

Duluth Police DepartmentProfessionalism Innovation Timeline



2012-2014

Peer Support Program was created and continues today.

2016

Use of Force Data Collection Initiative.

2016-2019

DPD Co-Produces Policies with the community.

- 1-Body Worn Camera Policy
- 2-Interactions with Persons Experiencing Homelessness
- 3-Immigration
- 4-Internal Affairs
- 5-Crowd Management and Control

2017-2018

Command Staff members attend Fostering the Roots of Cross-Racial Competence (ROOTS) training at CSS.

2017-2021

Increased our supervisory diversity with the promotion of three Sergeants from the BIPOC community and two female Sergeants. In this timeframe, we have hired three officers from the BIPOC community and 11 female officers.

2018

DPD hired our first opioid technician which has now evolved into the Substance Use Response Team (SURT). This team provides overdose outreach and includes three peer recovery specialists.

March 2019

The Organizational Assessment began and was conducted by Barry-Dunn. It was completed in August 2019.

2000

The Duluth Police Department no longer trains or allows the use of chokeholds, recognizing the danger of applying this tactic. Legislation 20 years later in 2020 bans this practice.

2015

The first embedded social worker in the state was hired. It evolved into the Mental Health Unit (MHU).

February 2016

Began Crisis Intervention Training.

September 2016

The Duluth Police Department goes through the first-ever Strategic Planning as an organization where we hired a firm to facilitate the process. During this process, DPD adopted new Core Beliefs, Mission Statement, and Values. Goals focus on strengthening trust in the community and DPD as well as committing to an inclusive work environment.

2017-2018

The preamble of Use of Force policy is written to include the important tactics to gain voluntary compliance and the sanctity of life. In July 2020, legislation on the sanctity of life is mandated by MN Legislature.

2018

The Mental Health Unit was implemented at DPD. This Unit began as a way to address the numerous responses to mental health calls for services. This Unit helps connect individuals with mental health illnesses to resources in the community.

2019

Fair and Impartial Training was offered department-wide where all staff took this training. Invited Lorie Fridell's team from Fair and Impartial Policing National Training to come to DPD. The Command and Community Course was also offered, where all department management and community members discussed bias.



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.

May 2020

George Floyd is murdered by Minneapolis Police Officers.

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.

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.

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.

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.

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.)

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.

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

A Registered Nurse was added to the Mental Health Unit.

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.

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



