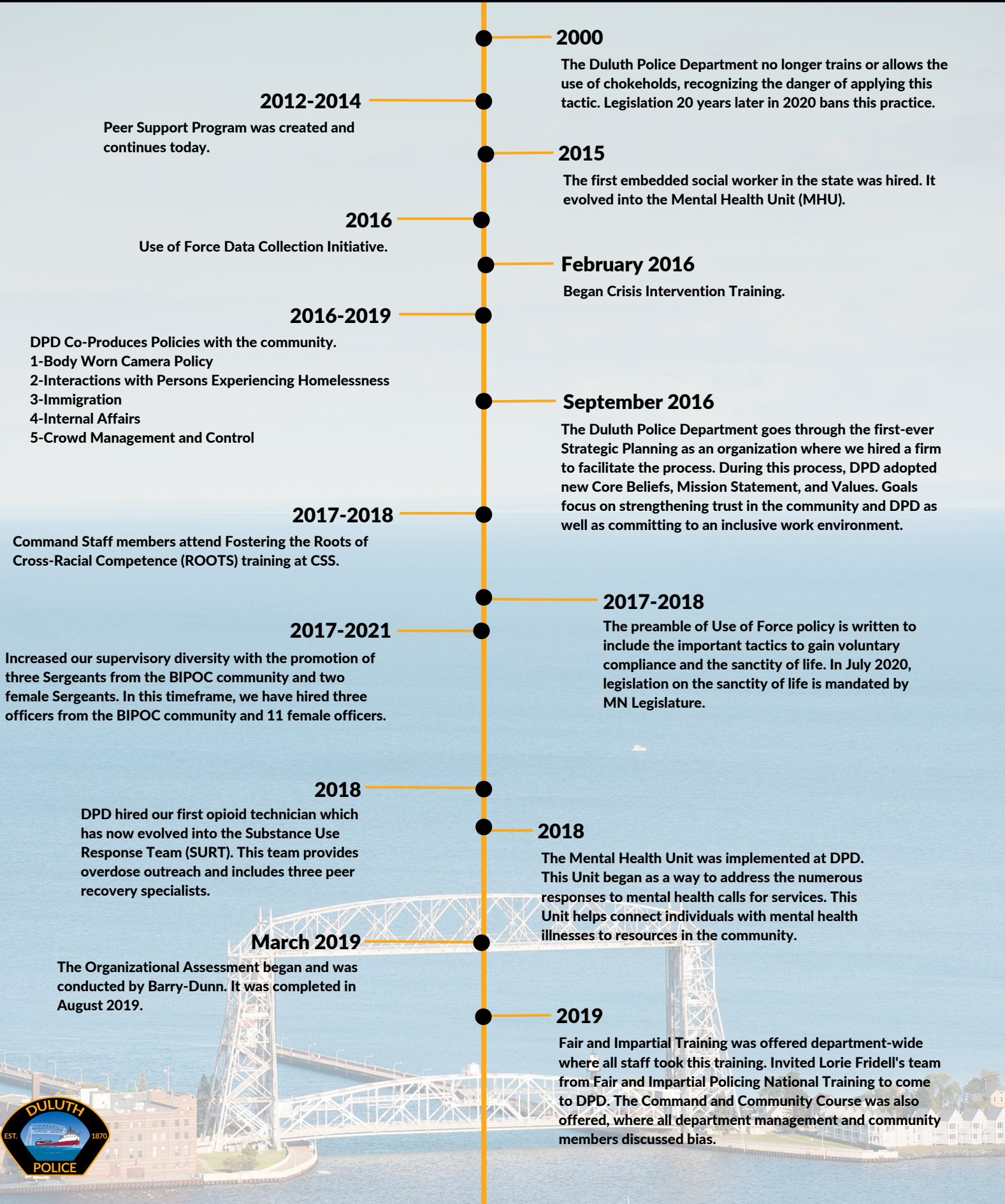




# Duluth Police Department

## Professionalism Innovation Timeline





**2019-2020**

DPD embraces and supports Racial Bias Audit and the City was urged to find a funding source to complete this work.

**Late 2019-Early 2020**

Discussions start on pursuing a Racial Bias Audit of DPD and continue into 2020 to include discussion with City Administration and Gary Anderson on the concept of the entire city going through an audit. There was no budget in 2020 to pursue the Racial Bias Audit so it was pushed to 2021 with just DPD pursuing it.

**January 2020**

A Diversion Officer was hired as part of the Substance Use Disorder Diversion Program. This program provides an alternative to the criminal justice system for those with Substance Use Disorder.

**May 2020**

George Floyd is murdered by Minneapolis Police Officers.

**June 2020**

Chief Mike Tusken testifies on behalf of DPD and Minnesota Chiefs Police Association in support of Representative Koahly Her's bill for police arbitration reform.

**July 2020**

Legislature passes comprehensive law enforcement reform bill including arbitration reform, duty to intercede, the sanctity of life, and training in crisis response, conflict management, and cultural diversity. Most of these practices and policies are in place at DPD prior to the passage of legislation. There was also the creation of the Ensuring Police Excellence and Improving Community Relations Advisory Council.

**August 2020**

Chief Mike Tusken holds a press conference to announce how DPD matches up with proposed new legislation. (Most of the new legislation is in policy and is practiced at DPD.)

**2020**

The Substance Use Response Team (SURT) grew tremendously to fit the needs of the community. SURT has three Peer Recovery Specialists and a Substance Use Disorder (SUD) Assessor. Two additional Peer Recovery Specialists will be hired in the first quarter of 2022.

**March 2021**

NAACP does a press conference and called the DPD to bring the use of force rates and arrest rates to be proportionate to the racial demographics of the region.

**April 2021**

Lack of funding for a Racial Bias Audit in 2021, but City Administration gives the go-ahead to pursue and work collectively on funding options.

**2021**

Meet with City Commissioners and Boards and form the Racial Bias Audit Team to put together a draft Request For Proposal for the Chief's consideration.

**April 2021**

A Registered Nurse was added to the Mental Health Unit.

**July 2021**

The Mental Health Unit is now being called the CORE Unit. This new name integrates the co-responder model that is used in multiple police departments across the country.

**July 2021**

Police Strategies LLC., was hired to do a Demographic Disparity Analysis of DPD's call data.





**2021**

Completed the first comprehensive Use of Force Report.

**March 2021**

Began the Commission on Accreditation for Law Enforcement Agencies (CALEA) process.

**2021**

Throughout 2021, DPD participated in Community Crisis Response planning and meetings.

**May-July 2021**

Met with NAACP Criminal Justice Committee regarding pretextual traffic stops.

**September 2021**

Updated traffic stop data collection initiative to include the recording of 'perceived race'.

**October 2021**

The Strategic Plan was finalized and published on our website.

**2022**

Building a traffic stop policy that aligns with our organization.

**January 2022**

The 7th draft version of the Request For Proposal for a Racial Bias Audit was presented. DPD is close to putting it out to RFP.

**March 2022**

Fair and Impartial Training will again take place for everyone at the Duluth Police Department.

**September 2024**

The Substance Use Response Team and the Substance Use Disorder Diversion Program will be fully funded through a grant until September 2024.

