

Duluth Racial Bias Audit – November 2022 Progress Update

Summary

CJI's contract with the City of Duluth was fully executed September 14th, 2022 and we began forming working relationships with the Duluth Police Department and the Racial Bias Audit Team shortly thereafter. After an initial kick-off meeting, CJI will participate in monthly meetings with the Racial Bias Audit Team on the last Wednesday of each month for the duration of our 12-month engagement with Duluth. These meetings will focus on providing updates on progress towards the 11 audit objectives, the RBAT providing input on the approach for audit objectives, and working collaboratively to ensure the audit is as comprehensive as possible.

During October and November CJI worked directly with DPD to obtain information needed for document and policy reviews, discussed procedures for receiving data, and identified key DPD staff members for each audit objective. CJI began developing protocols for the audit objectives and reviewing documents and policies for some of the first assessments. A summary of the status of work to date on each of the audit objectives is below. Overall, CJI is on track with the workplan timeline, with a slight delay in the distribution of the assessment instrument for Audit Objective #10 (camera data review). We originally anticipated distributing the assessment instrument for review in November but will now do so in December. This allows for the necessary background checks to be completed by the Minnesota Bureau of Criminal Apprehension in advance of obtaining access to sensitive data.

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

DPD has provided CJI with access to relevant policies, training materials, and hiring materials. CJI has developed an assessment protocol for this audit objective that incorporates best practices in recruiting, hiring, promoting, and retaining a diverse workforce. CJI will complete a review of policies, training materials, and hiring materials by the end of December.

Audit Objective #2: Bias and Interracial Relations Trainings

CJI is working to draft an anonymous web-based survey to be distributed to DPD members that is designed to assess attitudes towards the racial bias audit, belief in the concept of racism, opinions about whether white supremacy is prevalent within the DPD, and how to address white supremacy at DPD if they believe such a culture, subculture, or membership exists within the organization. The survey, which incorporates questions from other audit objectives, will be reviewed by the RBAT and distributed in December.

Audit Objective #3: BIPOC Community Relations

CJI has compiled and began reviewing DPD policies, directives, and resource allocation relevant to community engagement and diversity, equity, and inclusion (DEI) staffing. This review will be completed in December and will assess whether DPD is following best practices for interactions with BIPOC

communities, their programming and engagement with BIPOC community organizations, and DPD's hiring of BIPOC individuals to engage with the community. Questions in an anonymous officer survey (referenced in audit objective #2) will measure DPD members' perceptions of interactions with BIPOC individuals and families, and the extent to which officers believe race relations in the city impacts the day-to-day work of officers. The survey, which incorporates questions from other audit objectives, will be distributed in December and analyzed in January.

Audit Objective #4: Suspicious and Criminal Activity

CJI has begun compiling relevant trainings and policies related to evaluating reports of suspicious or criminal activity and detecting racially-biased motivations for such reports. CJI will complete a review of trainings and policies in December. The above-referenced officer survey will include questions about whether officers believe they have encountered racially-motivated calls for service from the public. The survey, which incorporates questions from other audit objectives, will be distributed in December and analyzed in January.

Audit Objective #5: Gathering and Interpreting DPD Data

CJI has completed a review of publicly available data dashboards to help inform an assessment of how DPD gathers and interprets data. We are currently compiling DPD policies, directives, presentations, and reports regarding racial/ethnic breakdown of stops and other police-public interactions (e.g., use of force) and will complete a review of this information in December. We have also begun review of DPD's data collection systems to assess their completeness for internal and external reporting.

Audit Objective #6: Vehicle and Pedestrian Stops

CJI is drafting an assessment protocol to evaluate whether DPD vehicle and pedestrian stops align with the expectations of the audit guidelines set forth in the request for proposals. The draft methodology will be distributed to the Racial Bias Audit Team and discussed during the December 2022 meeting.

Audit Objective #7: Civil Disturbance

CJI is drafting an assessment protocol to evaluate DPD's practices with respect to civil disturbances. We have begun compiling relevant DPD policies, directives, and training with a review planned to be completed in December.

Audit Objective #8: Immigrant and Refugee Populations

CJI is drafting an assessment protocol to evaluate DPD's practices in interactions with immigrant and refugee populations. We are currently compiling relevant DPD policies, directives, and training with a review planned to be completed in December.

Audit Objective #9: Duluth Civilian Review Board

CJI has compiled the DCRB charter, public communications and annual reports from the previous five years. We have also begun compiling resources regarding civilian review boards in other jurisdictions. Review of these materials will be completed in December.

Audit Objective #10: DPD Camera Data Review

CJI worked with DPD and the City of Duluth to obtain access to body-worn camera data for this review, which is an alteration from the original objective that was limited to in-car camera data. Assessing body-worn camera data allows for deeper and more comprehensive assessment of the prevalence of bias

activities during interactions with the public in traffic and pedestrian stops. We have developed an audit sampling protocol and provided DPD with a list of sampled stops from September and October 2022 so that videos associated with the stops will be retained for the audit. CJI will distribute the assessment criteria to the Racial Bias Audit Team for review and discussion in December and begin the assessment in January.

Audit Objective #11: Use of Force

CJI has begun compiling DPD policies, directives, and data regarding use of force incidents. We have also begun reviewing DPD's publicly available use of force information. Both reviews will be completed in December. DPD has agreed to include CJI as observers for any use of force review board meetings that occur during the audit period.