

Duluth Racial Bias Audit: Selected Findings and Considerations

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The CJJ Team



Katie Zafft, Ph.D.,
Manager for Policing
& Evaluation



Andrea Tyree,
Policy Specialist



Amber Nogelmeier,
Policy Specialist



Amanda Coscia,
Communications &
Design Specialist



Ashley Neufeld,
Design & Digital
Media Specialist

Subject Matter Experts



Assistant Chief Shunta Boston, Sun
Prairie WI Police Department



Theron Bowman, Ph.D., retired
Chief of Police in Arlington TX

Findings & Considerations

Selected Chapters

4. Gathering & Interpreting Data

- Complaints data & reporting

6. Use of Force Documentation & Investigation

- Force Review Board & disciplinary matrix

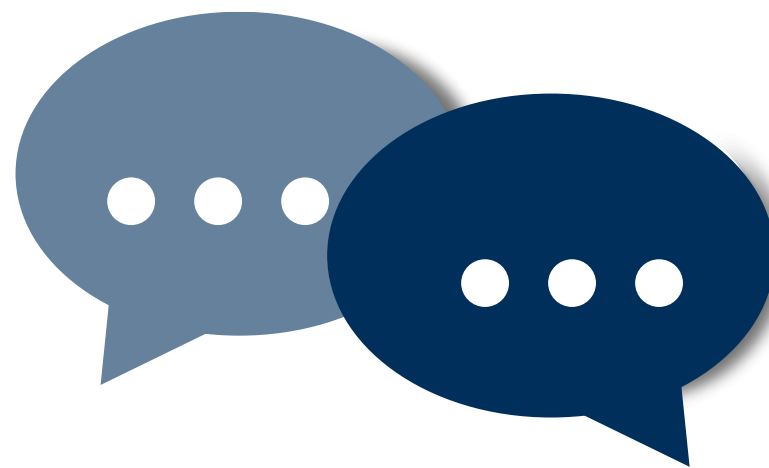
11. Assessment of Duluth Citizen Review Board

Areas of Assessment

Duluth Police
Department
Operations



Department Police
Department Interactions
with Community

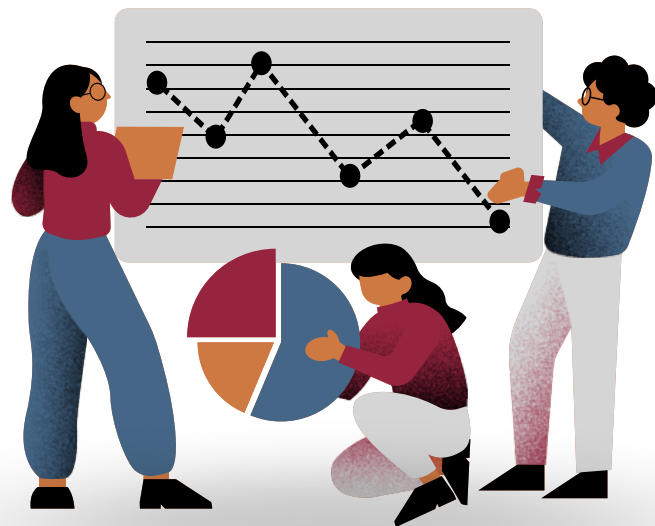


Duluth Citizen
Review Board



Methodology

The CJJ team employed a variety of assessment methods during this process including:



- Document review
- Data analysis
- Camera footage review
- Interviews and focus groups
- Observation of DPD operations (e.g., ridealongs, command staff meetings)
- Web-based survey delivery and analysis
- Research and comparative analysis
- Public meetings

Methodology: Community Survey

Web-based survey received 1,353 responses from a diverse sample of Duluth residents



- 79% identified as full-time residents of Duluth
- 57% female, 33% male, 4% genderqueer/gender non-binary, <1% transgender male or transgender female
- Self-identified race/ethnicity:
 - White (69%)
 - Black (8%)
 - Indigenous (7%)
 - Hispanic or Latino (3%)
 - Asian (2%)
 - Native Hawaiian or Pacific Islander (1%)

Overall Audit Conclusions

- Audit assessed DPD operations and community experiences within the past 5 years.
 - Major events within this timeframe impact findings.
- Overall, DPD adheres to best practices in many operations, but they don't always achieve the intended impact
- DPD and the Duluth community must both make efforts to address stigmas that can perpetuate harm
- The overrepresentation of BIPOC individuals in DPD enforcement interactions contributes to the community-held belief that a culture of racism exists within the Department

Department Operations

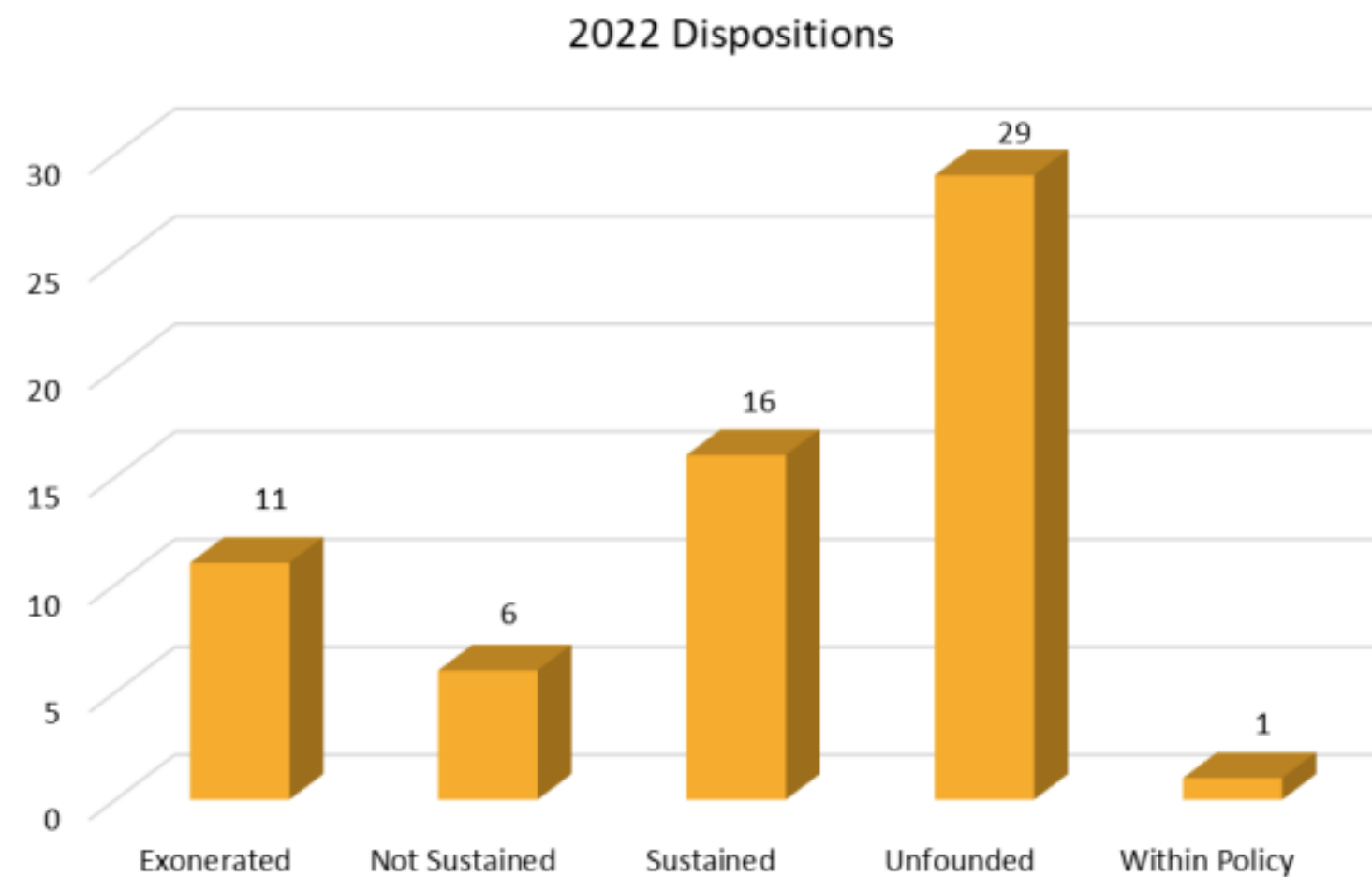
Chapter 4: Gathering and Interpreting Data

Key Takeaways:

- Updated Use of Force data recently made publicly available
- **Data on internal and external complaints is published consistently by DPD**
- DPD has begun publishing data on patrol activities quarterly; however, data for pedestrian stops is incomplete
- DPD makes crime data publicly available but provides no definitions or trend information

Department Operations

Chapter 4: Gathering and Interpreting Data



Source: Duluth Police Department [2022 Complaint Data Report](#)

Department Operations

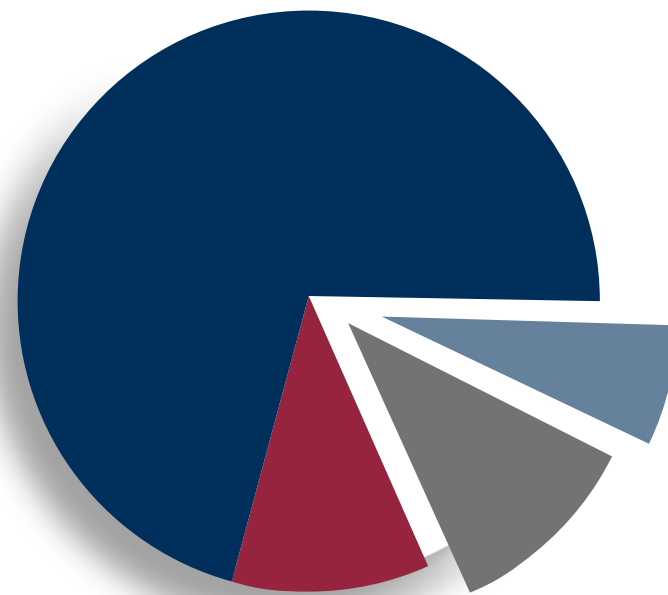
Chapter 4: Gathering and Interpreting Data

Key Takeaways (Continued):

- Data on department training is publicly available, but not updated regularly
- Department policies are publicly available in an accessible and searchable format
- DPD does not publish data on officer misconduct or discipline
- DPD uses data to inform department operations and special initiatives

Department Operations

Gathering & Interpreting Data



Select Considerations

- Ensure publicly available data is user friendly and includes data use guidance
- Provide a measure of complaints over time, including race and ethnicity of complainants
- Take steps to improve public accessibility of crime data
- Incorporate information related to officer misconduct and discipline into complaint accountability report

Department Operations

Chapter 6: Use of Force Documentation & Investigation

Key Takeaways:

- Officers' lack clarity on when a use of physical force requires documentation
- DPD's force investigation process relies on supervisors and Watch Commanders to review and identify training or misconduct issues that may need to be addressed
- **The Force Review Board is rarely convened and does not review non-deadly use of force incidents or identify patterns in uses of force**
- **DPD does not use a discipline matrix when determining appropriate corrective action for misconduct related to use of force**

Department Operations

Use of Force Documentation & Investigation



Select Considerations

- Strengthen policies and procedures for determining use of force justification, and for taking disciplinary action if necessary
- Utilize a force review board to investigate use of force incidents, with clear roles and for members, unbiased review processes, and space for community input

City of Duluth
Request for Proposals

Role of the Duluth Citizen Review Board (DCRB)



RFP Directives (part I)

- What are best practices for civilian review boards?
- What has the DCRB accomplished in the last 5 years?
- How does the DPD make data analyses accessible to the public and what are best practices?
- What is the community awareness of the existence of the DCRB and its role? How is the DCRB perceived?
- Does the community understand the complaint filing process? Assess satisfaction level.
- If community members had complaints for DPD but did not bring them forward, why not?

Duluth Citizen Review Board

Chapter 11: Role of the Duluth Citizen Review Board (DCRB)

Key Takeaways:

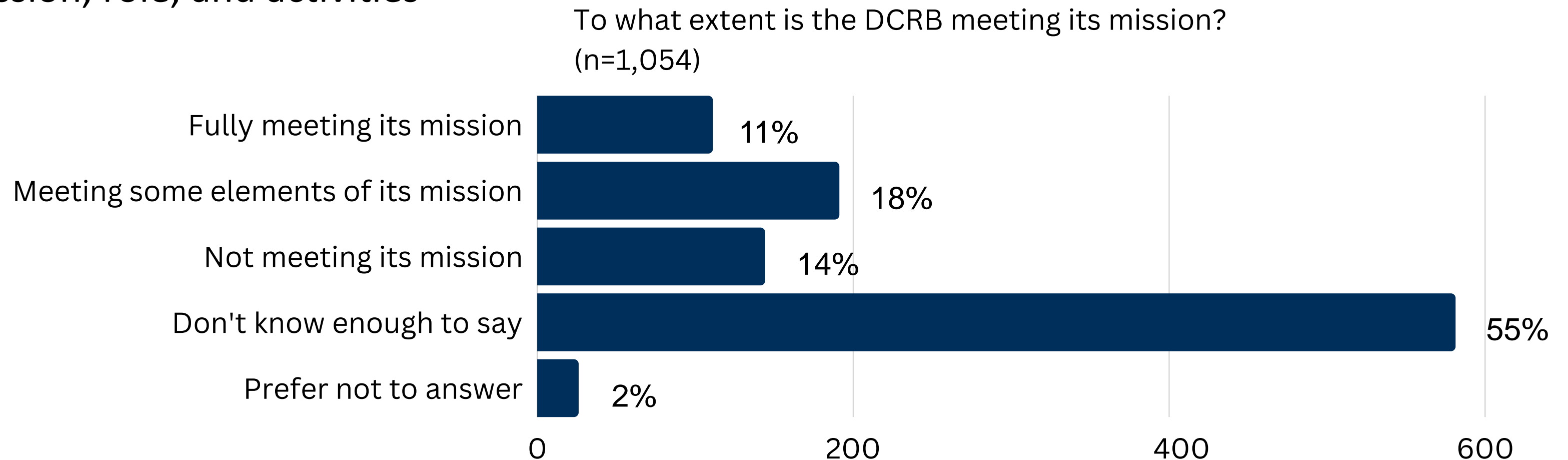
- DCRB is a civilian oversight body, with some aspects of an auditor-focused oversight model
- DCRB adheres to best practices of review-focused advisory boards and operates within the limitations of Minnesota state law
 - Minn. Stat. Ann. § 626.89: Civilian oversight bodies shall only make non-binding recommendations regarding complaints
- Responsibilities are fulfilled, despite the voluntary nature of the work

Duluth Citizen Review Board

Chapter 11: Role of the Duluth Citizen Review Board (DCRB)

Key Takeaways (Continued):

- Engagement with the community has rapidly declined and many are unaware of the Board's mission, role, and activities

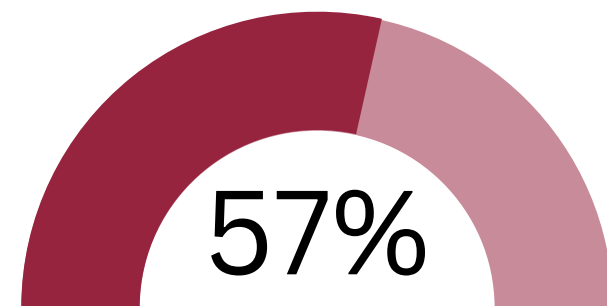


Duluth Citizen Review Board

Chapter 11: Role of the Duluth Citizen Review Board (DCRB)

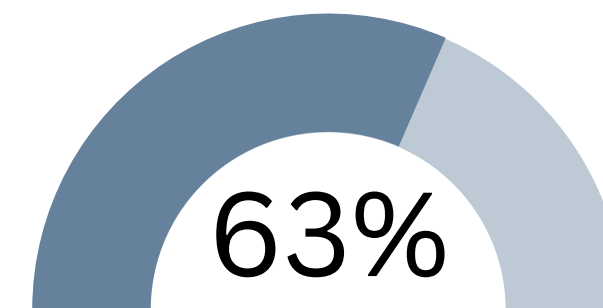
Key Takeaways (Continued):

- DCRB's effectiveness as an oversight mechanism for DPD's complaints process is limited
- Many community members are unaware or dissatisfied with the complaint filing process



of respondents reported they did not know how to file a complaint

(n=1,057)



of those who filed a complaint in the last 5 years were dissatisfied with the process

(n=37)

City of Duluth
Request for Proposals

Role of the Duluth Citizen
Review Board (DCRB)



RFP Directives (part II)

- What are ways to improve the visibility of the DCRB? How can they better market themselves?
- What improvements can be made to the DCRB charter to improve the DCRB's role of community engagement and DPD assessment?
- How can the information that DPD shares with DCRB be expanded and improved?

Duluth Citizen
Review Board

Role of the Duluth Citizen Review Board (DCRB)

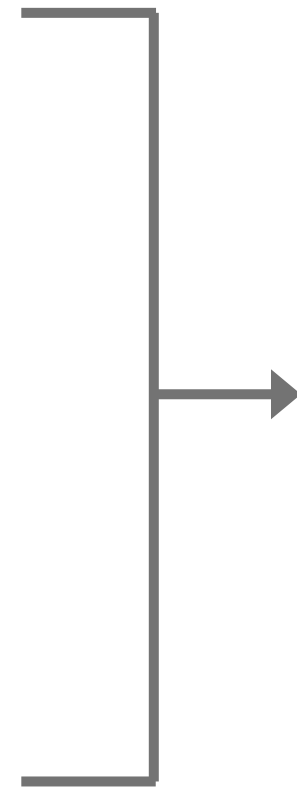


Considerations

- Improve DCRB's visibility as an advisory body with a purpose to foster trust and communication between the police department and members of the community
- Renew the DCRB's charter or bylaws to align with the board's function and prioritize addressing dissatisfaction with the complaints process

Implementation Planning

What is your shared vision for improved relationships and interactions?



- Use a results-focused framework
- Determine collaborators best suited to implement changes
- Articulate and clearly define a desired outcome
- Establish performance measures and progress indicators
- Specify an action plan
- Use data to gauge progress

For More Information

Visit the Racial Bias Audit webpage:

<https://duluthmn.gov/police/public-reports-and-transparency/racial-bias-audit/>

The Crime and Justice Institute: duluthaudit@cjinstitute.org

Racial Bias Audit Team: RBAT.Duluth@gmail.com

Duluth Police Department: police@duluthmn.gov