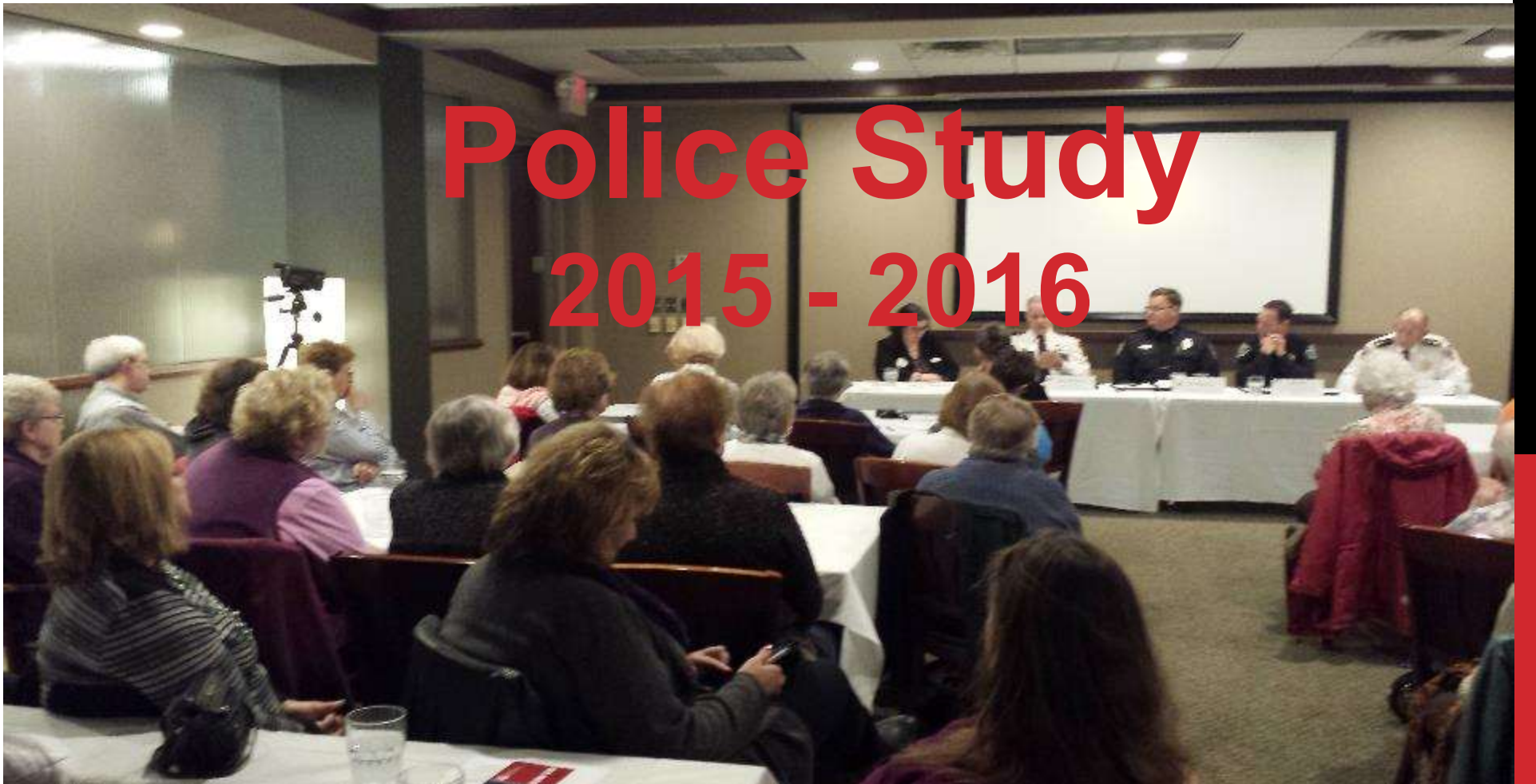


# **LWV ROSEVILLE AREA**

**FALCON HEIGHTS, LAUDERDALE,  
LITTLE CANADA, MAPLEWOOD,  
ROSEVILLE**

## **Police Study 2015 - 2016**



**Study Chairs:**

**Carrie Dickson, Mindy Greiling, Rita Mills**

**Committee Members:**

**Carolyn Cushing**

**Emma Duren**

**Kathy Juenemann**

**Bonnie Koch**

**Karen Schaeffer**


**Jan Schultz**

**Valerie Swenson**

**Gwen Willems**

# **LWV STUDY PROCESS**

- **A study is adopted by members at the Annual Meeting.**
- **A Study Committee is responsible for gathering information and preparing material for presentation to League members for their discussion and consideration.**
- **Consensus of LWV members is determined as they discuss and arrive at conclusions on study issues.**

- 
- **The Study Committee forms the consensus agreement points into position statements and submits them to the Board.**
  - **Concurrence occurs when the Board recommended positions are voted on and accepted at the next Annual Meeting.**
  - **Adopted positions are the basis for Action.**

# STUDY GOAL:

To study police delivery systems and officer training as it relates to avoiding racial profiling, domestic abuse and mental health crises in the communities of Falcon Heights, Lauderdale, Little Canada, Maplewood and Roseville.



# Gathering Background Information

- **Consulted with Molli Slade from Guild, Inc., and member of the Roseville Human Rights Commission.**
- **Interview and March 2016 presentation with Nathan Gove, Executive Director of Police Officer Standards and Training (P.O.S.T.)**



# INFORMATION GATHERING

- Interviews and November 2015 panel with:  
Saint Anthony Village Chief John Ohl,  
Maplewood Chief Paul Schnell,  
Ramsey County Sheriff Matt Bostrom,  
Roseville Chief Rick Mathwig.



- Consulted with Joel Hanson, Little Canada City Administrator

# Delivery Systems Vary

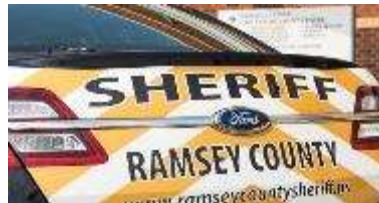
- **Maplewood** and **Roseville** have their own police departments.



- **Lauderdale** and **Falcon Heights** contract with Saint Anthony Village.



- **Little Canada** contracts with the Ramsey County Sheriff.



# COMPARING SERVICES

	Population	# Officers	# Support Staff	Officers Per Capita
<b>Falcon Heights*</b>	5,513	23	3.5	1/240
<b>Lauderdale*</b>	2,700	23	3.5	1/117
<b>Little Canada</b>	10,228	9.5	48	1/1,077
<b>Maplewood</b>	40,199	52	11	1/764
<b>Roseville</b>	35,319	47	12	1/751

\* Falcon Heights and Lauderdale both contract with St. Anthony Village.

# FINANCING POLICE DEPARTMENTS

	Annual % of City Budget	Cost Per Capita
Falcon Heights	34%	\$115
Lauderdale	50%	\$235
Little Canada	37%	\$59
Maplewood	16%	\$208
Roseville	13%	\$193

# COMMUNITY POLICING

Nathan Gove, P.O.S.T. Executive Director: Police have dual roles – warrior and guardian. The warrior is necessary in times of crisis, but the guardian is needed for community policing.



**Community Policing places an emphasis on building community relations and gaining the advantages that come with increased trust and cooperation.**

**All the departments identify working with the community in their mission statements.**

# **COMMUNITY POLICING EXAMPLES**

- **Working with businesses to develop solutions to avoid robberies.**
- **Lunch with students.**
- **School Resource Officers**
- **Citizen Police Academy**
- **Working with Ramsey County Attorney's Office on Youth Diversion programs to keep youth out of the juvenile justice system.**



# INITIAL CERTIFICATION

- **P.O.S.T. certified 2 or 4 year college/university programs.**
- **Reciprocity from service in another state or in military.**
- **State Board Exam**
- **Initial Licensing requires psychological certification, medical exam, BCA and FBI Background Checks.**
- **Not a licensed officer until hired by a police force.**
- **Individual Police Departments have their own additional training.**



# **CONTINUING EDUCATION**

- **State mandates must have 48 hours of training within every 3-year licensing period.**
- **Use of Force Training must occur every year.**
- **An 8 hour course in Police Pursuit Training must be completed every 5 years.**
- **Local Police Departments arrange Continuing Education opportunities.**
- **Local training can be conducted by in-house or external presenters.**
- **Online training is also used.**

# RACE RELATED DEFINITIONS

**"Racial Profiling"** refers to the discriminatory practice by law enforcement officials of **targeting individuals** for suspicion of crime **based on the individual's race, ethnicity, religion or national origin**. Criminal profiling, generally, as practiced by police, is the reliance on a group of characteristics they believe to be associated with crime."

American Civil Liberties Union

\* P.O.S.T. uses the term "unbiased policing" when referring to "racial profiling" issues.



**Implicit Bias**, also known as implicit social cognition, refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are **activated involuntarily and without an individual's awareness** or intentional control. **Residing deep in the subconscious**, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness.

Kirwan Institute for the Study of Race and Ethnicity

# **AVOIDING RACIAL PROFILING**

## **SCHOOLS MIRROR CHANGES THAT ARE COMING**

<b>School Districts</b>	<b>North St. Paul-Maplewood-Oakdale</b>	<b>Roseville (includes Falcon Heights, Lauderdale, Little Canada)</b>	<b>Mounds View (includes part of Roseville)</b>
% of Students Learning English	11%	17%	5%
Increase since 2005	85%	125%	95%

Source: Minnesota Department of Education as cited in the St. Paul Pioneer Press, 2-14-2016.

# WHAT ARE DEPARTMENTS DOING?

- **Strong focus on the hiring process to increase officer diversity.**
  - ✓ Candidates of color
  - ✓ Candidates with second language skills.
  - ✓ Candidates with prior experience in working with under-represented populations.




- **Use connections to encourage population to enter law enforcement.**

- ✓ Community Service Officers
- ✓ Community Volunteers
- ✓ Schools
- ✓ Internship opportunities for students pursuing their degrees in Criminal justice, Law Enforcement or other similar field.

- **Provide additional diversity training for officers.**

- ✓ FH/L has annual non-bias training.
- ✓ In 2015 all Roseville officers took 4-hour diversity training taught by outside resource speaker and an online training class.
- ✓ Maplewood includes implicit bias and increased scenario-based situational training with their “Use of Force” training that is offered 1 to 2 times a year.



✓ Ramsey County diversity training is designed with community input to reflect county needs and is not outsourced. There is continuous study of its long-term effectiveness. “Seat training ≠ learning.”

- **General agreement that cameras are positive.**

# **DATA COLLECTION**

**Interview question was about tracking patterns for things such as “traffic stops” and “stop and search”.**

- **The state mandates that race and ethnic information not be recorded in the statewide uniform traffic citation system.**
- **Individual departments maintain their own recording systems.**
- **Maplewood is implementing a weekly numerical summary of police activity, including info on arrests by race and gender.**

- **Cards are given out with officer's name and number and department contact information for concerns or more information.**
- **Information can be accessed by the community at large.**
- **A new Ramsey County dispatch system is being developed.**
- **Information can be sent by the dispatcher or accessed by officers when making calls.**

# DOMESTIC VIOLENCE CALLS

	Domestic Violence Calls/Week
<b>Falcon Heights</b>	9 + 32 “screaming”
<b>Lauderdale</b>	3 + 12 “verbals”
<b>Little Canada</b>	1.7 + .96 emotionally disturbed incident
<b>Maplewood</b>	16-17
<b>Roseville</b>	10

**Data is inconclusive because Domestic Violence “statistics” are defined differently.**

# **DOMESTIC VIOLENCE PROCEDURES AND TRAINING**


- **All officers receive training.**
- **Officers carry with them and provide victims resource information.**
- **Harriet Tubman Center East in Maplewood is used in crises situations.**
- **Falcon Heights /Lauderdale report suspected abuse of vulnerable adults to Adult Protection.**
- **Roseville uses a *Domestic Violence Lethality Assessment* as needed for court proceedings.**

- **Ramsey County uses the *St. Paul Blueprint for Safety*.**

*The Blueprint for Safety, originally developed and implemented in Saint Paul, MN, is a prototype that can be used by any community hoping to link its criminal justice agencies together in a coherent, philosophically sound domestic violence intervention model.*

*The Blueprint was created with the leadership of seven agencies and the district court bench in the City of Saint Paul, as well as through conversations and consultation with community members, advocates, researchers, and experts confronting this crime both locally and nationally.*

*As Defined by Praxis, International*

- 
- ✓ Maplewood is presently converting to this.
  - ✓ Roseville was not included in grants for training as their prosecution/conviction rate was high. They have had a Family Violence Investigator since 2006.

# MENTAL HEALTH CRISES

	Mental Health Calls/Week
Falcon Heights	4
Lauderdale	17
Little Canada	Less than 1
Maplewood	12
Roseville	71

**Data is inconclusive because mental health “statistics” are defined differently.**

# **WHAT IS CIT?**

**Crisis Intervention Training is the use of non-violence and de-escalation to maintain safety in a humane manner.**

**All departments provide CIT training, but not all officers receive it. Training is provided from a variety of sources:**

- **Barbara Schneider Foundation**
- **Masa Consulting, Inc.**
- **East Metro Special Weapons and Tactics (S.W.A.T.)**
- **National Alliance on Mental Illness (NAMI)**
- **Metro State**

- **Memphis Model –**

*The Memphis Model was developed in 1988 by NAMI advocates, the Memphis Police Chief and a U. of Memphis professor. The curriculum teaches nonviolent, **de-escalation** crisis intervention techniques by increasing knowledge of and empathy for people with mental illness and ways they can be treated in a humane manner while maintaining safety. It involves 40 hours of training.*

- ✓ Maplewood has 8 officers who have this training.
- ✓ Roseville has 10.

# LWV ROSEVILLE AREA EDUCATING/PROGRAMMING

## Police Panel: Sheriff and 3 Chiefs



# **LWV ROSEVILLE AREA EDUCATING/PROGRAMMING**



**Presentation by John  
Choi, Ramsey County  
Attorney: Domestic  
Violence initiative**

**Presentaion by Nate  
Gove, Executive  
Director of MN POST  
Program**



# CONSENSUS QUESTIONS (ORIGINAL)

1. Should our League recommend that our cities collect better data to enable the public to ensure accountability for avoiding racial profiling and that officers who are dispatched have appropriate training for the situation?
2. Should our League recommend that Roseville and Maplewood (the two cities in our League territory that have their own police departments) do a cost benefit and service delivery comparison of contracting versus maintaining their own police departments?
- 3.a. Should our League support Crisis Intervention Training (CIT) for police officers dealing with mental health crises?
- b. Should our League support the *Memphis Model* or substantial equivalent for CIT training?

# **CONSENSUS QUESTIONS (ORIGINAL)**

- 4a. Should our League support training for police officers dealing with domestic violence?**
- 4b. Should our League support the *St. Paul Blueprint for Safety* or a substantial equivalent for training and evaluation of police officers dealing with domestic violence?**
- 5. Should our League support diversity training to avoid racial profiling?**
- 6. Should our League recommend that LWVMN advocate for more state funding for CIT training for police officers dealing with mental health crises and for development of additional mental health facilities and community based services?**

# **FINAL POSITIONS**

- 1. Recommends community police departments improve data collection of police activity to ensure accountability for avoiding racial profiling and track that officers dispatched to domestic violence and mental health crisis situations have appropriate training.**
- 2. Recommends that all cities periodically evaluate police cost-analysis and service delivery.**
- 3. Supports the Memphis Model, or a substantial equivalent Crisis Intervention Training (CIT), for police officers dealing with mental health crises.**
- 4. Supports the St. Paul Blueprint for Safety, or a substantial equivalent training, for police officers dealing with domestic violence.**
- 5. Supports diversity training for all police officers.**
- 6. Recommends that LWVMN advocate for more state funding for CIT training for police officers dealing with mental health crises and for development of additional mental health facilities and community based services.**

# AFTER CONSENSUS

## Scheduling presentations to respective city councils:

- ✓ Little Canada
  - ✓ Falcon Heights
  - ✓ Maplewood
  - ❑ Roseville (public forum)
  - Lauderdale (delayed - date tbd “in January after elections)
- 
- ❖ On July 6, 2016, **Philando Castile** driving through Falcon Heights, was fatally shot by a St. Anthony police officer.

# COMMUNITY DISCUSSIONS



*"The four-member panel, along with moderator Sarah Greenman, an assistant professor of criminology and criminal justice at Hamline University, included Melvin Carter Jr., a retired St. Paul police sergeant and founder of Save Our Sons, a group that works with at-risk young black men; former state Rep. Mindy Greiling, who talked about a Roseville-Area League of Women Voters report on policing; Teresa Nelson, legal director of the American Civil Liberties Union of Minnesota, and Jeff Martin, president of the St. Paul NAACP." Mpls Star Tribune, Sept. 29, 2016*

# IMAGINE ROSEVILLE: DISCUSSION SERIES ON COMMUNITY POLICING



*“This is the first in a series of discussions to ensure Roseville is a community where people make connections with each other amidst changing demographics.”*



# LWV ROSEVILLE AREA

Study found at:

<http://www.lwvrosevillearea.org/sites/lwvrosevillearea.org/files/docs/LWV%20police%20study.pdf>

LWV Roseville Area website:

<http://www.lwvrosevillearea.org/>

Facebook:

@lwvRosevilleArea

Twitter Instagram