

## Duluth Racial Bias Audit – December 2022 Progress Update

### Summary

CJI's contract with the City of Duluth was fully executed September 14<sup>th</sup>, 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.

In December, CJI's team focused on developing assessment protocols for each of the 11 audit objectives. The CJI project team lead, Katie Zafft, also began regular observation of DPD's patrol division by scheduling twice monthly ridealongs with different shifts, patrol crews, and officers. A summary of the status of work to date on each of the audit objectives is below. Overall, CJI has needed to adjust the workplan timeline to complete initial assessment protocols and is actively planning a site visit to accomplish some of the in-person requirements for several of the audit objectives.

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

CJI is working toward completing a review of policies, training materials, and hiring materials which will help inform the focus of interviews planned during the upcoming site visit.

#### Previously Completed Milestones:

- Compiled more than 250 relevant policies, training materials, and hiring materials relevant to recruitment, hiring, and personnel practices.
- Developed an assessment protocol that incorporates best practices in recruiting, hiring, promoting, and retaining a diverse workforce.

### Audit Objective #2: Bias and Interracial Relations Trainings

CJI is working to complete an assessment protocol for measuring how trainings focused on bias have been received by DPD staff and whether there has been a measurable impact on officer behavior. 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 discussed during the December RBAT monthly meeting.

### Audit Objective #3: BIPOC Community Relations

CJI has reviewed DPD policies, directives, and resource allocation relevant to community engagement and diversity, equity, and inclusion (DEI) staffing. CJI has begun assessing DPD's programming and engagement with BIPOC community organizations, their hiring of BIPOC individuals to engage with the community, and whether DPD is following best practices for interactions with BIPOC communities. 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 discussed during the December RBAT monthly meeting.

#### Previously Completed Milestones:

- Compiled more than 30 policies, directives, and resources relevant to community engagement, diversity, equity, and inclusion staffing.
- Drafted interview protocols for meetings with DPD's Public Information Officer and Community Engagement Officers as well as focus group protocols for meetings with Duluth community members during an in-person site visit.

### Audit Objective #4: Suspicious and Criminal Activity

CJI has developed an assessment protocol that outlines the framework by which CJI will assess how DPD evaluates reports of suspicious or criminal activity for possibly racially motivated fabrications. CJI has also begun compiling relevant policies related to evaluating reports of suspicious or criminal activity and detecting racially biased motivations for such reports. CJI will complete a review of policies in January. 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 reviewed during the December RBAT monthly meeting.

### Audit Objective #5: Gathering and Interpreting DPD Data

CJI has developed an assessment protocol that outlines the framework by which CJI will assess how DPD gathers and interprets data. CJI has followed this protocol in completing a review of publicly available data dashboards, DPD policies, directives, presentations, and reports regarding racial/ethnic breakdown of stops and other police-public interactions (e.g., use of force). The December ridealongs with patrol have helped inform how DPD's data collection systems work in practice. The work to date has informed interview protocols with DPD command staff and data analytics staff during an in-person site visit.

### 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 January 2023 meeting.

### Audit Objective #7: Civil Disturbance

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

### **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 January.

### **Audit Objective #9: Duluth Civilian Review Board**

CJI has developed an assessment protocol that outlines the framework by which CJI will assess the role of the DCRB and determine recommendations for increased effectiveness. CJI has followed this protocol in reviewing 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 January. CJI has begun drafting a community survey to assess the visibility, accessibility, and usefulness of the DCRB to the Duluth community as well as interview questions focused on current and past DCRB membership.

Previously Completed Milestones:

- Compiled more than 20 public communications, reports, and resources relevant to the DCRB.

### **Audit Objective #10: DPD Camera Data Review**

CJI will walk through the assessment criteria for the body-worn camera audit to the Racial Bias Audit Team for review and discussion in the December Monthly meeting and begin the assessment in January, pending the completion of the Minnesota Bureau of Criminal Apprehension's background check process.

Previously Completed Milestones:

- Developed an assessment protocol that details the level of review that body-worn camera information can provide and the actions and behaviors that may represent biased behavior.
- Completed the sampling methodology and received approval from RBAT.
- Defined the sample of stops and provided to DPD to ensure video retention and compilation of supplementary data for each encounter.

### **Audit Objective #11: Use of Force**

CJI has begun reviewing DPD policies, directives, and data regarding use of force incidents. We have also reviewed and assessed DPD's publicly available use of force information. DPD has agreed to include CJI as observers for any use of force review board meetings that occur during the audit period. To date, none have been scheduled.

Previously Completed Milestones:

- Developed an assessment protocol that details the benchmarked standards for documenting, investigating, and adjudicating officer use of force.
- Compiled more than 400 DPD policies, directives, documents, and data regarding use of force incidents.