Collaborative Reform Initiative
Community Update
St. Anthony Police Department
February 22, 2018

Police Chief Jon Mangseth welcomed community members to tonight's meeting. The Chief introduced Captain Spiess, Lieutenant Diegnau and Sergeant Huddle.

Chief Mangseth stated that his department has always strived to sustain community service and the concepts of community orientated policing. The St. Anthony Police Department feels they must do better after receiving community feedback, as it is important to serve all segments of the community.

Chief Mangseth updated the community members on the Collaborative Reform Initiative for Technical Assistance. SAPD will be transparent with their activities, goals and plans. Community members were advised to visit the city's website and sign up for push notifications. They were also encouraged to visit the SAPD website and social media platforms (Twitter, Instagram and Facebook). The Chief stated it is important to receive input and feedback from the community to be successful.

The Chief outlined key priorities for the Collaborative Reform Initiative for Technical Assistance:
1. Assistance with improving SAPD's Principles and Practices Manual
2. Assistance in developing a data-driven strategic plan regarding initiating and conducting vehicle and pedestrian stops.
3. Assistance with developing a community engagement strategic plan to enhance community policing practices.
4. Assistance with training, practices and procedures regarding employees' professional development within these specific areas of importance.
   - Use of force
   - De-escalation training
   - Encounters with the mentally ill
   - Leadership

The Chief explained ICAT and gave a progress report on the various training sessions and community conversations his staff attended and conducted.

What's on Deck
- Body Worn Camera Program will be fully implemented by summer 2018
- Squad cars will be upgraded to a high definition system that will be compatible with body worn cameras
- Engage community and work in partnership with SAPD to improve department and public safety
- Develop a strategic plan with SAPD staff and community
- Continued certification, training and professional developed for SAPD staff

- Peer to peer site visits with other police agencies – focus areas include community engagement and de-escalation strategies.

Stay Connected
- Visit the website for city and SAPD updates
- Email SAPD at police@savmn.com
- Attend future open houses and other community meetings
- Call SAPD at 612.782.3350 to arrange a meeting via phone or in person

Feedback/Questions

Q: What is Procedural Justice?
A: It focuses on four distinct principles (transparency, voice, impartiality and fairness). It is incorporated in daily interaction with the people that SAPD serves.

Q: When will the traffic stop data be available to see progress or lack of progress?
A: At this time, we do not have a target date. The process began in January 2018 to work with a senior research scientist to write a program to access data easily in our records management system. We can receive traffic data from the Ramsey County dispatch (crystal reports). Unfortunately, this information is not collected by Hennepin County dispatch. We are currently working to extract the data from our records management system. Chief Mangseth will provide the data as soon as it's available.

Q: Have you done an assessment and documented the findings of the problems you're trying to solve? Do you have a metric to say these goals have been successful?
A: We have been working on the process since January. They are the unknowns that we want to make known through this process.

Q: Why are officers' instructors? Are they going to be instructors for other departments/regions? Why is it important to be certified as an instructor? What are the good and cautionary things by having certified instructors? What are the structures?
A: Having in-house instructors can have a downside because you may find yourself training in a vacuum. The City has invested time and money to keep up the instructor certifications. Training has happened with other communities and police agencies. This will help officers in their instructor and professional development. By training and instructing with other agencies, we can pull from those resources into our department. Fair and Impartial Policing and Procedural Justice was technical assistance we seized the moment on. This training is new and fresh to the State of MN and metro area. We realize our officers need to go through 16 hours of training during the course of a three-year post license renewal cycle. The mandated training has objectives for the mental health, diversity and crisis components. SAPD has an officer certified in CIT and has trained with other agencies, two officers have been through FIP and Procedural Justice training. Lesson plans from the Procedural Justice and FIP were sent to the Post Board to get them certified for post accreditation. There has been talk to bring back a regional training model.

Q: Is there a change in freedom of training for SAPD?

A: Yes, there have been discussions on what training officers will receive.

Feedback/Questions (cont'd)

Q: What is the goal of the strategic plan?
A: The goal is to work on the strategic plan through the Technical Assistance that the DOJ can offer. The rough draft will be available in the next several months. We will need community engagement sessions and opportunities to set goals and objectives.

Q: A community member thanked the Chief for putting a citizen complaint form prominently on the website along with additional updates. Unfortunately, the website does not have federally required complaint forms along with a listing of peoples' rights and protection against retaliation. Without the information posted on the website or on published documents, citizens will not come forward. How do we make our website compliant with Title VI and the American Disability Act? How can we improve our public engagement for families that English is not their primary language? A translator should be available if needed at community meetings. That is also covered under federal law. DOJ will have a wealth of knowledge on what is needed on the website to inform people of their rights.
A: The Chief indicated the point was well taken and he will discuss this with the DOJ. Next site visit will be in early March.

Q: Is the 3-year frequency of training required for all officers?
A: Yes, currently to maintain a POST license, 48 hours of continuing education credits must be obtained by an officer in a 3 year renewal cycle. Based on recent legislation, effective July 1st 2018, 16 mandated hours of training have been added to the 3-year cycle in the areas of Crises Intervention and Mental Illness, Conflict Management and Mediation, and Implicit Bias, Community Diversity and Cultural Difference. This is in addition to training already mandated in the areas of Use of Force, Firearm's and Emergency Vehicle Operation. Each peace officer with a license renewal date after June 30th, 2018, is not required to complete this training until the officer's next full three year cycle. All St. Anthony officers have already begun receiving training in areas of crisis response; conflict management and cultural diversity.

Q: Can the command staff talk about the Fair and Impartial Training? What did they take away from the training and practices?
A: Everyone in this room has biases, what have we all learned after the last two years? Officers learned they do have implicit biases and they need to be aware of this and how it affects their job. Officer's have learned from the prospective of people and it has helped when answering calls. Procedural Justice Training has made an impact on the officers. Officers are open minded and have humility. They know implicit bias can be dangerous to officers. Officers were very pleased with the comprehensive training and it fits under the ICAT model.