



Grant Recipient: City of Golden Valley Grant Contact: Kirsten Santelices

POHLAD FAMILY FOUNDATION GRANT AGREEMENT

The Pohlad Family Foundation (hereafter "FOUNDATION") is pleased to approve a restricted grant of \$250,000 to the City of Golden Valley (hereafter "GRANTEE"). By accepting this grant, the GRANTEE agrees, as a condition of the grant, to the following terms and conditions as of the date set forth below its signature hereto:

1. That the purpose of this grant is the following: assist in establishing the Police Employment, Accountability, and Community Engagement (PEACE) Commission, complete a racial equity audit of policing policies, and establish data tools to increase transparency in policing. The grant activities and outcomes are further detailed in Attachment A, which is incorporated herein by reference. The proceeds of the grant will be used in accordance with the budget attached hereto as Attachment B, which is incorporated herein by reference.
2. That the grant period extends from: January 1, 2022 to April 30, 2024.
3. That payment(s) will be made by the date(s) listed in the following table provided the terms and conditions of this agreement are met as of the date of each payment:

Payment Amount	Scheduled Payment Date
\$125,000	June 15, 2022
\$125,000	March 31, 2023

The GRANTEE will provide written certification of its compliance with this grant agreement, dated as of the date of the applicable scheduled payment date, in a form reasonably acceptable to the FOUNDATION, as a condition to receipt of the payment on the applicable scheduled payment date.

4. To submit progress reports of activities carried on under the grant, evaluations of what the grant accomplished, complete financial reports detailing use of the grant funds according to the following schedule and such other documents, reports or analysis reasonably requested by FOUNDATION. The FOUNDATION will send a reminder and instructions for completing required reports prior to the report due date but the failure to provide the reminder does not waive the GRANTEE's obligations hereunder.

Report Type	Report Due Date
Mid-Grant Report	March 1, 2023
Final Grant Report	April 30, 2024

5. To use the funds only for the tax-exempt purpose, as defined by the Internal Revenue Service, as described in the grant application and subsequent grant notification letter and not for any other purpose without the FOUNDATION's prior written approval.



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6. To not expend any grant funds for any political or lobbying activity or for any purpose other than one specified in section 170(c)(2)(b) of the Internal Revenue Code.
7. To notify the FOUNDATION immediately, in writing, of any change in (a) GRANTEE'S legal or tax status, (b) GRANTEE'S executive or key staff responsible for achieving the grant purposes, (c) GRANTEE'S ability to expend the grant for the intended purpose, (d) any expenditure from this grant for any purpose other than those for which the grant was intended, or (e) any action or inaction, or the happening of an event, that could have a material adverse effect on the achievement of the designated purpose of the grant or the use of the grant proceeds for the designated purpose.
8. To repay any portion of the grant which is not used for the designated purpose. Any unspent or uncommitted funds at the end of the grant period must be promptly returned to the FOUNDATION unless other arrangements have been agreed to in writing prior to the end of the grant period.
9. To allow the FOUNDATION to review and approve the content of any proposed publicity concerning this grant **prior to its release** and to recognize the FOUNDATION in all publicity materials related to the funded project or program.
10. To allow the FOUNDATION to include information about this grant in the FOUNDATION's periodic public reports, newsletter, news releases, social media postings, and on the FOUNDATION's website. This includes the amount and purpose of the grant, any photographs you have provided, your logo or trademark, and other information and materials about your organization and its activities. In furtherance of this section, you agree to provide upon request any requisite releases (including photo releases), consents or similar documents necessary to provide the FOUNDATION with the full and intended value of the first sentence of this section.
11. To maintain books and records adequate to demonstrate that GRANTEE has used grant funds for intended purpose and to make its books relating to this grant available to the FOUNDATION at reasonable times during the term of the grant and for a period of four years following the end of the grant period.
12. That any grant payment may be discontinued, modified, or withheld at any time when, in the judgment of the FOUNDATION, such action is necessary to comply with the requirements of law or this grant agreement or due to a breach of this grant agreement by GRANTEE.
13. Consistent with Executive Order 13224 and the Patriot Act, no portion of the grant will be used to support terrorism, or will be diverted to other individuals or organizations which have assisted, sponsored, or provided financial, material, or technological support for terrorists or persons associated with terrorists.
14. This agreement is governed by the laws of Minnesota without regard to conflict of laws provisions and the venue of any dispute regarding its terms shall be exclusively brought in



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the state and federal courts located in Hennepin County, Minnesota. This grant agreement, including Attachments A and B hereto, represent the entire agreement of the parties with respect to the subject matter hereof. This grant agreement may not be assigned by the GRANTEE. This grant agreement may be amended or modified, or any provision hereof waived, only with the written consent of the FOUNDATION and the GRANTEE.

CITY OF GOLDEN VALLEY

Name Shepard M. Harris

Title Mayor

Signature DocuSigned by:
Shepard M. Harris
4F895EEBDEB74C3...

Date 5/18/2022

Acknowledged and agreed to by the POHLAD FAMILY FOUNDATION

Name Susan Bass Roberts

Title Executive Director

Signature DocuSigned by:
Susan Bass Roberts
F68C4E3A0D0B454...

Date 6/1/2022



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POHLAD FAMILY FOUNDATION GRANT AGREEMENT
ATTACHMENT A – Activities and Outcomes

The following work will be completed by the City of Golden Valley Pohlads Grant Team, which consists of the Police Chief and Commanders, the Equity and Inclusion Manager, the Community Connections and Outreach Specialist, the Deputy City Manager/HR Director, the City Manager, the Crime Analyst Supervisor, and the City Attorney.

Activities:

1. Officer training and development

- A. Hire consultant to conduct trauma and restorative training community activities for police department, community organizers, community groups, and community at large. Action Plan Details:
 - i. Conduct market research to hire consultant to provide training.
 - ii. Identify restorative leaders in GVPD for training.
Convene an initial community conversation to bring together GVPD, community organizers, community groups, and community at large.
 - iii. Create procedure within procedure manual to identify situations and protocols for restorative practices.

- B. Hire consultant to continue the diversity, equity and inclusion training of police officers. Action Plan Details:
 - i. Collaborate with previous diversity and inclusion facilitator to determine next appropriate training.
 - ii. Set specific expectation for individual and group participation amongst GVPD staff
 - iii. Facilitate a series of trainings for all GVPD staff. In consultation with the City's Equity and Inclusion Manager, the consultant will create and deliver a training progression over two years
 - Preliminary recommendation: quarterly training opportunities

Community Connection and Outreach Specialist will collaborate with selected consultants to coordinate events and compensate circle keepers, community healers and trauma-informed practitioners. (Conducted as needed – at least twice per year).

2. Establish a community partner program to understand contributing factors to racial disproportionality in arrests and police interactions, document findings, and establish a specific, written plan to decrease disproportionality.

- A. With support from the technical assistance team, the Pohlads Grant team, including the Community Connections and Outreach Specialist, will collaborate with current community partners to develop and execute a specific community engagement plan, to include events and activities to build and enhance relationships with individuals and organizations.

Action Plan Details:



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- i. Review results of the traffic stop/arrest data as a tool to identify community impacted policing, including communities living outside of Golden Valley.
 - ii. Work with Rainbow Research to create data collection tools and share them on City website and social media.
 - Work with PEACE Commission and technical team to identify key terms/indicators to define the narrative data. Indicators may include key terms such as “trust” or “safety.”
 - iii. Collaborate with community groups and leaders to host community listening events, provide racial trauma healing sessions for community groups and police officers, and facilitate ongoing cross jurisdictional relationships
 - City Council members and other City employees may be invited to participate as well.
 - Identify individuals who want to participate in the data analysis (2B).
 - Pohlada team will ensure mental health and emotional wellness resources are available for attendees (including social worker resources, connecting with local faith communities, etc.)
 - iv. Pohlada Team members (including PEACE Commission members) will listen and write down the narrative data provided by attendees at the events and listening sessions.
- B. Complete analysis of traffic-stop and arrest data to identify trends and specific communities, including data disaggregated by race, geographic location, gender, age, impacted by policing practices.

Action Plan Details:

- i. After data is collected, identify a team (“Data Team”) to consist of:
 - Community members impacted by policing practices (self-identified in 2A)
 - PEACE Commission Data Sub Committee members
 - Internal Pohlada team (including GVPD)
 - Technical Assistance Team partners
- ii. The Data Team will:
 - Aggregate and analyze the raw data (both quantitative and narrative data) to determine disparities.
 - Complete a root-cause analysis using a tool selected by the Data Team.
 - Produce a report including analysis and action plan recommendations for disparity reduction.
 - Share completed report with City and community.
- iii. Use data to inform policy making, training, data dashboard construction, community engagement, and community call response model

3. Engage Community Partners to Build Trust and Provide Community Call Response Model

- A. The Community Connection and Outreach Specialist will work with the police department to host community events and activities, attend community events in and around Golden Valley, and build relationships with individuals and community groups.



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Action Plan Details:

- i. Invite community organizers to attend events and activities within Golden Valley to build relationships
- ii. Hire groups with whom we have built relationships to provide ongoing support to the police department with trust building and de-escalation during high-stress events and calls for service
- iii. Work with selected groups to build relationships with police department personnel
 - a. Selected groups will work within Golden Valley to build trust and relationships with residents and engage residents to participate
 - b. Provide training and education to community and police on the response models
- iv. Collaborate with selected groups to solidify call response process, including appropriate call responses

4. Education and Certifications for Community Service Officer II

- A. Provide the following training and certifications for non-sworn responders within the police department:
 - Emergency Medical Response (EMR) or
 - Emergency Medical Transport (EMT)
 - Both mental health and de-escalation training; and
 - Trauma-informed response training
- B. Collaborate with current contracted Hennepin County embedded social worker to determine appropriate use of CSO II staff and set up call response systems to engage staff appropriately.

5. Hire consultant for racial equity policy audit

- A. Review all existing policies using a system such as Lexipol – complete policy/procedure
- B. Determine internal policy committee (“Policy Team”) including PEACE Commission and Police department personnel)
- C. Post RFP to hire an outside equity consultant to conduct a thorough review of policies and procedures using a racial equity and criminal justice lens, and provide written recommendations to City Staff and the City Council
- D. Hire consultant
- E. Consultant conducts review
- F. Include PEACE Commission in audit process to facilitate community engagement as necessary, which will include community members identified by the Data Team as that data becomes available.
- G. Policy Team and Consultant provide policy recommendations and training to implement the recommended policy changes
- H. Polity Team and Consultant create process for ongoing policy review
- I. Incorporate Data Team recommendations into policy review process.



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6. Create open access to data and support innovative data-informed decision-making

- A. Research and evaluate, with PEACE Commission and public historians/GIS specialists (Mapping Prejudice), public facing web-based tools that provide interactive access to police data sets that include but are not limited to:
 - Data on crime statistics, traffic stops, searches, use of force, and officer involved shootings, all disaggregated by race and gender
 - Employment, recruitment and retention data, disaggregated by race and gender
 - Complaint data
 - Other public, aggregate data requested by community partners and PEACE Commission
- B. Choose company/organization based on market research to create the data dashboard
- C. Publish and advertise the data dashboard for community
- D. Develop regular internal and external data cycle sessions with employees and community members from PEACE Commission and PRIME to analyze data collected in interface
- E. Consult with public historians/GIS specialists (Mapping Prejudice) to analyze impact of publishing geographic policing patterns
- F. Work with members of the Just Deeds coalition to educate community and professional associations on appropriate use of maps and their context

Outcomes:

1. Officer training and development

- Officers will use restorative practice as a de-escalation tool in their interactions with community and to build relationships with community.
- Restorative training will prepare officers for the restorative work they will engage in with the PEACE Commission.
- Restorative and DEI training will inform updates to police policy manual
- Increased understanding and adoption of restorative practices in procedure
 - Pre and post training assessment with progress monitoring (determined in collaboration with the hired consultant)
 - Procedure within the Police Procedure manual
- Increased competency of diversity, equity and inclusion language
 - Pre and post training assessment with progress monitoring (determined in collaboration with the hired consultant)
- Increased understanding of relevance and importance of diversity, equity, and inclusion initiatives to policing
 - Pre and post training assessment with progress monitoring (determined in collaboration with the hired consultant)

2. Establish a community partner program to understand contributing factors to racial disproportionality in arrests and police interactions, document findings, and establish a specific, written plan to decrease disproportionality.

- Increased understanding of the impact law enforcement practices have on specific communities as documented in a written report prepared by the Data Team summarizing quantitative and narrative data collected under section 2(b) above



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- Identify specific harms and perceptions of GVPD that impact communities outside of the City, displayed in the final report produced by the Data Team
- Incorporate perspectives/narrative data in policy making process by referencing Data Team conclusions and reports as data becomes available. All relevant raw data and final reports of the Data Team will be provided to the policy review team and the City Council.
- Identified reciprocal relationships with police department and community groups
- Create sustained relationships with organizations and individuals outside of Golden Valley by adding them to a database of City contacts
- Public access to data and analysis will increase trust with communities as evidenced by community feedback with the organizations and individuals with whom we have relationships (including PEACE Commission feedback)
- Data-informed policies, procedures, community engagement, and training
- Decreased disproportionality in traffic-stops and arrests

3. Engage Community Partners to Build Trust and Provide Community Call Response Model

- Decrease reliance on uniformed officers to respond to non-emergency calls
 - Use 2020 and 2021 response call data as baseline
- Incorporate community intervention partners where appropriate
- Decreased use of force incidents

4. Education and Certifications for Community Service Officer II

- Decreased reliance on sworn officers to respond to medical and mental health calls
 - Use 2020 and 2021 response call data as baseline
- Increased capacity among non-sworn staff to respond to medical and non-emergency calls as evidenced by call response logs and officer reports of activities
- Decreased reports of trauma response by community members
- Reduced use of force including injury to community members and officers
- Decreased repeat agency response to mental health crisis calls

5. Hire consultant for racial equity policy audit

- Updated policy manual
- Developed framework for community engagement with PEACE Commission for ongoing policy review
- Enhanced relationships between community members and police as evidenced by active engagement and participation by community in process.
- All stakeholders have increased understanding of purpose and impact of policing policy
- Policy manual be made available for public review; members of the public and community groups that did not contribute to policy development may provide ongoing feedback to City Council and PEACE Commission

6. Create open access to data and support innovative data-informed decision-making

- Updated GVPD window (the PD's current data dashboard) with interactive data sets, reports and tools, including: Traffic stops, arrests, prosecution statistics, etc.



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- Provide downloadable, raw data to public that it may be disaggregated by race, gender, where people live, etc.
- Routine root-cause analysis discussions at semi-annually to understand what policies and practices need to change to interrupt trends
- Published reports on the City website and social media for informal community feedback
- Increased understanding of how data correlates to housing patterns established by segregated housing patterns in Golden Valley and surrounding communities
- Greater public accessibility to police department data
- Public access to data and analysis will increase trust with communities as evidenced by narrative data from community members
- Data-informed policies, procedures, and training
- Decreased disproportionality in traffic-stops and arrests, including racial disproportionalities

Timeline:

CATEGORY	TASK	START	END
1A. Officer Training	i. Conduct market research to hire consultant	5/1/22	5/31/22
	ii. Identify restorative leaders	8/1/22	10/31/22
	iii. Convene an initial community conversations	10/31/22	12/31/22
	iv. Create procedure within manual	10/31/22	3/1/23
1B.	i. Collaborate with DEI to determine next training	5/1/22	5/31/22
	ii. Set expectation for participation	5/31/22	8/1/22
	iii. Determine ongoing training through training progression over two years	8/1/22	10/31/22
2A. Community Partners Program	i. Review results of traffic stop/arrest data to identify community	5/1/22	8/31/22
	ii. Work with Rainbow Research to identify/create data collection tools	1/1/23	2/28/23
	iii. Collaborate with community to host listening sessions, and trauma informed decisions	3/1/23	5/1/23
	iv. Pohlad team collect narrative data at events/listening sessions	3/1/23	5/1/23
2B.	i. Identify Data Team	5/1/23	7/31/23
	ii. Data Team analysis and reports	8/1/23	11/30/23



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	iii. Use data to inform policy making, data dashboard, etc	9/1/23	04/01/2024
3A. Community Call Response Model	i. Invite community organizers to attend events and activities within GV	5/1/22	10/1/22
	ii. Hire groups provide support calls for service	5/1/22	10/1/22
	iii. Groups build relationships with GV	10/1/22	5/1/24
	iv. Solidify call response process	10/1/22	5/1/24
4A. Certs CSOII	Provide certs to CSOII	5/1/23	9/1/23
4B.	Collaborate with Hennepin Co. embedded social worker to determine call response	11/1/22	4/30/23
5A. Racial Equity Policy Review	Review policies using Lexipol - complete policy/procedure separation	5/1/22	7/15/22
5B.	Determine Policy Team	5/1/22	6/1/22
5C.	Post RFP	6/1/22	7/27/22
5D.	Hire Consultant	7/27/22	9/6/22
5E.	Consultant conduct thorough review of policies and provide recommendations in sections	9/7/22	3/1/24
5F.	Policy Team and PEACE Commission community engagement in sections	10/1/22	3/1/24
5G.	Consultant and Policy Team provide recommendations for training	1/1/23	3/1/24
5H.	Policy Team and Consultant create process for ongoing policy review	1/1/23	3/1/24
5I.	Incorporate Data Team recommendations into policy review process	12/1/23	3/1/24
6A. Data Dashboard	Research GIS specialist and public historians	6/1/22	8/1/22
6B.	Choose organization to create dashboard	8/1/22	9/1/22
6C.	Publish & advertise data dashboard	9/1/22	1/1/23
6D.	Develop regular internal & external data cycle	9/1/22	10/1/22
6E.	Analyze geographic patterns	1/1/23	5/1/24
6F.	Work with Just Deeds to educate community on use of maps	1/1/23	5/1/24



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POHLAD FAMILY FOUNDATION GRANT AGREEMENT
ATTACHMENT B - BUDGET

Operating Budget:

The City of Golden Valley will build out a specific budget, which will include the following known estimated annual expenditures.

Activity	Dollar Amount	Use
Officer Training and Development	\$30,000 \$15,000	Restorative training DEI Training
Community Partner Program	\$60,000	Compensation to community partners Costs to host community events, trainings, and racial trauma healing sessions
Community Call Response Model	\$45,000	Contracts with community organizing groups to attend events and build relationships, as well as provide co-response
Education and Certificate for Community Service Officer II	\$10,000	Cost of trainings and certifications for CSO II
Racial Equity Policy Audit	\$65,000	Contract with selected equity consultant
Data initiative and dashboard	\$25,000	Contract with organization to build the Data dashboard

Any significant changes in budget will be provided in writing and approved by Pohlads Foundation staff.