

Duluth Racial Bias Audit – March 2023 Progress Update

Summary

CJI has been participating in monthly meetings with the Racial Bias Audit Team (RBAT) since September 2022. The purpose of these meetings is for CJI to provide progress updates towards the 11 audit objectives, for the RBAT to provide input on the approach for the audit objectives, and to allow both groups to work collaboratively toward the most comprehensive audit possible.

In March 2023, CJI focused on consolidating findings from our site visit in February, conducting community outreach, preparing a community survey, and planning several community forums in April. The CJI project team lead, Katie Zafft, continues to participate in regular observation of the Duluth Police Department's (DPD) Patrol Division through monthly ridealongs with different shifts, patrol crews, and officers. An overview of work to date on each of the audit objectives is below.

Audit Objective #1: Recruitment, Hiring, and Personnel Practices

CJI is drafting findings and recommendations based on a review of policies and other materials related to recruitment, hiring, and personnel practices.

Completed Milestones:

- Developed an assessment protocol that incorporates best practices in recruiting, hiring, promoting, and retaining a diverse workforce.
- Compiled and reviewed more than 250 relevant policies, training materials, and hiring materials relevant to recruitment, hiring, and personnel practices.
- Developed an interview protocol for staff involved with recruiting, hiring, and personnel processes in preparation for the February site visit.
- Conducted interviews with DPD staff who work on recruiting, hiring, and retention to better understand whether their practices and policies align with best practices in promoting a diverse workforce.

Audit Objective #2: Bias and Interracial Relations Trainings

CJI analyzed findings from the anonymous web-based survey of DPD staff conducted in January. Key takeaways from the survey results will be incorporated into our findings and recommendations for this audit objective.

Completed Milestones:

- Developed an assessment protocol for measuring how trainings focused on bias have been received by DPD staff and whether there has been a measurable impact on officer behavior.
- Drafted and distributed an anonymous web-based survey of DPD staff.
- Drafted an interview protocol for a meeting with relevant training staff.

- Drafted a focus group protocol for DPD officers relevant to audit objectives 2, 3, and 4.
- Conducted an anonymous web-based survey of DPD staff to assess attitudes towards the Racial Bias Audit, opinions about the prevalence of white supremacy or racism within the Department (by individuals or departmental culture), and how the department addresses issues about race and ethnicity through policy and practice.
- Interviewed relevant training staff to assess DPD's implementation of bias and interracial relations trainings.
- Conducted focus groups with Patrol and Investigations Division officers and supervisors to discuss their perception of these trainings and application of skills learned.

Audit Objective #3: BIPOC Community Relations

CJI continues to conduct community outreach to inform both DPD's engagement with the BIPOC community in Duluth and BIPOC community members' perception of the Department. In addition to individualized outreach, CJI launched a community survey that, in part, attempts to gather information on community members' interactions with DPD and their opinions on race and culture in Duluth. We are preparing for three community focus groups, with the assistance of two community partners: the American Indian Community Housing Organization and the University of Minnesota Duluth's Office of Diversity and Inclusion. Findings from these focus groups, the targeted audience of which will be BIPOC community members, and the community survey will be foundational to our assessment of this audit objective.

Completed Milestones:

- Developed an assessment protocol that outlines the framework by which CJI will assess DPD's engagement with BIPOC communities and the two groups' attitudes toward each other.
- Compiled and reviewed more than 30 policies, directives, and resources relevant to community engagement, diversity, equity, and inclusion staffing.
- Drafted an interview protocol for and conducted a meeting with DPD's Public Information Officer.
- Drafted a focus group protocol for Community Engagement Officers.
- Drafted a focus group protocol for DPD officers relevant to audit objectives 2, 3, and 4.
- Drafted a focus group protocol for Duluth BIPOC community members.
- Compiled a list of best practices for law enforcement engagement with BIPOC communities.
- Conducted a focus group with Community Engagement Officers as well as focus groups with Patrol and Investigations Division officers and supervisors to discuss department members' interactions with BIPOC community members and any possible impact of racial tensions within their work.
- Met with leaders and members of the BIPOC organizations in Duluth to inform pathways for information collection about BIPOC community members' interactions with and perception of DPD.

Audit Objective #4: Suspicious and Criminal Activity

CJI is drafting findings and recommendations related to possibly racially motivated calls about suspicious or criminal activity.

Completed Milestones:

- Developed an assessment protocol that outlines the framework by which CJI will assess how DPD evaluates reports of suspicious or criminal activity for possibly racially motivated exaggerations and/or fabrications.
- Compiled and reviewed information relating to how officers evaluate reports of suspicious or criminal activity and detecting racially biased motivations for such reports.
- Drafted an interview protocol for a meeting with relevant dispatch staff.
- Drafted a focus group protocol for DPD officers relevant to audit objectives 2, 3, and 4.
- Conducted focus groups with DPD officers and supervisors within the Patrol and Investigations Divisions to discuss how officers approach calls regarding suspicious or criminal activity.
- Interviewed personnel from the St. Louis County Dispatch Center to learn more about how staff intake and dispatch calls related to suspicious persons including the information they typically provide to officers.
- Assessed data on responses to community generated calls and officer-initiated stops for demographic or outcome differences.

Audit Objective #5: Gathering and Interpreting DPD Data

CJI has continued participating in ridealongs with patrol, which help inform how DPD's data collection systems work in practice. CJI is beginning to draft findings and recommendations related to DPD's data collection and interpretation of data.

Completed Milestones:

- Developed an assessment protocol that outlines the framework by which CJI will assess how DPD gathers and interprets data.
- Completed a review of publicly available data dashboards, DPD policies, directives, presentations, and reports regarding racial/ethnic breakdown of stops and other police-public interactions (e.g., use of force).
- Drafted an interview protocol and conducted preliminary interviews with data analytics staff.
- Drafted an interview protocol for a meeting with command staff.
- Observed a COMPSTAT meeting and conducted an interview with command staff related to the internal use of data.

Audit Objective #6: Vehicle and Pedestrian Stops

The methodology CJI will use to evaluate whether DPD vehicle and pedestrian stops align with the expectations of the audit guidelines has been discussed during the January and February Racial Bias Audit Team monthly meetings. Based on feedback from the Racial Bias Audit Team, CJI has begun conducting an analysis of data provided by DPD.

Completed Milestones:

- Developed methodology to assess racial disparities in vehicle and pedestrian stops and stop outcomes that occurred in 2022.
- Received data from DPD on the data elements necessary for assessment of vehicle and pedestrian stops and stop outcomes.

Audit Objective #7: Civil Disturbance

CJI will begin to compile information learned about DPD's response to civil disturbances and draft findings and recommendations based on this information and best practices.

Completed Milestones:

- Developed an assessment protocol to evaluate DPD's practices with respect to civil disturbances based on national standards of best practice.
- Compiled more than 20 policies, directives, and trainings relevant to civil disturbance.
- Drafted an interview protocol for a meeting with command staff.
- Completed a review of DPD policies, directives, and trainings relevant to the Department's response to civil disturbances.
- Conducted an interview with command staff relevant to civil disturbances.

Audit Objective #8: Immigrant and Refugee Populations

CJI is conducting outreach to community members engaged with the immigrant and refugee populations in Duluth to inform our assessment of this objective. CJI continues to gather more information regarding DPD's procedures for interactions with immigrant and refugee populations and is assessing this new data against best practices.

Completed Milestones:

- Developed an assessment protocol to evaluate DPD's practices in interactions with immigrant and refugee populations.
- Compiled and reviewed relevant policies and directives from DPD and a select group of law enforcement agencies that interact with immigrant communities.
- Drafted an interview protocol for a meeting with community leaders that work with or serve immigrant and refugee populations in Duluth.
- Compiled a list of best practices for law enforcement procedures related to immigrant and refugee populations.

Audit Objective #9: Duluth Citizen Review Board

CJI conducted a focus group with current and past Duluth Citizen Review Board (DCRB) members to discuss the DCRB's role, effectiveness, and visibility within the Duluth community. CJI has also conducted two one-on-one interviews with past DCRB members. CJI launched a community survey in March that, in part, attempts to gather information on community awareness of the Duluth Citizen Review Board and the complaint filing process through DPD and DCRB. CJI worked with DPD to obtain access to complaint data from the past five years. CJI will review this data to assess complaint outcomes and complainant satisfaction level. CJI continues to utilize the data gathered on the DCRB in its assessment of the board relative to best practices and its comparative analysis of the DCRB and comparable civilian review boards within Minnesota.

Completed Milestones:

- Developed an assessment protocol that outlines the framework by which CJI will assess the role of the DCRB and determine recommendations for increased effectiveness.
- Compiled and reviewed more than 20 public communications, reports, and resources relevant to the DCRB's activities over the past nine years.
- Drafted an interview protocol for a meeting with DPD staff engaged with the DCRB.
- Drafted a focus group protocol for current and past DCRB members.
- Compiled a list of best practices for civilian review boards with powers comparable to the DCRB.
- Conducted interviews with DPD staff engaged with the DCRB to discuss their practices relative to engagement and information sharing and the relationship between the two groups.

Audit Objective #10: DPD Camera Data Review

CJI is in the process of reviewing videos associated with the sampled stops.

Completed Milestones:

- Developed an assessment protocol that details the level of review that body-worn camera information can provide and the actions and behaviors that may represent biased behavior.
- Completed the sampling methodology and received approval from RBAT.
- Defined the sample of stops and provided to DPD to ensure video retention and compilation of supplementary data for each encounter.
- Received a data file with associated documentation.

Audit Objective #11: Use of Force

CJI is finalizing a review of DPD policies, directives, and data regarding use of force incidents. DPD has agreed to include CJI as observers for any use of force review board meetings that occur during the audit period. To date, none have been conducted.

Completed Milestones:

- Developed an assessment protocol that details the benchmarked standards for documenting, investigating, and adjudicating officer use of force as well as public transparency of the process.
- Compiled more than 400 DPD policies, directives, documents, and data regarding use of force incidents.
- Reviewed and assessed DPD's publicly available use of force information.
- Conducted a preliminary interview with the Use of Force Coordinator to understand the documentation and review process associated with uses of force in the Department.