

Community Safety & Violence Prevention Implementation Committee

Saturday, April 2, 2022

Virtual via Zoom:

<https://us06web.zoom.us/j/85913402514?pwd=WHVHdStzelA3VlBYaTJmVkVOamFCUT09>

Meeting Agenda

- 10:00 A.M. – Welcome & Introductions
- 10:10 A.M. – Approve Agenda & Minutes
- 10:15 A.M. – Workgroup Status Update
- 10:20 A.M. – Brooklyn Center Demographics Presentation
- 10:50 A.M. – BREAK
- 11:00 A.M. – Policy Discussion



MINUTES OF THE PROCEEDINGS OF THE
COMMUNITY SAFETY & VIOLENCE PREVENTION IMPLEMENTATION COMMITTEE
OF THE CITY OF BROOKLYN CENTER IN THE COUNTY OF
HENNEPIN AND THE STATE OF MINNESOTA

MARCH 19, 2022
VIA ZOOM

1. CALL TO ORDER

The Community Safety & Violence Prevention Implementation Committee meeting was called to order by Mayor Mike Elliott at 10:02 a.m. The meeting was conducted via Zoom.

2. ROLL CALL

MEMBERS PRESENT: Mayor Mike Elliott, Lori Bardal, Julie Bourque, Matthew Branch, Amity Dimock, Joylenna (Joy) Garcia, John Solomon, Mark Viste, Kia (KiKi) Welch, and Katie Wright.

MEMBERS ABSENT: Joecelia Dameida.

OTHERS PRESENT: Public Safety Implementation Committee Manager David Zaffrann and Community Engagement Administrator Margretta Getaweh

3. WELCOME & INTRODUCTIONS

Mayor Elliott stated the purpose of the Implementation Committee is to propose amendments, ordinances, resolutions, policies, guidelines, or other recommendations for review, adoption, or implementation by the City Council or City Staff as appropriate. The charges are laid out in the Daunte Wright and Kobe Dimock-Heisler Community Safety and Violence Prevention Resolution.

Mayor Elliott reminded everyone to bring the goals and values from their initial retreat to the meetings. Those who were in attendance noted some of the goals were systemic change, transformation, accountability, transparency, collaboration, and community. Each meeting need to begin with remembering the goals and values but also acknowledging the reason for the need.

Mayor Elliott explained the meeting is taking place due to lives that have been lost due to current policing systems and practices. Every life lost to police violence is a policy failure. Their names are stated to honor their lives and affirm the commitment to eradicate systemic racial injustice and create systems of equity and safety for all in their community. He acknowledged Kobe and Daunte and noted they are honored to have both of their mothers in the meeting.

Mayor Elliott added the virtual meeting is taking place throughout ancestral lands and he acknowledged the indigenous people who have stewarded and protected the homelands throughout generations.

4. APPROVAL OF AGENDA & MINUTES

Mayor Elliott asked for any concerns with or objections to the agenda and minutes. Various members of the Committee confirmed they approved of the agenda and minutes.

Public Safety Implementation Committee Manager David Zaffrann noted Mark Viste's name was spelled wrong in the minutes, but that change has already been communicated.

Hearing no objection, Mayor Elliott declared the March 19, 2022, meeting agenda and the March 5, 2022 minutes approved.

5. SHARED AGREEMENTS AND COLLECTIVE DECISION-MAKING PROCESS

Community Engagement Administrator Margretta Getaweh provided an overview of the presentation. She stated the first of the shared agreement is for everyone to contribute to Committee meetings and dialogue. Committee members are encouraged to share individual experiences, perspectives, and interests the same way they would outside of the meeting.

Ms. Getaweh stated the Committee will strive to reach a consensus in the decision-making process. She asked for members to attend the meetings with an open mind and be prepared to work towards an agreement. She noted a breath of opinions and expertise is sought in the Implementation Committee's work, so experts may join the meetings from time to time.

Ms. Getaweh stated for virtual meetings, they will use cameras to the fullest extent possible for maximum engagement. Members will avoid interrupting one another and listen respectfully to others, even if disagree. Only one person will speak at a time, and members will not participate in inside conversations. Ms. Getaweh added people who tend not to speak a lot should move up into a role of speaking more.

Ms. Getaweh noted people who tend to speak a lot should move up into a role of listening more. The members should strive to attend all meetings and arrive on time. Members who cannot attend a meeting can provide their written comments to the Implementation Committee Manager or a fellow member in advance of the meeting so their views can be shared. However, members may not send a person to represent their views where they cannot attend a meeting.

Ms. Getaweh asked for members to accept the responsibility to come to the meetings prepared for the agenda and to review the information sent before the meetings to the extent possible. The facilitator has the responsibility to maintain order, honor all members and input, allow time to process complex information, ensure equitable and uniform communications, provide structure for how decisions will be made, and bring clarity to the process.

Member Dimock noted her appreciation of the shared values and explained she comes from collectives work. She stated collective decision-making isn't always the easiest, but it is the best way to capture multiple viewpoints.

Ms. Getaweh stated they are striving for consensus-based decision making, which is a “decision-making process that seeks a certain level of agreement from all the decision-makers regarding all the possible alternatives in a given situation.” It is an iterative process in which decision-makers can express their views to achieve a certain level of agreement.

Ms. Getaweh explained consensus-based decision-making can be effective in multi-criteria group decision making due to its ability to reduce the conflict among decision-makers, increase the participation of decision-makers, and improve the acceptance of the decision outcome.

Ms. Getaweh noted they are striving for consensus because it dismantles hierarchy and builds shared power, creates shared understanding through discussions that bridge differences, is based on the values of equality, freedom, cooperation, and respect for everyone’s needs, results in more effective implementation because the entire group takes action and is involved in the discussions, and protects the needs and opinions of everyone. Ms. Getaweh added conditions for effective consensus include trust, transparency, common goals, commitment, time, a clear process, participation, and facilitation.

Ms. Getaweh stated the process can look many different ways and has a varying levels of formality. She explained she is proposing their process starts with introducing and clarifying the issue, opening the dialogue, and splurging all ideas. From there, there will be a proposal. The proposal would be amended, and they would test for agreement. In the end, they will look for further recommendations.

Ms. Getaweh stated disagreement is part of the process. However, disagreeing based on personal preference rather than the committee’s shared values and goals is the most common mistake in attempts at consensus. The consensus process recognizes that the goal is not to achieve unanimity but to reach a decision that everyone involved can be okay with. Therefore, not all disagreements can stop the group from moving forward.

Ms. Getaweh noted there are levels of consensus. An agreement is an unqualified yes. Someone may have reservations but are okay with the decision. A stand aside is when someone doesn’t agree with the decision, but can live with it. Lastly, if a proposal has been discussed at two meetings without a resolution, they will fall back to the option of majority rule.

Member Solomon noted his agreement with the model and explained it is important they do not have anyone who disagrees but goes along with the choice. That may splinter the Committee very quickly. Mayor Elliott stated Member Solomon is saying the goal is for everyone to be all-in on the reforms they end up coming up with. Member Solomon, it is important to work together as they are addressing a national issue.

Member Wright asked if they are going to continue to meet on Zoom. The discussions would be much more interactive if they were to meet in person. Mayor Elliott stated the City is monitoring COVID-19 to decide if they will meet in person or will continue to meet via Zoom. He agreed meeting in person provides a lot of advantages for the type of discussion they hope to have. They will likely meet in person soon.

Member Dimock noted she lives out of town, but she would be willing to travel for in-person meetings.

Member Viste asked if the proposal is the best one but he still has concerns about potential negative side effects, would he agree or in the level of reservation. Ms. Getaweh stated Member Viste could be in the level of reservation. She noted, depending on the seriousness of the potential consequences, the group could take a step back to determine how those consequences could be mitigated.

Member Viste asked if the fallback option were to happen at the second or third meeting if they were unable to resolve it. Mr. Zaffrann stated the decision is for the Committee to make as a group. The intent is that the group goes through the process of trying to reach a consensus at least twice.

Member Branch asked where community input comes into play in the process. He asked if that is something the members should be doing as individuals. Mr. Zaffrann stated they want to proactively solicit community feedback, and that is the role of both Staff and Committee members. He noted there is an email address established to receive public comment, and Staff can bring any emails received there to the Committee.

Mr. Zaffrann added Ms. Getaweh is going to be overseeing the community engagement work which will include public listening sessions and other digital tools such as surveys. He noted any information gathered by Ms. Getaweh would also be brought back to the Committee. Mr. Zaffrann stated it will be up to the Committee to incorporate the feedback as they see fit.

*not sure on when Bourque arrived, but she wasn't present for roll call.

Member Bourque stated if the information is going to the City email, who is managing the email account. Mr. Zaffrann stated he and Ms. Getaweh are managing the email account. At a minimum, the information will be brought back to the Committee, may be in the meeting or potentially as part of the agenda packets.

Member Bardal pointed out the Committee will be having many difficult conversations. She noted she would be willing to meet with community members as needed to have further conversations. Member Bourque stated she agrees she would be willing to do that as well.

Mayor Elliott asked Staff to utilize Committee members when engaging with the community. He asked if the Committee had any objections to the consensus-building process. Various Committee Members noted their support of the collective decision-making process.

Member Dimock asked about the etiquette such as calling roll to receive input from the Members. She asked how a Committee is different than a commission or board in that process.

Mayor Elliott stated they need to make sure certain decision points are accurately reflected in the minutes. Otherwise, he will just ask for any objections. He stated he will ask for any reservations and questions. After that, he will ask anyone to share if they agree.

Members Bardal, Branch, Dimock, Garcia, Solomon, Viste, Welch, and Wright noted their agreement with the collective decision-making process.

Member Branch asked if there is a time for public feedback during the Committee meetings. He noted a community member named Randy had asked that question in the chatbox. Mayor Elliott stated the workgroup meetings are public working meetings. There will be community engagement efforts to elicit feedback, and the feedback will be shared with the Committee. The purpose and structure of the Committee and the workgroups are designed to be working meetings.

6. FORM WORKGROUPS AND SCHEDULE WORKGROUP MEETINGS

Mayor Elliott stated the work of the Implementation Committee will largely be done within workgroups. There are currently three workgroups. He invited Mr. Zaffrann to continue the presentation. Mr. Zaffrann noted all members of the Committee except for Joecelia Dameida were present.

Mr. Zaffrann stated they are proposing to have three working groups to include expanded response, government structure and civilian oversight, and policy changes. Expanded responses would include community response and traffic response strategies and the work included in that effort. That could include working with the dispatch system, reviewing calls, looking at different skill sets required of the emergency calls to inform who they are looking for to be responders, necessary training to be a responder.

Mr. Zaffrann explained government structure and civilian oversight would include recommendations on the structure of a new Department of Public Safety such as Police, Fire, and Expanded Response, the permanent civilian oversight committee called for in the Act, a director for the new Department. As for policy changes, the Act specifically refers to changes in the use of force policy but also any other policies that need attention or to be added.

Member Wright stated Members received a phone call about the workgroups and provided preferences of first, second, and third choice of groups. However, it was just explained differently by Mr. Zaffrann. She asked if Members could change their preferences in light of the new description.

Mr. Zaffrann stated the next portion of the presentation would allow Members to express any changes in preferences. Mr. Zaffrann added the workgroups may include individuals outside of the Implementation Committee members, but those appointments have not been made yet.

Member Welch stated there are eleven members. She asked if Members will be on only one workgroup or if they can be on multiple committees. She asked how Staff will distribute the preferences of people if there is a lot of interest in one workgroup or not a lot of interest in one workgroup.

Mr. Zaffrann stated they propose everyone will take part in one workgroup, and all workgroups would go back to the Implementation Committee before going to the Council with any recommendations. He noted the proposal is open for discussion.

Mayor Elliott stated it is possible for each member to be a decision-making member of one workgroup but still attend other workgroups in a non-decision-making role. Mayor Elliott asked if there is an even distribution of interest. Mr. Zaffrann stated he will answer that question in the next portion after hearing comments from a few Members.

Member Dimock stated most of her questions were answered. She noted she also did not understand the workgroups as presented on the phone call from Ms. Getaweh.

Member Garcia asked if there was a slide available to provide a visual as they discuss workgroups. Member Welch stated the workgroups were broken down in an email.

Mayor Elliott asked Mr. Zaffrann to show the email in question. Mr. Zaffrann stated he will put a slide together quickly.

Mayor Elliott asked how people can change their preferences. Mr. Zaffrann stated he was intended to share the original distribution of preferences and then would allow people to change their preferences.

Member Wright asked if the workgroups are only Implementation Committee Members. Mayor Elliott stated there are other community members outside of the Implementation Committee that will be added to the workgroups.

Member Welch asked if they could discuss which workgroups people will be on. She explained she is flexible in her preference of workgroups. She asked if the workgroup meetings will be public. It will be difficult to come together as a collective as it is, but it is more difficult with public input.

Mayor Elliott stated once Mr. Zaffrann pulls up a slide of workgroups, there will be a discussion about preferences for the workgroups. Member Welch asked if it would be a public discussion or a private discussion. Mayor Elliott stated it would be a public discussion. He explained the Committee cannot discuss it privately. Because they are a public body, they must convene under open meeting laws. Member Welch stated they should return to the meeting in person. Mayor Elliott stated they are working on meeting in person.

Member Dimock asked how the additional members of the workgroups will be chosen. Mayor Elliott stated the additional members of the workgroups will include an interview process of interested individuals. From there, the interview panel will make a recommendation. Member Dimock asked if the additional members would have voting abilities in the workgroup. Mayor Elliott confirmed the additional members would have voting abilities in the workgroup. He explained the Implementation Committee is 11 members, and the goal is for each workgroup to be seven members.

Member Garcia noted Member Welch asked some really good questions. She agrees meeting in person would be more effective.

Mr. Zaffrann showed a slide breaking down the different workgroups and the interest in each workgroup. He explained the Committee Members have been tentatively assigned to workgroups based on their first choice. He noted Member Viste's preference was not added yet. Mayor Elliott pointed out Member Dameida's preference was also not on the list.

Member Viste stated his first preference would be policy changes, but he is flexible in the workgroup assignment. Mayor Elliott asked if Members would be willing to respond to a survey soon.

Member Garcia asked if the Committee would be willing to work through the assignments in the current meeting. Member Branch added he thought they were already discussing it.

Mayor Elliott stated the current list does not reflect people's second and third preferences, which is important in the selection of additional workgroup members. He asked if Members would be willing to fill out a survey reflecting their order of preferences. Mr. Zaffrann stated Staff has preferences from most Members already. Mayor Elliott stated they will collect the three preferences via email at a later time.

Member Dimock asked if they could just receive the preferences during the current meeting. She stated her preferences are in order of the workgroups as they were presented, and she is one of the only ones who did not give preferences. Mayor Elliott stated they would follow up with Members to get their preferences.

Mayor Elliott asked how many more people's preferences need to be collected. Mr. Zaffrann stated they only need preferences from Member Viste and Member Dameida. He noted Member Wright wanted to change her preferences.

Mayor Elliott recessed the meeting at 11:00 a.m. The meeting reconvened at 11:09 a.m.

7. REVIEW AND DISCUSS THE DAUNTE WRIGHT AND KOBE DIMOCK-HEISLER COMMUNITY SAFETY AND VIOLENCE PREVENTION RESOLUTION

Member Branch read the first three paragraphs of The Daunte Wright And Kobe Dimock-Heisler Community Safety And Violence Prevention Resolution as follows:

WHEREAS, the City of Brooklyn Center can create a safer, healthier, more just, and more thriving community by promoting a diversity of responses to our community's safety needs that do not rely solely on our armed law enforcement officers;

WHEREAS, many approaches have proven to be safe and effective for responding to non-moving traffic offenses, low-level violations, people with mental health needs or disabilities, and other similar situations, that do not involve armed law enforcement officers;

WHEREAS, creating alternative responses in these situations will allow our law enforcement officers to focus their time, training, and expertise on serious threats to the immediate safety of our residents;

Member Garcia read the next three paragraphs of The Daunte Wright And Kobe Dimock-Heisler Community Safety And Violence Prevention Resolution as follows:

WHEREAS, relying on our armed law enforcement officers as first responders in these situations has in some circumstances resulted in escalation, harm, and the tragic and potentially avoidable loss of life for our residents, including Daunte Wright and Kobe Dimock-Heisler;

WHEREAS a diversity of approaches will improve overall public safety, better address the root causes of many issues, promote racial justice, better protect vulnerable members of our community, and more efficiently allocate public resources;

WHEREAS, the residents of Brooklyn Center have demanded change in our City and will help co-create new approaches to health and safety in our community, and this Resolution affirms our commitment to an intentional, inclusive and collaborative process that involves City leadership and the community working together to fully implement the intent this Resolution;

Member Bourque read the next three paragraphs of The Daunte Wright And Kobe Dimock-Heisler Community Safety And Violence Prevention Resolution as follows:

WHEREAS, the City Council will be drawing upon the best aspects of many different existing models and policies from all across the country to adapt them for our City with the help of residents, experts, and data analysis, and the City is committing to all of these measures in a single, unified Act to deliver truly transformational change for our community; and

WHEREAS, the City Council is committed to putting in the work necessary to bring about changes as quickly as possible in how the City provides public safety while recognizing that some of these measures will take longer to implement than others, and that additional work remains to be done to create a healthier and more equitable community even beyond this Act.

NOW, THEREFORE, the City Council of the City of Brooklyn Center, Minnesota, resolves as follows.

Member Dimock read the next two paragraphs of The Daunte Wright And Kobe Dimock-Heisler Community Safety And Violence Prevention Resolution as follows:

1. Act Adopted. The Daunte Wright and Kobe Dimock-Heisler Community Safety and Violence Prevention Act (“Act”) is hereby adopted for the City.

2. Community Response Department. The City will create an unarmed Community Response Department to respond to all incidents where a City resident is primarily experiencing a medical, mental health, disability-related, or other behavioral or social need, including by the creation of a

Community Response Department consisting of trained medical and mental health professionals, social workers, or other staff and volunteers, and by a dispatch system outing appropriate calls to the Community Response Department and not to the Police Department; and by any other appropriate changes in ordinance, practices or policies.

Member Viste read the next two paragraphs of The Daunte Wright And Kobe Dimock-Heisler Community Safety And Violence Prevention Resolution as follows:

3. Traffic Enforcement Department. The City will create an unarmed civilian Traffic Enforcement Department to enforce all non-moving traffic violations in the City, including by creating the civilian Traffic Enforcement Department and by any other appropriate changes in ordinance, practices, or policies, including restricting or eliminating the types of traffic offenses enforced by the City's armed law enforcement patrol officers.

4. Department of Community Safety and Violence Prevention. The City will create a new Department of Community Safety and Violence Prevention (the "Department") that will be responsible for overseeing all city agencies and city efforts regarding community health and public safety, and ensuring a well-coordinated, public health-oriented approach throughout our city that relies upon a diversity of evidence-based approaches to public safety, and with a Director who has appropriate credentials and experience including public health expertise, and that at minimum the following existing and to-be-created City agencies will all report directly to the Department and be subject to the authority of its Director: the Police Department, the Fire Department, the Traffic Enforcement Department, and the Community Response Department.

Member Garcia asked if the Director of the public safety department is the City Manager. Mayor Elliott stated the Act says the City is creating a new Public Safety Department, and there will be a new Director for that Department to oversee the work of the Police, Fire, Traffic Enforcement, and Community Response Departments.

Member Garcia asked what the hiring process will look like. Mayor Elliott stated the Committee would work through the hiring process and required qualifications. Member Garcia asked if Staff would conduct the interviews or if the Committee would. Mayor Elliott stated Staff would conduct the interviews, but they can work toward the possibility of the Committee providing input on the interview process.

Member Bardal read one paragraph of The Daunte Wright And Kobe Dimock-Heisler Community Safety And Violence Prevention Resolution as follows:

5. Community Safety and Violation Prevention Committee. The City will create a permanent Community Safety and Violence Prevention Committee. The Director will provide the Mayor with a list of candidates to serve on the committee and the Mayor will recommend candidates to the City Council for the appointment. A majority of the committee members must be City residents with direct experience being arrested, detained, or having other similar contacts with Brooklyn Center Police, or have had direct contact with one or more of the other services to be provided by the new Department. The City Council may appoint City staff to serve as liaisons to the committee, but no City staff member will have a vote on the committee. The committee will: review and make

recommendations regarding the policing response to recent protests; review the current collective bargaining agreement between the City and the Police Department and make recommendations before the renegotiation of the agreement and before its final approval; recommend the City Council create a separate and permanent civilian oversight committee for the new Department; review Chapter 19 of the City Code and make recommendations about repealing or amending provisions or penalties therein, including fines and fees; and periodically make any other recommendations to the City Council related to initiating programs or policies to improve community health in the City.

Mayor Elliott noted the permanent Community Safety and Violation Prevention Committee will oversee the work of the Public Safety Department. It will also oversee the Civilian Review Board. He added the Implementation Committee will do some of the groundwork necessary to establish the Community Safety and Violation Prevention Committee.

Member Dimock asked if the Community Safety and Violation Prevention Committee is the same as the Civilian Review Board that is part of the civilian oversight workgroup. Mr. Zaffrann stated the Community Safety and Violation Prevention Committee is a new, permanent entity separate from the Implementation Committee. One of its roles is to recommend the City create a civilian oversight committee. The Community Safety and Violation Prevention Committee is included in the government structure and civilian oversight workgroup.

Member Bardal stated the Community Safety and Violation Prevention Committee is a more comprehensive Committee. There is a lot of work to be done on each committee. There have to be particular committees for alternative responses. Those serving on the Community Safety and Violation Prevention Committee need to be aware of a variety of topics such as the use of force policies and mental health alternatives. Mayor Elliott confirmed the Community Safety and Violation Prevention Committee will provide all of that oversight.

City Clerk Barb Suciu asked to speak. Mayor Elliott stated he is the Chair and would call on her when appropriate.

Member Wright read the next two paragraphs of The Daunte Wright And Kobe Dimock-Heisler Community Safety And Violence Prevention Resolution as follows:

6. Use of Force. The City will review and update its policies, practices, and training to more appropriately regulate the use of force by its armed law enforcement officers including, for example, requiring de-escalation, exhaustion of reasonable alternatives before using deadly force, prohibitions on using deadly force in certain situations including firing upon moving vehicles, prohibiting certain uses of force or other policing tactics during First Amendment protests and assemblies, and additional revisions as needed.

7. Citation and Summons for Low-Level Offenses. To immediately prevent any further harm and to better protect the peace and safety of all City residents while this Act is being fully implemented, the City Council directs the City Manager to implement forthwith a citywide “citation and summons” policy requiring officers to issue citations only, and prohibiting custodial arrests or consent searches of persons or vehicles, for any non-moving traffic infraction, non-felony offense,

or non-felony warrant, unless otherwise required by law, and the Implementation Committee will make recommendations regarding making these policy changes permanent and/or modifying them as needed, including by appropriate changes in ordinance, practices or policies.

Mayor Elliott explained there has been an order made by the Council for officers to avoid arrests for citations and summons for low-level offenses. He added data collection will be an important piece of the implementation to ensure the changes are effective.

Member Solomon stated it is important for the Implementation Committee to develop a working definition of community policing and what it means for Brooklyn Center. The community has been looking for that answer, and the officers need a better perspective of what that means. Police officers who live outside of Brooklyn Center, and their communities have different definitions.

Member Garcia noted defining community policing will be part of the efforts of the workgroups. She added she would like to limit the language and explanation of it as it may be triggering for the mothers in the group. Member Solomon apologized if his comments triggered anything for the mothers.

Member Dimock stated she was not triggered by his comments and added she does not get triggered by comments. She requested people speak freely in her presence. Member Wright agreed she wanted Members to be open and honest. She agreed she will get emotional at times, but she wants to make progress. They want the same thing at the end of the day.

Mayor Elliott thanked Member Dimock and Member Wright for their comments and their participation in the group.

Member Bardal asked if there was a reason the chat was removed from the meeting. She stated the chat is a good way to communicate with people that are unable to speak otherwise. Mayor Elliott stated the intention was to keep the chat off because the conversation seeps into the verbal discussion. They wanted the Committee to stay focused on the agenda and the conversation at hand. If the Committee wants to turn the chat back on, they can do that. Member Bardal asked when the chat comments would be addressed.

Member Garcia stated someone could take note of the comments or questions in the chat, and they could be responded to at the end of the meeting, after the meeting, or at the following meeting. Member Bourque added the chat is important for transparency and for the community to ask questions at the moment.

Member Dimock noted her agreement with Member Garcia's idea to address the comments and questions in the chatbox. Mayor Elliott asked if everyone was okay with the idea presented by Member Dimock. Various members of the Committee stated their agreement with Member Dimock's chat idea. Mayor Elliott directed Staff to implement Member Garcia's chat idea.

Mayor Elliott read the next two paragraphs of The Daunte Wright And Kobe Dimock-Heisler Community Safety And Violence Prevention Resolution as follows:

8. Implementation Committee. The City will create a Community Safety and Violence Prevention Implementation Committee (“Implementation Committee”), including residents from the City and other local, state, and national experts in public health-oriented approaches to community safety, to be chaired by the Mayor, and with members recommended by the Mayor and confirmed by the City Council, that will propose amendments, ordinances, resolutions, policies, guidelines or other recommendations for the review, adoption and/or implementation by City Council or City staff, as appropriate, that would fully implement the will and intent of City Council as expressed in this Act. The City Council may appoint City staff to serve as liaisons to the Implementation Committee, but City staff shall not have a vote on the committee. The Implementation Committee shall provide its recommendations directly to the City Council.

9. Community Involvement. The Implementation Committee will ensure the community has the opportunity to review and comment upon all implementation plans, including by making periodic progress reports in open City Council meetings monthly, or more frequently upon the Council’s request; that the Implementation Committee is empowered to explore external sources of funding to implement the Act and that the City may retain additional counsel, temporary staff, and consultants as reasonable and necessary to enable the Implementation Committee to complete its work; and the Implementation Committee will present recommendations to City Council for initial consideration not later than 180 days from the date of this Act.

Mayor Elliott noted the Implementation Committee was not implemented within the 180-day time frame, but Mayor Elliott did appear at the Council Meeting around the deadline to communicate progress on the Implementation Committee. He noted there is funding available for the work of entities such as the Implementation Committee, and that can be pursued. Mayor Elliott pointed out their technical assistance is through Law Enforcement Accountability Project (LEAP).

Mayor Elliott read the last next paragraph of The Daunte Wright And Kobe Dimock-Heisler Community Safety And Violence Prevention Resolution as follows:

10. Implementation and Staff Support. The directives contained in this Act shall be carried out in compliance with the law and the City Charter. The City Attorney, City Manager, Chief of Police, and other City personnel are authorized and directed to provide all necessary assistance and support to all committees created pursuant to this Act, including by supplying the committees with any data necessary to perform their duties, including confidential or private data as requested with appropriate protections, and budgetary, staffing or other information, and assisting with the drafting of amendments, ordinances, or policies as requested by the Implementation Committee. This Act authorizes, to the greatest extent possible, the implementation of the measures identified herein without further policy approvals from the City Council. To the extent, additional approvals are needed, or legal barriers are identified, in the implementation of these measures or the recommendations of the Implementation Committee, the City Manager or City Attorney are directed to bring those issues to the City Council’s attention for further direction or action as needed.

He explained it is a directive for City Staff to provide necessary information and support to the Implementation Committee. The data will mostly be seen by Staff supporting the work of the Implementation Committee such as Mr. Zaffrann, Ms. Getaweh, and Data Strategist Timothy

Walter. From there, they will create recommendations to present to the Implementation Committee.

Member Bardal noted she has direct experience in data privacy. She stated Brooklyn Center is unhelpful in providing public data upon request. She asked what type of authority the Committee has to procure information. Member Bardal pointed out the City Manager holds the data rather than the Police Department.

Member Bardal asked, in the case of police brutality or murder, what is the turnaround time the Implementation Committee can expect to receive details on the incident. Entities may purposefully stall in providing data for their interests. However, the Committee needs to receive the information to do their job. She asked if there is some authority from the Committee that would allow them to have information sooner than 90 days or to ensure they receive the information at all.

Mr. Zaffrann explained he can only speak to the process Staff related to the Implementation Committee has used to access 911 call data, which is necessary to inform the expanded response options. He stated it was required for a background check to be completed and for certain technology safety measures to be in place to access the data.

Member Bardal stated if the Implementation Committee has a data request that goes through Mayor Elliott or Mr. Zaffrann, it would help to expedite the process. She explained there are likely situations when the Committee would like access to certain public information.

Member Bardal noted she is a member of Communities United Against Police Brutality, and she will be joining their data team. Along with that, she would like to implement a new reporting process for community members in Brooklyn Center. Currently, the only way for someone to place a complaint is to fill out an online form that goes directly to the entity where the issue took place. Therefore, she would like to add a third party to review the complaints.

Mayor Elliott asked if Member Bardal was interested in implementing an alternative complaint system regarding issues with police separate from the Police Department. Member Bardal confirmed that was correct.

Mayor Elliott asked if Member Bardal was asking for clarity on the process for the Implementation Committee to request private data. Member Bardal stated, for example, if the Implementation Committee requested body-worn camera footage, that is public information. Background information on a police officer or narratives is also public information, but those components are not given promptly or the information is redacted or inaccurate. Mayor Elliott stated it is the role of the workgroups to create a committee that would provide oversight to the Police Department.

Member Garcia asked if the Committee could be informed about what data is being collected and if they could hear from Data Strategist Timothy Walter. She explained she wants to make sure the data is reflecting the issues at hand.

Mr. Zaffrann stated the Staff has requested additional data sets such as past use of force data and complaint data. So far, they have had productive responses from the Police Department and its data team. If Members have specific data sets they would like to see, Staff will make sure the request is reflected on an agenda.

Member Solomon asked if a legal perspective has been considered. The Unions are going to be upset with the adjustments. He asked if the Committee will receive legal advice about their suggestions. Mayor Elliott stated the work of the Implementation Committee will be reviewed by the City Attorney and other legal counsel.

Mr. Zaffrann stated the next regular meeting will be on April 16, 2022. Before that meeting, he asked if folks would be available to meet on April 2, 2022, at 10:00 a.m. to continue the work and start the rhythms. He asked if anyone was not available to meet at that time.

Member Dimock stated her calendar events switched to 9:00 a.m. to 11:00 a.m. Mr. Zaffrann stated it should be 10:00 a.m. to 12:00 p.m., but he will look into that.

Member Bardal stated four of the Committee Members may have an issue with that date. She stated she could do 10:00 a.m. to 11:30 a.m. or 9:00 a.m. to 11:00 a.m. Mr. Zaffrann stated he would take note of that. He asked if an earlier meeting time would work for people. Mr. Zaffrann noted he saw some nods and some disagreement from Members.

Member Wright stated she is available any time on April 2, 2022. Member Welch noted she is very flexible.

Member Garcia asked if the meeting would be in person or virtual. Mayor Elliott stated the next meeting would be virtual.

Member Solomon stated they can do the work better in person. Member Welch agreed she is not a fan of virtual meetings. Member Dimock stated she likes the option to participate virtually occasionally due to the long drive.

Mr. Zaffrann noted having only one person meet virtually can be difficult to engage them with the majority of people being in person. Member Bourque added meeting in person can be more difficult sometimes due to childcare.

Member Bardal asked if some members would be interested in staying at the meeting to address questions that came through the chat. Mayor Elliott stated they need to open and close the meetings due to open meeting laws. Members can respond to the comments on their own time. They are currently over time, but they can build in time for responses in the future.

Member Bourque stated Ms. Suci's comment was not included in the chat, but it was regarding the fourth slide. Mayor Elliott confirmed the question has been recorded.

Mayor Elliott added he would like to acknowledge LaToya Turk, a new addition to the Office of Community Prevention as the Health and Safety Interim Manager. She will serve as a staff liaison to the Implementation Committee. Ms. Turk thanked the Mayor for the acknowledgment.

Mayor Elliott stated the purpose of the gathering is not to have meetings but to meet the goals of the Resolution and do the work to transform the community. Unless and until they get to that, they have not done their jobs. A couple of the policies they are looking at addressing first are pretextual stops and no-knock warrants. He asked for the Committee's input on addressing pretextual stops and no-knock warrants.

Member Solomon stated they are only as good as the next incident, at which time they will have to respond quickly.

Member Bardal asked if Mayor Elliott could implement a moratorium on no-knock warrants. She noted Mayor Frey of Minneapolis has implemented a moratorium, but there were loopholes included. She added Mayor Elliott could do the same thing with traffic stops.

Mayor Elliott asked if any reservations were moving forward with the pretextual stops and no-knock warrants. Member Solomon stated he did not have any reservations about those options.

Mayor Elliott thanked the community members for doing the work and pushing for reforms in the system. He acknowledged Melissa Carey for her reformation work. He thanked staff for their work in support of the Committee and the Committee's continued call for community engagement and transparency. He added they honor those who came before them such as Kobe and Daunte.

8. ADJOURN

Hearing no reservations, Mayor Elliott adjourned the meeting at 12:21 p.m.

Brooklyn Center Demographic Overview

Implementation Committee, 4/2/2022

Tim Walter, MPH/MSW - Data Strategist



Brooklyn Center – Demographic Overview

- **The following demographic data gives an overview of the Brooklyn Center community**
- **Data comes from the 2020 Census and the U.S. Census American Community Survey 2015-2019, including data tables from Wilder Research’s MNCompass.org**
- **Data maps reflect block group level geography (a block group contains 600 to 3,000 people)**

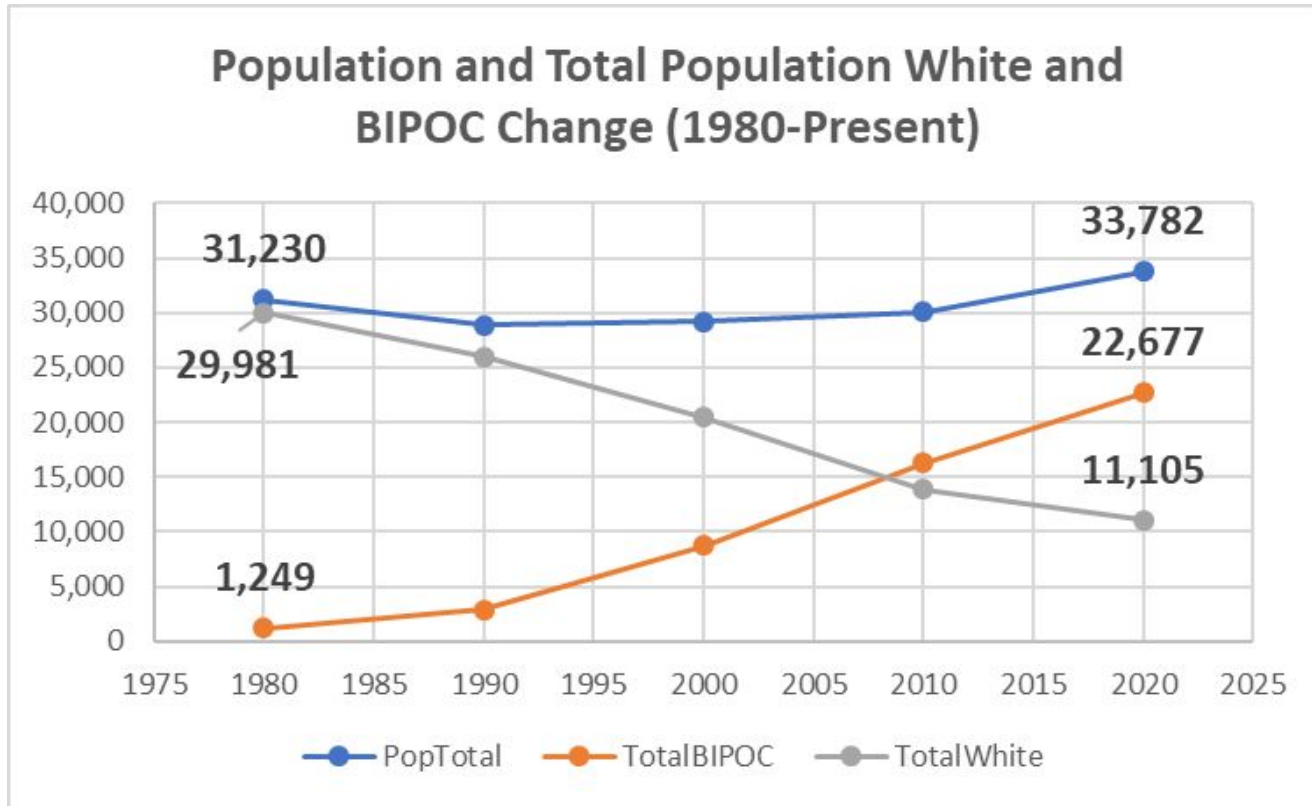


Brooklyn Center – Demographic Overview

- 1. Population Change (Age) & Race / Ethnicity**
- 2. Household Income & Poverty Level**
- 3. Education Level**
- 4. Language Spoken**
- 5. Housing Cost Burden**



Population / Race & Ethnicity



Sources: US Census American Community Survey 2015-2019; 2020 Census

- Total Population has remained consistent around 30,000 since 1980. (The 2020 population was 33,782)
- There was a 8.2% increase in population from 2010 to 2020.
- However, the white population has decreased while the BIPOC population has increased:
- The white population was 96% of the total population in 1980 and at present it represents 33%.
- The BIPOC population was 4% of the total population in 1980 and at present it represents 67%.
- The white population decreased by 18,876 (-63%) from 1980 to 2020.
- The BIPOC population increased by 21,428 (+1715.6%) from 1980 to 2020.



Population / Race & Ethnicity

Group*	2010 Census		2020 Census		Change, 2010 to 2020	
	Number	Percent	Number	Percent	Number	Percentage points
Total population	30,104	100.0%	33,782	100.0%	+3,678	NA
White, non-Latino	13,815	45.9%	11,105	32.9%	-2,710	-13.0
All BIPOC residents (Black / Indigenous / People of color)	16,289	54.1%	22,677	67.1%	+6,388	+13.0
Black or African American, non-Latino	7,744	25.7%	9,340	27.6%	+1,596	+1.9
Asian or Pacific Islander, non-Latino	4,302	14.3%	6,408	19.0%	+2,106	+4.7
Hispanic or Latino	2,889	9.6%	4,674	13.8%	+1,785	+4.2
American Indian or Alaska Native, non-Latino	182	0.6%	245	0.7%	+63	+0.1
Other race not listed above, non-Latino	70	0.2%	162	0.5%	+92	+0.2
More than one race, non-Latino	1,102	3.7%	1,848	5.5%	+746	+1.8

Source: 2020 Census; <https://www.metrocouncil.org/census2020>



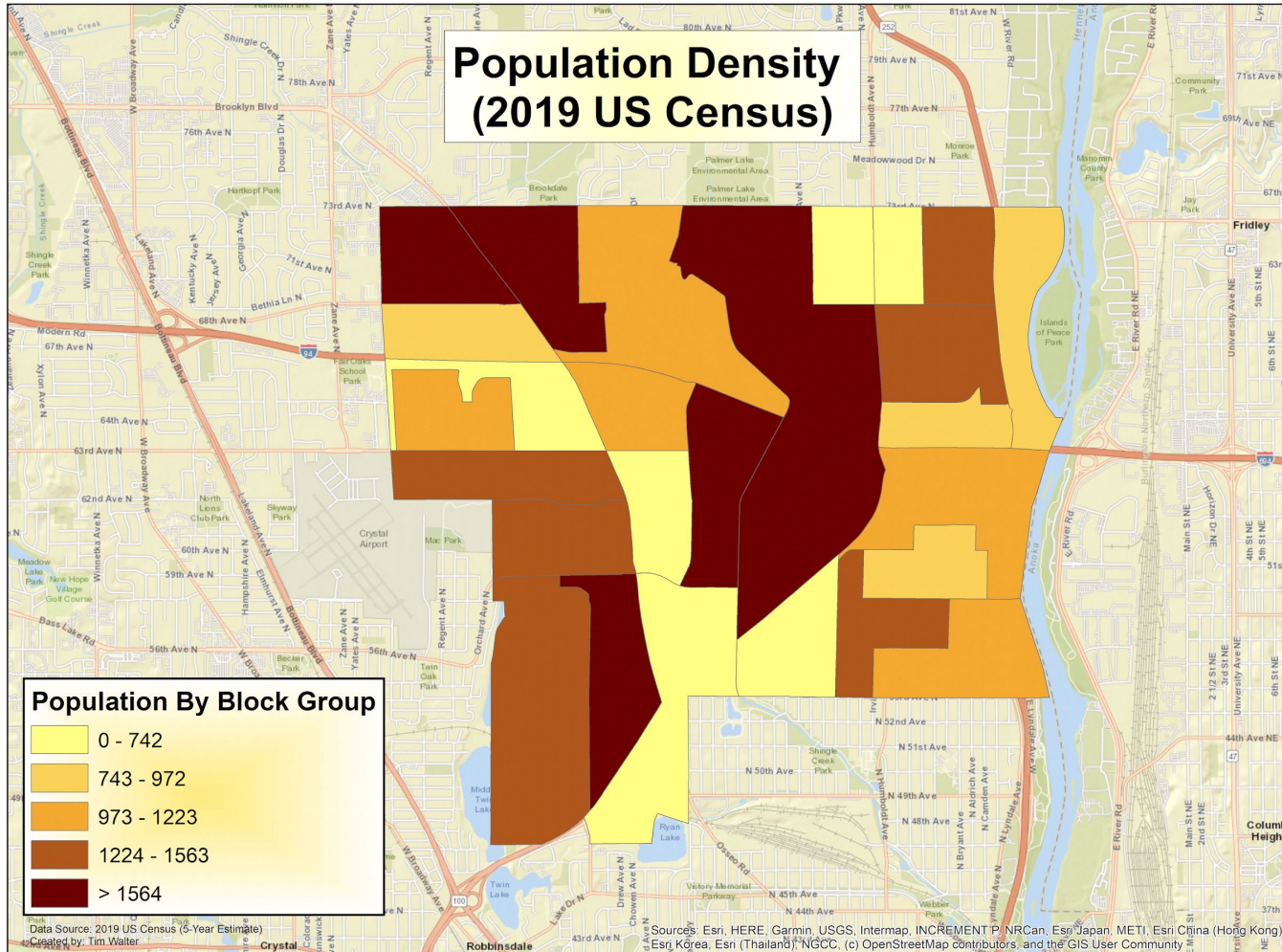
Population / Race & Ethnicity

Group*	Under age 18		Age 18+	
	Number	Percent	Number	Percent
Total population	9,356	100.0%	24,426	100.0%
White, non-Latino	1,155	12.3%	9,950	40.7%
All BIPOC residents (Black / Indigenous / People of color)	8,201	87.7%	14,476	59.3%
Black or African American, non-Latino	3,161	33.8%	6,179	25.3%
Asian or Pacific Islander, non-Latino	2,326	24.9%	4,082	16.7%
Hispanic or Latino	1,728	18.5%	2,946	12.1%
American Indian or Alaska Native, non-Latino	70	0.7%	175	0.7%
Other race not listed above, non-Latino	46	0.5%	116	0.5%
More than one race, non-Latino	870	9.3%	978	4.0%

Source: 2020 Census; <https://www.metrocouncil.org/census2020>



Population / Race & Ethnicity

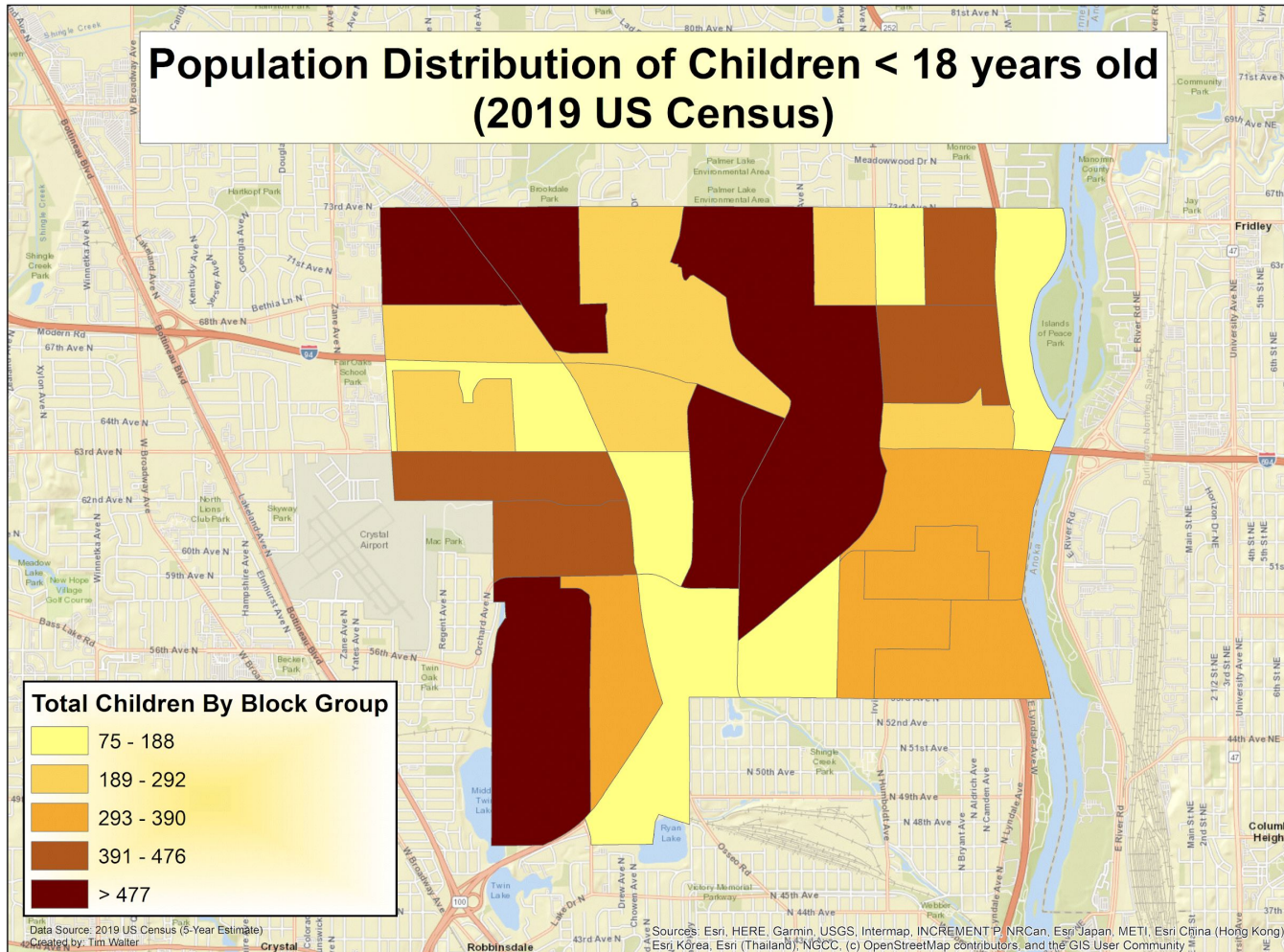


- A look at where people's residences are concentrated throughout Brooklyn Center.

Source: US Census American Community Survey 2015-2019



Population / Race & Ethnicity



Brooklyn Center's population is younger than the statewide average:

- The median age is 31.9 years old (compared to a statewide average of 38).
- 28.9% of the total population (8,929) is under 18 years old (compared to a statewide average of 23.1%).
- 8.5% of the total population (2,613) is under five years old (compared to a statewide average of 6.2%).

Source: US Census American Community Survey 2015-2019



Federal Poverty Level

Persons in Family / Household	2019 Poverty Guideline
1	\$12,490
2	\$16,910
3	\$21,330
4	\$25,750
5	\$30,170
6	\$34,590
7	\$39,010
8	\$43,430
For families/households with more than 8 persons, add \$4,420 for each additional person.	

Poverty (2015-2019)

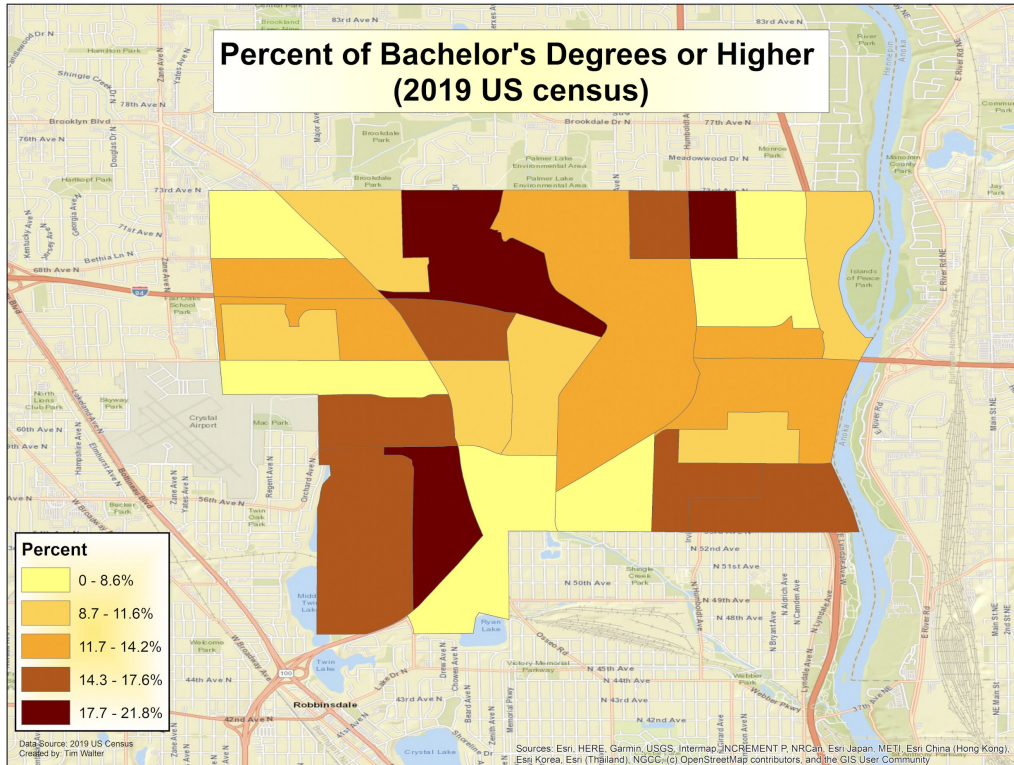
All people for whom poverty status is determined	30,660	100.0%
With income below poverty	4,632	15.1%
With income 100-149 of poverty	3,722	12.1%
With income 150-199 of poverty	3,073	10.0%
With income 200 of poverty or higher	19,233	62.7%
17 years and younger (percent of people under age 18)	2,144	24.3%
18-24 (percent of people age 18-24)	334	14.8%
25-34 (percent of people age 25-34)	706	11.9%
35-44 (percent of people age 35-44)	575	14.5%
45-54 (percent of people age 45-54)	311	9.2%
55-64 (percent of people age 55-64)	296	9.7%
18-64 (percent of people 18-64)	2,222	12.0%
65 years and older (percent of people age 65+)	266	8.1%

Source: Minnesota Compass. Brooklyn Center, poverty status.

<https://www.mncompass.org/profiles/city/brooklyn-center/poverty>

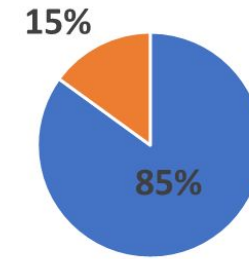


Education Level



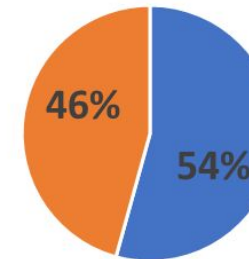
- 85% of the population over 25 years old have a High School Graduate Diploma or higher (2019).
- 20% of the population over 25 years old have a Bachelor's degree or higher (2019).

Educational Attainment High School Diploma for those Age 25 years or Older (2019)



- High School Graduate Diploma (or Higher)
- Less than a High School Graduate Diploma

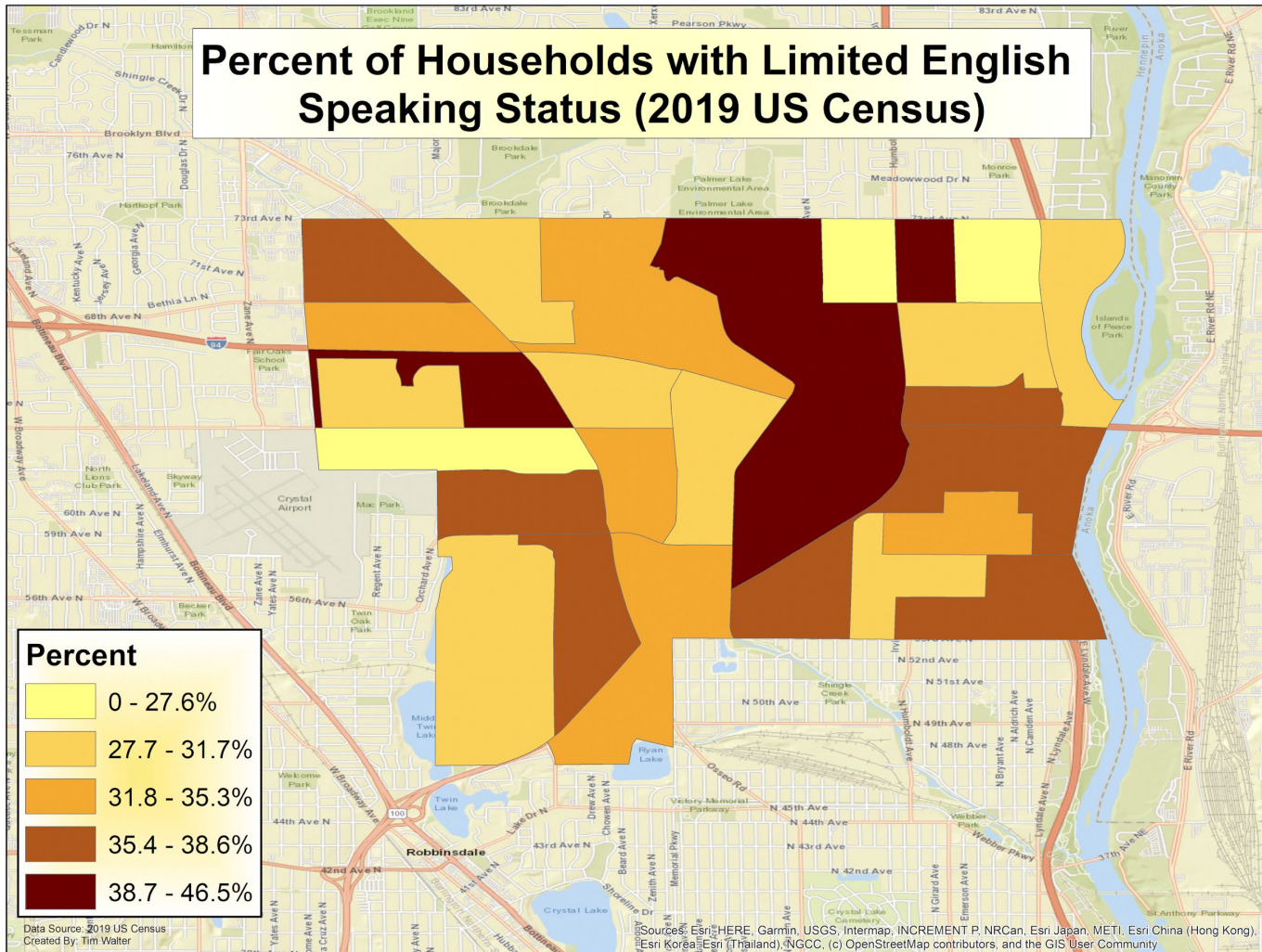
Educational Attainment - Brooklyn Center (2019)



- Bachelor's Degree (or Higher)
- Less than Bachelor's



Nativity & Language Spoken



- Approximately 24% of Brooklyn Center’s population was born in a foreign country – this is 3x higher than the state average.
- 34% of households speak a language other than English in the household.

Source: US Census American Community Survey 2015-2019



Nativity & Language Spoken

Nativity (2015-2019)

Foreign-born residents	7,355	23.8%
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Language spoken (2015-2019)

Population (5 years and older)	28,236	100.0%
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English only	18,770	66.5%
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Language other than English	9,466	33.5%
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Speaks English less than "very well"	4,391	15.6%
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Source: Minnesota Compass. Brooklyn Center, population by nativity.

<https://www.mncompass.org/profiles/city/brooklyn-center/nativity>

Source: Minnesota Compass. Brooklyn Center, population by language.

<https://www.mncompass.org/profiles/city/brooklyn-center/language>



Housing Cost Burden

Cost-burdened households (2015-2019)

All households for which cost burden is calculated	10,229	100.0%
Cost-burdened households	3,390	33.1%
Owner households for which cost burden is calculated	6,286	100.0%
Cost-burdened owner households	1,304	20.7%
Renter households for which cost burden is calculated	3,943	100.0%
Cost-burdened renter households	2,086	52.9%

*Cost-burdened households are defined as those that spend at least 30% of their income on housing/rent.

Source: Minnesota Compass. Brooklyn Center, cost-burdened households by type.

<https://www.mncompass.org/profiles/city/brooklyn-center/cost-burdened-households>



- **What surprised you about this data?**
- **What additional data or information would you like to know more about?**
- **Any additional questions or comments?**



Thank You!

Data Sources: 2019 & 2020 US Census

<https://www.youtube.com/watch?v=73PcdqfGVPM>

<https://datausa.io/profile/geo/brooklyn-center-mn/>

