



League of Women Voters
ROSEVILLE AREA

Falcon Heights, Lauderdale, Little Canada, Maplewood, Roseville

During the past year, the League of Women Voters of Roseville Area, with members in Falcon Heights, Lauderdale, Little Canada, Maplewood and Roseville put a timely finger on the pulse of state and national news by fielding a year-long study of police services and trainings in our five cities. The officer trainings we studied were those educating officers to avoid racial profiling and how to handle crises involving people with mental illness and domestic abuse situations. Hard-working committee members gathered data from cities and conducted interviews with police chiefs and Ramsey County Sheriff Matt Bostrom. The chiefs and sheriff also spoke on a panel to help educate the public and us on these issues. We want to publicly thank city staff and particularly the police chief for his wonderful help in being interviewed, speaking on the panel, and providing other feedback along the way as we arrived at our conclusions.

In addition to the police panel, we also hosted public meetings with Ramsey County Attorney John Choi on domestic violence and Minnesota Police Officers Standards and Trainings Executive Director Nate R. Gove on Minnesota police education. We wrote a comprehensive report on findings, and our members came to consensus on the new Roseville Area League positions that I'm proud to share with you tonight. Our report and those positions are in your packets and were also sent to you ahead. I will read them for the public to hear.

The League of Women Voters of Roseville Area:

1. Recommends community police departments improve data collection of police activity to ensure accountability for avoiding racial profiling and track that officers dispatched to domestic violence and mental health crisis situations have appropriate training.
2. Recommends that all cities periodically evaluate police cost-analysis and service delivery.
3. Supports the Memphis Model, or a substantial equivalent Crisis Intervention Training (CIT), for police officers dealing with mental health crises.
4. Supports the St. Paul Blueprint for Safety, or a substantial equivalent training, for police officers dealing with domestic violence.
5. Supports diversity training for all police officers.
6. Recommends that LWVMN advocate for more state funding for CIT training for police officers dealing with mental health crises and for development of additional mental health facilities and community based services.

On behalf of the League of Women Voters of Roseville Area, I urge you to take our recommendations to heart as you draft city budgets and policies. I welcome any questions you may have. Thank you.

ROSEVILLE AREA LEAGUE OF WOMEN VOTERS 2015-2016 POLICE STUDY

Summarized by Carolyn Cushing and Karen Schaffer

INTRODUCTION

Across the country we have witnessed violent demonstrations emphasizing the distrust and antagonism between communities and those employed as their protectors. The media shows us egregious examples of police over-reaction with tragic results. Reports in recent months have largely been devoted to illustrating racial profiling and bias from the police. A Minnesota poll published in the *Minneapolis Star Tribune* shows extreme divergence on the way law enforcement is viewed by people of color and the white population. When asked if they had a favorable view of law enforcement agencies, 91% of whites agreed but only 26% of blacks questioned answered affirmatively. (January 27, 2016)

In the report summary of the investigation into the Ferguson, Missouri Police Department, the Civil Rights Division of the U.S. Dept. of Justice said changes need to be made in “policing culture.”

Perceived racial profiling and poor use of force have resulted in demands for change that include more independent investigation of complaints, more camera recording of actions, better training on the use of force and in how to de-escalate as well as the change in culture and policing philosophy known as “community policing.”

STUDY GOAL

The purpose of this local Police Study is to study police delivery systems and officer training as it relates to avoiding racial profiling, domestic abuse and mental health crises in the communities of Falcon Heights, Lauderdale, Little Canada, Maplewood and Roseville.

GATHERING BACKGROUND INFORMATION

To maintain consistency, committee members worked in sub-committees to compile questions. They gathered information from a variety of sources. Mollie Slade from Guild, Inc. (mental health service organization) and a member of the Roseville Human Rights Commission was consulted to help shape questions about mental health. Nathan Gove, Executive Director of Police Officer Standards and Training (P.O.S.T.) was interviewed in regards to work done at the state level. This interview was followed by separate interviews of each Saint Anthony Village Chief John Ohl, Maplewood Chief Paul Schnell, Ramsey County Sheriff Matt Bostrom, and Roseville Chief Rick Mathwig. In addition, these four law enforcement leaders participated in a November 2015 panel discussion open to the public. Joel Hanson, Little Canada City Administrator was consulted for specific information about the shared services Little Canada has with Ramsey County Sheriff.

POLICE DELIVERY SYSTEMS

While the communities vary in terms of geography, population, ethnicity, so do the police delivery systems. Maplewood and Roseville have their own police departments.

Lauderdale and Falcon Heights contract with Saint Anthony Village. Little Canada has contracted with the Ramsey County Sheriff since 1960.

The cost to provide police services to a community is substantial. Among the five communities, the percent of city budget devoted to this function ranges from 13% to 50%. The annual cost per resident ranges from \$59/capita to \$235/capita. The average cost of salary and benefits for one sworn officer ranges from \$73,000 to \$112,000.

	Falcon Heights	Lauderdale	Little Canada	Maplewood	Roseville
Annual Cost	\$634,386	\$634,386	\$1,202,435	\$8,271,460	\$6,838,185
% of Budget	34%	50%	37%	16%	13%
Average Salary/Officer	\$107,263	\$107,263	\$86,500	\$112,000	\$73,000
Cost per Capita	\$115	\$235	\$59	\$208	\$193

Staffing levels among the 5 cities vary widely. The number of officers per capita and the number of total staff per capita are summarized as follows:

	Falcon Heights	Lauderdale	Little Canada	Maplewood	Roseville
# of Officers	23	23	9.5	52	47
#of Support Staff	3.5	3.5	48	11	12
Officers per Capita	1/240	1/117	1/1077	1/764	1/751
Total Staff Per Capita	1/208	1/102	1/177	1/631	1/598

The above-described financial and staffing information provides a starting point for evaluating the financing and staffing of the police function in any one city or on a comparative basis. There is no financing or staffing level that is inherently correct. Financing and staffing levels reflect the values and priorities of the decision-makers and, hopefully, the values and priorities of the majority and minority populations in the community. Varying city characteristics and demographics may call for varying financing and staffing levels. One unifying characteristic among the five cities is the fact that theft (in various forms) is the most common crime occurring within each one.

Before relying on the financial and staffing data presented, additional steps should be taken to ensure that the data points are based upon the exact same definitions. For example, the “total cost of services” may or may not include costs attributable to the police function but may not be included in the police budget per se. Information technology services, personnel services, public relations, fleet management, training or other activities might not be included in the police department budget itself. The “salary and benefits for one officer” may or may not include all of the direct and indirect benefits attributable to an officer position. Or, varying definitions of “support staff” may have been used by the reporting cities.

With respect to the question of whether the police function is better provided internally or by contract with another agency, only one city (Little Canada) provided insight into why its decision was made. Roseville and Maplewood did not provide any information as to whether there had ever been any consideration of providing the police function by contract, and, if not, why not. Lauderdale and Falcon Heights did not comment on the process used for contracting with the St. Anthony Police Department.

COMMUNITY POLICING

Community Policing dates back to the 1820s in London, but began to be discussed in US cities in the 1980s. (Today it is being talked about as a change from what was called the “broken window” theory: Strict enforcement of every regulation to build respect for law and order. This was part of the 90s “tough on crime” legislation.) With community policing, the emphasis shifts to community relations and the advantages that come with increased trust and cooperation. Police admit that community policing in tough neighborhoods is very hard to do. The police department can be viewed as “just another gang.”

If any area can employ community policing more easily, it should be in suburbs like ours. Violent crime is not the major concern here. “Complaints are most likely to be about what officers say, not what they do,” we are told. All of our cities list theft as the most common crime.

	Falcon Heights	Lauderdale	Little Canada	Maplewood	Roseville
Area	2.24 sq. mi.	.5 sq. mi.	3.89 sq. mi.	17.9 sq. mi.	13.8 sq. mi.
Population	5,513	2,700	10,228	40,199	35,319
% Residential	65%	41.6%	42%	43%	44.8%

Census Bureau Statistics

Both Ramsey County and Roseville include community policing as a goal in written statements.

Ramsey County’s mission statement says they will “...abide by the State and US Constitutions when providing safety through *community policing* while collaborating with justice partners. The department encourages diversity to reflect the community and connecting with youth to build for the future while being fiscally responsible and improving service through the use of technology.”

Roseville refers to the values printed on their website: “...committed to Community Oriented Policing. We strive to establish connections with all community members and rely on positive relationships to solve problems in Roseville.”

Maplewood is focused on changes that are necessary: “We have to hire people interested in talking to and having relationships with people.” There is recognition that some individuals are not suited to changes being made.

Falcon Heights and Lauderdale have a charter arrangement with the St. Anthony Village Department, which has “Safety through Service” on police cars. The stated emphasis is slightly different. Enforcement is key. The goal is to “arrest offenders, prevent crime, solve problems and increase overall quality of life.” Officers are expected to work on all crimes, big and small. The belief is that little things, like barking dogs, have large effects on quality of life.

AVOIDING RACIAL PROFILING

DIVERSITY

In response to concerns about racial bias, there has been increased attention to officer diversity. A police force whose officers look like members of the community they serve is believed to reassure people that they will be respected and understood.

An overwhelming majority of our police officers are white, but so are our cities.

	Falcon Heights	Lauderdale	Little Canada	Maplewood	Roseville
White	86%	77.6%	74.6%	70%	81%
Asian American	10%	14.9%	13.1%	13.5%	7.3%
Black	2%	3.36%	8%	8%	6%
Native American	1%	.43%	.5%		.5%
Latino	1%	3.09%	5.8%	5%	4.6%
Other		1.33%			2.7%

Available officers of color are highly sought after. School populations mirror changes that are coming quickly. Facility in a second language is also valued. Roseville aims to have all officers able to work in one of the other five most common languages in local schools. Representation of both genders has been least successful.

Racial-Ethnic-Gender Make-Up of Officers

	Falcon Heights	Lauderdale	Ramsey County	Maplewood	Roseville
White	90%	90%	86%	87%	87%
Asian American			10%	2%	8.5%
Black			2%	2%	2%
Native American			1%		
Latino			1%	5%	2%
Female	[1]	[1]		[6]	17%

***There are more Community Service Officers of color. Those numbers are not included here.**

The Ramsey County Sheriff’s Office uses the Correction Officer system to expand and diversify the hiring pool. A more diverse group now feeds into the Deputy Academy--a third of the most recent group “reflect diversity.”

Maplewood targets local connections through volunteer agencies, Community Support Officers, the schools and the Maplewood reserves, as well as jail employees to ensure a more diverse pool. They are not getting many female candidates, but larger numbers of male Hmong candidates. Alternatives to traditional hiring processes are employed.

TRAINING

Across the country, many agree that a change in police culture means an emphasis on more and better training. There is wide variation among states on the amount and type of training required for police officers--from no requirements to 40 hours of unspecified training.

In Minnesota, the Peace Officers Standards and Training Board (POST) establishes licensing and training requirements for law enforcement agencies and officers. Those hoping to work in law enforcement in Minnesota must complete an education program approved by the Board.

The POST Board is established as a partnership between police and higher education. In April 2015, the POST Board authorized learning objectives for certified programs. Curriculum must

include components about diversity and racial profiling, working with people with disabilities, including mental health and domestic abuse.

Police in Minnesota are mandated by the state only for annual training in the use of force and in emergency vehicle operation/pursuit driving every five years. In addition, each local agency must have a written policy on arrest procedures for domestic violence. Local departments set any additional requirements.

TRAINING TO AVOID RACIAL PROFILING

Racial Profiling is avoided through hiring, policy and training, according to Falcon Heights/Lauderdale. They have had no complaints in the five years since their squad cars have been equipped with cameras.

Ramsey County focuses on character when hiring. They also report that most complaints have been eliminated since installing cameras. The Sheriff personally reviews all complaints.

Maplewood has had no formal complaints about profiling in the past two years. However, they believe there are definitely issues around *implicit bias* that respond to training.

IMPLICIT BIAS

Implicit Bias, also known as *implicit social cognition*, refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are **activated involuntarily and without an individual's awareness** or intentional control. **Residing deep in the subconscious**, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Kirwan Institute for the Study of Race and Ethnicity

It has been found that not just race, but apparent socio-economic status stimulates bias. It is believed responsible for what can appear as racial profiling. (In 2015, ACLU-MN looked at 96,000 arrests in Minneapolis and found that black citizens were 8.7 times more likely to be arrested for minor offenses.) Experiments have shown that “triggers are pulled faster when the target is an African American male,” even by black officers. (NPR interview with Yara Mekawi of the U. of Illinois Aug 29, 2015)

There are training options, in both on-line learning and the more expensive and time-consuming courses that utilize dramatic/realistic situations.

Falcon Heights/Lauderdale officers do one year of non-bias police training annually. They just completed a training course with the Roseville Police Department.

Roseville requires a 4-hour Diversity Awareness Training class by an outside resource person (also offered to city staff) and an online class.

Maplewood requires use of force training 1-2 times a year, integrating issues of mental health and implicit bias into this.

Ramsey County officers' training is not out-sourced. Presenters are screened for their views on diversity. Implicit bias training teaches all to recognize it, and thus reduce its impact. A study of long term effectiveness is underway. Some concern remains that there can be danger in slowing reaction time.

The other areas that have attracted concern for special training (besides implicit bias) are domestic violence and mental health crises.

There are a number of sources for training programs. Training is offered by the League of MN Cities Insurance Trust in *Patrol Online*. Half of Minnesota officers are employed by agencies that use this for mental health crises training, implicit bias training and domestic violence training. Data to evaluate the effectiveness of some of the programs is not yet available.

DOMESTIC VIOLENCE

All staff and deputies for Ramsey County have been trained for domestic violence crises, using the St. Paul Blueprint for Safety. This document pulls together best practices for all agencies involved in dealing with these situations. Included are (1) what victims need to be safe, (2) what practitioners need from each other to do their jobs, and (3) what is required by each worker and agency to hold the offender accountable. The Legislature had mandated a written policy on arrest procedures for domestic abuse incidents. They then appropriated \$500,000 in 2007 for a comprehensive plan so all parts of the criminal justice system would work together more effectively.

Little Canada averages 1.7 calls per week that are titled "Domestic Family Relationships" and 0.96 that are titled "Emotionally Disturbed Person." The dispatch system alerts officers about previous calls. There has only been one call from the same household. All deputies carry information about available services with them at all times and are required to help people make appropriate connections.

All Maplewood officers have received specific training for domestic violence under this grant. There has been increased emphasis on arrests and convictions. They have a half-day with an attorney from Ramsey County or representative from Tubman. They have 16-17 domestic violence calls per week. Prosecutions have doubled in ten months. A "significant" number of calls for both violence and mental health crises are from the same household, and are "flagged."

[The Harriet Tubman Center East in Maplewood is a multi-service agency providing family crisis and support services, including emergency shelter, legal help, and therapy.]

All Roseville officers are trained to handle domestic violence crises. They learn techniques for separating, interviewing, [taking] injury photos, and follow-up. Roseville was not included in the Ramsey County Attorney grants because their prosecution and conviction rates were already high. Roseville has had a family-violence investigator since 2006. Officers use a Domestic Violence

Lethality Assessment which goes to the judge if an arrest is made. Domestic violence calls average about ten per week. In 2014 there were 118 referrals to Tubman. Every arrest gets referred.

Falcon Heights had nine domestic violence reports of assault plus 32 that involved "screaming." Officers try to get people to connect with their own counselors if they have them. Lauderdale had 3 domestic violence calls plus 12 "verbals." Suspected abuse of vulnerable adult is reported to Adult Protection which assesses and investigates.

MENTAL HEALTH CRISES

Mental health crises remain the top issue nationwide because of the common involvement of the use of force. No officer wants to create a confrontation, but there is awareness of the use of "suicide by police" whether purposeful or not. We see interactions with people with mental illness that end badly and anger the public. The police have been handed oversight of a problem bungled by society. Major care institutions were emptied and community services to replace them never provided.

Crisis Intervention Team (CIT) programs are local initiatives to improve the way law enforcement and the community respond to people experiencing mental health crises. They depend on strong partnerships between law enforcement, mental health provider agencies and the families and individuals affected by mental illness.

[The Memphis Model began in 1988 with advocacy from NAMI (National Alliance on Mental Illness) members in Memphis outraged by police treatment of their families. The Memphis police chief and a university criminal justice professor worked with them to develop CIT.]

Crisis intervention techniques increase knowledge of and empathy for those with mental illness. They use non-violence and de-escalation to maintain safety in a humane manner.

Ramsey County begins CIT training in Deputy Academy. The specific Memphis Model is not used, but NAMI training and Barbara Schneider Foundation training.

Falcon Heights/Lauderdale provide some training to all officers. The Department just recently did a CIT training, though not the Memphis Model. Chief Ohl, who is serving on the Hennepin County Behavioral Health Initiative, estimates that 40% of people in jail have a mental illness.

Maplewood estimates that 25-30% of mental health crises are handled by CIT trained officers. So far eight people have received the Memphis Model training. Mental health issues are being integrated into the regular required training. This focus is on de-escalation and "slowing it down." Officers can call for special assistance.

Roseville has ten Field Training Officers who have taken Memphis Model CIT training through Ramsey County. They estimate 10-20% of the average 71 police calls per week involve mental health situations. New officers take an eight hour. mental illness training course at Metro State. There are also seven crisis negotiators trained through East Metro SWAT.

Falcon Heights had four mental health calls reporting odd behavior. They average ten mental health holds per month. Holds are taken to Regions Hospital unless they have an established relationship somewhere else. Policy has officers give blue cards with service information to people in crisis. They use MARK, run by the state, for someone at risk. They report to Adult Protection which follows up.

Lauderdale had 17 mental health calls. They could use more training, but there are budget constraints. Chief Ohl would like to see funding of “one-stop-shops” that could treat those with mental illness and keep them from jail or hospitalization.

SUMMARY

Be aware that we have limited our view to specific areas of interest. Police are responsible for a host of other duties that seldom make the news. Right now is probably a very difficult time to be in law enforcement.

We believe that lasting change happens when the political system is engaged by voters.

We would like to thank Matt Bostrom, Ramsey County Sheriff, who provides police services for Little Canada, Chief Rick Mathwig of Roseville, Chief Paul Schnell of Maplewood, and Chief John Ohl of St. Anthony Village, who is responsible for Falcon Heights and Lauderdale, for their generous time devoted to answering our questions.

LWV POLIC STUDY COMMITTEE

Co-chairs: Carrie Dickson, Mindy Greiling, Rita Mills

Members: Carolyn Cushing, Emma Duren, Kathy Juenemann, Bonnie Koch, Jan Schultz, Valerie Swenson, Karen Schaffer, Gwen Willems.

POLICE STUDY 2015-2016

ROSEVILLE AREA LEAGUE OF WOMEN VOTERS

**FALCON HEIGHTS, LAUDERDALE,
LITTLE CANADA, MAPLEWOOD,
ROSEVILLE**

Study Chairs:
Carrie Dickson, Mindy Greiling, Rita Mills

Committee Members:
Carolyn Cushing
Emma Duren
Kathy Juenemann
Bonnie Koch
Karen Schaeffer
Jan Schultz
Valerie Swenson
Gwen Willems

LWV STUDY PROCESS

- A study is adopted by members at the Annual Meeting.
- A Study Committee is responsible for gathering information and preparing material for presentation to League members for their discussion and consideration.
- Consensus of LWV members is determined as they discuss and arrive at conclusions on study issues.

- The Study Committee forms the consensus agreement points into position statements and submits them to the Board.
- Concurrence occurs when the Board recommended positions are voted on and accepted at the next Annual Meeting.
- Adopted positions are the basis for Action.

STUDY GOAL:

To study police delivery systems and officer training as it relates to avoiding racial profiling, domestic abuse and mental health crises in the communities of Falcon Heights, Lauderdale, Little Canada, Maplewood and Roseville.

Gathering Background Information

- Consulted with Molli Slade from Guild, Inc., and member of the Roseville Human Rights Commission.
- Interview and March 2016 presentation with Nathan Gove, Executive Director of Police Officer Standards and Training (P.O.S.T.)
- Interviews and November 2015 panel with: Saint Anthony Village Chief John Ohl, Maplewood Chief Paul Schnell, Ramsey County Sheriff Matt Bostrom, Roseville Chief Rick Mathwig.
- Consulted with Joel Hanson, Little Canada City Administrator

Delivery Systems Vary

- Maplewood and Roseville have their own police departments.
- Lauderdale and Falcon Heights contract with Saint Anthony Village.
- Little Canada contracts with the Ramsey County Sheriff.

COMPARING SERVICES

	Population	# Officers	# Support Staff	Officers Per Capita
Falcon Heights*	5,513	23	3.5	1/240
Lauderdale	2,700	23	3.5	1/117
Little Canada	10,228	9.5	48	1/1,077
Maplewood	40,199	52	11	1/764
Roseville	35,319	47	12	1/751

* Falcon Heights and Lauderdale both contract with St. Anthony Village.

FINANCING POLICE DEPARTMENTS

	Annual % of City Budget	Cost Per Capita
Falcon Heights	34%	\$115
Lauderdale	50%	\$235
Little Canada	37%	\$59
Maplewood	16%	\$208
Roseville	13%	\$193

COMMUNITY POLICING

Nathan Gove, P.O.S.T. Executive Director: Police have dual roles – warrior and guardian. The warrior is necessary in times of crisis, but the guardian is needed for community policing.

Community Policing places an emphasis on building community relations and gaining the advantages that come with increased trust and cooperation.

All the departments identify working with the community in their mission statements.

COMMUNITY POLICING EXAMPLES

- Working with businesses to develop solutions to avoid robberies.
- Lunch with students.
- School Resource Officers
- Citizen Police Academy
- Working with Ramsey County Attorney's Office on Youth Diversion programs to keep youth out of the juvenile justice system.

INITIAL CERTIFICATION

- P.O.S.T. certified 2 or 4 year college/university programs.
- Reciprocity from service in another state or in military.
- State Board Exam
- Initial Licensing requires psychological certification, medical exam, BCA and FBI Background Checks.
- Not a licensed officer until hired by a police force.
- Individual Police Departments have their own additional training.

CONTINUING EDUCATION

- State mandates must have 48 hours of training within every 3-year licensing period.
- Use of Force Training must occur every year.
- An 8 hour course in Police Pursuit Training must be completed every 5 years.
- Local Police Departments arrange Continuing Education opportunities.
- Local training can be conducted by in-house or external presenters.
- Online training is also used.

RACE RELATED DEFINITIONS

"Racial Profiling" refers to the discriminatory practice by law enforcement officials of **targeting individuals** for suspicion of crime **based on the individual's race, ethnicity, religion or national origin**. Criminal profiling, generally, as practiced by police, is the reliance on a group of characteristics they believe to be associated with crime."

American Civil Liberties Union

* P.O.S.T. uses the term "unbiased policing" when referring to "racial profiling" issues.

Implicit Bias, also known as implicit social cognition, refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are **activated involuntarily and without an individual's awareness** or intentional control. **Residing deep in the subconscious**, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness.

Kirwan Institute for the Study of Race and Ethnicity

AVOIDING RACIAL PROFILING SCHOOLS MIRROR CHANGES THAT ARE COMING

School Districts	North St. Paul-Maplewood-Oakdale	Roseville (includes Falcon Heights, Lauderdale, Little Canada)	Mounds View (includes part of Roseville)
% of Students Learning English	11%	17%	5%
Increase since 2005	85%	125%	95%

Source: Minnesota Department of Education as cited in the St. Paul Pioneer Press, 2-14-2016.

WHAT ARE DEPARTMENTS DOING?

- **Strong focus on the hiring process to increase officer diversity.**
 - ✓ Candidates of color
 - ✓ Candidates with second language skills.
 - ✓ Candidates with prior experience in working with under-represented populations.

- **Use connections to encourage population to enter law enforcement.**
 - ✓ Community Service Officers
 - ✓ Community Volunteers
 - ✓ Schools
 - ✓ Internship opportunities for students pursuing their degrees in Criminal justice, Law Enforcement or other similar field.

- **Provide additional diversity training for officers.**
 - ✓ FHL has annual non-bias training.
 - ✓ In 2015 all Roseville officers took 4-hour diversity training taught by outside resource speaker and an online training class.
 - ✓ Maplewood includes implicit bias and increased scenario-based situational training with their Use of Force training that is offered 1 to 2 times a year.

- ✓ Ramsey County diversity training is designed with community input to reflect county needs and is not outsourced. There is continuous study of its long-term effectiveness. "Seat training ≠ learning."
- **General agreement that cameras are positive.**

DATA COLLECTION

Interview question was about tracking patterns for things such as "traffic stops" and "stop and search".

- The state mandates that race and ethnic information not be recorded in the statewide uniform traffic citation system.
- Individual departments maintain their own recording systems.
- Maplewood is implementing a weekly numerical summary of police activity, including info on arrests by race and gender.

- Cards are given out with officer's name and number and department contact information for concerns or more information.
- Information can be accessed by the community at large.
- A new Ramsey County dispatch system is being developed.
- Information can be sent by the dispatcher or accessed by officers when making calls.

DOMESTIC VIOLENCE CALLS

	Domestic Violence Calls/Week
Falcon Heights	9 + 32 "screaming"
Lauderdale	3 + 12 "verbals"
Little Canada	1.7 + .96 emotionally disturbed incident
Maplewood	16-17
Roseville	10

Data is inconclusive because Domestic Violence "statistics" are defined differently

- ### DOMESTIC VIOLENCE PROCEDURES AND TRAINING
- All officers receive training.
 - Officers carry with them and provide victims resource information.
 - Harriet Tubman Center East in Maplewood is used in crises situations.
 - Falcon Heights /Lauderdale report suspected abuse of vulnerable adults to Adult Protection.
 - Roseville uses a *Domestic Violence Lethality Assessment* as needed for court proceedings.

- **Ramsey County uses the St. Paul Blueprint for Safety.**

The Blueprint for Safety, originally developed and implemented in Saint Paul, MN, is a prototype that can be used by any community hoping to link its criminal justice agencies together in a coherent, philosophically sound domestic violence intervention model.

The Blueprint was created with the leadership of seven agencies and the district court bench in the City of Saint Paul, as well as through conversations and consultation with community members, advocates, researchers, and experts confronting this crime both locally and nationally.

As Defined by Praxis, International

- ✓ Maplewood is presently converting to this.
- ✓ Roseville was not included in grants for training as their prosecution/conviction rate was high. They have had a Family Violence Investigator since 2006.

MENTAL HEALTH CRISES

	Mental Health Calls/Week
Falcon Heights	4
Lauderdale	17
Little Canada	Less than 1
Maplewood	12
Roseville	71

Data is inconclusive because mental health "statistics" are defined differently.

WHAT IS CIT?

Crisis Intervention Training is the use of non-violence and de-escalation to maintain safety in a humane manner.

All departments provide CIT training, but not all officers receive it. Training is provided from a variety of sources:

- Barbara Schneider Foundation
- Masa Consulting, Inc.
- East Metro Special Weapons and Tactics (S.W.A.T.)
- National Alliance on Mental Illness (NAMI)
- Metro State

- **Memphis Model –**

*The Memphis Model was developed in 1988 by NAMI advocates, the Memphis Police Chief and a U. of Memphis professor. The curriculum teaches nonviolent, **de-escalation** crisis intervention techniques by increasing knowledge of and empathy for people with mental illness and ways they can be treated in a humane manner while maintaining safety.*

It involves 40 hours of training.

- ✓ Maplewood has 8 officers who have this training.
- ✓ Roseville has 10.