



Citizen Review  
Board Report  
Annual report

- At regular board meetings, we discussed the complaint and compliment reports concerning Duluth Police officers
- We discussed improving the quality of complaint resolution information provided to the board by the DPD
- The board continues to hear and bring forward concerns from the community

- On October 26, 2022 the board hosted a community listening session at DPD headquarters where a new policy for drone usage and drone usage reporting was discussed. DPD personnel gave a presentation on their plans for drone usage as well as seeking input and answering questions from the public.

- After reviewing the Active Bystandership for Law Enforcement (ABLE) program goals and processes, the board wrote a letter in support of the DPD implementing the [ABLE](#) program. This program is designed to assist police departments in preventing officer misconduct, avoiding officer mistakes, and promoting officer health and wellness.

- The board has been working on a plan for updating the DCRB webpage as well completing a template and policy around the complaint audit process. A task force was started to work on these issues and make recommendations

- The board invited a DPD Officer who had community members concerned to a meeting. At that meeting, the Officer spoke about the efforts that he had made to re-gain the trust of the community and the department, as well as his personal journey in improving his ability to be a police officer.

- Members of the board joined a subcommittee to assist the DPD in creating a Request for Proposals (RFP) to hire an outside agency to complete a racial bias audit of the department.

- The board also participated in the audit by taking part in a focus group made up of current and former board members that focused on the role of the board in the community and the effectiveness of the board.



- When the audit was finished, the CRB hosted a community event to discuss the findings

- The Racial Bias Audit concluded that the CRB's engagement with the community has rapidly declined and many residents are unaware of the Board's mission, role, and activities

- The CRB'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
- 57% of respondents reported they did not know how to file a complaint
- 63% of those who filed a complaint in the last 5 years were dissatisfied with the process

## Recommendations from the audit:

- Increase the CRB'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 CRB's charter or bylaws to align with the board's function and prioritize addressing dissatisfaction with the complaints process

- Our recommendations moving forward

- New Police accountability measures at the state level have recommended that CRBs increase their ability to be involved in the complaint process.
- Other CRBs around the state have closed door session with the Police Department so that private information about complaints can be shared with their CRB

- This may require the City Council to update the CRB's ordinance to allow for the DCRB to do this

- Have a better on-boarding process so that CRB members are informed of more than just police and city procedures but includes information about what the CRB has the ability to do that could increase its ability to have an actual impact on change
- For example, we were told that we could not have meetings outside of our regular meetings with the police department only to find out after 5 years that we were allowed to have a retreat to strategize about what we want to accomplish



- Having more support from the city of Duluth:

- Someone to assist us with things like updating our web page
- Creating and maintaining a social media presence
- Advocating for hybrid board meetings
- Advocating for livestreamed and/or recorded meetings