

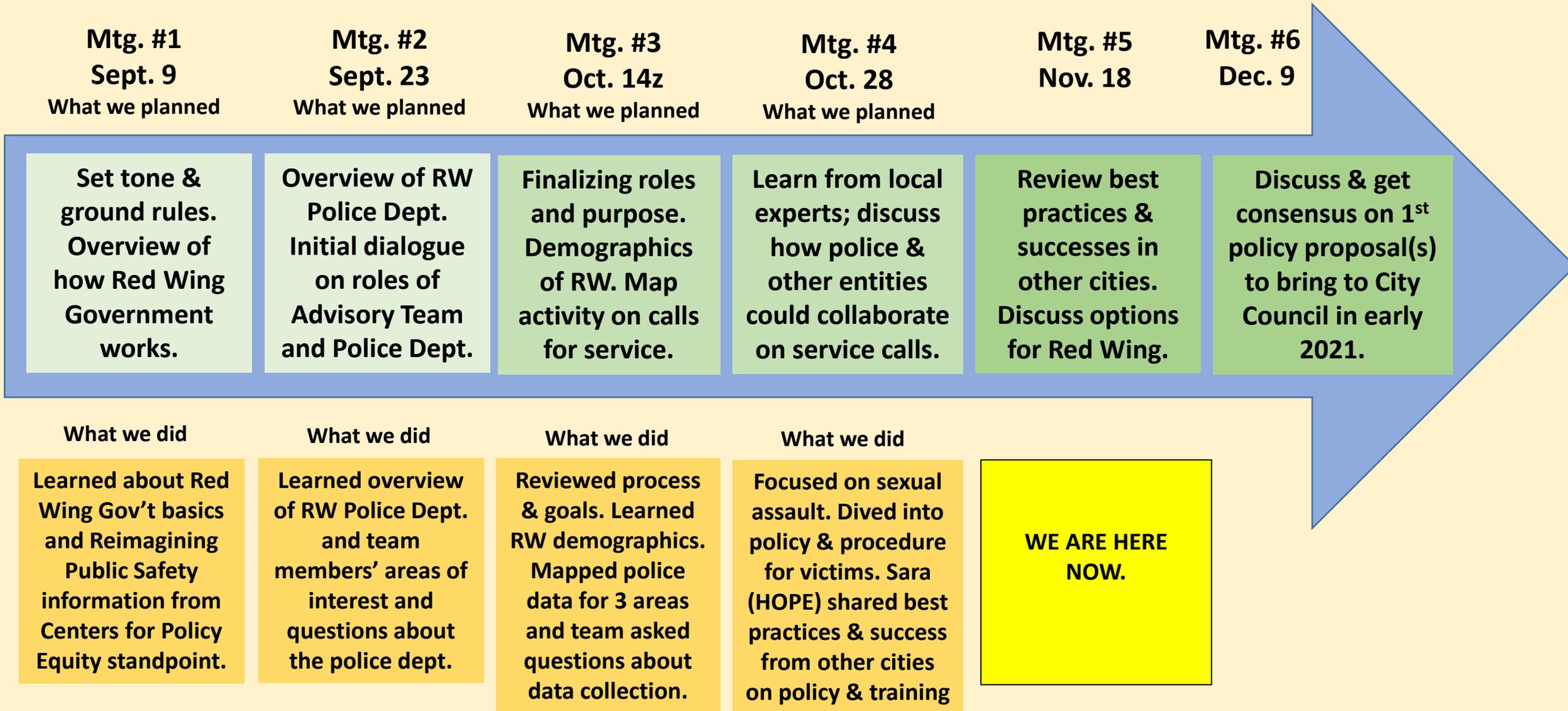
RED WING 

**POLICY & PRACTICE
PROJECT**

Improving inequitable systems so
government works better for everyone.

Meeting #5

Where We Started and Where We Are Now



Learnings from Our First Call for Service

We can look at all future topics through these buckets

What is a Call for Service?
A Call for Service is the type of call a person makes to the police department for assistance. Examples are Burglary, Sexual Assault, Vandalism, etc.

Topic or Call for Service

This is *what happened*.

Policy, Procedure, Practice

Policies tell staff *what* to do.

Training

Training shows staff *how* to do it.

Data

Data shows *how much* and *how well* staff is doing it.

Budget

Budget shows how City *prioritizes* it.

Each bucket contributes to how the department acts and engages with the community.



Based on our Learnings of One Service Call, It Is Important to Know How the System is Set Up

We will focus future meetings on answering these questions:

How DO We and SHOULD We Write Policy?

How DO We and SHOULD We Train?

How DO We and SHOULD We Collect and Report Data?

How DO We and SHOULD We Prioritize and Budget?

Sexual Assault: Why Was This the First Thing Advisory Team Delved Into?

- We were lucky to have a sexual assault expert on our Advisory Team – Sara Kern, Associate Director at HOPE Coalition – who saw gaps in the system and had best practices to share.**
- When reviewing initial data, we learned many people saw common ground in a potential change – bringing in an advocate sooner and more often to help the person who had experienced the trauma.**
- While sexual assault policy may not initially be viewed as a racially inequitable system, it affects how people at their most vulnerable point are treated by police. When a policy does not work for some, black and brown people are more likely to be negatively affected.**

Review: The Advisory Team's Process for this Project



Work We've Done So Far on Sexual Assault Calls

- * Reviewed police policy: it aims to be “victim-centered” but doesn’t mandate early connection with an advocate.
- * Learned about countywide SMART team collaboration on sexual assault; their updated process is due Jan/Feb. 2021.
- * Reviewed police & HOPE data on # of calls in last few years

Step 1
Learn how the specific systems work within the department being studied.

Step 2
Learn and share how different communities experience those systems.

- * Some who have experienced sexual assault locally wish they had known about Red Wing’s advocate services (like HOPE) when they had needed it.
- * HOPE & Police say advocates are not always or often included right away during police calls.
- * Current data does not tell us a lot. Could be collected and shared in different ways for future.

Assume Good Intent by All

Step 4
Recommend changes to City Council. City Council makes decisions.

Step 3
Learn about options through best practices & evidence-based approaches.

- * “You’ve Got Options” program shared by Sara Kern offers a very victim-centered approach. Requires more time to see if and how it could be woven into police policy.
- * FETI training has had success in other communities. May wish to have all officers and detectives go through it. Local funds are available to put one RW detective through it to see how it compares to department’s current Cornerstone training.

*** RECOMMENDATIONS TO BE DECIDED BY ADVISORY TEAM**

Policy: _____

Training: _____

Data: _____

Budget: _____

The discussion that follows will focus on going through the following items and seeing what recommendations the team agrees on in terms of policy, training, data, and budget.

- **Summary of What the Advisory Team Has Said Based on Team Members' Learnings and Life Experiences**
- **Summary of What Information Has Been Learned Since the Advisory Team's Last Meeting**
- **Possible Short-Term and Long-Term Recommendations, Based on Team Input and Agreement** in terms of improving sexual assault calls (related to policy, training, data, and budget).

What the Advisory Team Said at Last Meeting About **Policy** Based on Learnings and Life Experiences

Sexual Assault

Policy, Procedure, Practice

- **Find ways for police to connect a professional advocate** with a sexual assault victim right away. See if the 911 dispatch can connect directly.
- **Promote that HOPE Coalition advocates are available at any time**, day or night, whether or not the police are called. Many residents are unaware of this service.
- **Try to get more resources and advocates for Spanish-speaking residents.**
- **The “You’ve Got Options” program has promise** in how the community handles any call that comes from a person who has experienced sexual assault **and should be further researched.**
- **Look into the process for those who are wrongly accused.**

Information Learned Since Our Last Meeting

Sexual Assault

Policy, Procedure, Practice

- Red Wing cannot change dispatch policy right now. Dispatch is controlled by Goodhue County so we don't have control. Sara and Roger can find out if it's possible to make this change in the future through the SMART team and can report back.
- There are short-term and long-term changes team could recommend on policy.

Based on Team Input, Recommendations to Consider

Sexual Assault

Policy, Procedure, Practice

Possible Short-term Recommendations:

-- Edit portions of the current RWPD sexual assault policy now so victims can be connected with an advocate right away. *(See next slide for draft of policy change.)*

Possible Long-term Recommendations:

-- Prioritize hiring a bi-lingual officer and/or detective.

-- The Red Wing Police Department should work closely with HOPE Coalition to review in detail the You Have Options program. Sara and Roger would bring back a report to the Advisory Team in March on how the RWPD could potentially implement this into their procedures.

-- Staff bring back to the Advisory Team a short report on how policy writing is done in Red Wing, what options are available for more community-driven policy writing, and what a permanent Resident Advisory Board would look in helping review policies in future.

-- **OTHERS?**

Potential Policy Changes

In a separate meeting, HOPE and Police worked on a possible addition to the policy.

4) Officers ~~are encouraged~~ will prioritize and make every effort to connect the victim with a local victim advocates as soon as possible. Officer will inform the victim that confidential victim advocates are available to address any needs they might have and support them through the criminal justice system process. Officer will use his/her own phone to call the advocate and make the phone available to the victim so the victim can choose to talk to the advocate right away. If an advocate cannot be reached, or if the victim does not wish to talk, officer will provide the victim with contact information for the local victim advocate.

Whenever possible, officer will wait for the advocate to arrive until any further questioning of the victim.

C. Victim Interviews

-- ~~Offer to~~ Make every effort to have a confidential victim advocate present (if possible); many if the victims ~~would~~ benefit from additional support during the process.

What the Advisory Team Learned and Said About **Training** at the Last Meeting Based on Learnings and Life Experiences

Sexual Assault

Training

- FETI (Forensic Experiential Trauma Interview) is a science-based approach to interviewing, including interviewing those experiencing trauma. Sara shared success stories from other communities using this approach and training for officers and detectives when they work with those who've experienced sexual assault.
- It should be a priority that officers and detectives have the proper training in interviewing and having interactions with the victim in the case of this crime.

Information Learned Since Our Last Meeting

Sexual Assault

Training

- RW Police Department currently uses Cornerstone training for all its trainings. **More research needs to be done to learn the difference between FETI and Cornerstone** for trauma-based interviewing skills and guidance.
- **Funding is available** through the Goodhue County SMART team before Dec. 31. This could go **to put one officer or detective through the basic FETI training (\$2,100)**. Officer could report back on his experiences.
- **Sara and detective Keegan Quinn agreed** at a meeting that the RWPD and HOPE should put together an outline of how **detectives and advocates can get to know each other so they will work together better**.
- **Sara knows a champion with FETI training** who could talk with police and the Advisory Team about the work and successes at a later date.
- **Mandatory and optional training has been provided by the RWPD.** (*See next slide.*)

Information Learned Since Our Last Meeting: Police Training in ALL Areas

Red Wing Police Department
Training Budget:

| Year: | Amount Budget: | State Aid: |
|-------|----------------|------------|
| 2016 | \$10,000 | \$8,129 |
| 2017 | \$10,000 | \$15,642 |
| 2018 | \$15,000 | \$20,694 |
| 2019 | \$35,000 | \$28,411 |
| 2020 | \$20,000 | \$23,522 |

- The State of MN pays for all of RWPD's training. The slightly higher cost under the "State Aid" column covers the cost for all training, plus food and travel. Training costs are not paid for by Red Wing tax payers. The 2020 costs for training in all areas is \$23,522 and amounts to 0.47% of the RWPD's \$5 million budget.

Information Learned Since Our Last Meeting

Training

Required by MN Statutes and MN Peace Office Standards and Training (POST) Board:
Each officer is required to get 48 hours of continuing education every 3 years – in order to renew their license (includes mandatory 12 hours per year)

Mandatory Trainings Right Now Related to Use of Force and Vehicle Pursuit:

- * Use of Less Lethal Device-Taser Conducted Electrical Weapon * Firearms Policy *
- * Firearms Training Handling Qualification * Use of Handcuffs Restraints * Less Lethal Shotgun *
- * Use of Force and Deadly Force * Vehicle Pursuit Procedure * Chemical Aerosol Spray *

Other Mandatory Trainings * Identifying and Responding to Certain Crimes (Crimes Motivated by Bias and Crimes of Violence) * 6 hours of Training in Crisis Response, Conflict Management, and Cultural Diversity

Mandatory Trainings Being Added in January 2021 by State Legislature:

- * 6 hours of Crisis Intervention and Mental Illness Crisis Training * 4 hours of Autism Training

Also: Warrior-Style Training was prohibited by the State Legislature in 2020.

Based on Team Input, Recommendations to Consider

Sexual Assault

Training

Possible Short-Term Recommendations:

- Goodhue County SMART funding should go toward sending one Red Wing police detective to virtual FETI training. Detective would then provide a summary report to Police Chief and share findings with the Advisory Team.
- HOPE and RWPD detectives should outline a set of meetings to build relationships that will be helpful when they work together on cases.

Possible Long-Term Recommendations:

- More research needs to be done on FETI Training and report back with if this would be a good choice for Red Wing. The RWPD will work with HOPE and provide a report on FETI
- Staff should bring Advisory Team a report into how trainings are decided upon and what the main barriers are for more training (officer time? access to trainings? money?) so police interactions with people who have suffered trauma are as good as possible.

-- OTHERS?

What the Advisory Team Said in Prior Meetings about **Data** Based on Learnings, Questions, and Life Experiences

Sexual Assault

Data

- The data our department currently provides offers some detail but doesn't give context. Questions remain:
 - How does RWPD collect and report its own data and what are the best ways to collect and communicate data so the community has a more clear picture of what's happening?
 - Is there more information that can be provided in the RWPD's data collection? (Age, race, etc.)

Information Learned Since Our Last Meeting

Sexual Assault

Data

- Quarterly reports list numbers differently. Numbers are often different between calls for service and the reports made to the state. Need to learn more.

Based on Team Input, Recommendations to Consider

Sexual Assault

Data

Possible Longer-Term Recommendations:

-- Learn more from best practices on how our police department could be collecting and reporting data to the community.

-- RWPD work with staff to review best practices and bring Advisory Team suggestions in Spring 2021 so Advisory Team can make further recommendations on this.

-- OTHERS?

What the Advisory Team Said About **Budget** Based on Learnings and Life Experiences

Sexual Assault

Budget

- Training among all RWPD officers and detectives should be prioritized to ensure those undergoing trauma are treated respectfully and with dignity at all times.

Information Learned Since Our Last Meeting

Sexual Assault

Budget

- In 2020, the price for all training—which includes use of force training and other trainings—cost \$23,522.
- That amount is 0.47% of the RWPD's \$5 million budget.

Based on Team Input, Recommendations to Consider

Sexual Assault

Budget

Possible Short-Term Recommendations:

-- Utilize funds from SMART team to send one officer and potentially use City funds to pay one additional officer to attend the basic virtual FETI training so two people get the experience and can bring back learnings.

Possible Longer-Term Recommendations:

-- More in-depth work needs to be done looking at how the department's budget is built and if funding may be rearranged to provide dollars for more policy writing, training, and data collection. The Advisory Team will look into this in future meetings focused on the budget.

-- **OTHERS?**

What the Team Recommended for **Community** Improvements Based on Learnings and Life Experiences

Sexual Assault

Community

Information for community, but not in the scope of the Advisory Team's work

- See if Goodhue County and SMART would consider looking at ways to connect victims to advocates through the 911 avenue.
- Find out if county, school, HOPE, or other organizations would launch a community information campaign to promote that sexual assault advocates are here 24-7.
- Research how we educate the community and our students about sexual assault.
- See if Mayo can create a similar system where an advocate is called immediately when a victim arrives in their facility (if one has not yet been contacted). Bi-lingual preferred.
- See if organizations want to get trained in restorative justice and utilize that method more.

**Based on our Learnings of One Service Call,
It is Important to Know How the System is Set Up**

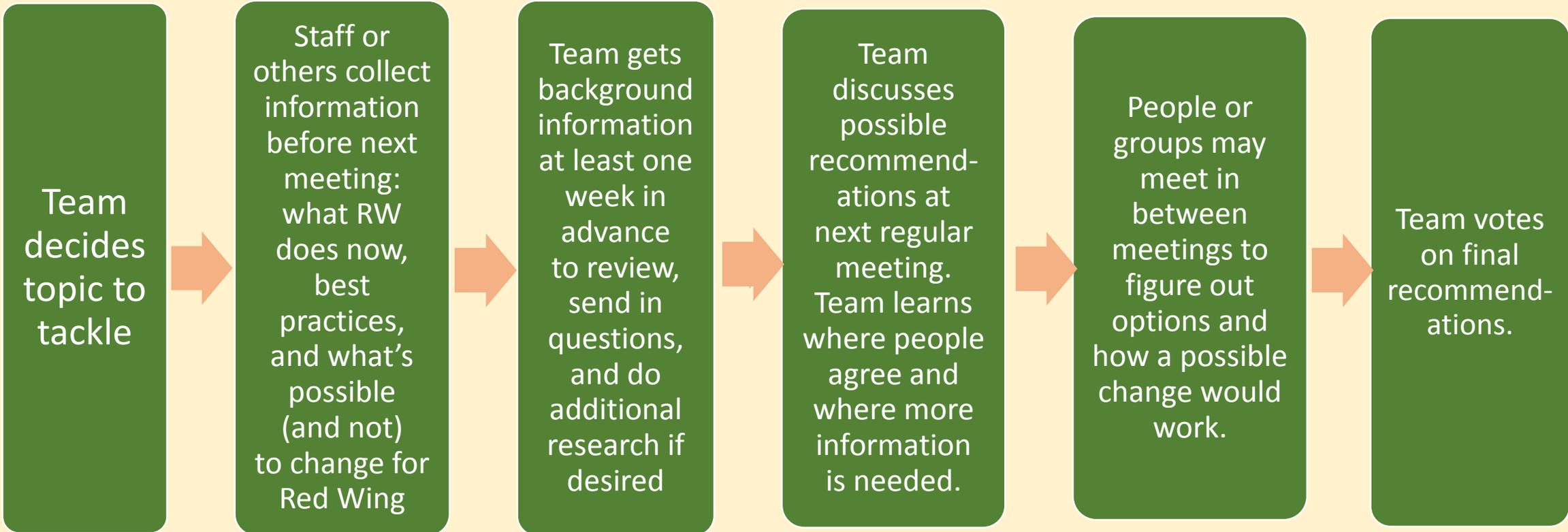
How DO We and SHOULD We Write Policy?

How DO We and SHOULD We Train?

How DO We and SHOULD We Collect and Report Data?

How DO We and SHOULD We Prioritize and Budget?

A Deeper Look at Process for Deciding Recommendations



FINAL STEP: Team representatives attend City Council meeting and make recommendations to Council members for a decision.

Next Meeting: Wednesday, December 9

How DO We and SHOULD We Write Policy?

How can we write more community-based policy in the future?

We'll learn about choices and the team can share its opinions.