommendations to council on the community's desired policing approaches, policies, standards, or resources.
Report finalization week	The charge to the Task Force requires a report and recommendations regarding policing from the Task Force in time for the first City Council meeting of May (May 3).
12. May 2: Accomplishing community culture of inclusion, equity	<p>Creation of recommendations on programming and policies to sustain, in an ongoing way, work on the inclusion, equity, safety, and healing goals for governance and other areas of community life. This is to be Informed by prior community meeting.</p> <p>Final preparation for presentation of Task Force recommendations at May 3 city council meeting.</p>
May 3 City Council meeting	City Council will receive and deliberate about the Task Force's recommendations about policing standards and policies. It is the Council's decision as to how to translate that into choices regarding the policing contract.

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13. May 9: Response to council, closure	Take up any final requests from the City Council to the Task Force Finalize recommendations for ongoing inclusion and equity activities Close
Date TBD	City Council will receive and deliberate about the Task Force’s final recommendations regarding ongoing support for community and governance work on inclusion, equity, safety, and healing.
Date TBD	Community meeting , open to all interested members of the public, to recognize successes and renew commitment to the ongoing work. Meeting will be facilitated by volunteers trained by the design team. All Task Force members are very strongly encouraged to participate.

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Small Group Discussions – Summary Notes from Task Force Meeting February 21, 2017

1. Data Collection
 - a. Collect race data associated with all stops
 - b. Follow up on citation outcomes
 - c. Track citation patterns of officers pre- and post
 - d. GPS location of vehicles and time spent there.
2. Enforcing Laws (State and Local)
 - a. Stop enforcing equipment violations and small amounts of drugs.
 - b. As a community - What violations do we enforced?
3. Community Relations or Engagement
 - a. Community Policing should not cost extra---ex. When they are filling up on gas, they should make an effort to talk to people around them
 - b. Newsletter – create a section in a weekly or monthly newsletter called “Police Tips”
 - c. Monthly meetings with real topics being directed –community must attend
 - d. Youth engagement
4. Training
 - a. De-escalation training and best practices
 - b. Implicit bias training
 - c. Language training and cultural sensitivity around immigrant communities
 - d. Training on how to deal with mental health issues
 - e. Non-lethal weapons training
 - f. On-going diversity training
 - g. To instill the desired value statement
5. New Police Service Contract
 - a. Do we need 24/7 Police Department?
 - b. No incentive for drug violations – seizures revenue to St. Anthony
6. Accountability
 - a. Invest in high quality data management and monitoring. Present summary statistics and long-term trends on quarterly basis to Falcon Heights residents and Citizen Review Board.
 - b. Elected Citizens Review Board with powers to modify/terminate contract based on poor performance.
 - c. Transparent complaint/reporting procedure
 - d. Instill community-policing philosophy. Maximizes community interaction and familiarity – foot, bike police beats
 - e. For every 911 call, talk to (5) other people as part of response (benign education)
 - f. Increase distance between office and citizens during call responses. Reduce distance in community engagement.

- g. Follow up on suspicious calls with caller
- h. Citizen Board would be helpful
- i. Every interaction IS community interaction
- j. The officer needs to serve the caller and the person in the behavior

7. Hiring

- a. Recruit locally
- b. Recruit from diverse backgrounds with cross culture experience
- c. Are we hiring people with community engagement experience?