



CHIEF ARRADONDO'S VISION, REFORM, AND TRANSFORMATIVE CHANGES 2017 TO PRESENT

CHIEF ARRADONDO'S VISION STATEMENT- MOVING FORWARD: TRUST, ACCOUNTABILITY AND PROFESSIONAL SERVICE.

Please view the attached document for the full Vision Statement Letter from the Chief delivered to all



Chief Arradondo's
Vision Statement Letter
Minneapolis Police Department Staff:

REFORM AND TRANSFORMATIVE CHANGES 2017-PRESENT:

- Officers Equipped and Trained to Dispense Narcan (naloxone)
 - April 2018: All officers equipped and trained by year's end.
- Expanded Crisis Intervention Training
 - April 2019: Overhaul to Crisis Intervention Training (CIT) for all officers beyond the requirements of State POST Board.
- Body Worn Camera (BWC) Requirements and Compliance
 - April 2018: Stricter requirements as to when cameras are to be turned on and discipline for failure to activate cameras as well as failing to properly document footage.
 - June 2020: New policies prohibit officers in critical incidents from reviewing body camera footage prior to completing their initial police reports.
- Misdemeanor Arrest Requirements
 - September 2018: Clarified to explain what proper identification includes, allowing room for municipal ID, clearly including foreign passports, and ensuring that anyone transported for identification purposes is released in a safe and procedurally just manner.
- Warrior Training
 - April 2019: Officers are prohibited from engaging in fear-based training or Warrior-Style Training both on and off-duty.
- Sexual Assault Investigations
 - April 2019: New policy increases compassion, responsiveness, and accountability for officers working with sexual assault survivors.
 - responding more quickly when a sexual assault call comes in and conducting victim interviews in welcoming environments while allowing them to share at their own pace, recognizing it may not always be in a linear fashion.
 - Added training for all officers to develop a victim-centered, trauma-informed approach to working with sexual assault survivors
 - Added a full-time sexual assault survivor advocate to work in the sex crimes unit.

- Pursuit Requirements
 - June 2019: Officers are not allowed to initiate a pursuit for low level offenses and must terminate a pursuit in progress if the pursuit poses an unreasonable risk to the officers, or the public or passengers of the vehicle being pursued who may be unwilling participants.
- Prohibition on Political Use of MPD Trademark/Uniform
 - September 2019: MPD trademarks/uniform may not be used to promote non-Department activities or imply the Department's endorsement. The policy prohibits the use of MPD trademarked items in political advertisements and other circumstances.
- Union Involvement at Critical Incident Crime Scenes
 - June 2020: Officers prohibited involvement in or witness to a critical incident from speaking with police union officials at the crime scene.
- Requirements for Use of Crowd Control Weapons
 - June 2020: During protests and demonstrations, use of all crowd control weapons must be authorized only by the Chief of Police, or the Chief's designee at the rank of Deputy Chief or above. Crowd control weapons include, but are not limited to, chemical agents, rubber bullets, flash-bangs, batons, and marking rounds.
- Duty to Intervene
 - June 2020: Requires any officer, regardless of tenure or rank who observes another employee use any prohibited force, or inappropriate or unreasonable force (including applying force when it is no longer required), must attempt to intervene by verbal and physical means.
- Duty to Report
 - June 2020: Requires any officer, regardless of tenure or rank who observes another employee use any prohibited use of force, or inappropriate or unreasonable force

(including applying force when it is no longer required), has an affirmative duty to immediately report the incident while still on scene to an on-scene supervisor and by phone or radio to their Inspector or Commander or to their Inspector or Commander's superiors. The employee must also notify Internal Affairs.
- Ban Chokeholds and Neck Restraints
 - June 2020: Neck Restraints and choke holds are prohibited. Instructors are prohibited from teaching the use of neck restraints or choke holds.
- Use of Deadly Force
 - August 2020: Makes MPD policy as stringent as possible under State law by requiring officers first consider all reasonable alternatives to deadly force and use the minimum level of force needed.
- Comprehensive Use of Force and De-Escalation Reporting
 - July 2020: Requires documentation of low-level force used and what de-escalation efforts were made or attempted, expands documentation and reporting requirements around de-escalation strategies, and reinforces the focus and importance of using de-escalation strategies in the field.
 - August 2020: Clarifies and expands what the department considers to be a use of force (such as unholstering a firearm), and subjects those actions to the same scrutiny, reporting procedures and, in the event of a violation, discipline that other use of force is subject to. Moves away from the minimum standard of what is legally permissible and towards a higher standard of best practices authorized by city policy.

- Officers Actions Leading to Unnecessary Force
 - August 2020: Officers can't deliberately use actions or words to incite escalating behavior and then use it justify the use of force.
- Ban on Shooting at Moving Vehicles
 - August 2020: Prohibit firearms from being discharged at a moving or fleeing vehicle unless the officer or another person is being threatened with deadly force, including attempts to disable the vehicle by firing at it.
- Proactive Audit of BWC footage by the Office of Police Conduct Review (OPCR)
 - September 2020: Put in place a plan to proactively and strategically audit BWC footage and file or amend complaints on behalf of the Minneapolis Department of Civil Rights ("MDCR"). An audit pursuant to this plan is intended to address systemic issues related to racism and discrimination.
- Unannounced Entry (No-Knock) Warrants policy
 - November 2020: New policy that provides additional transparency and accountability for how and when MPD is involved with s unannounced entry or "no-knock", including a requirement that outside of limited, exigent circumstances, like a hostage situation, MPD officers will be required to announce their presence and purpose prior to entry.
- 911/MPD Response Workgroup
 - Currently working to prototype alternative responses to Emotionally Disturbed Person Calls and non-criminal 911 calls, including embedding social workers, training 911 dispatchers, and providing non-police response to mental health crisis calls.
- Community Navigator Initiative
 - MPD civilian staff that work on culturally-specific, or population-specific needs with the community. One example is the Domestic/Sexual assault Navigator who is able to write orders for protection without utilizing traditional channels through Hennepin County.
- Domestic Violence Hotspots Initiative
 - CAO and MPD initiative that provides follow up after domestic calls that do not result in a police report to ensure services are being offered to victim survivors and their families
- Group Violence Intervention/Project LIFE
 - Group Violence Intervention (GVI) reduces street group-involved homicide and gun violence by reducing peer dynamics in the group that promote violence and helping create accountability, fostering internal social pressure that deters violence, and setting clear community standards against violence.
- Homeless and Vulnerable Population Unit
 - A dedicated unit to perform outreach, engagement, and support to the city's homeless and vulnerable populations.
- Lights On Program
 - Implemented and funded program in which an officer may issue a voucher for free auto repairs for minor equipment violations in lieu of a citation.
- Mental Health Co-Responder Unit
 - A Mental Health Professional from COPE works alongside an MPD officer to provide effective and compassionate crisis intervention to individuals with mental illness in the community with the goal of keeping community members in their homes and providing them the comprehensive mental health services and resources they need.

- Minneapolis
 - A violence intervention model to address the root causes of violence by identifying and interrupting conflicts and working to promote community healing. The Minneapolis initiative is intended to break the "contagious" aspects of violence – such as retaliation – by having trained violence interrupter teams throughout the city to intervene in daily beefs and retaliation and follow up on resources and services.
- Next Step Hospital-Based Violence Intervention
 - A hospital-based program that connects victims of violent injury to resources and support to people who are in the hospital because they are the victim of a stabbing or gunshot. Staff provide immediate bedside support for participants and their families.
 - Participants receive long-term individual support once they are back in the community, including job training and employment, finding a safe place to live, basic needs (food, transportation, clothing, hygiene, and parenting items), accessing victim resources (victim rights and financial help), accessing resources to manage trauma, help graduating from high school, getting a GED, and/or enrolling in post-secondary education, and help with continuing medical care
- Off-Duty Work Group
 - This group is currently working to develop a set of recommendations for MPD off-duty work that informs both policy and funding decisions. The workgroup's recommendations will complement the process-focused recommendations brought forward by the audit committee in September 2019.
- Police Staffing Study
 - A study by an outside entity to review all MPD staffing to identify optimal staffing levels in relation to demand for service.
- Procedural Justice and Implicit Bias Training
 - All MPD personnel, sworn and civilian have ongoing Procedural Justice training. Recruitment, Background, Hiring and Retention efforts all center around Procedural Justice.
- Reimagining Community Safety Engagement Plan
 - Outlines opportunities for community members to offer feedback on alternatives to policing and police responses, public health-oriented violence prevention, and law enforcement reforms and/or changes to police protocols and practices.
- Truth and Reconciliation Working Group
 - Charged with working towards the reconciliation and racial healing process and to begin implementing specific solutions to the specific harms that created and perpetuate racial disparities with a prioritized focus on healing with Historically Black/American Descendants of Slavery and American Indian/Indigenous communities.
- Women in MPD Leadership Outreach and Support Group
 - Creation of an internal group to support and encourage women's professional leadership development within the MPD.

Visual Aid of Reform Tracking:



Policy Tracking May 25, 2020 - Present



- Chief Arradondo's vision for the Minneapolis Police Department, the transformation will move at the speed of trust. The events of May 25, 2020 changed the city of Minneapolis forever. As your police chief, I write to provide you with my vision for the Minneapolis Police Department (MPD) as we move forward, and to express my unwavering commitment to building a better future with and for you.

Here is a link to Chief Arradondo's full Op-ed published through the Star Tribune on December 18, 2020:

<http://strib.mn/3nEnryl>

- Creating a New Minneapolis Police Department under Do No Harm and Core Values resting on the solid foundation of Human Rights while being community focused. Please read further regarding this commitment from the Minneapolis Police department in the document attached



Creating A New MPD
Final 07-15-2020.pdf
here:

- We've also adopted a new oath of office, transforming from recognizing our sworn officers as police officers to peace officers. Our new oath is listed below:

"I, [name], do solemnly swear that I will support the Constitution of the United States, the Constitution and laws of the State of Minnesota, and the Charter and Ordinances of the City of Minneapolis;

That I shall, in recognition of my service as a peace keeper, first do no harm, that I will upload and safeguard the sanctity of life, and that I will shield and protect my community from those who would seek to cause harm;

That I shall intervene in protest, both verbally and physically, if I witness anyone violating another's rights;

That I recognize those I serve are members of the human family worthy of dignity and respect, and my term in office shall be guided by my love of service to the community and the grace of humanity."

- Adopted June 2020