

COLLABORATIVE REFORM INITIATIVE

COMMUNITY UPDATE

St. Anthony Police Department

February 22, 2018

Power Point on City Website

BACKGROUND

- Late 2016, SAPD requested and was granted a collaborative reform review by the Department of Justice (DOJ) Office of Community Oriented Policing Services (COPS).
- September 2017, the DOJ announced changes to its Collaborative Reform Initiative and the expected assessment/recommendations report of SAPD would not be released.
- October 2017, SAPD requested that the DOJ continue its work via a Collaborative Reform Initiative for Technical Assistance. This request was granted.
- The majority of the original DOJ COPS Office team remained with the project and are continuing to work with SAPD to meet the goals and objectives that were originally identified in 2016, following their assessment and community feedback.

TECHNICAL ASSISTANCE PRIORITIES

1. *Assistance with improving SAPD's Principles and Practices manual in the areas of:*
 - Cultural competencies to facilitate positive interactions and implement fair and impartial policing practices with members of the community.
 - Recruitment, hiring, and promotional practices.
 - Handling of internal and external complaints.
 - Improved performance evaluations to better promote officer engagement in fair and impartial policing practices, community policing, and procedural justice.
 - Implementation of an early intervention system.
 - Improved transparency of department activities to the community.
 - Creation of a broader emphasis on community policing as a guiding principle and philosophy of the department.

TECHNICAL ASSISTANCE PRIORITIES

2. *Assistance in developing a data-driven strategic plan regarding initiating and conducting vehicle and pedestrian stops.*
 - Shift in focus from traffic enforcement to traffic safety.
 - Creation of programming that will provide department personnel with easy access to data in real-time.
 - Will provide department with ability to make data driven decisions as to where traffic safety efforts will be focused.
 - Give department greater ability to provide data to the community.
 - Assist in early identification of issues if/when they arise.

TECHNICAL ASSISTANCE PRIORITIES

3. *Assistance with developing a community engagement strategic plan to enhance community policing practices.*

- Work more directly with the community to create a culture of partnership.
- Improve upon what we have been doing
- Utilize the expertise received through the Technical Assistance Initiative and through partnerships with the community to identify new and innovative ways to connect.
- Enhance the measurement process of community policing engagements by officers. Better recognize and reward officers for these efforts.

TECHNICAL ASSISTANCE PRIORITIES

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

PROGRESS REPORT

- All Personnel attended Implicit Bias Training – September 2016
- Department actively involved in the Government Alliance on Race and Equity (GARE) - Current
- All personnel attended Fair and Impartial Policing Training – September 2017
- Two officers trained as Fair and Impartial Policing instructors – September 2017
- All personnel attended Procedural Justice Training – November 2017
- Command Staff attended Police Executive Research Forum (PERF) Integrated Communication Assessment and Tactics Training and Implementation (ICAT)* seminar – November 2017

*ICAT EXPLAINED

- New way of thinking about use-of-force for American police officers.
- Takes the essential building blocks of critical thinking, crisis intervention, communications and tactics, and puts them together in an integrated approach to training.
- Goal of ICAT is to enhance both officer safety and public safety.
 - Accomplished by providing police officers with more tools, skills, and options for handling different types of critical incidents, especially those that involve subjects who are suffering a mental illness or behavioral crisis and who are unarmed or armed with a weapon other than a firearm.

*More Information: <http://www.policeforum.org/icat-training-guide>

PROGRESS REPORT (CONTINUED)

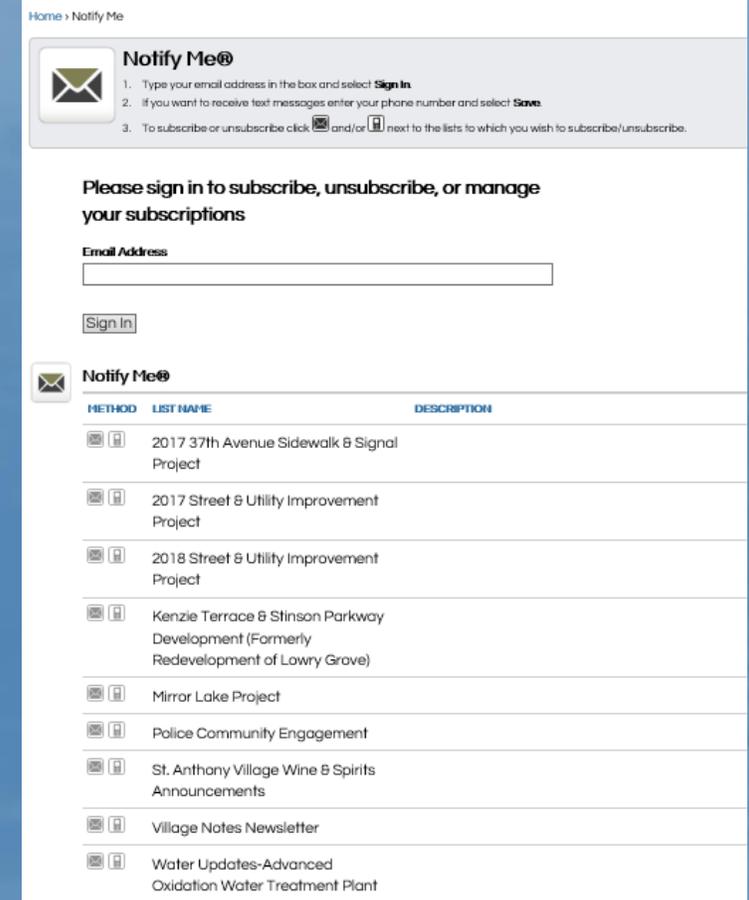
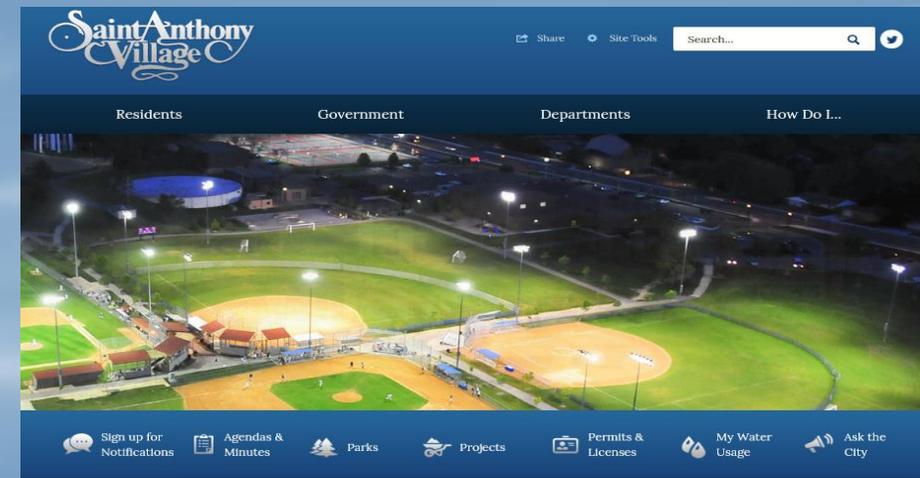
- Department personnel have attended and actively engaged in numerous community conversation events surrounding topics such as race, equity, and inclusion.
- Shift in culture to more accurately reflect our focus on traffic safety.
- Complaint and Commendation forms made more accessible via our website.
- Strategic Planning process initiated with DOJ personnel on site – January 2018
- Began work with a Senior Research Scientist to create programming to allow for police department personnel to access data in real-time – January 2018.
- All personnel attended Crisis Intervention Training – February 2018

WHAT'S ON DECK

- Two peer-to-peer site visits planned of other police agencies and communities who have been identified as having innovative and successful COP programs – Early 2018.
- Two police officers will be certified as Procedural Justice instructors – March 2018.
- Seven additional in-person technical assistance, training and professional development sessions with DOJ personnel – through August 2018.
- Develop our strategic plan with input from police department personnel and the community – 2018.
- Body Worn Camera Program fully implemented – mid 2018.
- Upgrade of squad car cameras to a high definition system that will work in concert and continuity with the Body Worn Cameras - mid 2018.
- Engaging the community in assisting us as we work together to improve the department and improve public safety – continuous.

STAY CONNECTED

- Updates provided via the St. Anthony Village website. Sign up to be “Notified.”
- Email us at police@savmn.com
- Attend future Open Houses and other community meetings
- Call us at 612-782-3350 to arrange for a meeting via phone or in person.



Feedback and Questions