

Police Commission Task Force Final Report

July, 2021

Task Force Members

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Randy Anderson
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Officer Daniel Feldman
Trey Gladney
Chris Hartzler
Mark Hastie
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Julie Jonas
Gloria Kumagai
Sergeant Randy Mahlen
James Rhodes
Andrew Wold

City Council Liaison

Council Member Gillian Rosenquist

Staff Liaisons

Kiarra Zackery, Equity and Inclusion Manager
Jason Sturgis, Police Chief

Supporting Staff

Maria Cisneros, City Attorney
Kirsten Santelices, Deputy City Manager/HR Director

Police Commission Task Force (PCTF)

Recommendations Report

This is the final report of the Police Commission Task Force (the “Task Force”). The Task Force is a group of 13 community members chosen by the City Council to advise the Council on the replacement of the existing Police Civil Service Commission with a new commission on policing. The City Council created the Task Force in the summer of 2020 for two reasons. First, the City wants to modify its recruitment and hiring practices to address the lack of racial diversity in its workforce. City staff identified that cumbersome processes required by the long-standing civil service structure (Minn. Stat., ch. 419) made it difficult for the City to recruit and hire BIPOC candidates in a competitive job market. Second, the social context of the murder of George Floyd in the summer of 2020, the civil unrest and subsequent trials of the involved officers highlighted community calls for greater transparency and improved communication with the community.

The City Council asked the Task Force to study the creation of a new commission to address these goals. The Commission met 13 times between November 19, 2020 and June 10, 2021. This report summarizes the work and recommendations of the Task Force. Additionally, the Task Force created a proposed mission, in ordinance form, (Exhibit A) and bylaws (Exhibit B) for the new commission. The City Council will consider the recommendations in this report at its July Council Manager Meeting.

Context

Historic and Present-Day Harm in Policing

The City of Golden Valley is growing in its consciousness of systemic racism in policing. Over the last four years, the City has engaged in educational and knowledge building opportunities, internally and externally, about systemic racism and the impacts of socially constructed barriers to opportunities and resources for Black, Indigenous and People of Color since this country’s inception. City staff, elected officials, and appointed officials use knowledge attained through formal training, community conversations, and organizational and personal reflection to become aware of how institutional structures create racialized predictabilities in nearly every aspect of life and, specifically, policing. The City of Golden Valley acknowledges as a neighbor to Minneapolis and an inner-ring suburb like Brooklyn Center, it is a participant in policing systems that result in disproportionate interactions between BIPOC individuals and law enforcement officials, and that this results in overrepresentation of BIPOC individuals in the criminal justice system. This system, in conjunction with other systems, lead to negative consequences on life outcomes for BIPOC individuals in Golden Valley and the metro area, including poor outcomes related to housing, employment, education and health.

In the spirit of this awareness, the City of Golden Valley is committed to empowering the Golden Valley Police Department (GVPD) to interrupt racism through examining and updating policies, creating an anti-racist infrastructure, training and educating all officers in the present and historical context of racism in policing, and developing deep, trusting community relationships through engagement, openness and transparency. The City recognizes the problem of policing is not one of inadequate training and

professionalization, rather the problem arises from the very nature of policing and the legal system, which are designed to maintain and exacerbate racial inequity. With that context in mind, the City of Golden Valley is committed to looking at all components of its public safety system to find and address systemic racism wherever it is encountered.

Moreover, the City of Golden Valley recognizes systemic oppression across social identities and seeks to build relationships to address disparities in policing against members of the LGBTQ+ community and those with mental and physical dis/abilities.

[Civil Service Commission](#)

Since the 1950s, the City of Golden Valley has operated under a Civil Service model. This is a statutory model governed by Minnesota Statutes, chapter 419. Pursuant to statutory requirements, the Civil Service Commission determined the hiring process and approved a candidate list for all hires and promotions in the police department. Due to the requirements of the statute, the civil service process created inefficiencies that resulted in a loss of candidates, including many well-qualified BIPOC candidates. The City Council determined that abolishing the Civil Service Commission would allow City staff to develop a more flexible and responsive hiring process and allow the City to incorporate more community outreach into the commission's duties.

[Murder of George Floyd, Trial of Derek Chauvin and Police Killing of Daunte Wright](#)

On May 25, 2020 a recording of the murder of George Floyd by former Minneapolis Police Officer Derek Chauvin went viral igniting a global response and call to action for police brutality. In the United States, Black men are two times more likely to be killed at the hands of Police than white men, even when data controls for armed and unarmed suspects. This event begged of police departments to reflect on their own practices and determine new methods to approaching public safety and community relationships. During the seven-month process of developing the recommendations in this report, a jury found Derek Chauvin, former Minneapolis Police Officer, guilty of second-degree murder unintentional murder, third-degree murder and second-degree manslaughter, for the murder of George Floyd; and Daunte Wright – a 20 year old, unarmed Black man was killed by a Brooklyn Center police officer during a traffic stop. Civil unrest followed and GVPD, as a part of the Metro Mobile Task Force assisted Brooklyn Center in quelling protests. Given the sociopolitical context of the inception of the PEACE Commission, Task Force members felt an urgency to ensure their work resulted in a recommendation designed to instill trust, respect and mutual understanding between GVPD and the community. Now more than ever it is imperative that City leadership take a proactive, visible stance on the impact of systemic racism.

[Hiring of Equity and Inclusion Manager](#)

In late August 2020, the City of Golden Valley hired an Equity and Inclusion Manager as recommended by the Rising TIDES Task Force. The Equity and Inclusion Manager directs racial equity initiatives, policy recommendations and training internally and externally. The goals of the Task Force overlap with the function of the Equity and Inclusion Manager. The Equity and Inclusion Manager was a co-staff liaison to the Task Force with the Police Chief Jason Sturgis.

Process

In creating the Task Force, the City of Golden Valley sought to capitalize on the diversity of personal and professional qualifications and lived experience among its residents. The City sought to create a Task Force that reflects the diverse needs and wants of the community. The Council considered lived experiences and identities when making appointments to the Task Force, including age, socioeconomic status, gender, geographic residence and work experience. Identities and experiences considered included: age, LGBTQ+ identity, race and ethnicity, housing status, mental health experience, substance use disorder, involvement/knowledge of criminal justice system, social services provider and Golden Valley corporate citizenship. The Task Force has 13 members, which include:

- (1) Two members from the existing Police Civil Service Commission;
- (2) One member of the Human Rights Commission, chosen by the HRC;
- (3) One member of the Rising Tides Task Force, chosen by the Rising Tides Task Force
- (4) Two Golden Valley Police Officers, one appointed by each of the two existing police unions;
- (5) One member of the Golden Valley Crime Prevention Fund, chosen by the members of the Crime Prevention Fund;
- (6) One social service provider who serves the City of Golden Valley (i.e. individual or organization working in the field of mental health, youth advocacy, substance use disorder or homelessness) selected by the Council;
- (7) One person who works or owns a business in the City of Golden Valley selected by the Council;
- (8) One individual, preferably a resident of Golden Valley, with knowledge or experience of the defense side of the criminal justice system selected by the City Council (for example, a criminal defendant or criminal defense attorney); and
- (9) three residents of Golden Valley selected by the City Council.

The individuals appointed to the Task Force were Nancy Azzam, Randy Anderson, Dipanjan Chatterjee, Officer Daniel Feldman, Trey Gladney, Chris Hartzler, Mark Hastie, Thomas Huling, Julie Jonas, Gloria Kumagai, Sergeant Randy Mahlen, James Rhodes, and Andrew Wold. Council Member Gillian Rosenquist was the Chair of the Task Force.

City Staff: Co-Liaisons Police Chief Jason Sturgis and Equity and Inclusion Manager Kiarra Zackery; City Attorney Maria Cisneros attended all meetings and supported the Task Force through its entirety.

Hopes and Hurdles

To better understand the diverse experiences and points of view of Task Force members regarding policing, City staff engaged Task Force members in an activity called Hopes and Hurdles to determine common goals and values. Task Force members described the desired role, duties and responsibilities of the proposed commission and identified potential hopes and hurdles. Through this process, the Task

Force identified three areas of focus and used them to develop the framework for the mission and bylaws.

- Hiring and Retention
- Data and Transparency
- Community Engagement

PCTF Hopes and Hurdles

Develop	Sponsor	Advise	Review	Draft	Hurdles
<ul style="list-style-type: none"> • Data system to track reactive v. proactive calls • Essential questions to frame conversations between GVPD and community members • More ways of police community involvement • Understanding practice of proactive policing (community engagement) • More broad authority • Community support of police • Community education of department operations • Data analysis (scheduled reports) • Organizations/affiliations that focus on the experiences of marginalized groups • Strategies to connect with residents • Equitable hiring process • Trust in Black and Brown communities • Priorities for inclusion • Markers of success • Transparency through data sharing 	<ul style="list-style-type: none"> • Support for police through programs like Ride-Alongs • Accountability for police by community • Organizations that align with commissions mission and bylaws • Enhanced hiring approach • Activities for building relationships with the community • Data informed decision making • Events for the public with PD • Scholarships and student loan forgiveness for candidates/new hires 	<ul style="list-style-type: none"> • New hiring process • Civilian review board 	<ul style="list-style-type: none"> • Citizen complaints and corresponding encounters • Hiring process • Racial demographics of arrests/stops • Police applicants for past 24 months • Past police actions • Policing priorities • Union mandated training 	<ul style="list-style-type: none"> • Process for body cam redaction • Measurements for success • Commission bylaws • Criminal legislation • Communications for exemplary police work 	<ul style="list-style-type: none"> • Assumptions • Lack of context • Data practices regulations • Redactions • City Manager • Police Unions • Cultural knowledge • Misrepresented statistics • Finances (securing funds for certain projects) • White fragility • Transparency • Courage • Commission composition • Maintaining small city identity • Shared understanding of taskforces intentions for commissions work

Research + Staff presentations

Throughout the duration of the Task Force, Staff made presentations to Task Force members regarding police hiring, data practices, retention, and reporting; police civil service requirements; police operations and training; and other topics related to the Task Force's work. Additionally, Staff prepared a presentation describing three distinct types of commissions used in other jurisdictions (review + appellate, investigative + quality assurance and evaluative + performance-based) with several national examples of each type with their functions and budgets (Appendix C). Task Force members determined that a combination of all three types of commissions best aligned with their Hopes and Hurdles. The Task Force asked questions regarding existing systems of hiring, policing, data retention and other policing practices. In response to these questions, Staff from several departments gave presentations to provide context and answers to the Task Force's questions. Some examples of these presentations are summarized below.

Police Department

Chief Sturgis gave a presentation called "Mini Citizen's Academy." The presentation provided an overview of the functions and responsibilities of GVPD including the 2019 year in review report. The

Chief explained the current hiring process and the challenges the Civil Service process imposes on hiring new, qualified candidates.

Legal

City Attorney Maria Cisneros educated Task Force members on the historical and legal background for the Civil Service Commission and the Minnesota Government Data Practices Act. Data and access to data were a common theme of Task Force conversations. City Attorney Cisneros provided boundaries as defined by Minnesota law regarding the accessibility of information to both the Task Force and proposed commission.

Human Resources

Deputy City Manager/Human Resources Director Kirsten Santelices gave a presentation on the relationship between the Civil Service Commission and the Human Resources Department. Deputy City Manager Santelices provided information regarding the City's recruitment strategies and initiatives specifically for the Police Department, the hiring process, attrition reports from the most recent job postings and ways for the commission to be involved in the recruitment, hiring and onboarding processes (including training) in the Department.

Equity

Equity and Inclusion Manager Kiarra Zackery gave a presentation on community engagement. The presentation outlined five functions of community engagement. The Task Force chose to **inform** the community of its purpose and existence, **involve** community in determining priorities and functions of the commission and **collaborate** with the community to finalize duties and responsibilities.

Increasing Level of Engagement



Subcommittees

The Task Force created two subcommittees to work on specific projects on behalf of the group.

- **Community Engagement:** During its initial meeting regarding community engagement, the Task Force split into breakout rooms to discuss the three phases of community

engagement. The three groups were inform, engage, involve. Each group nominated a member to join the community engagement subcommittee to design the community engagement efforts in a manner that maintained fidelity to the group's ideas. A subcommittee of five focused on community engagement strategies. The subcommittee created three different methods for engagement: a podcast, a poll and an open house.

- **Bylaws:** City Attorney Cisneros summarized the bylaws of the Civil Service Commission, Environmental Commission and the Human Rights Commission as examples of the final product the Task Force would prepare for the new police commission. From there, a subcommittee of 6 (including Council Member and Chair Rosenquist) provided feedback on drafts prepared by City Attorney Cisneros in virtual meetings and over email.

Community Engagement

After the presentation on Community Engagement strategies, the Task Force decided on three tactics: inform, involve and collaborate. For each tactic, the Task Force developed engagement mechanisms for the community.

- **Inform:** To inform the community of its existence, purpose and ways to get involved, the Task Force published articles in the City newsletter, posted meetings on social media and created a 2-episode podcast.
- **Involve:** To involve the community in its decision-making process and to affirm the direction of its work, the Task Force conducted an online survey. The survey solicited input regarding police accountability, police/community relations and the demographic information of the survey respondents. The community engagement subcommittee collaborated with the City's Communications Department to post the survey on social media sites Facebook, Instagram, Twitter and NextDoor. The Communications Department also created a social media toolkit and dispersed to various community organizations to spread the word about the survey.
- **Collaborate:** To collaborate with the community and use its input before making final decisions, the Task Force facilitated an open house. Staff and Task Force members posed questions to community members regarding topics of contention in Task Force meetings using PollEverywhere to collect responses. Topics included membership, term limits and bylaw structure. Staff used data collected from the two open house sessions to determine the make-up of the new Commission and determine term limits. The Task Force used input from the open houses to add inform its final decisions regarding the glossary, context statement, and commission membership (Appendix E).

Appendices C, D and E are Community Input Reports developed by the Communications Department.

Recommendations

Commission Name

The Task Force recommends the proposed commission be called the Police Employment, Accountability and Community Engagement (PEACE) Commission.

Mission/Ordinance

The Task Force drafted a proposed ordinance outlining the mission, duties and responsibilities of the proposed Commission. Appendix A contains a complete copy of the proposed ordinance. This section summarizes the proposed duties of the commission and explains the Task Force's thought process behind the recommendations.

Duties and Responsibilities

- **Conduct Research:** The proposed Commission will engage in programs of research and study regarding current and historical policing practices, Police Department policies and procedures, and Police data related to the Commission's mission. Task Force members believe that data-based decision making and access to policing data will build transparency and therefore accountability between GVPD and the community.
- **Present Results Research:** The proposed Commission will present its findings to the City Manager, Police Chief and City Council and make its data and research available to the public. Task Force members believe that presenting research will enhance communication and understanding between GVPD and the community.
- **Make recommendations to City Leadership:** The proposed Commission will make recommendations to the City Council, City Manager, HR Director, and Police Chief based on its research and community engagement. Task Force members believe that making recommendations to City leadership based on research, including both qualitative and narrative data sets from the community will assist in the transformation of GVPD into a public safety rooted in mutual respect and trust and will enhance department responsiveness and accountable to the community.
- **Celebrate Exemplary Police Work and Positive Contributions by Community Members:** The proposed Commission will collaborate with GVPD to continue current practices and establish new ways of recognizing staff and community members for their excellence in maintaining public safety in the City of Golden Valley. Communicating instances of excellence in public safety will promote community dialogue and practices that build bridges between GVPD staff and the community.
- **Educate and Learn from the Community:** The proposed Commission will center the voices of the community to learn which aspects of our current model promote trust, transparency, accountability and equity in addition to ways our current system produces and reinforces harm to our community members.
- **Honorable Mention:**
 - The Task Force considered adding citizen review of police complaints as a part of the Commission's duties and responsibilities. Due to Minnesota state statute limiting review boards to a strictly advisory capacity, the Task Force felt the Commission would not be able to act in an impactful way. Ultimately, the Task Force decided focusing on policy recommendations and building a strong and deep community relationship is the most sensible use of Commissioners time.

Composition

Task Force members discussed composition over several meetings and determined the need for community input to finalize how the Commission will look. Since policing impacts all communities in varying degrees, the Task Force wanted to ensure the Commission followed an inclusive model for representation and decided that including a list of preferred qualifications, including lived-experience as well as professional experience, was appropriate. After much discussion and community input, the Task Force recommends the proposed commission be comprised of 13 members with the following experience:

- (1) Three individuals that represent populations historically and presently harmed by policing;
- (2) Two staff people (one sworn and one sworn or non-sworn) employed by the Golden Valley Police Department;
- (3) At least one and no more than two youth, 21 years old or younger, who live, work, or attend school in the City of Golden Valley;
- (4) One individual with professional human resources or recruitment experience;
- (5) One individual or social service provider with knowledge or experience of mental health, substance use disorder, homelessness;
- (6) One individual or caregiver with knowledge or experience of the senior population in Golden Valley;
- (7) One parent, teacher, or administrator at a school that serves Golden Valley residents;
- (8) One individual who is a renter or lives in multi-family housing or group housing in Golden Valley; and
- (9) At least one individual that has been impacted by the criminal justice system for example, a criminal defendant or criminal defense attorney.

Bylaws

The Task Force members recognize the need to develop structures that promote diversity, equity and inclusion in the proposed Commission. At the same time, the Task Force acknowledges that the proposed Commission is part of a larger system and there is significant efficiency from an operations standpoint in incorporating standardized practices that apply to all other City commissions. Therefore, the majority of the proposed bylaws are drawn from the City's standard bylaws and are consistent with the rest of the City's commissions. The areas which deviate from the standard bylaws are the imposition of term limits and collaboration between the chair and staff liaison/agenda building process.

Term limits

Under the proposal, Commissioners will only be allowed to serve a maximum of two consecutive terms. (Members could serve additional terms after a one year break.) The group feels term limits are appropriate because they provide a natural break for new candidates to become involved and create a more regular and fluid turn over process.

Chair and Staff Liaison Collaboration/Agenda Building Process

One of the goals of the proposed Commission is to build mutually respectful and accountable relationships between City staff and the community. In the spirit of bridge building, the Task Force felt it was important for the Chair and Staff Liaison have clear expectations. The Task Force also felt it was important that the processes outlined in the bylaws explicitly provide for power sharing between staff

and the community. The proposed bylaws contain a few minor changes from the City's standard language to accomplish these goals.

With respect to the agenda building process, the Task Force proposed some minor tweaks to the standard bylaws language to clarify that Commission members will have the ability to add topics to upcoming agendas provided they are consistent with the Commission's mission and duties and related to an item in the Commission's annual work plan. Task Force members felt this was particularly important to clarify because it is likely the Commission will be called on to discuss and provide advice on current events related to policing and public safety.

Staff Liaison

The Task Force recognizes the comprehensive nature of the duties and responsibilities of the proposed commission, including: large-scale research projects and broad scope of possible topics; building relationships with historically underserved and harmed communities; and developing a hiring and retention model that support diversity, equity and inclusion within the department and the community. Accomplishing these goals will require a significant amount of staff time and expertise. Therefore, the Task Force recommends the City hire a new position, under the supervision of the Equity and Inclusion Manager, titled Equity and Inclusion Outreach Specialist (EIO Specialist) and that this staff member be the staff liaison to the proposed commission.

Exhibit A: Mission/Enabling Ordinance

Police Commission Task Force Enabling Ordinance

Golden Valley City Code Sec. 2-XXX – Police Employment, Accountability and Community Engagement Commission

- (a) *Establishment.* A Police Employment, Accountability, and Community Engagement Commission (PEACE Commission) is hereby established, composed of 13 members, who shall serve three-year staggered terms, except that youth members may elect to serve 1, 2 or 3 year terms.
- (b) *Term limits.* Commissioners may serve up to two consecutive three year terms. Partial terms shall not be counted toward this term limit. Former commissioners may be re-appointed for additional terms so long as they have not been on the commission during the twelve months prior to the effective date of any subsequent appointment.
- (c) *Composition.* The Commission shall consist of:
 - (1) Three individuals that represent populations historically and presently harmed by policing;
 - (2) Two staff people (one sworn and one sworn or non-sworn) employed by the Golden Valley Police Department;
 - (3) At least one and no more than two youth, 21 years old or younger, who live, work, or attend school in the City of Golden Valley;
 - (4) One individual with professional human resources or recruitment experience;
 - (5) One individual or social service provider with knowledge or experience of mental health, substance use disorder, homelessness;
 - (6) One individual or caregiver with knowledge or experience of the senior population in Golden Valley;
 - (7) One parent, teacher, or administrator at a school that serves Golden Valley residents;
 - (8) One individual who is a renter or lives in multi-family housing or group housing in Golden Valley; and

- (9) At least one individual that has been impacted by the criminal justice system for example, a criminal defendant or criminal defense attorney.

If the City does not receive qualified applications from one or more of the above categories, the remaining spots may be filled with any qualified applicant with substantial ties to the City of Golden Valley.

In making appointments to the commission, the Council shall endeavor to maintain a membership that reflects the many different social identities represented in the City of Golden Valley, including but not limited to race, color, creed, religion, ancestry, national origin, sex, sexual orientation, gender identity, disability, age, marital status, status with regard to a public assistance program, socioeconomic status, or familial status.

- (d) *Mission.* It shall be the PEACE Commission's mission to help the Golden Valley Police Department innovate and transform its provision of public safety services based on community input and needs, and to assure that the department provides inclusive, community-centered service. The Commission shall carry-out this mission by:

- (1) Establishing transparency and accountability to the public;
- (2) Enhancing communication and understanding between the police department, and the people it serves through community dialogue and engagement; and
- (3) Ensuring the police department applies practices that promote equity and inclusion and prioritize hiring and retaining officers with diverse backgrounds.

- (e) *Duties and Responsibilities.* It is the duty of the PEACE Commission to advise and make recommendations to the Council in matters relating to and affecting policing in the City of Golden Valley for the purpose of furthering the Commission's mission. All of the Commission's work shall be performed pursuant to an annual work plan approved by the Council. Specifically the Commission may:

- (1) Conduct programs of research and study, in conjunction with the Police Chief and City Manager that analyze police department practices, internal controls, and compliance with applicable law and regulation relating to: police policy and procedure; community engagement and attitudes toward policing; training, recruitment and retention initiatives; and other matters related to the mission of the Commission. Research and study includes programs that collect, review, and audit summary data and compile aggregate statistics relating to the Commission's mission.
- (2) Present the results of programs of research and study on a periodic basis to the City Manager, Police Chief, or City Council for the purpose of ensuring police department operations are conducted in a lawful, effective, transparent, and nondiscriminatory manner.

- (3) Make recommendations to the City Council, City Manager, and Police Chief relating to internal controls, police policy and procedure; community engagement and attitudes toward policing; training, recruitment and retention initiatives; and other matters contained within a program of research and study.
- (4) Celebrate exemplary police work and highlight examples of positive contributions to public safety by community members.
- (5) Educate and learn from the community. Create and implement a community engagement and outreach program for the purpose of building trust and communication between the police and community members and facilitate community space in response to current events related to public safety. Community engagement includes but is not limited to: community forums to facilitate discussions with community members about their experiences with the Golden Valley Police Department, programs to educate the community about policing, and informal relationship building activities.
- (6) Collaborate with the Community, City Manager, Human Resources Director, and Police Chief to develop and maintain equitable and inclusive recruitment and hiring processes.
- (7) In August of each year as part of its annual report, review and provide feedback to the City Council on:
 - i. The previous year's hiring data;
 - ii. The hiring and promotion processes employed by the department in the previous year;
 - iii. The Commission's previous year goals and how the goals were advanced;
 - iv. The police department's previous year goals and how the goals were advanced; and
 - v. The City's prosecution philosophy, data, and goals, and how the goals were advanced.

(f) *Minimum Training Requirements.* Within one year of appointment, all new members must complete the Golden Valley Citizen's Academy or similar training as arranged by the Police Chief.

(g) *Requirement of Cooperation by Police Department and All Other City Employees and Officials.* The PEACE Commission shall have full, free, and unrestricted access, to the extent authorized by law, to the records of the Golden Valley Police Department and prosecutor's office in order to facilitate research and study projects authorized in section (c)(1) herein and to conduct special reviews at the request of the City Council.

Exhibit B: Proposed Bylaws

BYLAWS
POLICE EMPLOYMENT, ACCOUNTABILITY, AND
COMMUNITY ENGAGEMENT (PEACE) COMMISSION

Article I: Purpose, Mission, and Duties

The Commission shall be an advisory commission to the City Council.

A. *Mission.* It shall be the PEACE Commission's mission to help the Golden Valley Police Department innovate and transform its provision of public safety services based on community input and needs, and to assure that the department provides inclusive, community-centered service. The Commission shall carry-out this mission by:

- (1) Establishing transparency and accountability to the public;
- (2) Enhancing communication and understanding between the police department, and the people it serves through community dialogue and engagement; and
- (3) Ensuring the police department applies practices that promote equity and inclusion and prioritize hiring and retaining officers with diverse backgrounds.

B. *Duties.* It is the duty of the PEACE Commission to advise and make recommendations to the Council on matters relating to and affecting policing in the City of Golden Valley for the purpose of furthering the Commission's mission. All of the Commission's work shall be performed pursuant to an annual work plan approved by the Council. Specifically the Commission may:

- (1) Conduct programs of research and study, in conjunction with the Police Chief and City Manager that analyze police department practices, internal controls, and compliance with applicable law and regulation relating to: police policy and procedure; community engagement and attitudes toward policing; training, recruitment and retention initiatives; and other matters related to the mission of the Commission. Research and study includes programs that collect, review, and audit summary data and compile aggregate statistics relating to the Commission's mission.
- (2) Present the results of programs of research and study on a periodic basis to the City Manager, Police Chief, or City Council for the purpose of ensuring police department operations are conducted in a lawful, effective, transparent, and nondiscriminatory manner.
- (3) Make recommendations to the City Council, City Manager, and Police Chief relating to internal controls, police policy and procedure; community engagement and attitudes toward policing; training, recruitment and retention initiatives; and other matters contained within a program of research and study.
- (4) Celebrate exemplary police work and highlight examples of positive contributions to public safety by community members.
- (5) Educate and learn from the community. Create and implement a community engagement and outreach program for the purpose of building trust and communication between the police and community members and facilitate community space in response to current events related to public safety. Community engagement includes but is not limited to: community forums to facilitate discussions with community members about their experiences with the Golden Valley Police Department, programs to educate the community about policing, and informal relationship building activities.
- (6) Collaborate with the Community, City Manager, Human Resources Director, and Police Chief to develop and maintain equitable and inclusive recruitment and hiring processes.

(7) In August of each year as part of its annual report, review and provide feedback to the City Council on:

- i. The previous year's hiring data;
- ii. The hiring and promotion processes employed by the department in the previous year;
- iii. The Commission's previous year goals and how the goals were advanced;
- iv. The police department's previous year goals and how the goals were advanced; and
- v. The City's prosecution philosophy, data, and goals, and how the goals were advanced.

Article II: Membership, Appointments, Terms, and Officers

A. Membership

The Commission shall consist of:

- (1) Three individuals that represent populations historically and presently harmed by policing;
- (2) Two staff people (one sworn and one sworn or non-sworn) employed by the Golden Valley Police Department;
- (3) At least one and no more than two youth, 21 years old or younger, who live, work, or attend school in the City of Golden Valley;
- (4) One individual with professional human resources or recruitment experience;
- (5) One individual or social service provider with knowledge or experience of mental health, substance use disorder, or homelessness;
- (6) One individual or caregiver with knowledge of or experience working or living with the senior population in Golden Valley;
- (7) One parent, teacher, or administrator at a school that serves Golden Valley residents;
- (8) One individual who is a renter or lives in multi-family housing or group housing in Golden Valley; and
- (9) At least one individual that has been impacted by the criminal justice system for example, a criminal defendant or criminal defense attorney.

If the City does not receive qualified applications from one or more of the above categories, the remaining spots may be filled with any qualified applicant with substantial ties to the City of Golden Valley.

In making appointments to the commission, the Council shall endeavor to maintain a membership that reflects the many different social identities represented in the City of Golden Valley, including but not limited to race, color, creed, religion, ancestry, national origin, sex, sexual orientation, gender identity, disability, age, marital status, status with regard to a public assistance program, socioeconomic status, or familial status.

B. Appointments and Terms

Appointments are made effective May 1 of each year. The Council shall appoint regular members of the Commission for three-year staggering terms. Youth members may be appointed for one, two, or three year terms. The terms of Commission members shall be fixed and determined at the time of appointment by the governing ordinance. City Council shall appoint the members of the Commission and to fill vacancies for unexpired terms.

Commissioners may serve up to two consecutive three year terms. Partial terms shall not be counted toward this term limit. Former commissioners may be re-appointed for additional terms so long as they have not been on the commission during the twelve months prior to the effective date of any subsequent appointment.

C. Participation, Expectations & Sentiment

A Task Force of community members recommended the creation of the Police Employment, Accountability, and Community Engagement (PEACE) Commission and were initially responsible for drafting the Commission's Mission and Bylaws. The Task Force worked together from November 2020 to June 2021. The work of the Task Force was influenced by the social context of the murder of George Floyd in the summer of 2020, ~~as well as the~~ civil unrest and subsequent trials of the involved officers.

In this complex social context, the Task Force worked hard to reconcile many different views of community policing and systemic racism in public safety. In that spirit, the Task Force envisions this commission and its members will accept the following sentiment as the foundation of their work: Commissioners should approach their duties and responsibilities with a growth mindset. They should create opportunities for mutual respect, listen to understand, and value the perspectives and opinions of all stakeholders.

D. Officers

The Commission shall elect officers of Chair and Vice-Chair from the Commission membership by its voting members at its regular annual meeting, (no later than the second meeting after May 1 in each year). The Chair and Vice Chair positions rotate, and members may only serve two consecutive years as the Chair or Vice-Chair. Should the office of Chair or Vice-Chair become vacant, the Commission shall elect a successor from its membership at the next regular meeting and such election shall be for the unexpired term of said office. Officers may also delegate the duties of their position to other Commissioners as deemed appropriate by the Commission.

Chair responsibilities include:

- (1) work with staff liaison to develop meeting agendas
- (2) conduct and preside at all meetings in a productive and time-efficient manner
- (3) ensure the Commission conducts its activities within the stated mission and bylaws of the Commission
- (4) appoint Commissioners to subcommittees
- (5) monitor and ensure the progress of the Commission
- (6) report to the City Council

Vice-Chair responsibilities:

- (1) perform the duties of the Chair in the absence or incapacity of the Chair
- (2) perform all other duties as prescribed by the Commission

Article III: Meetings and Attendance

A. Meetings

All meetings of the Commission shall be conducted in accordance with the Minnesota Open Meeting Law and City code. This means all business and discussion occurs at a meeting that has been posted and is open to the public.

The presence of a majority of all regular members currently appointed to the Commission shall constitute

a quorum for the purpose of conducting its business and exercising its powers and for all other purposes. In the event a quorum is not reached, a smaller number of members may meet to have informal discussion, however, formal action shall not be taken and must be reserved for such time as when a quorum of the Commission is reached. A quorum of the members should not discuss Commission business by email, forms of social media, telephone, or informal meetings. If there are no items on the agenda, the meeting shall be cancelled and the staff liaison shall communicate the cancellation to the commissioners.

The proceedings of meeting should be conducted using standard parliamentary procedure.

i. Regular Meeting

The regular meeting of the Commission shall be held on the second Thursday of the month at City Hall at 6:30 pm. The Commission may, by a majority vote, change its regular meeting dates for any reason provided proper public notice of the changed meeting is provided.

ii. Annual Meeting

The Annual Meeting of the commission shall be a regular meeting, typically the first meeting after May 1 of each year, at which time officer elections will be held.

iii. Special Meetings

A special meeting of the Commission may be called by the Chair or two commissioners, or by the City Council, for the purpose of transacting any business designated in the meeting notice. The notice for a special meeting shall be posted in compliance with the Minnesota State Statutes governing public meetings. The staff liaison shall notify Commissioners at least three days prior to the meeting of the date, time, place and purpose of the special meeting. A special meeting must also be posted in accordance with the requirements of the Minnesota Open Meeting Law.

B. Attendance

Members are expected to attend all meetings, including the annual board and commission joint meeting. If a member is unable to attend a meeting, they should contact the staff liaison, who will inform the chair. If it is known in advance that a quorum will not be attained, the meeting will be canceled. Staff liaisons will track attendance at each meeting. Each April, the City Manager's office will review attendance records for the preceding calendar year (April-March) and send a standardized letter of warning to any member that has missed:

- two consecutive or three total meetings for groups that meet once a month; or
- two consecutive or five total meetings for groups that meet twice a month.

Because attendance is so important to the work of the City's boards and commissions, the City Manager may ask the member to explain the reasons for their absences. If circumstances prevent the member from committing to consistently attending future meetings, the member may be asked to step down. The City Manager will not ask the member to step down if their inability to attend meetings is due to health reasons. If the member's attendance does not improve within 3 months after receiving a warning, the City Manager or their designee shall ask the member to step down. If the member chooses not to step down, the Council may take action to remove the member.

Article IV: Rules

A. Agenda

i. Preparation of the Agenda

The agenda for regular and special meetings of the Commission shall be prepared by the staff liaison. Items to be placed on the agenda may be proposed by the Chair, a Commission member, the staff liaison or at the request of the City Council. Residents, businesses, or other interested parties may contact the staff liaison to request that an item be placed on the agenda for consideration. All agenda topics presented by the City Council will be placed on an appropriate agenda; requests from other parties will be placed on an appropriate future agenda at the discretion of the staff liaison.

ii. Approval of the Agenda

The agenda shall be approved at each meeting prior to discussion of any item on the agenda. At the time of agenda approval, items may be removed and the order of business may be modified by a majority vote of members present at the meeting. No items shall be added to the agenda unless deemed as urgent by the staff liaison.

iii. Future Agendas

At each meeting, the staff liaison shall provide a list of future agenda items. Commission members present may communicate items recommended for inclusion on future agendas. All items must be consistent with the Commission's mission and annual work plan. The Commission may ask the Council to amend its work plan if it wishes to add or remove items from its work plan during the year.

B. Records

All minutes and resolutions shall be in writing and shall be kept in accordance with City procedures, Minnesota Statute and Rules regarding preservation of public records and the Minnesota Government Data Practices Act. The following is an inexhaustive list of Commission records. The Commission may approve any document or record not listed to be retained as an official record by a majority vote

- GVPD Organizational chart
- Anonymized recruitment and retention demographic report by position maintained by the Human Resources Department
- Records of classification studies, actions and job descriptions (describing typical duties, responsibilities and minimum qualifications)
- Documents produced as a result of commission work or relied on by the commission to carry out its work
- All data published by the Golden Valley Police Department on the GVPD window or similar data portal.

C. Work Plan

The Commission will draft an annual work plan that details activities and projected timelines for the upcoming year.

- The Chair may appoint Commissioners to be primarily responsible for each work plan activity.
- The Commission may establish subcommittees to oversee work plan activities. The subcommittees will be chaired by Commissioners appointed by the Chair.
- The Commission's work plan will be submitted to the City Council, typically during the first quarter of the calendar year. The Chair and/or Commissioners will attend a Council/Manager meeting to discuss the annual work plan with the City Council.
- The Commission's work plan must be agreed upon by the City Council.

D. Annual Report

The Commission shall submit an annual report to the City Council summarizing the past year's activities. The report may highlight information the Commission finds appropriate to convey to the City Council.

- The Chair or Vice-Chair will prepare the report for approval by the Commission. Commission members may submit signed addenda presenting alternative conclusions or perspectives.
- The report and addenda are submitted to Council with the current year work plan in the first quarter of the calendar year or as soon thereafter as possible.

E. Subcommittees

The Commission may create subcommittees to plan and direct activities related to the duties and responsibilities of the Commission and to facilitate and implement work plan activities.

- Subcommittees will be chaired by Commissioners appointed by the Chair and shall not consist of a majority or more of currently appointed Commission members.
- A majority of the subcommittee must be present to conduct business, including the subcommittee chair.
- The Commission may consolidate or dissolve subcommittees at any time.
- The subcommittee chair may appoint other Commissioners and community members to the subcommittee, provided that the subcommittee at no time consists of a majority or more of currently appointed Commissioners.
- The subcommittee chair shall report back to the Commission about its activities as an agenda item at regular Commission meetings.
- Subcommittee meetings shall be held at a date and time that does not conflict with the Commission's regular and special meetings. The staff liaison shall be notified of the date, time, location and topic of all Subcommittee meetings.

F. Performance of Duties

Commissioners are expected to adequately prepare for meetings. Commissioners unable to complete an assigned task should notify the commission chair or subcommittee chair as soon as possible. All members are expected to actively participate in the substantive work or participate in a subcommittee. The staff liaison may ask the City Council to review a Commissioner's appointment based upon its assessment of significant lack of performance.

Article V: Amendments and Revisions

The Commission will review these bylaws no later than the second meeting after May 1 every three years. Members may present recommendations for changes and amendments. These bylaws can be altered or amended at any regular monthly Commission meeting with a majority of members present, provided that notice of the proposed changes and amendments is provided to each member at least 10 business days before the meeting. The Council must review and approve any changes to, and has final authority regarding, these bylaws.

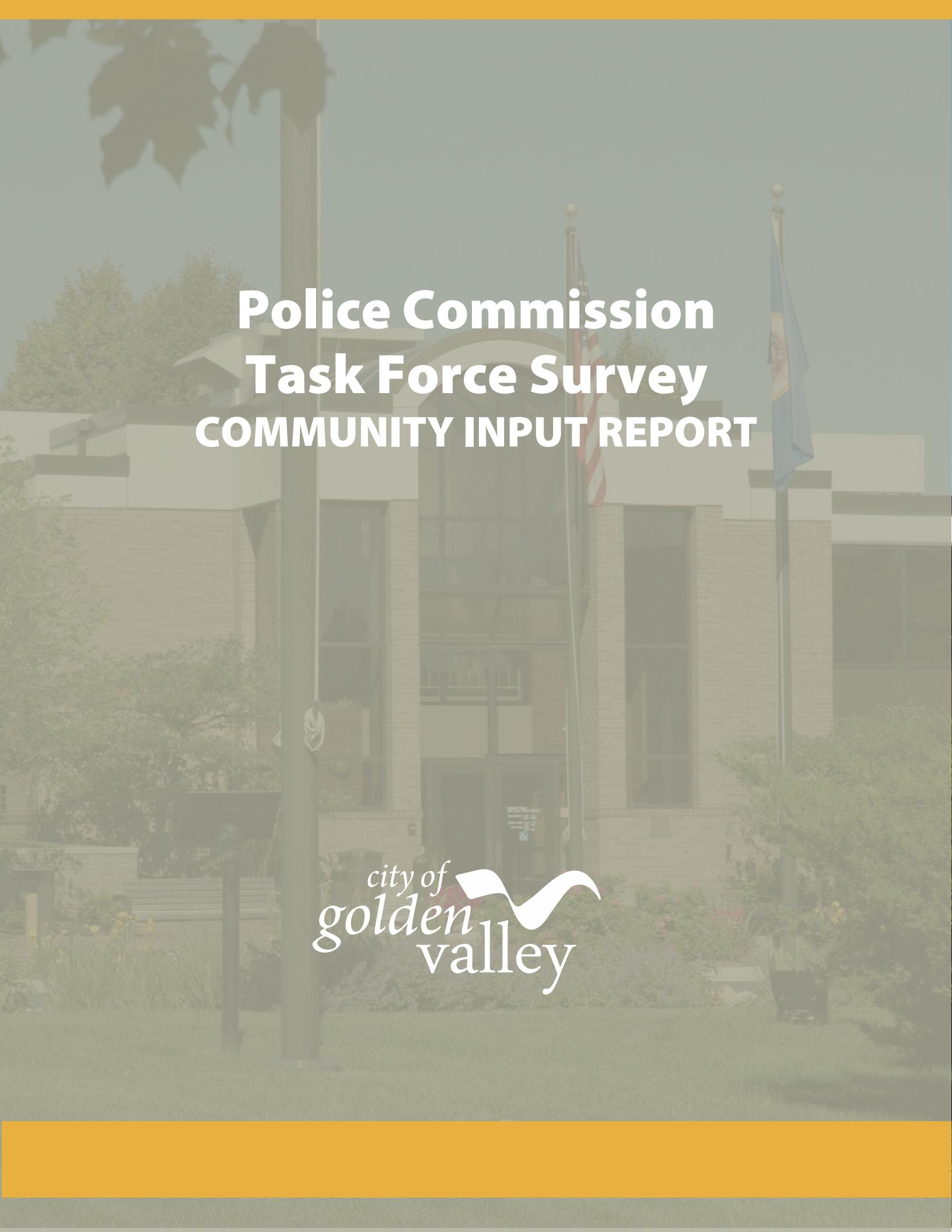
Article VI: Definitions

For purposes of the of the PEACE Commission's work, the following terms shall have the meanings given below:

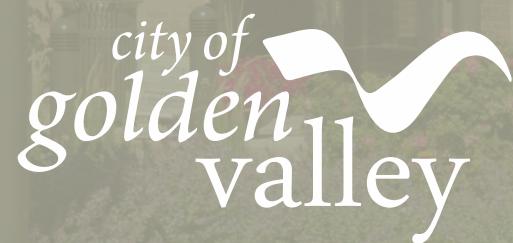
- *Accountability*: A range of actions to mitigate harm and to restore mutual respect, as defined by impacted parties and the Commission.
- *Community*: Residents, visitors, businesses owners, workers and members of surrounding communities that interact and utilize GVPD services.
- *Community Engagement*: Conversations and activities that promote reciprocal communication of knowledge, perspectives and ideas to build trust and mutual respect between and GVPD.
- *Data*: Quantitative and qualitative information, including narratives from all perspectives, gathered, synthesized and published by GVPD, the PEACE Commission or other organizations relevant to the work of the Commission.
- *Gender fluid*: Individuals whose gender varies over time. A gender fluid person at any time may identify as male, female, gender, or any other non-binary identity or some combination of identities.

- *Gender non-conforming*: Individuals who do not adhere to the traditional gender expectations for appearance and behavior of people of their assigned gender. Some identify as transgender, but others do not.
- *Historically harmed*: Individuals and groups associated with social identities that have been historically and presently harmed by the American system of policing (i.e. LGBTQ+, American Descendants of Slaves (ADOS), Black, Indigenous and Latina/o/x community members, individuals with mental and physical dis/abilities, immigrants, refugees, etc).
- *Racism*: The normalization and legitimization of an array of dynamics – historical, cultural, institutional, and interpersonal – that routinely advantage Whites while producing cumulative and chronic adverse outcomes for Black, Indigenous, and People of Color (racialequitytools.org).
- *Transparency*: A principle of institutional commitment to be open and forthcoming with data and information.

Exhibit C: Community Input Report



Police Commission Task Force Survey COMMUNITY INPUT REPORT



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Overview

Soliciting public input is a major component of the Golden Valley Police Commissions Task Force's (PCTF) work.

Staff solicited input from the community through an online survey regarding the following areas:

- police accountability
- police/community relations
- demographics of survey respondents

To promote the survey, the City published a podcast on the PCTF's work and ways community member can get involved. It also published social media posts on Facebook, Twitter, NextDoor, and Instagram.

The City further promoted the survey by providing Task Force members with a Communications Toolkit of sample social media posts and newsletter stories to share through their own networks.

Online Survey

The survey asked for public input on each of the areas under consideration. It also asked five demographic questions regarding housing status, gender identity, relation to Golden Valley, and more.

The survey was active from March 21–April 2, was limited to one response per IP address, and had 136 responses.

Podcast

PCTF members recording a 15-minute podcast introducing the task force and its work. It also included information regarding community member engagement, including the survey and other methods.

As of April 6, 2021, the podcast had 106 views on Instagram and 21 views on YouTube.

Social Media Outreach

The City posted information and reminders about the the survey four times on Facebook, Twitter, and NextDoor while it was active. See Appendix A for reach and engagement details for each post.

Accountability

Police accountability looks like _____ to me? Please rank with one being most important and three being least important.

Based on response averages, the highest ranked item is *data-based department goals and decision-making*, and the lowest ranked item is *the review of citizen complaints by a civilian review board*.

Item	1	2	3	Weighted Avg
sharing demographic data about police interactions (who is getting stopped and why)	38	58	40	2.01
data-based department goals and decision-making	58	37	41	1.87
the review of citizen complaints by a civilian review board	40	41	55	2.11

What else does police accountability look like to you? (optional)

This question was open ended and gathered no statistical data.

Open Ended Answers
It looks like the inability to get a job as a peace officer if you violated police rules in another department.
It looks like independent third party investigations and reviews of officers.
Anti-domestic abuse training for officer's home lives.
Extensive police background checks and annual psychological examinations.
Fired if found to be in serious violation of civilian law. (Fraud, etc.)
Morality oaths.
Accountability is not only about review and tracking. It is also being able to take the feedback/review (from internal and external stakeholders) and institute changes as needed.
Police also being able to hold other police accountable. No matter rank.
Everyone should have the same protection under the law.
holding each other accountable
Letting police do their job but allowing and requiring them to be accountable for their actions!
Regular and meaningful interaction with the community. A TRUE "service" mentality - they are here to serve, but we rarely experience that. Making a true effort to get to know and to LISTEN to the community they serve without defensiveness – this has been a big challenge with GV police. I've attended "coffee with a cop" and they are NOT open to discussion about equity issues. Very defesnives. They need a GROWTH MINDSET, and they need it now.
Transparency regarding policy, training, spending and decision making.
Removing the freedoms & protections blindly provided to police officers and further defining the 'fear for your life' definitions. Civilian participation in the internal affairs/BCA processes for un-armed deaths of civilians by police officers.
Police Department Administrators (those with the knowledge, experience, and paid to do so) holding officers accountable for their actions

CITIZEN control over our policies, practices, and penalties. Military control is in the hands of civilians and that is supposed to hold them accountable. Similar process for police and policing.
Demonstrating unbiased responses to traffic stops & emergency calls
Having records of interactions with citizens available to be reviewed by citizens if they ask
transparency
Transperancy
No qualified immunity. Internal and external checks and balances aimed at ensuring that police carry out their
duties properly and are held responsible if they fail to do so. Actual punishment for misconduct and possible termination.
End Broken Windows Policing: decriminalize crimes that do not threaten public safety, end profiling and stop and frisk policies, and establish alternative approaches to mental health crises.
Community Oversight: establish effective civilian oversight structures and remove barriers to report police misconduct.
Limit Use of Force: establish standards and reporting of police use of deadly force, revise local police force policies, end traffic-related police killings and high-speed chases, and monitor how police use force and increase accountability for use of excessive force.
Independent Investigations and Prosecutions: lower the standard of proof in civil rights cases against police, use federal funds for independent investigations and prosecutions, establish a State Special Prosecutor's Office for police violence cases, and require independent investigations for all police killing or serious injury cases.
Community Representation: recruit police officers who represent the demographic characteristics of their communities and use community feedback to inform policies.
Film the Police: require police body cameras and legislate/uphold the right to record police.
Training: invest in rigorous and sustained training and consider unconscious/implicit bias testing.
End Policing for Profit: end police department quotas, limit fines and fees for low-income citizens, forbid property seizure, and require police budgets to pay for misconduct fines.
Demilitarization: end the federal government's 1033 Program to supply military weaponry to local police departments and institute local restrictions to prevent the purchase of military weapons by police.
Fair Police Contracts: remove barriers to misconduct investigations and civilian oversight, keep officer disciplinary history accessible to police departments and to the public, and ensure financial accountability for officers and police departments that kill or seriously injure civilians.
Social service integration into policing. Collaboration with human services organizations to provide services and address root causes of crime -poverty, housing, food insecurity, transportation and systemic racism.
Not hiding your data 2 weeks after the murder of George Floyd. Dash and body cams. No choke holds. Employing social workers.
independent reviews of complaints; transparency/published data; police accountability committee
Accountability looks like cops having each complaint in their files and not protected by the union and then losing their jobs or going to prison when they have abused their positron of power.
Transparency, mitigation, de escalation, more communication, better community involvement.

Reducing crime rates.
Wearing and turning on police cams during encounters with citizens.
No union political contributions accepted, period
Thorough independent review (by outside law enforcement agency, such as BCA and possibly community members) of complaints or officer-involved incidents. Due process should be afforded to the officer.
Sharing with the community the EVIDENCE BASED steps that the department is taking to reduce bias.
more transparency about officer complaints and citations
Keep residents & property safe.
Treating every human being as an equal regardless of their appearance. No excessive use of force especially on minority groups. 1. Creating awareness and communications where problems exist. 2. Working with the community to resolve problems 3. Repeat
Protecting and serving the community and keeping everybody safe. Doing the job without worrying about "political correctness."
Would like to see annual report with data on sex and race of those hired, arrested, prominent issues and goals of department.
Robust POST Board licensing
every officer being committed to promoting community safety, even when that means confronting other officers about their wrongdoings
It's hard, but we all have implicit bias, and it would be great for police and citizens to figure out how that affects our actions, to aim for equitable treatment of others.
Keeping citizens of Golden Valley safe. That should be the priority.
No qualified immunity. Local officers that have to look the community in the eye off duty
Police departments being critical of their own actions and owning when any one makes a mistake, including disciplinary action and termination when warranted.
Not hiring officers with a know history of racial bias.
Transparency in what is happening in the community / number of crimes / what is being investigated and progress on investigations. Believe this would be most effective through an email list that residents can opt into vs postings on the website and Facebook.
Less police
Keeping citizens of Golden Valley safe. That should be the priority.
Body cams that can't be turned off
Accountability for officers with prejudice or racist views provoking unnecessary interactions with civilians.
Treating them like the professionals they are! They need to be accountable for their own behavior just like we all do!!
Defunding the police. Getting police out of schools so that tax payers funding education do not double fund police. Having someone outside the scope of police respond to mental health calls. Having local police stop harassing and killing our community members.
Community engagement
Reponding to calls as quickly as possible. Courteous and respectful interactions with citizens. Efficient and fair delivery of police services - controling crime and maintaining order fairly
showing up in the community and being seen around the city. I appreciate seeing the police drive by our neighborhoods but it would be nice to have the ability to interact with them so they can get to know people on a personal level. Maybe just walking the streets on warm days/weekends, etc.
Not enough emphasis is being placed on crime prevention via a robust police force. Ultimately the police force is accountable to the taxpayers who expect safe communities. Expand the force.

Are police visible patrolling the streets? Do they meet with residents to discuss crimes in the areas and what to keep an eye on? Do they connect and talk to residents informally so that residents feel they know someone on police force they feel they can trust.
Less power of the union to influence outcomes. Chief and not mediators making discipline decisions.
I think that the contract with the officers' union needs to be easily available on the city website. I think that step-by-step instructions for things like complaining about an interaction, inquiring about an officer's actions, implementation of department policy, etc. need to be easy to find on the city's website. I think it needs to be clear exactly what the disciplinary steps are that can occur should officer misconduct happen.
Clear policies and procedures, and strict following of these policies. I think GVPD already does this. We have the best PD.
If a officer is in the wrong they are punished correctly
1. Sharing the FACTS; 2. Enforcing any laws that were broken; 3. Consequences for actions.
Transparency. Open communication and dialogue with the city. Regular training.
Body cameras on when on duty, unless taking a break or restroom break.
Looking at actions based on facts, not emotions
If a police officer is accused of wrongdoing there needs to be an outside entity that reviews it, not the police themselves.
Supporting the police and recognizing they have to make rapid decisions under pressure out in the real world, however, being realistic when very poor decisions are made and improvement is needed.
Keeping the public safe
Who What When WHY Whre How
Active Policing, investigating crimes, making arrests as needed and working with prosecutors to make sure violent (especially repeat) offenders are actually convicted and jailed.
Priority on crime no mater what color, sexual preference or class.
Provides assistance/help in community goals. Such as interaction with community events, school safety where needed. Also things that allow them to meet the people they support and inturn who support the police.
Understanding what needs citizens have and not discounting them. Being proactive in problem solving instead of saying "I can't".
Police who give all citizens the benefit of the doubt and prioritize protecting and serving said citizens over material goods or power dynamics.
Having a community and police based overlook at complaints. 1/3 officers to provide experience and explanation officer thinking and actions 2/3 unbiased community to determine if the officer is truly violating a person in some manner
Na
Clear mission statements and accountability
Making sure the city provides sufficient resources to the department to attract top talent and provide quality training to staff.
Keeping us safe while dismantling systemic racism in the police department
Establishing policing objectives that are more than merely asserting control and include de-escalation and identification of the need for other professional involvement (such as mental health or crisis management)
High standards for police officers that are expected to be met when it comes to interacting with the general public and if they aren't met they are punished for it. Officers being aware of their own biases and actively working to dismantle them.
Publishing raw data allowing analysis by homeowners:
Date of initiation of incident

how interactions were initiated (911 calls, calls to non emergency number, etc)

How they were categorized at initiation

Who was sent out (sworn police officer, other) for each person sent out

Categorization of incident after call (could be multiple)

End result (arrest, warning, etc)

Crime prevention strategies. What the plan is to be proactive vs reactive.

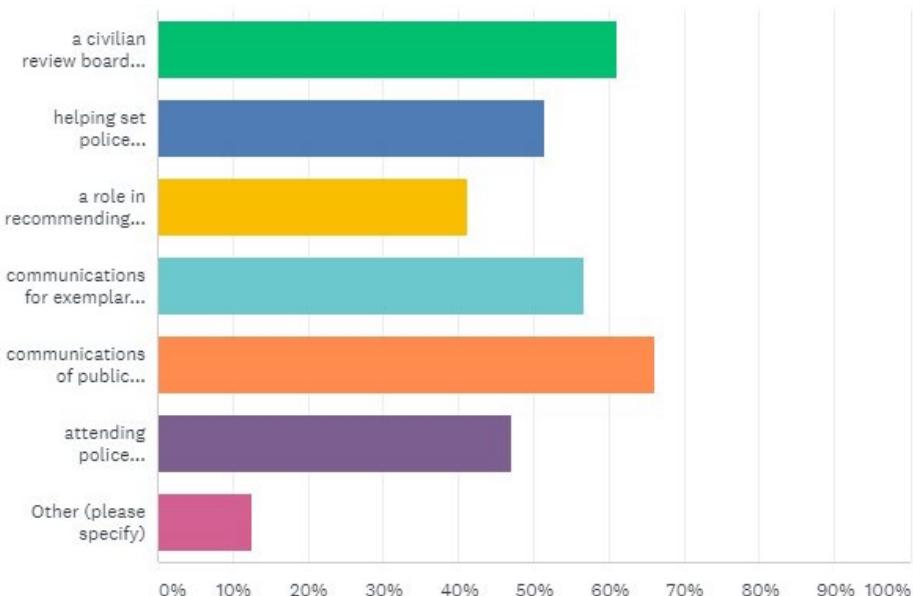
Change starts within. When police officers have conversations about bias within, and challenging each other's bias, we know we're on the right track.

NA

Community

Community involvement in policing looks like _____ to me? (check all that apply)

Of the 136 responses to this question, 90 (66 percent) answered *communications of public safety efforts by civilians (neighborhood watch and other groups)*, 83 (61 percent) answered *a civilian review board (review of citizen complaints and corresponding encounters)*, and 77 (57 percent) answered *communications for exemplary police work*.



Other Answers

Affirmation of policing practices that set high standards so that all citizens will respect law enforcement.

I do NOT feel there should be civilian watch groups.

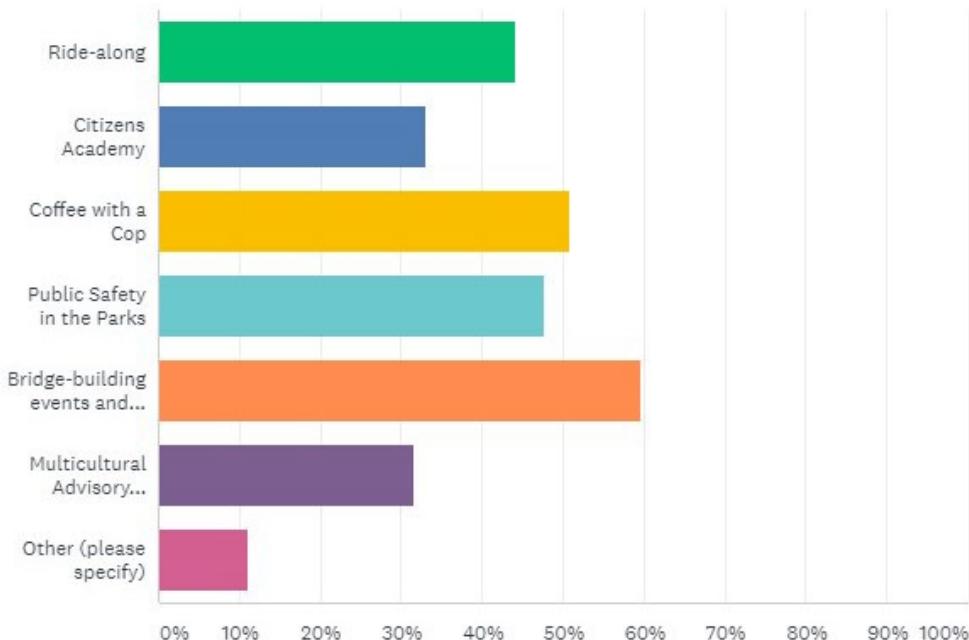
Community hiring board, input on hiring that is real

Police who have a vested stake in Golden Valley, hopefully as residents as well as Civil Servants.

Community Representation: recruit police officers who represent the demographic characteristics of their communities and use community feedback to inform policies.
Cops that walk. Get out of your cars and interact with people
Cops need to be held accountable for their actions and behavior
police being a part of the community, not apart from it
Less militarized equipment
Where applicable, implement the findings of Chapter 11 of the 1968 Kerner Commission Report.
Communication of what's happening in our community and what's being done to address issues. As well as communication on hiring and training for bias and how the department is holding offices accountable.
Defunding police to increase other community supports
City Council and police leadership collaboratively setting community priorities for controlling crime and maintaining order fairly and effectively
Citizen committee advising police leadership
I do not hold a degree in Law Enforcement and I may have questions, but I am not qualified to set 'policy' or 'priorities' for any law enforcement agency.
The role in training would be to use civilian volunteers in situation training. Hospitals use volunteer as patients to train for different patient responses.
Reporting in funding of personnel in the department and on availability of officers to respond to calls immediately

**I'd attend these types of events if sponsored by the GVPD or a City commission.
(check all that apply)**

Of the 136 responses to this question, 81 (60 percent) answered *bridge-building events and conversations*, 69 (51 percent) answered *Coffee With a Cop*, and 65 (48 percent) answered *Public Safety in the Parks*.



Other Answers

none
Police data deconstruction survey
Events sponsored with minority organizations as a white woman its not my voice that needs to be listened to
Budget review
Conversation led by experts on racism, bias and how we can address in policing and our communities. I see this as a meeting sponsored and attended by the GVPD that also includes residents.
Dafuq. City commission maybe. GVPD nope. The timing on this entire survey is off.
Public Safety Open House, Night to Unite
It depends on my time. I would do all if I didn't have other things I had committed to doing.
Annual neighborhood watch meeting on my block, not a large community center, attended however briefly by a police officer.
I have done ride-along with Hennepin County Sheriff's office midnight to 6 am and it was very enlightening and gave me a whole new respect for our officers who protect us 24/7!
None
Ways to allow the cop and the citizen to their views face to face with out raised voices.
Any type of DV awareness
Community diversity education training
Booths at local festivals (pride, farmers market, etc)

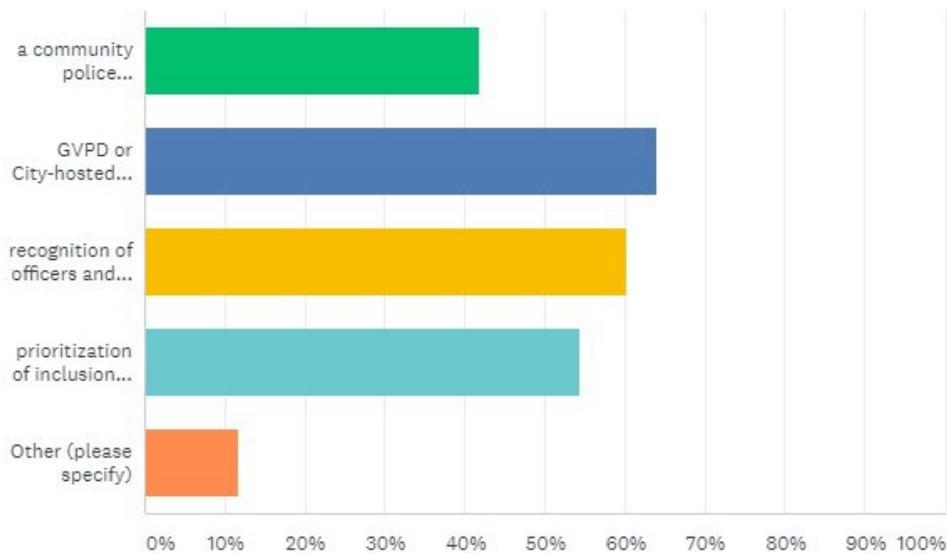
I'd like to see community members talk about _____. Please rank with one being the most important and six being the least important.

Based on response averages, the highest ranked item is *trust, experiences, safety, and concerns of historically over-policed populations*, and the lowest ranked item is *enhanced and innovative hiring practices (scholarships/loan forgiveness, etc)*.

Item	1	2	3	4	5	6	Weighted Avg
community support of police	51	15	11	7	18	34	3.21
trust, experiences, safety, and concerns of historically over-policed populations	41	19	17	21	22	16	3.09
mandated police training	20	25	27	28	18	18	3.39
strategies to connect residents with the GVPD	14	41	20	27	20	14	3.29
the diversity of GVPD officers and staff	4	22	28	27	30	25	3.97
enhanced and innovative hiring practices (scholarships/loan forgiveness, etc)	6	14	33	26	28	29	4.05

I'd like to see _____ in an effort to improve police-community relations in Golden Valley. (check all that apply)

Of the 136 responses to this question, 87 (64 percent) answered *GVPD- or City-hosted community conversations about different topics/events*, 82 (60 percent) answered *recognition of officers and members of the public for contributions*, and 74 (54 percent) answered *prioritization of inclusion and trust-building*.



Other Answers

I support efforts to build understanding and respect for law enforcement and for residents as well as for those visiting. Laws should be fair and enforced fairly.
Hi
Community education for citizens to understand the police procedures
No answer
Police that live in Golden Valley
More direct communication with residents via email
Defunding of police
Community listening sessions hosted by the City Council in collaboration with GVPD
A city council that is supportive of law enforcement
Prioritization of accountability for past misconduct and mistakes
Any communication building is wonderful, but civilians 'watching over the shoulder' is not positive.
None
Lose the unmarked squads. Don't get to catch citizens. Be visible to help them.
Improved visible support by the Mayor and City Council. It is currently lacking.
Dephasize race as an issue in hiring and police interaction with the public. In a society that is supposed to be color blind, there should be no willingness to prefer a candidate of color just because of that candidate's skin color. We want the most qualified candidates carrying guns.
Use social media. Have an officer "take over" for a day so we can get to know them.

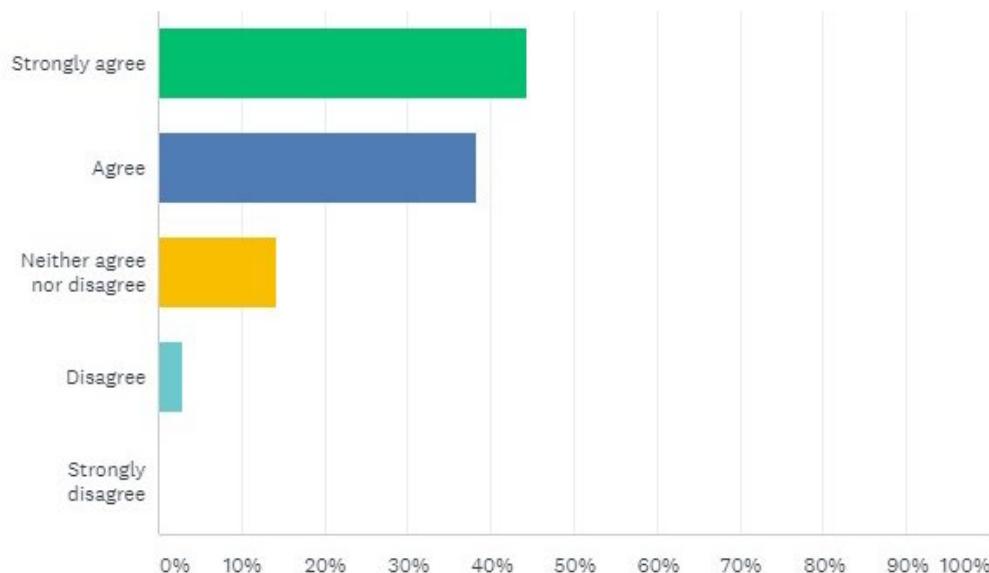
I'd be interested in learning more about _____. Please rank with one being the most important and eight being the least important.

Based on response averages, the highest ranked item is *understanding proactive policing*, and the lowest ranked item is *the role of police unions*.

Item	1	2	3	4	5	6	7	8	Weighted Avg
understanding proactive policing	42	24	19	12	10	10	10	9	3.29
police department operations	21	29	16	16	14	16	15	9	3.93
police training	22	24	28	15	20	16	6	5	3.62
hiring and efforts to recruit diverse officers	10	13	17	22	20	20	15	19	4.79
the role of police unions	2	7	6	19	16	15	32	39	6
body cameras and data collected	11	12	20	25	20	20	22	6	4.54
citizen complaints	17	14	15	10	22	21	19	18	4.73
sharing and using data and improving collection and analysis systems/procedures	11	13	15	17	14	18	17	31	5.11

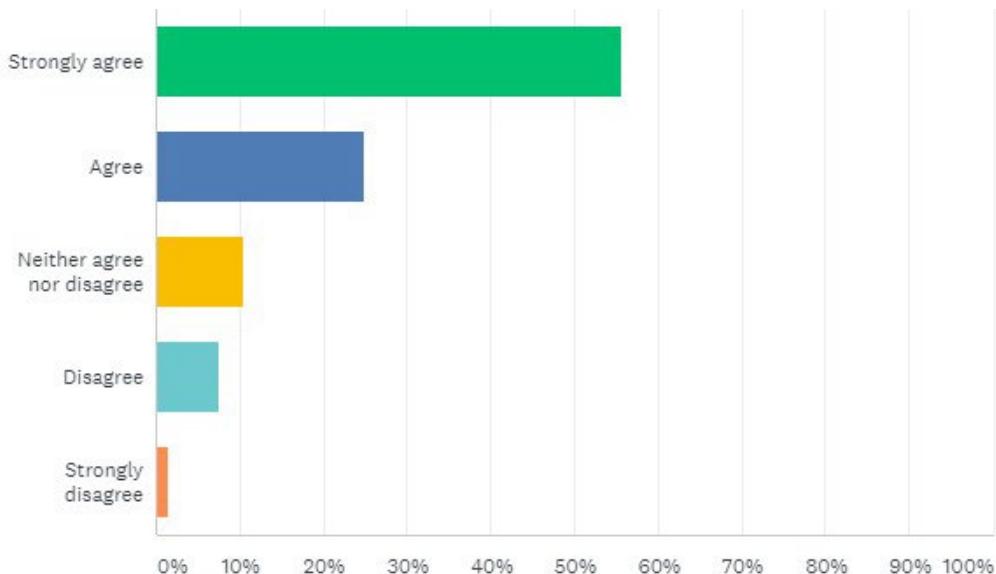
I feel Golden Valley police do a good job of protecting me and my family.

Of the 133 respondents, 59 (44 percent) strongly agree the Golden Valley police do a good job of protecting them and their family, 51 (38 percent) agree, 19 (14 percent) neither agree nor disagree, and 4 (3 percent) disagree.



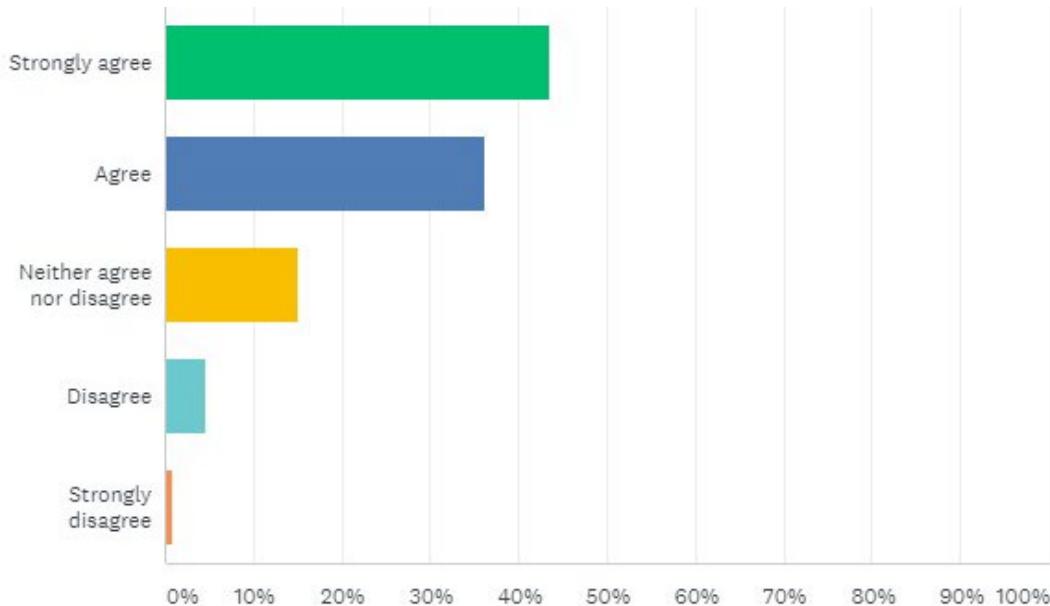
I feel safe and comfortable when I see an officer in Golden Valley.

Of the 133 respondents, 74 (56 percent) strongly agree they feel safe and comfortable when I see an officer in Golden Valley, 33 (25 percent) agree, 14 (11 percent) neither agree nor disagree, 10 (8 percent) disagree, and 2 (1 percent) strongly disagree.



I feel the Golden Valley police do a good job of maintaining public safety in the community.

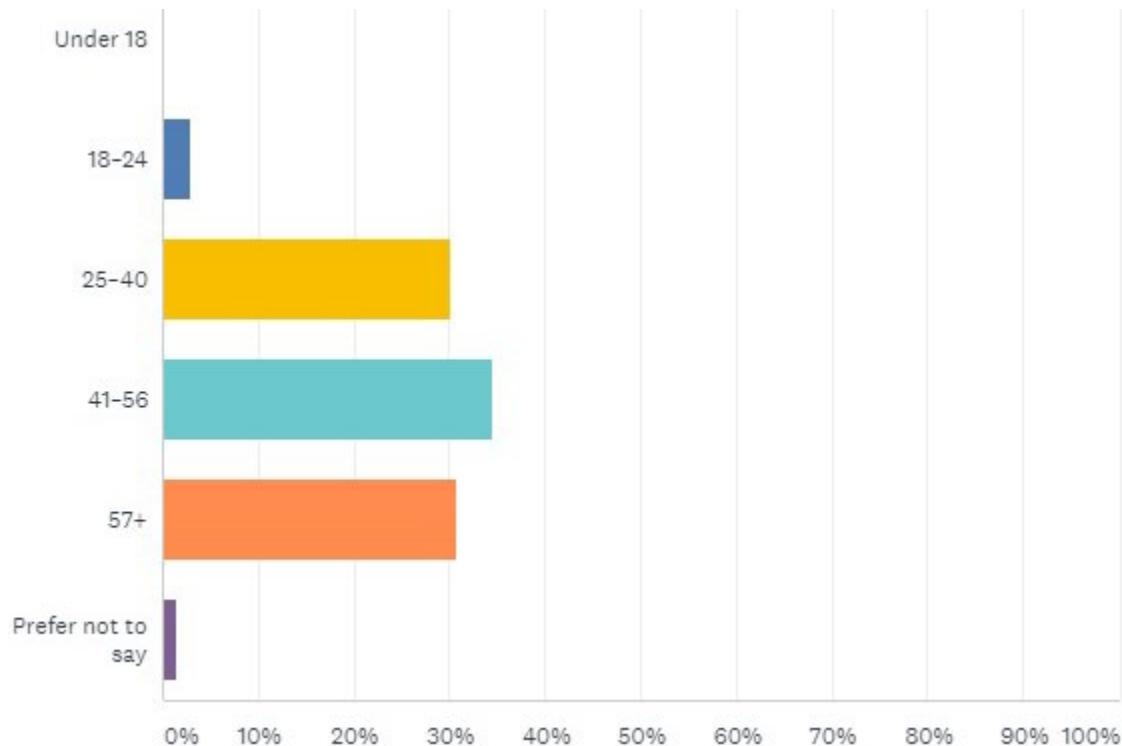
Of the 133 respondents, 74 (56 percent) strongly agree they feel safe and comfortable when I see an officer in Golden Valley, 33 (25 percent) agree, 14 (11 percent) neither agree nor disagree, 10 (8 percent) disagree, and 2 (1 percent) strongly disagree.



Demographics

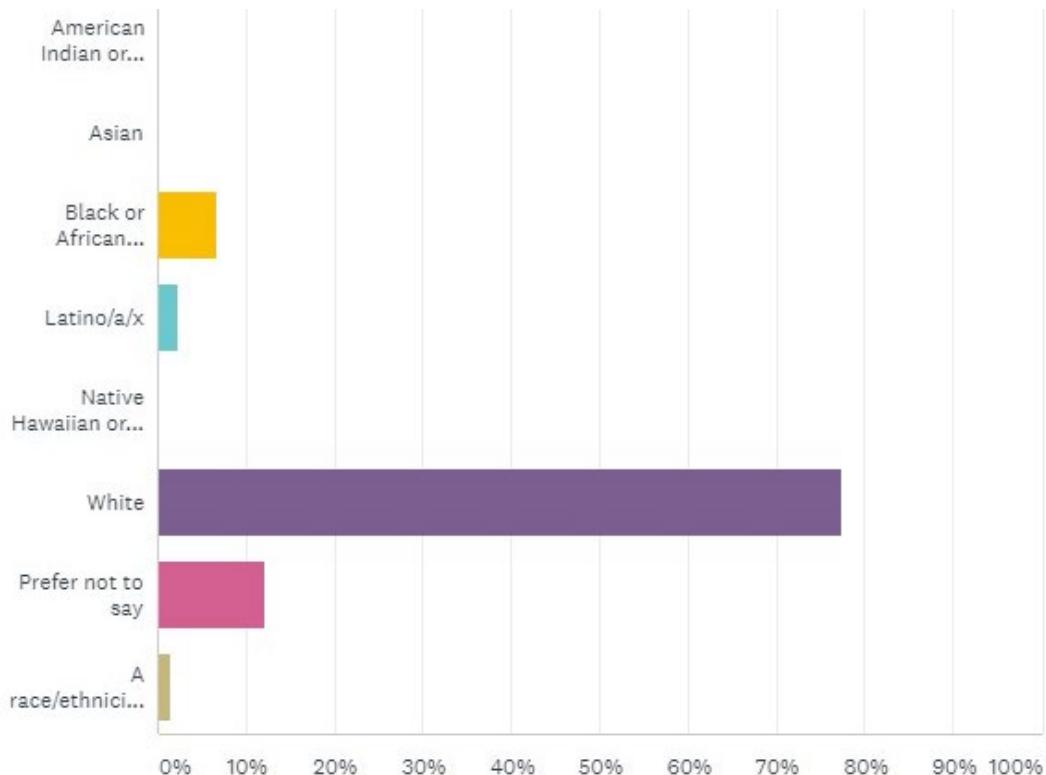
Age

Of the 133 respondents who answered this question, 46 (35 percent) are aged 41–56, 41 (31 percent) are 57+ years old, and 40 (30 percent) are between the ages 25–40.



Race & Ethnicity

Of the 133 respondents, 103 (77 percent) identify as White, 9 (7 percent) identify as Black, and 3 (2 percent) identify as Latino/a/x. Two (1 percent) answered *a race/ethnicity not mentioned (please specify)*. See answers below.



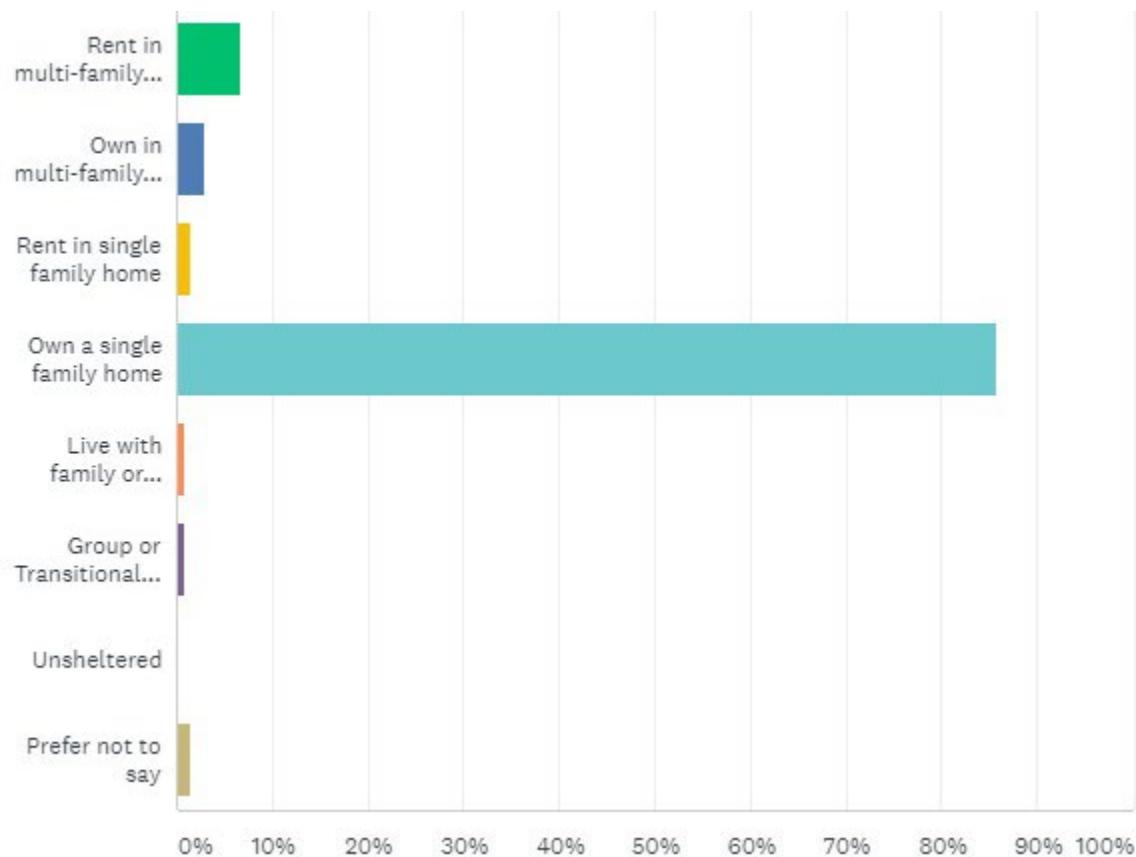
Other Answers

Bi-racial. White & Asian

Asian American

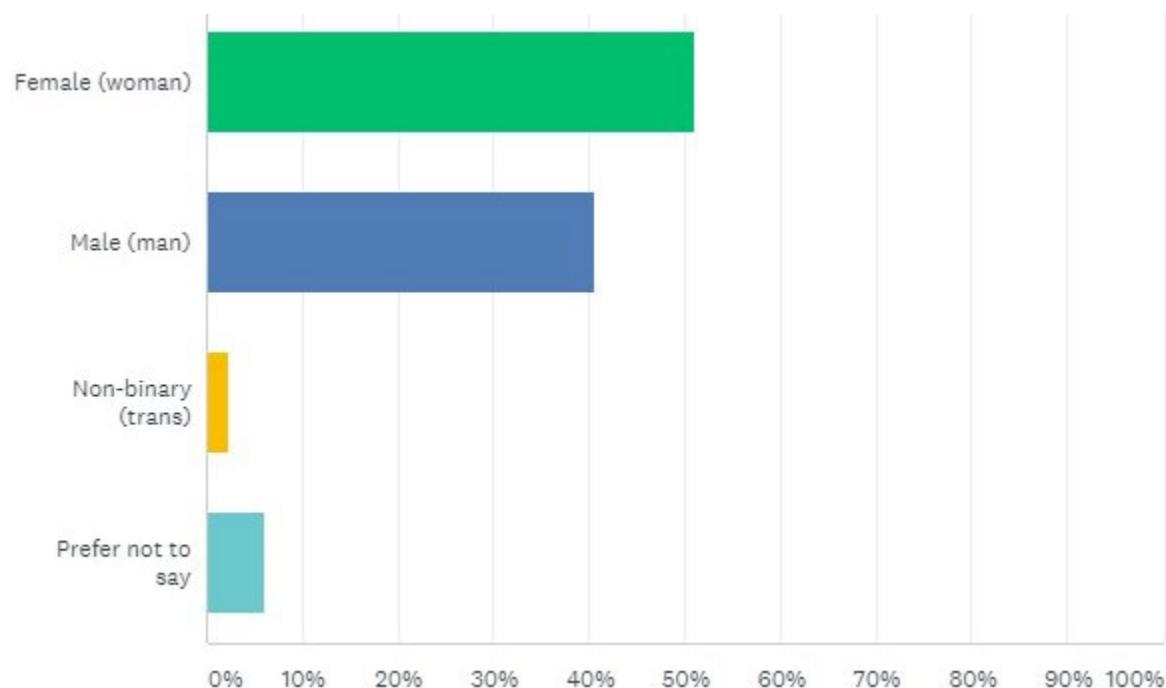
Housing Status

Of the 133 respondents who answered this question, 114 (86 percent) own a single-family home, 9 (7 percent) rent in multi-family or attached home (duplex, apartment, townhome, etc), and 4 (3 percent) own a multi-family or attached home (condo or townhome).



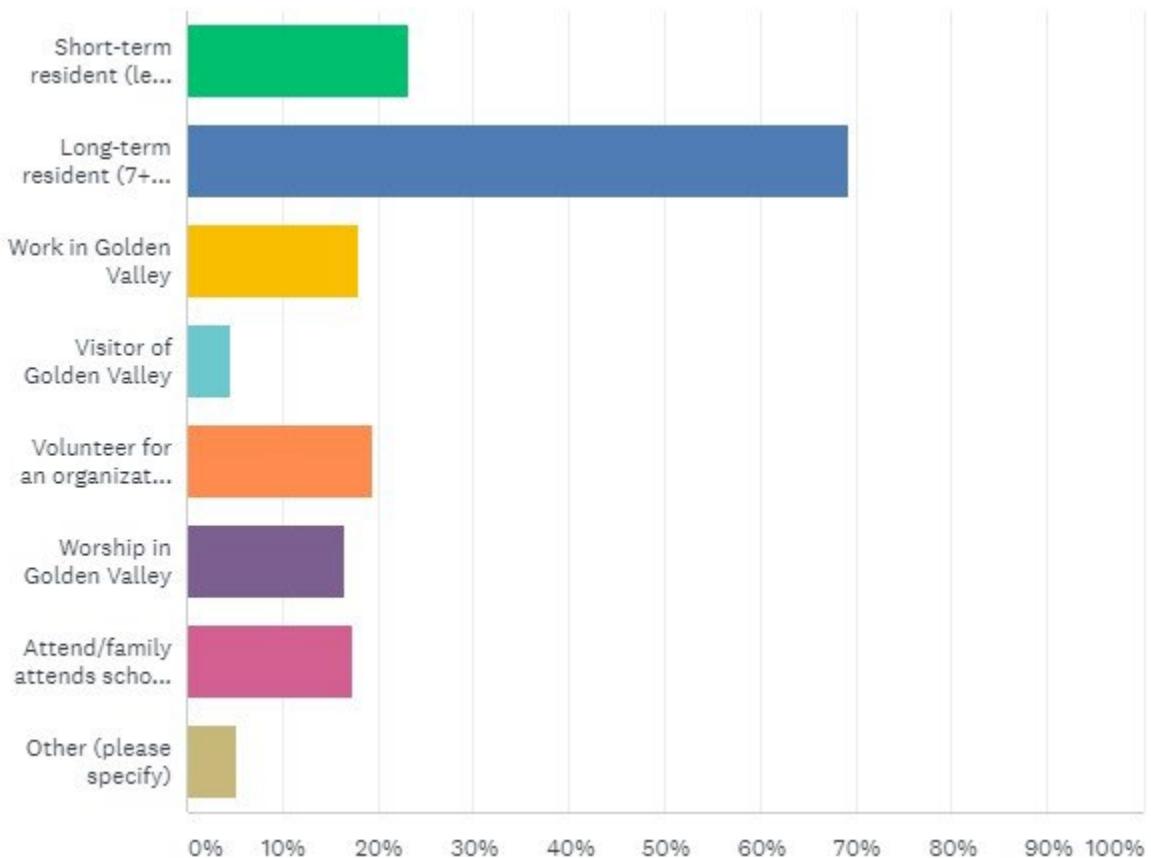
Gender Identity

Of the 133 respondents who answered this question, 68 (51 percent) identify as female, 54 (41 percent) identify as male, 3 (2 percent) identify as non-binary, and 8 (6 percent) prefer not to say.



Connection To Golden Valley (check all that apply)

Of the 133 responses to this question, 92 (69 percent) answered *long-term resident (7+ years)*, 31 (23 percent) answered *short-term resident (less than 7 years)*, and 26 (20 percent) answered *volunteer for an organization in Golden Valley*.

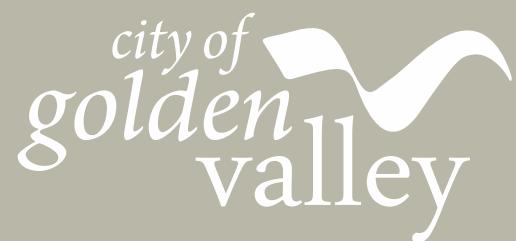


Other Answers

Follow Council and news articles
Meadowbrook Elementary Family
Have done some of all the above thru the years
worked and child attended school in golden valley
Travel through Golden Valley to get to work
GV resident for 48 years; all interactions with GVPD have been positive, helpful and constructive.
Rising TIDES Task Force

APPENDIX A

Social Media Reach And Engagement



SOCIAL MEDIA REACH AND ENGAGEMENT

Title

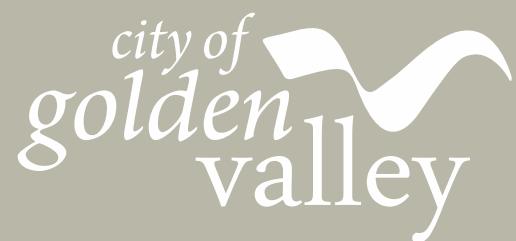
Reach = Number of people who saw the post

Engagement = Number of people who interacted with the post

March 22, 2021					
PLATFORM	REACH	ENGAGEMENT	LIKES	SHARES/RETWEETS	COMMENTS
Facebook	653	32	4	2	0
Twitter	1277	29	1	3	0
March 26, 2021					
PLATFORM	REACH	ENGAGEMENT	LIKES	SHARES/RETWEETS	COMMENTS
Facebook	398	3	1	0	0
Twitter	144	1	0	0	0
Comments					
NAME	COMMENT				
Bob LinDell	Yes. Let's get going.				
March 31, 2021					
PLATFORM	REACH	ENGAGEMENT	LIKES	SHARES/RETWEETS	COMMENTS
Facebook	393	10	0	0	0
Twitter	296	4	0	0	0
April 2, 2021					
PLATFORM	REACH	ENGAGEMENT	LIKES	SHARES/RETWEETS	COMMENTS
Facebook	335	4	0	0	0
Twitter	373	3	0	0	0

APPENDIX B

Questions 8–10 Breakdown By Demographic

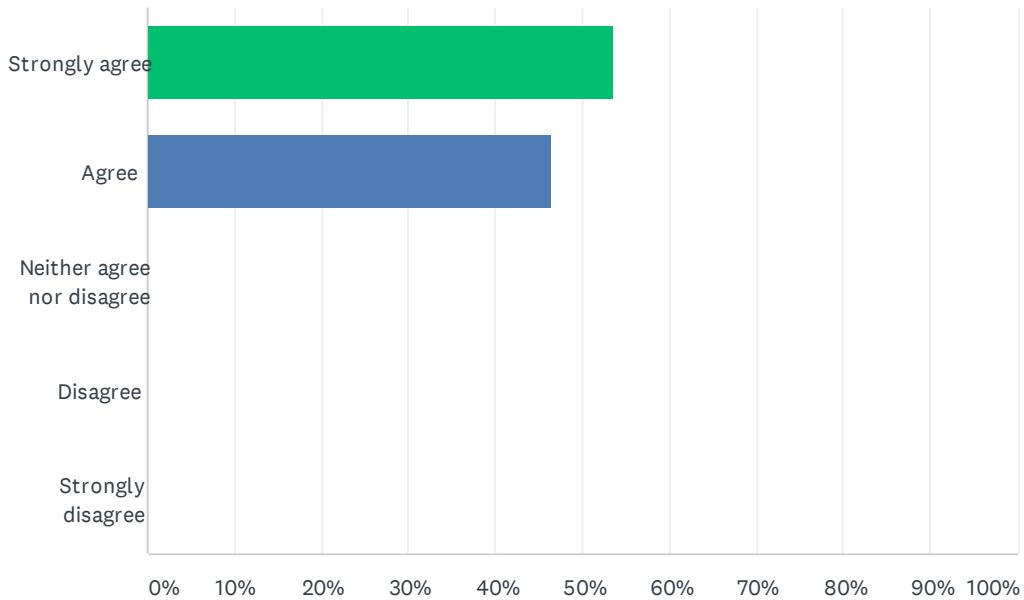


Question 8

Demographics Of Respondents Who Answered Strongly Agree Or Agree

Q8 I feel Golden Valley police do a good job of protecting me and my family.

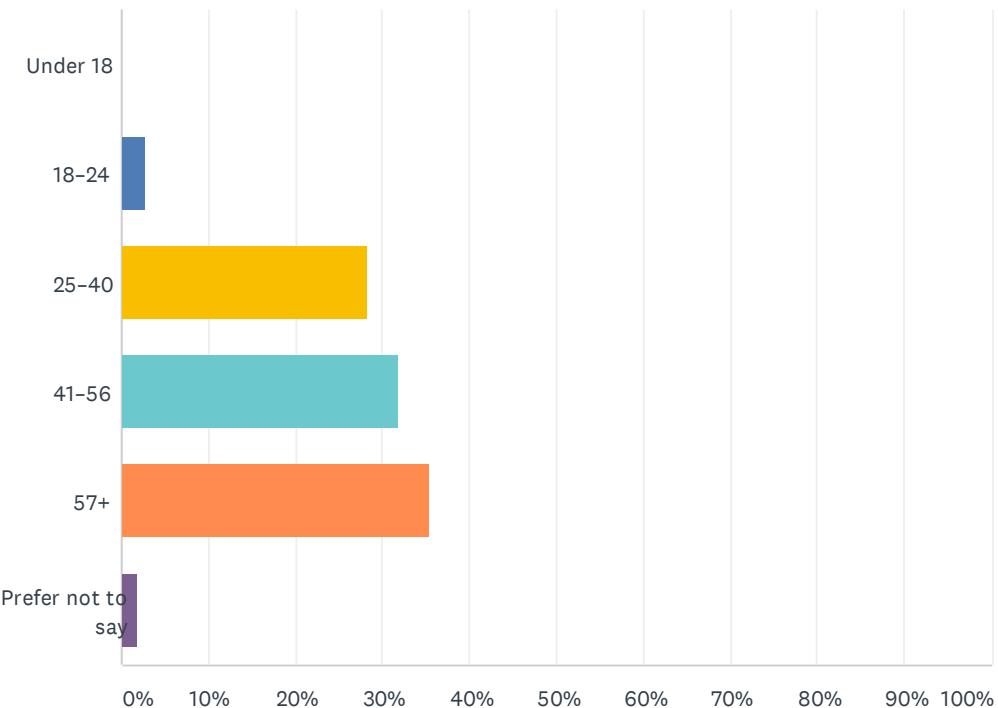
Answered: 110 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	53.64%	59
Agree	46.36%	51
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		110

Q11 Age

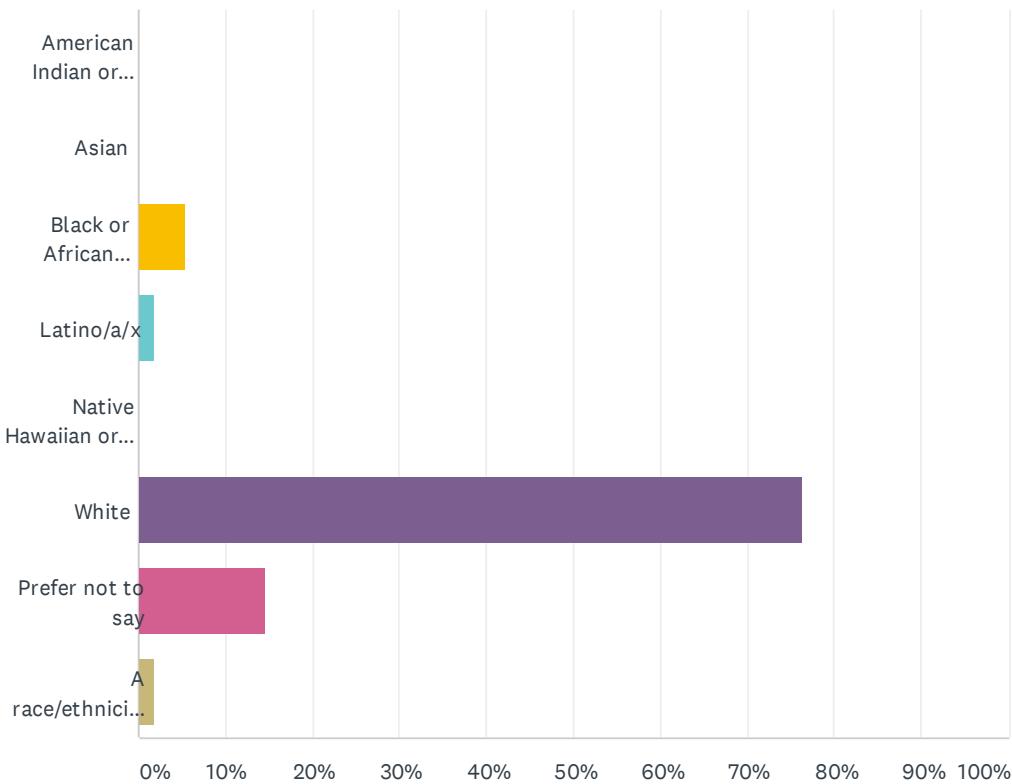
Answered: 110 Skipped: 0



ANSWER CHOICES	RESPONSES
Under 18	0.00%
18-24	2.73%
25-40	28.18%
41-56	31.82%
57+	35.45%
Prefer not to say	1.82%
TOTAL	110

Q12 Race & Ethnicity

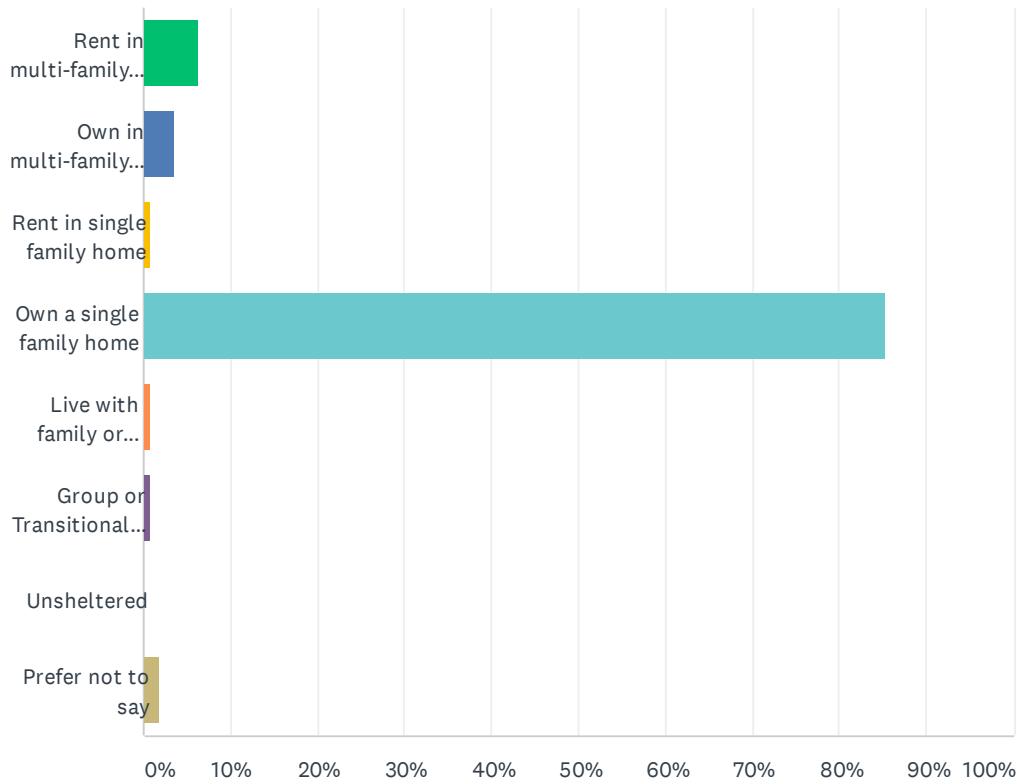
Answered: 110 Skipped: 0



ANSWER CHOICES	RESPONSES
American Indian or Alaska Native	0.00% 0
Asian	0.00% 0
Black or African American	5.45% 6
Latino/a/x	1.82% 2
Native Hawaiian or other Pacific Islander	0.00% 0
White	76.36% 84
Prefer not to say	14.55% 16
A race/ethnicity not mentioned. (please specify)	1.82% 2
TOTAL	110

Q13 Housing Status

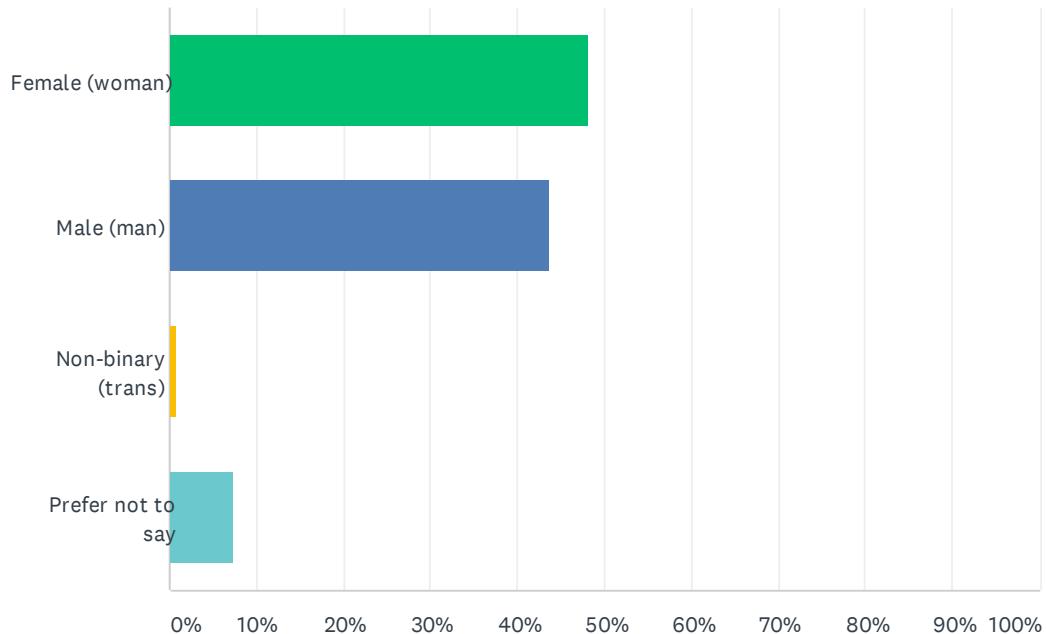
Answered: 110 Skipped: 0



ANSWER CHOICES	RESPONSES	
Rent in multi-family or attached home (duplex, apartment, townhome, etc)	6.36%	7
Own in multi-family or attached home (condo or townhome)	3.64%	4
Rent in single family home	0.91%	1
Own a single family home	85.45%	94
Live with family or friends	0.91%	1
Group or Transitional housing	0.91%	1
Unsheltered	0.00%	0
Prefer not to say	1.82%	2
TOTAL		110

Q14 Gender Identity

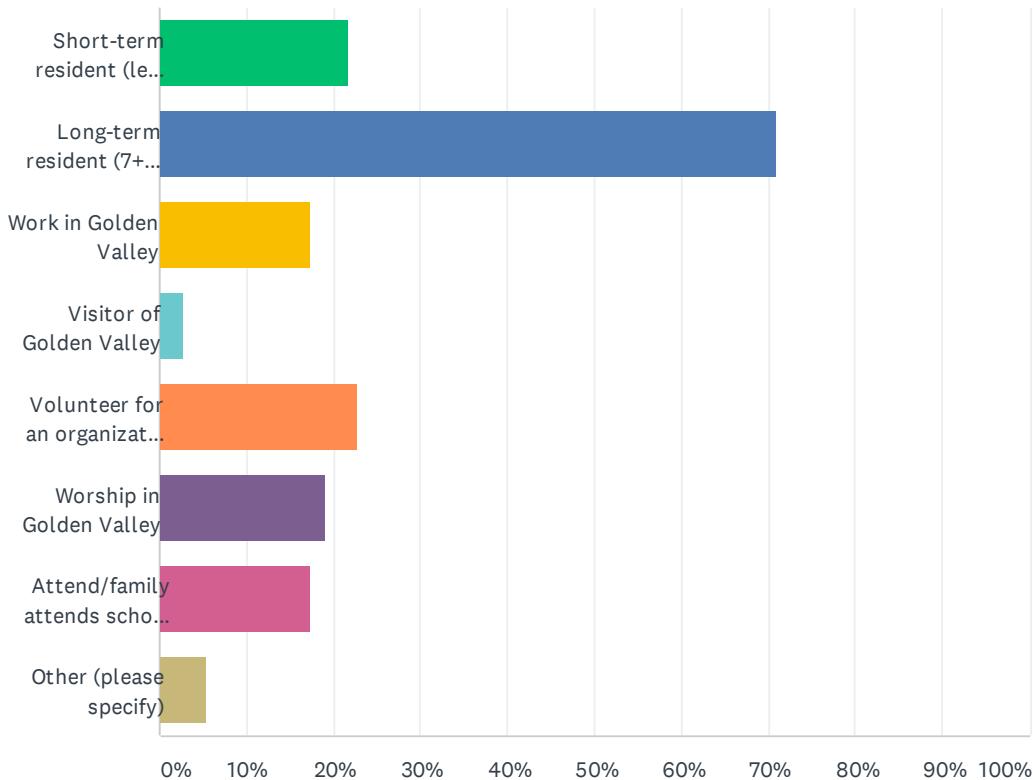
Answered: 110 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female (woman)	48.18%	53
Male (man)	43.64%	48
Non-binary (trans)	0.91%	1
Prefer not to say	7.27%	8
TOTAL		110

Q15 Connection To Golden Valley (check all that apply)

Answered: 110 Skipped: 0



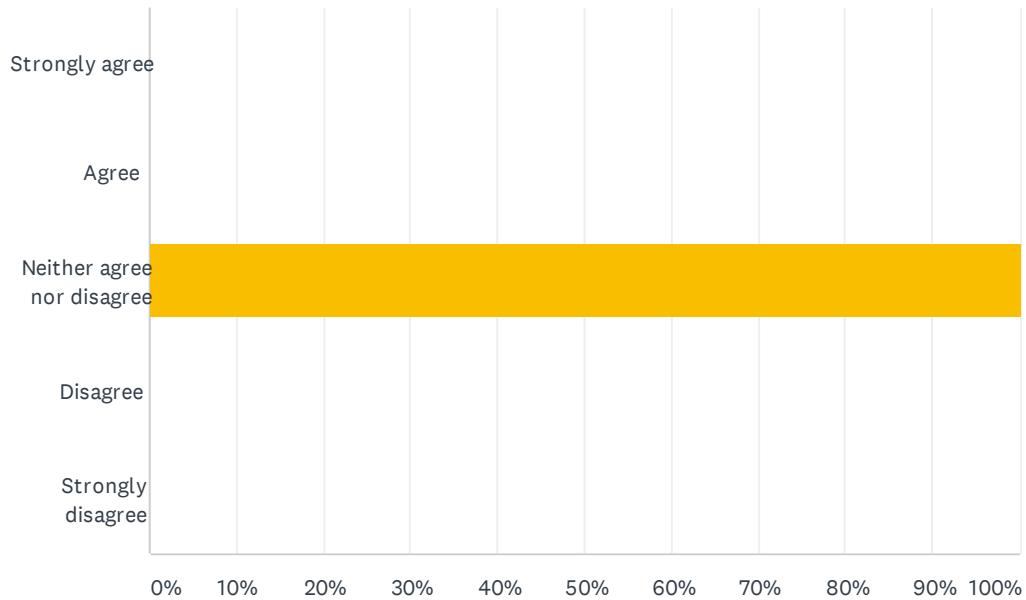
ANSWER CHOICES	RESPONSES
Short-term resident (less than 7 years)	21.82% 24
Long-term resident (7+ years)	70.91% 78
Work in Golden Valley	17.27% 19
Visitor of Golden Valley	2.73% 3
Volunteer for an organization in Golden Valley	22.73% 25
Worship in Golden Valley	19.09% 21
Attend/family attends school in Golden Valley	17.27% 19
Other (please specify)	5.45% 6
Total Respondents: 110	

Question 8

Demographics Of Respondents Who Answered Neither Agree Nor Disagree

Q8 I feel Golden Valley police do a good job of protecting me and my family.

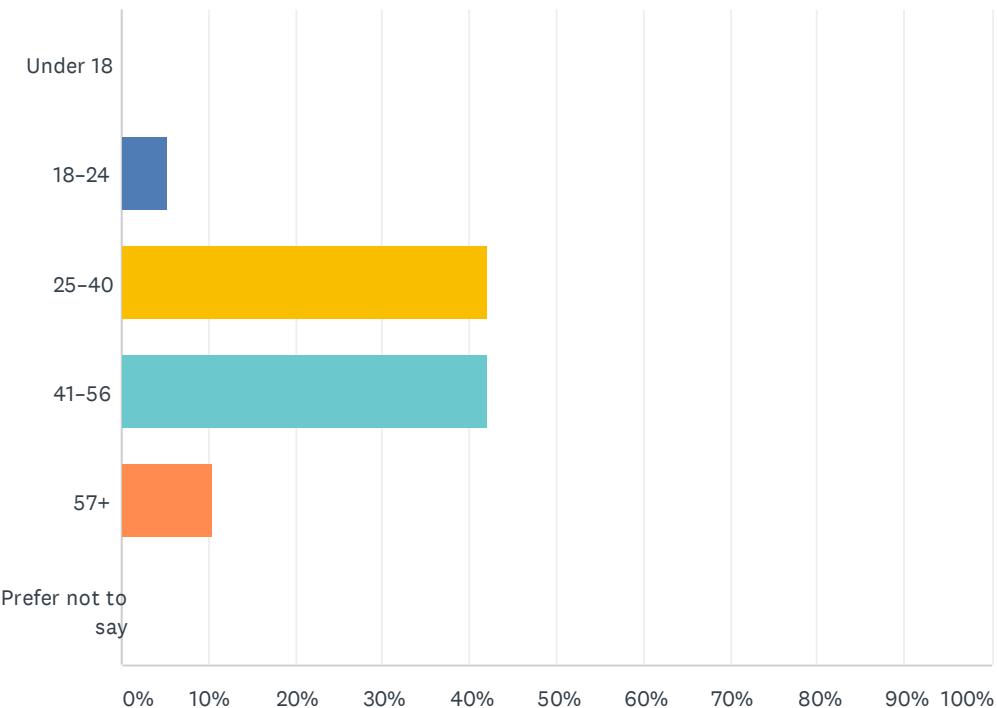
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	0.00%	0
Agree	0.00%	0
Neither agree nor disagree	100.00%	19
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		19

Q11 Age

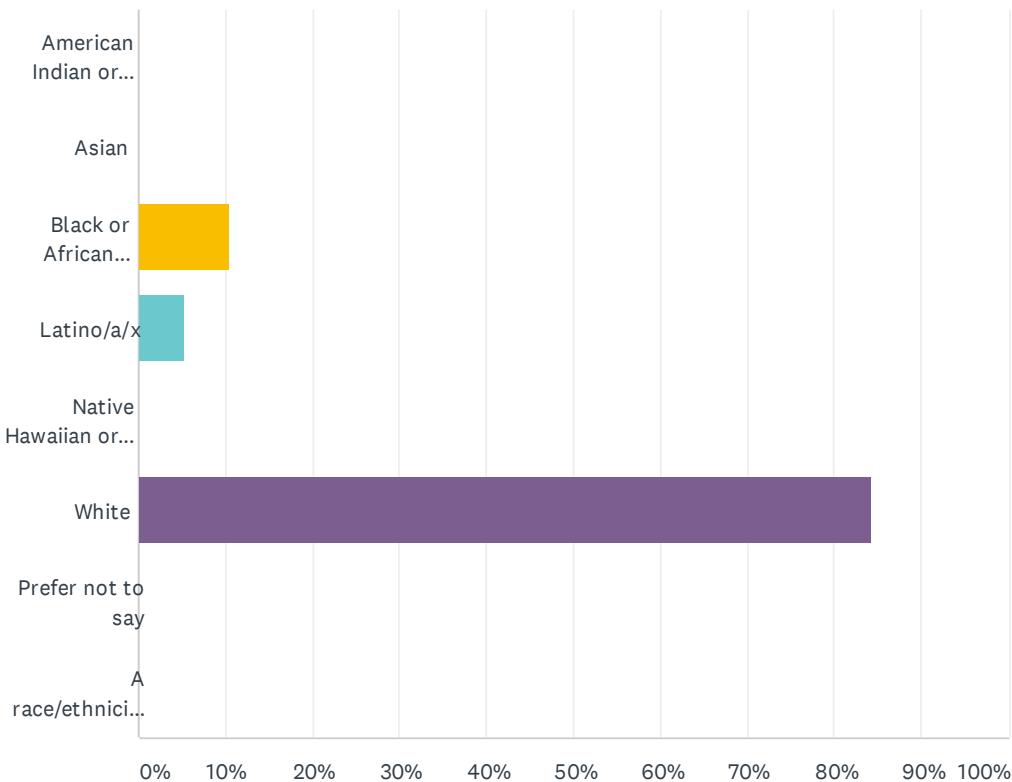
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Under 18	0.00%	0
18-24	5.26%	1
25-40	42.11%	8
41-56	42.11%	8
57+	10.53%	2
Prefer not to say	0.00%	0
TOTAL		19

Q12 Race & Ethnicity

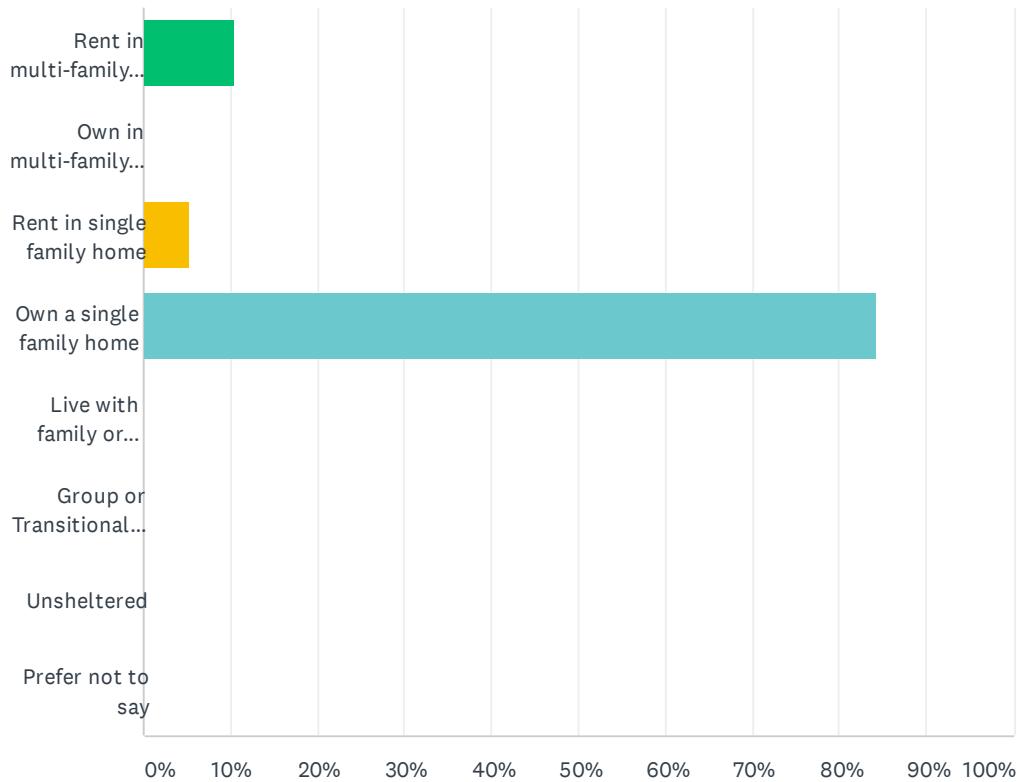
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES
American Indian or Alaska Native	0.00% 0
Asian	0.00% 0
Black or African American	10.53% 2
Latino/a/x	5.26% 1
Native Hawaiian or other Pacific Islander	0.00% 0
White	84.21% 16
Prefer not to say	0.00% 0
A race/ethnicity not mentioned. (please specify)	0.00% 0
TOTAL	19

Q13 Housing Status

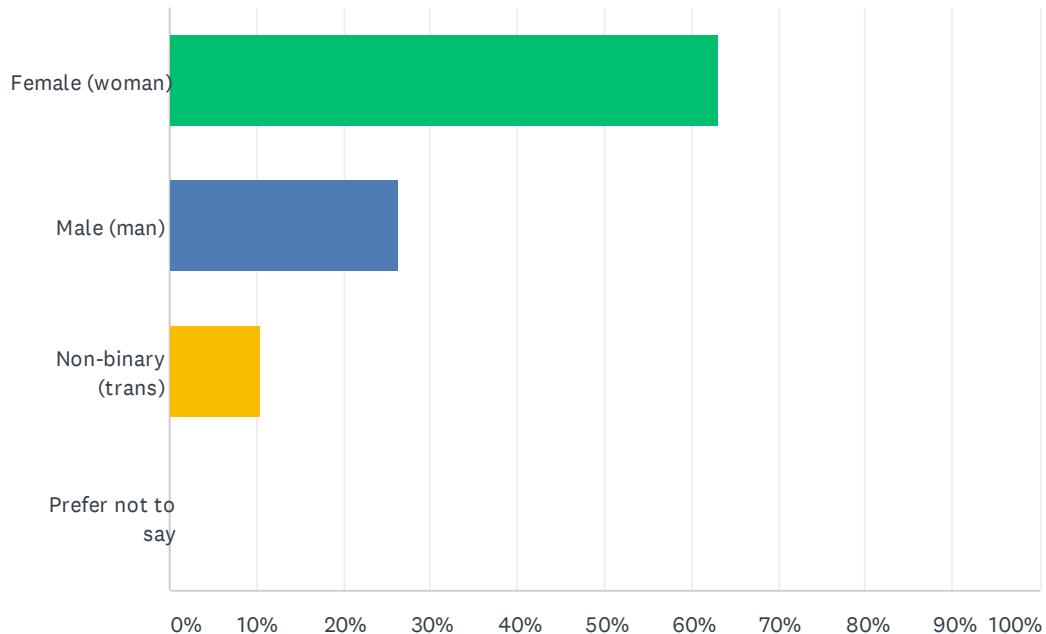
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Rent in multi-family or attached home (duplex, apartment, townhome, etc)	10.53%	2
Own in multi-family or attached home (condo or townhome)	0.00%	0
Rent in single family home	5.26%	1
Own a single family home	84.21%	16
Live with family or friends	0.00%	0
Group or Transitional housing	0.00%	0
Unsheltered	0.00%	0
Prefer not to say	0.00%	0
TOTAL		19

Q14 Gender Identity

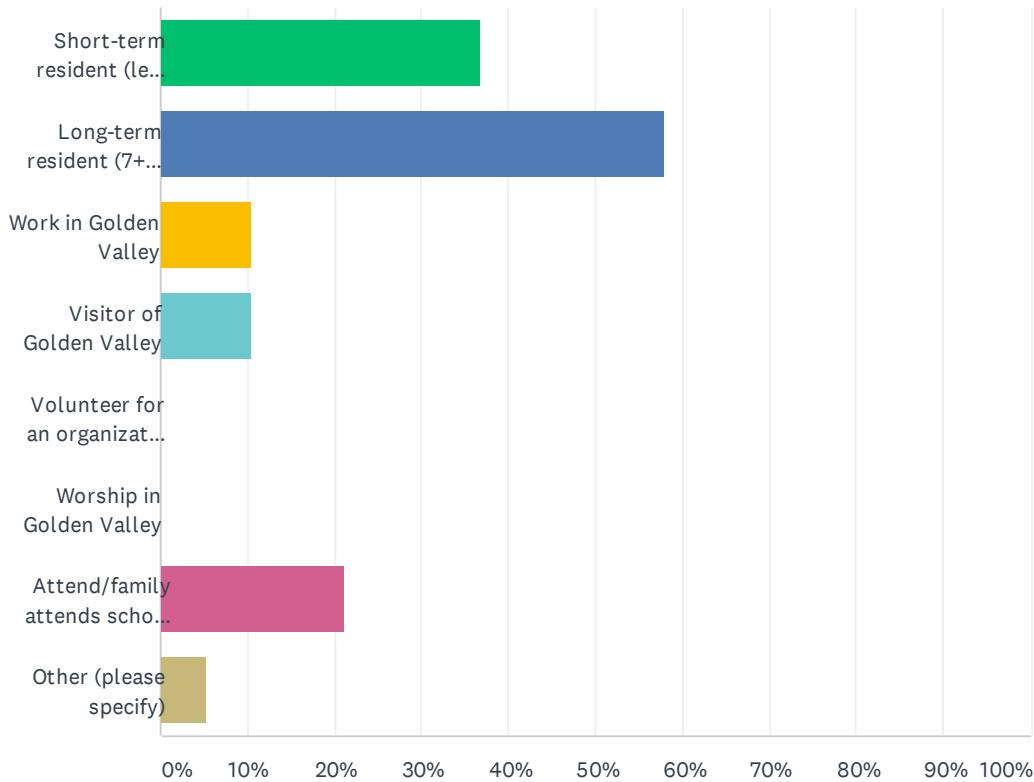
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female (woman)	63.16%	12
Male (man)	26.32%	5
Non-binary (trans)	10.53%	2
Prefer not to say	0.00%	0
TOTAL		19

Q15 Connection To Golden Valley (check all that apply)

Answered: 19 Skipped: 0



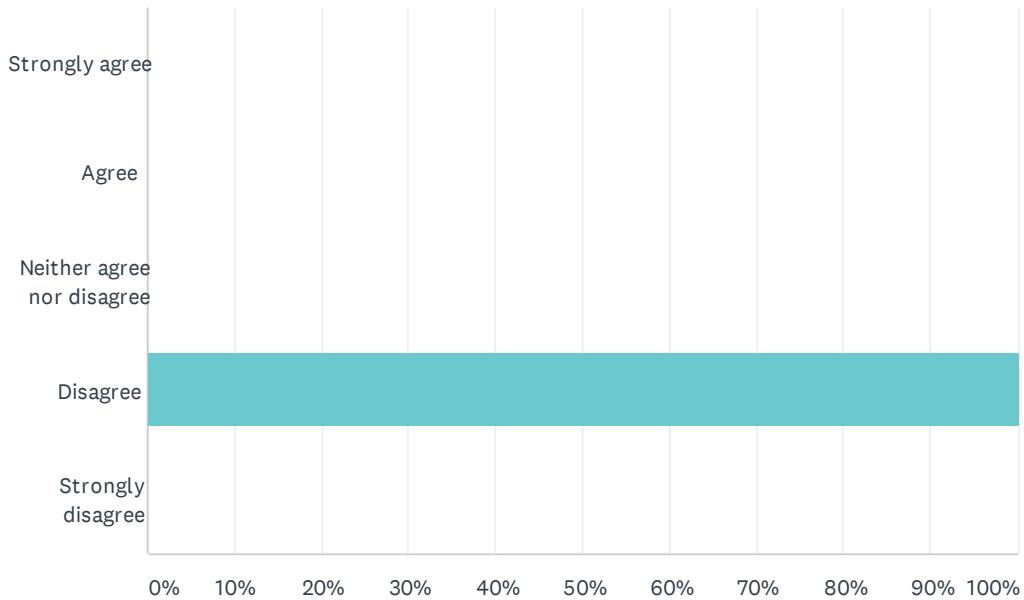
ANSWER CHOICES	RESPONSES
Short-term resident (less than 7 years)	36.84% 7
Long-term resident (7+ years)	57.89% 11
Work in Golden Valley	10.53% 2
Visitor of Golden Valley	10.53% 2
Volunteer for an organization in Golden Valley	0.00% 0
Worship in Golden Valley	0.00% 0
Attend/family attends school in Golden Valley	21.05% 4
Other (please specify)	5.26% 1
Total Respondents: 19	

Question 8

Demographics Of Respondents Who Answered Disagree Or Strongly Disagree

Q8 I feel Golden Valley police do a good job of protecting me and my family.

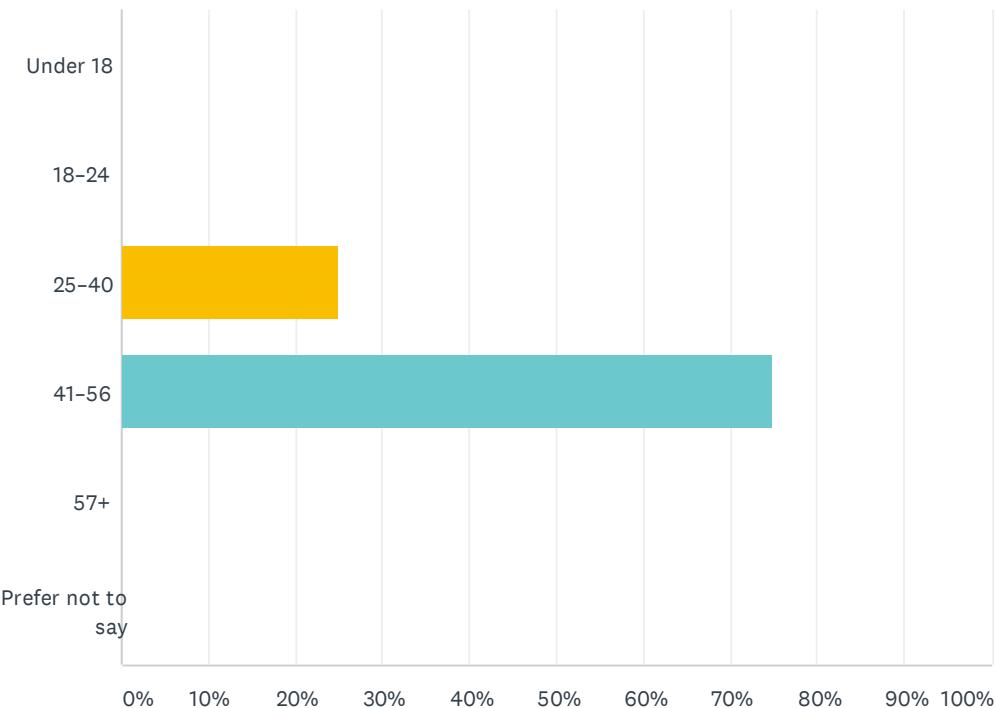
Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	0.00%	0
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	100.00%	4
Strongly disagree	0.00%	0
TOTAL		4

Q11 Age

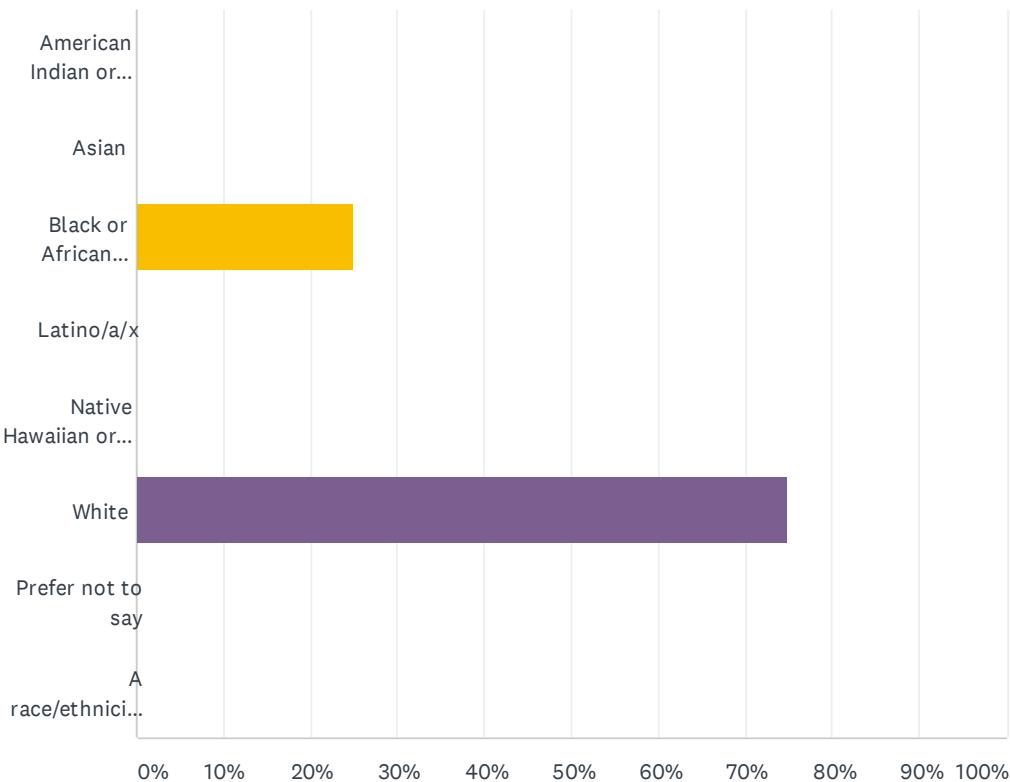
Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES
Under 18	0.00% 0
18-24	0.00% 0
25-40	25.00% 1
41-56	75.00% 3
57+	0.00% 0
Prefer not to say	0.00% 0
TOTAL	4

Q12 Race & Ethnicity

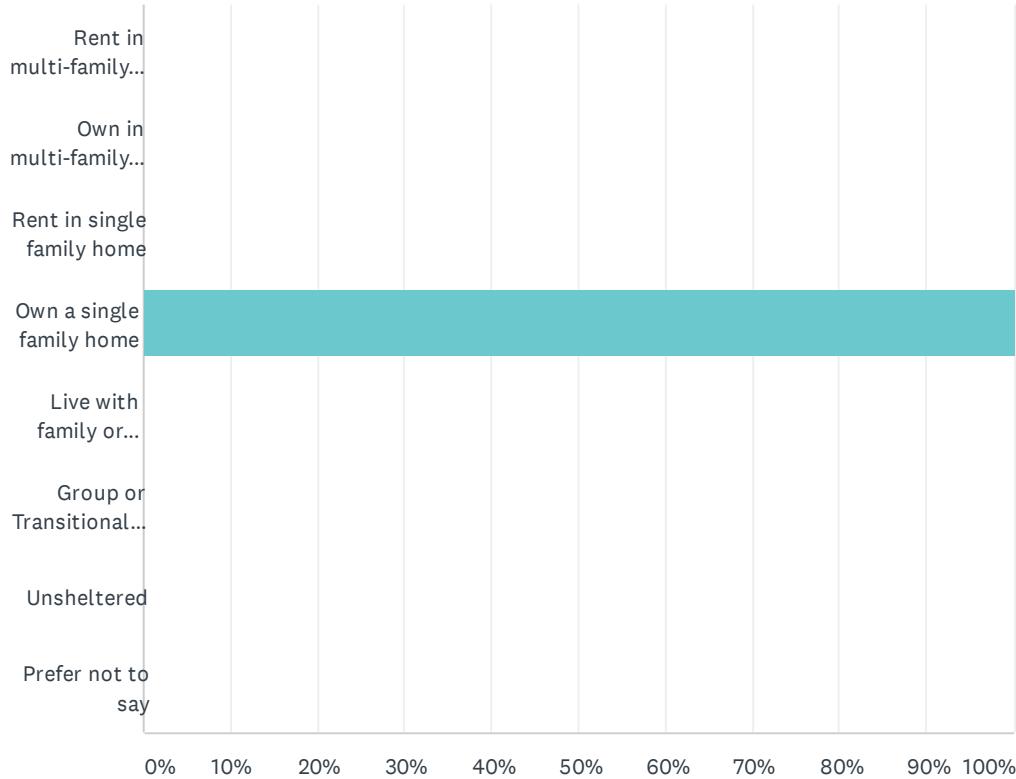
Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES
American Indian or Alaska Native	0.00% 0
Asian	0.00% 0
Black or African American	25.00% 1
Latino/a/x	0.00% 0
Native Hawaiian or other Pacific Islander	0.00% 0
White	75.00% 3
Prefer not to say	0.00% 0
A race/ethnicity not mentioned. (please specify)	0.00% 0
TOTAL	4

Q13 Housing Status

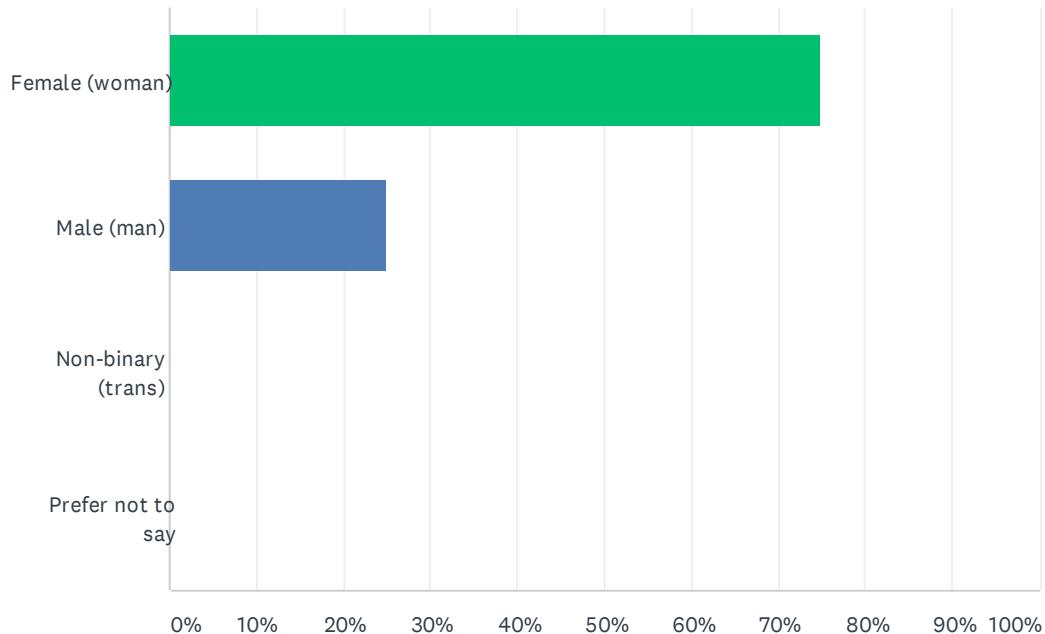
Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Rent in multi-family or attached home (duplex, apartment, townhome, etc)	0.00%	0
Own in multi-family or attached home (condo or townhome)	0.00%	0
Rent in single family home	0.00%	0
Own a single family home	100.00%	4
Live with family or friends	0.00%	0
Group or Transitional housing	0.00%	0
Unsheltered	0.00%	0
Prefer not to say	0.00%	0
TOTAL		4

Q14 Gender Identity

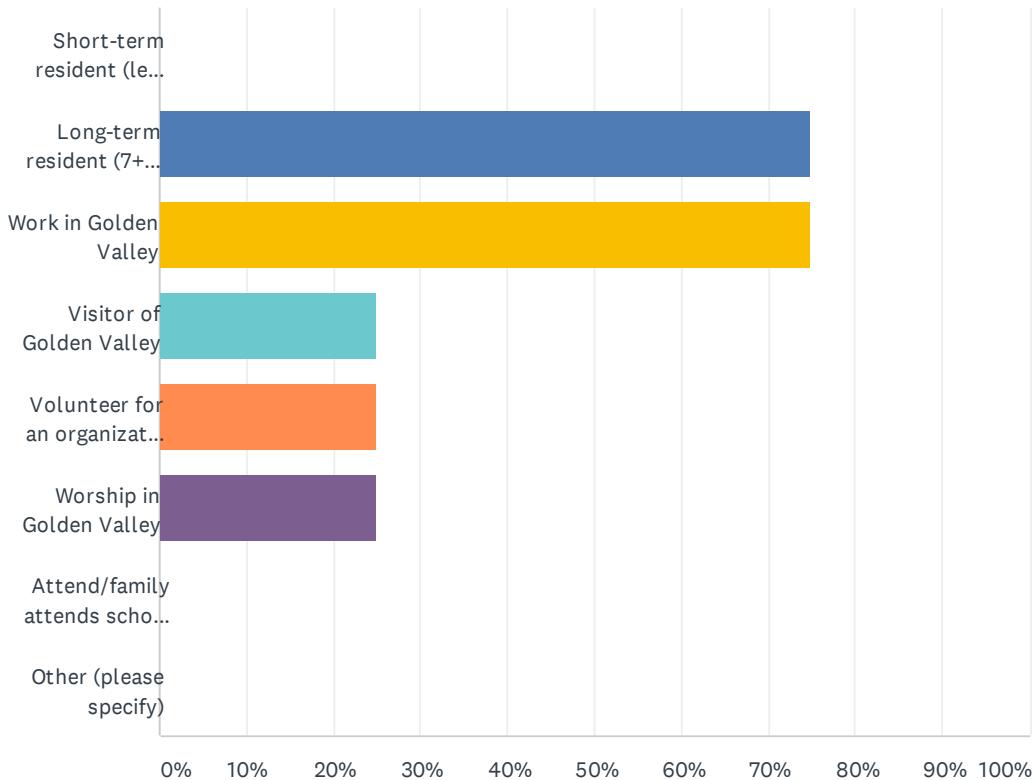
Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female (woman)	75.00%	3
Male (man)	25.00%	1
Non-binary (trans)	0.00%	0
Prefer not to say	0.00%	0
TOTAL		4

Q15 Connection To Golden Valley (check all that apply)

Answered: 4 Skipped: 0



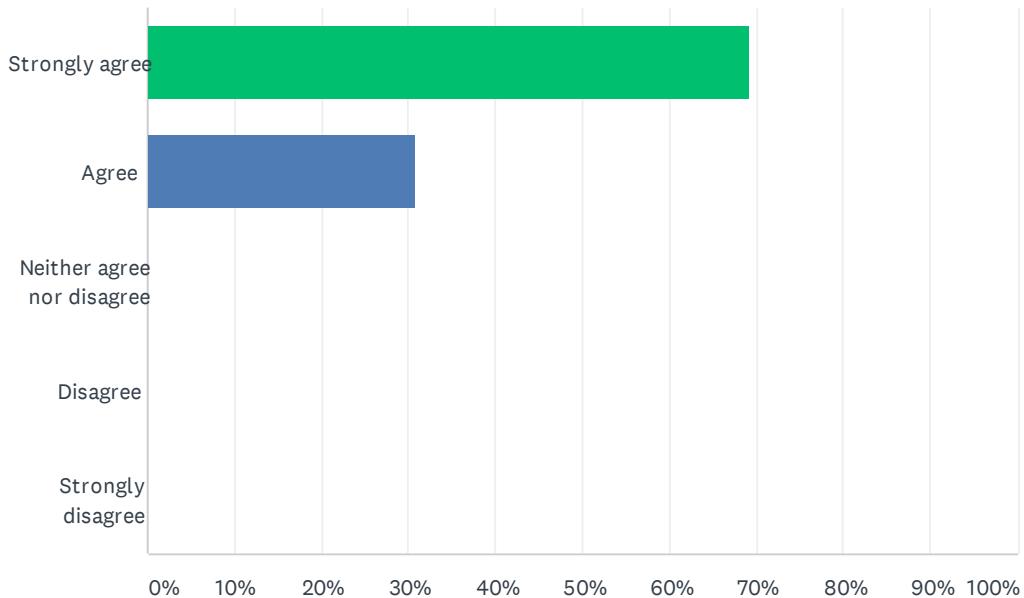
ANSWER CHOICES	RESPONSES
Short-term resident (less than 7 years)	0.00% 0
Long-term resident (7+ years)	75.00% 3
Work in Golden Valley	75.00% 3
Visitor of Golden Valley	25.00% 1
Volunteer for an organization in Golden Valley	25.00% 1
Worship in Golden Valley	25.00% 1
Attend/family attends school in Golden Valley	0.00% 0
Other (please specify)	0.00% 0
Total Respondents: 4	

Question 9

Demographics Of Respondents Who Answered Strongly Agree Or Agree

Q9 I feel safe and comfortable when I see an officer in Golden Valley.

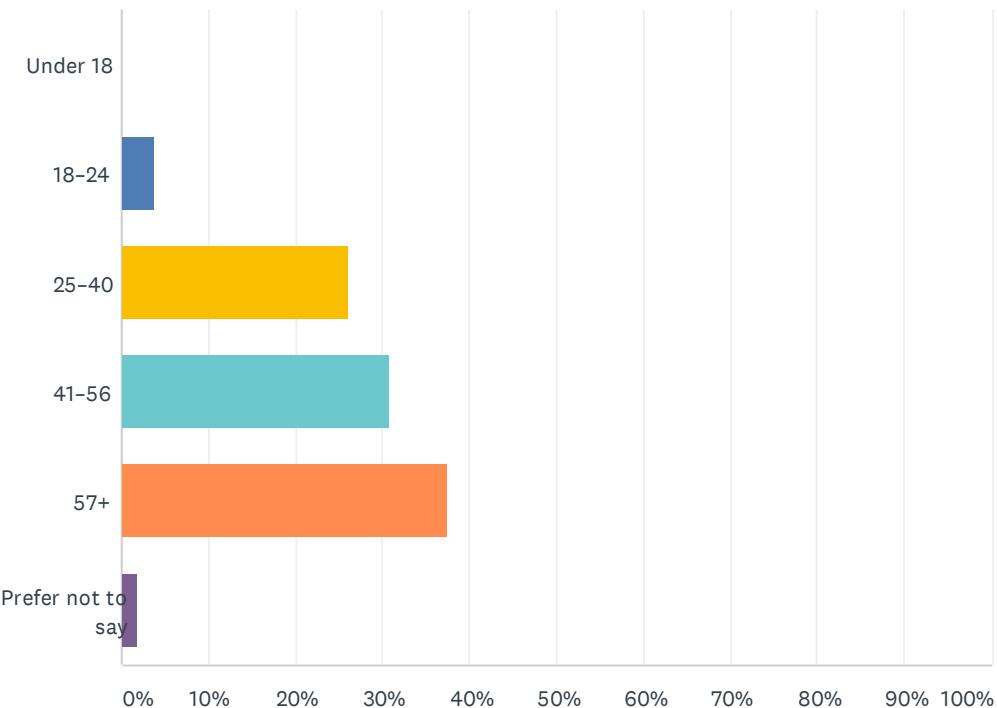
Answered: 107 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	69.16%	74
Agree	30.84%	33
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		107

Q11 Age

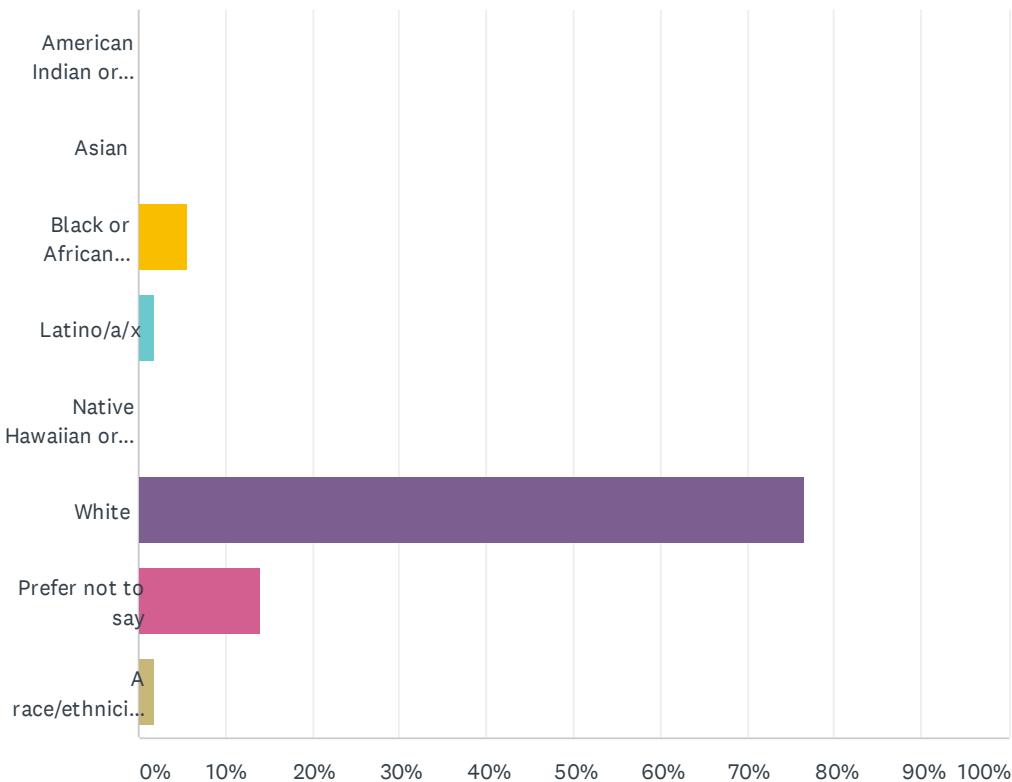
Answered: 107 Skipped: 0



ANSWER CHOICES	RESPONSES	
Under 18	0.00%	0
18-24	3.74%	4
25-40	26.17%	28
41-56	30.84%	33
57+	37.38%	40
Prefer not to say	1.87%	2
TOTAL		107

Q12 Race & Ethnicity

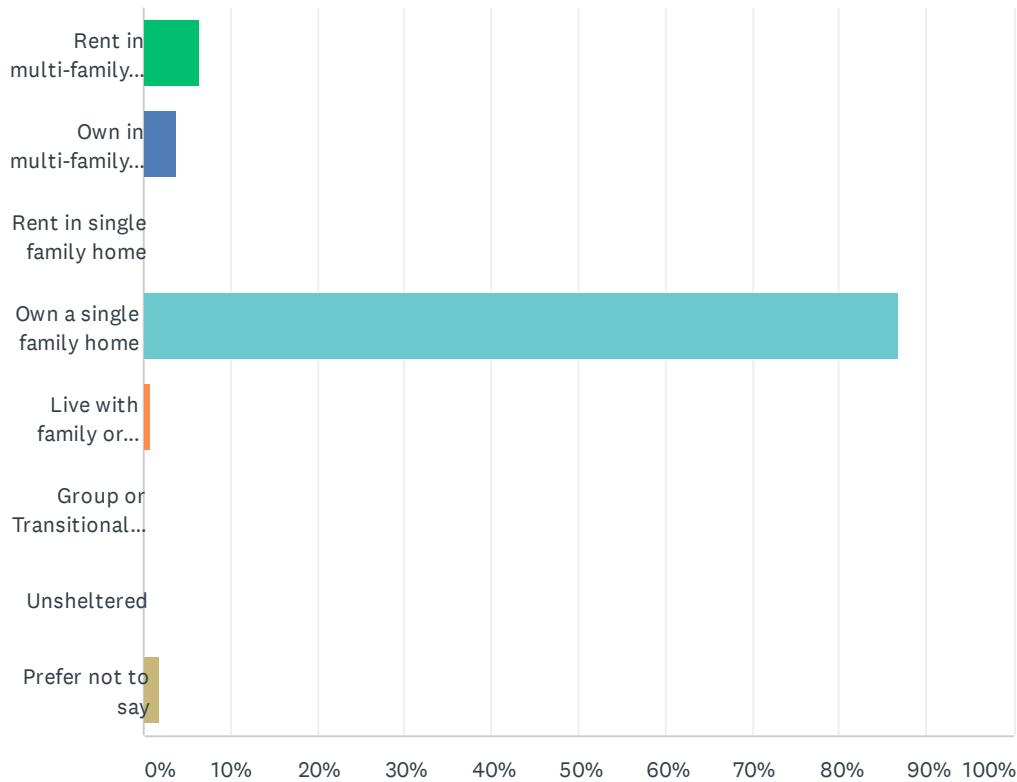
Answered: 107 Skipped: 0



ANSWER CHOICES	RESPONSES
American Indian or Alaska Native	0.00% 0
Asian	0.00% 0
Black or African American	5.61% 6
Latino/a/x	1.87% 2
Native Hawaiian or other Pacific Islander	0.00% 0
White	76.64% 82
Prefer not to say	14.02% 15
A race/ethnicity not mentioned. (please specify)	1.87% 2
TOTAL	107

Q13 Housing Status

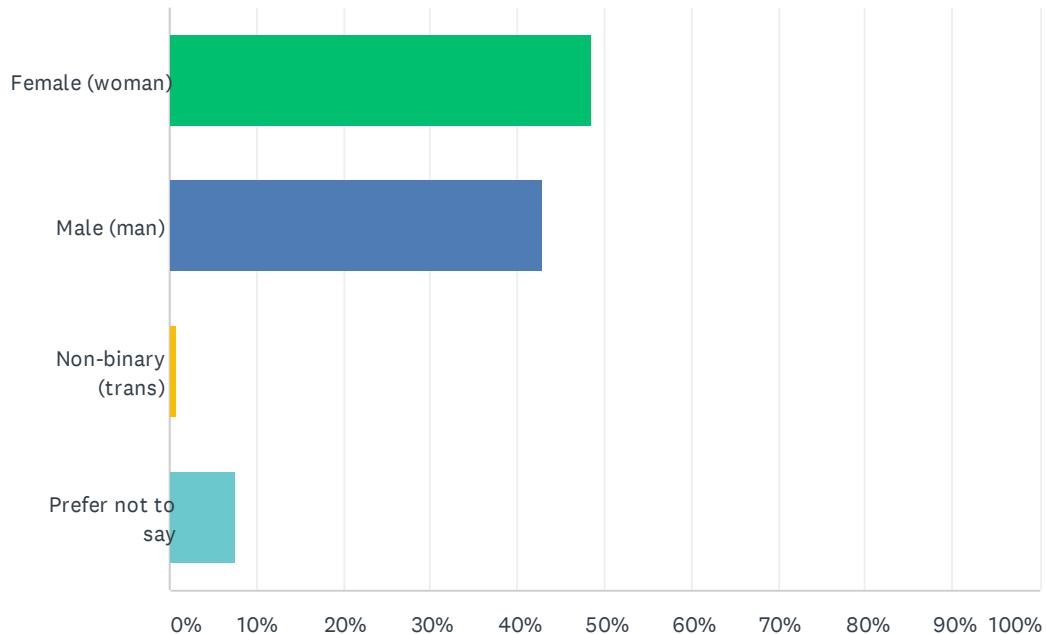
Answered: 107 Skipped: 0



ANSWER CHOICES	RESPONSES	
Rent in multi-family or attached home (duplex, apartment, townhome, etc)	6.54%	7
Own in multi-family or attached home (condo or townhome)	3.74%	4
Rent in single family home	0.00%	0
Own a single family home	86.92%	93
Live with family or friends	0.93%	1
Group or Transitional housing	0.00%	0
Unsheltered	0.00%	0
Prefer not to say	1.87%	2
TOTAL		107

Q14 Gender Identity

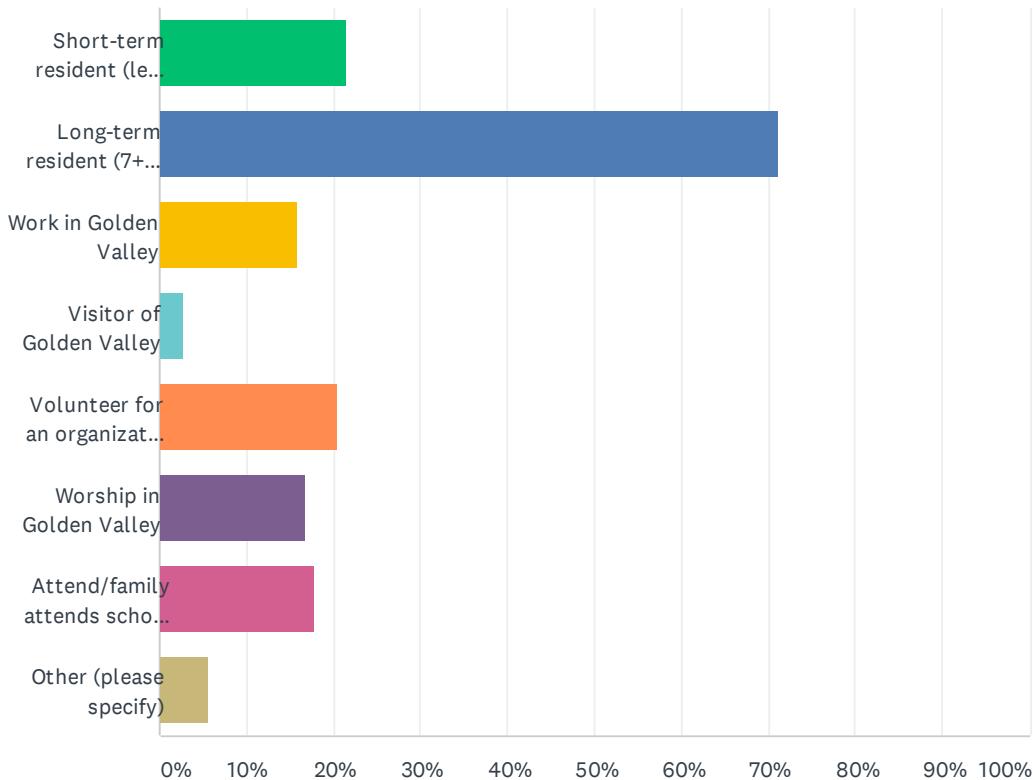
Answered: 107 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female (woman)	48.60%	52
Male (man)	42.99%	46
Non-binary (trans)	0.93%	1
Prefer not to say	7.48%	8
TOTAL		107

Q15 Connection To Golden Valley (check all that apply)

Answered: 107 Skipped: 0



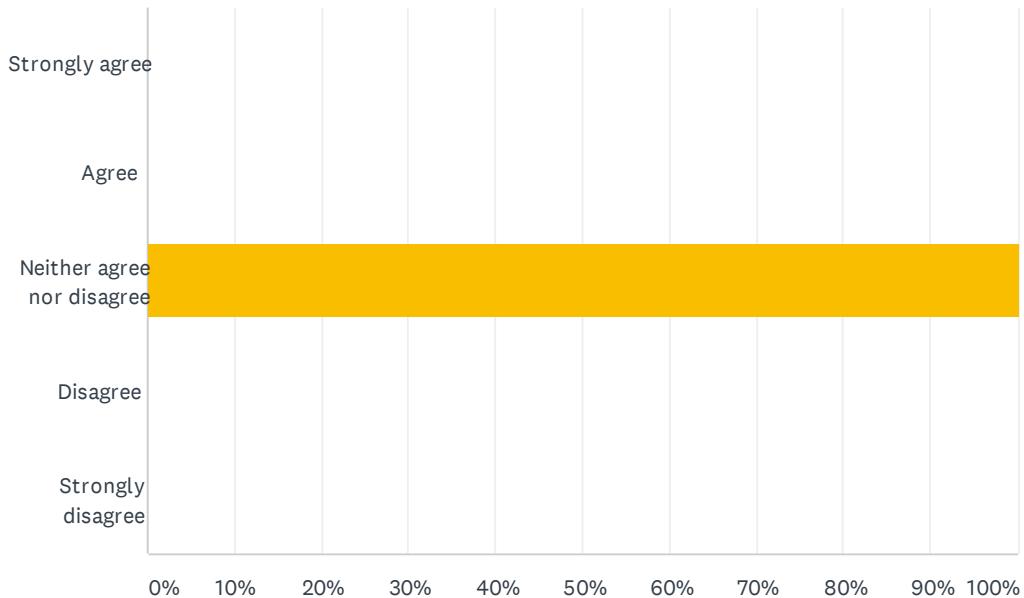
ANSWER CHOICES	RESPONSES
Short-term resident (less than 7 years)	21.50% 23
Long-term resident (7+ years)	71.03% 76
Work in Golden Valley	15.89% 17
Visitor of Golden Valley	2.80% 3
Volunteer for an organization in Golden Valley	20.56% 22
Worship in Golden Valley	16.82% 18
Attend/family attends school in Golden Valley	17.76% 19
Other (please specify)	5.61% 6
Total Respondents: 107	

Question 9

Demographics Of Respondents Who Answered Neither Agree Nor Disagree

Q9 I feel safe and comfortable when I see an officer in Golden Valley.

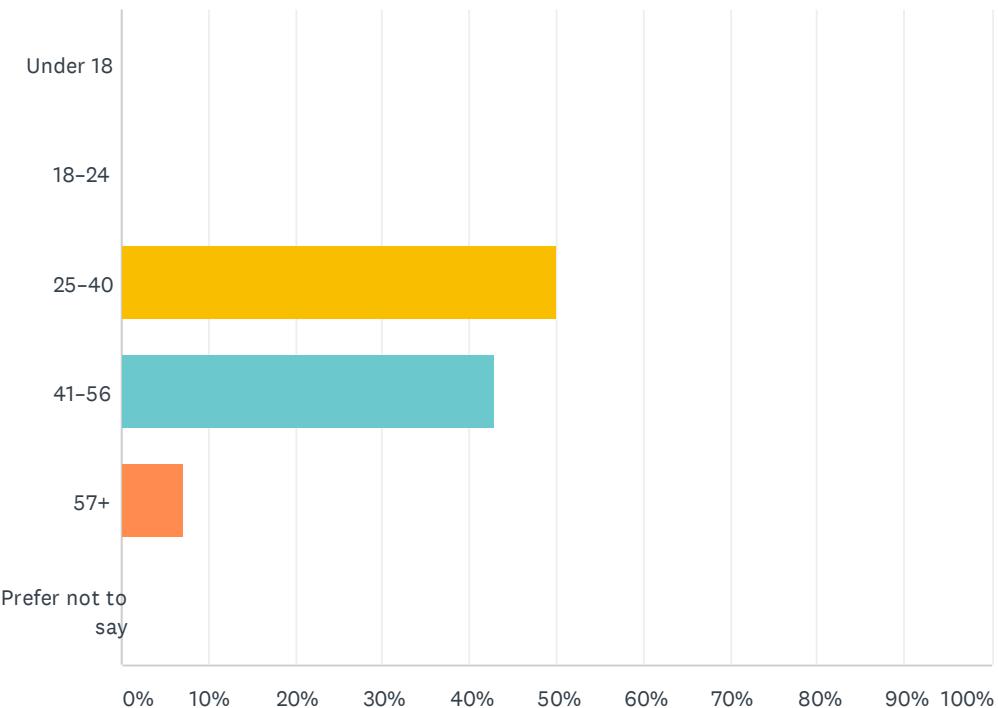
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	0.00%	0
Agree	0.00%	0
Neither agree nor disagree	100.00%	14
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		14

Q11 Age

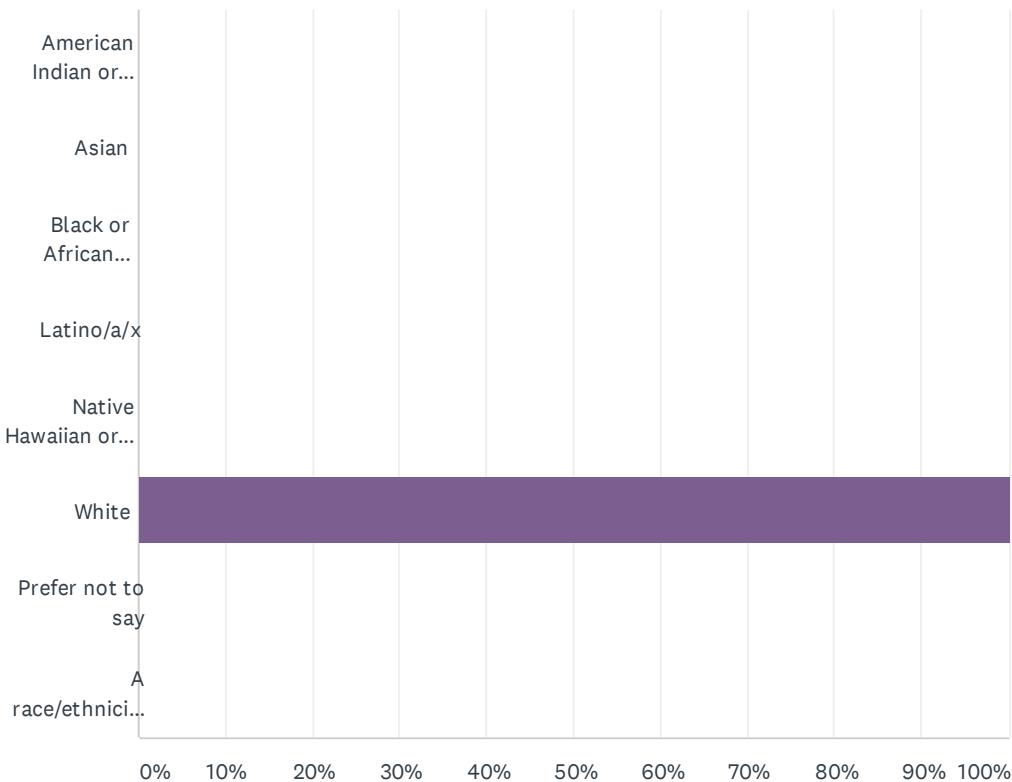
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES
Under 18	0.00% 0
18-24	0.00% 0
25-40	50.00% 7
41-56	42.86% 6
57+	7.14% 1
Prefer not to say	0.00% 0
TOTAL	14

Q12 Race & Ethnicity

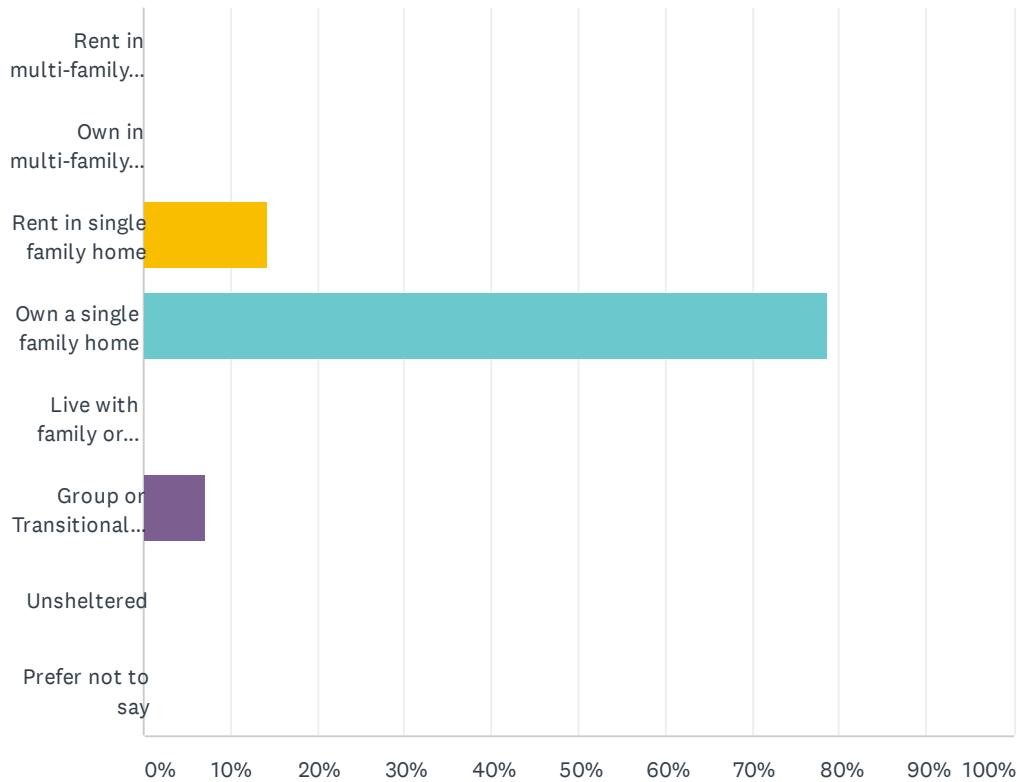
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES
American Indian or Alaska Native	0.00% 0
Asian	0.00% 0
Black or African American	0.00% 0
Latino/a/x	0.00% 0
Native Hawaiian or other Pacific Islander	0.00% 0
White	100.00% 14
Prefer not to say	0.00% 0
A race/ethnicity not mentioned. (please specify)	0.00% 0
TOTAL	14

Q13 Housing Status

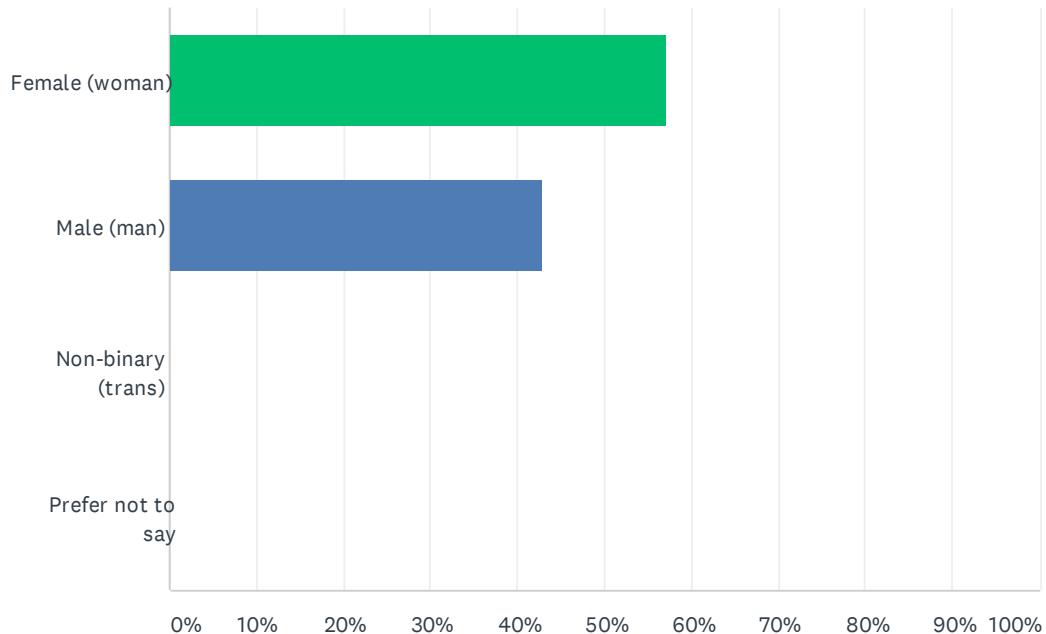
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Rent in multi-family or attached home (duplex, apartment, townhome, etc)	0.00%	0
Own in multi-family or attached home (condo or townhome)	0.00%	0
Rent in single family home	14.29%	2
Own a single family home	78.57%	11
Live with family or friends	0.00%	0
Group or Transitional housing	7.14%	1
Unsheltered	0.00%	0
Prefer not to say	0.00%	0
TOTAL		14

Q14 Gender Identity

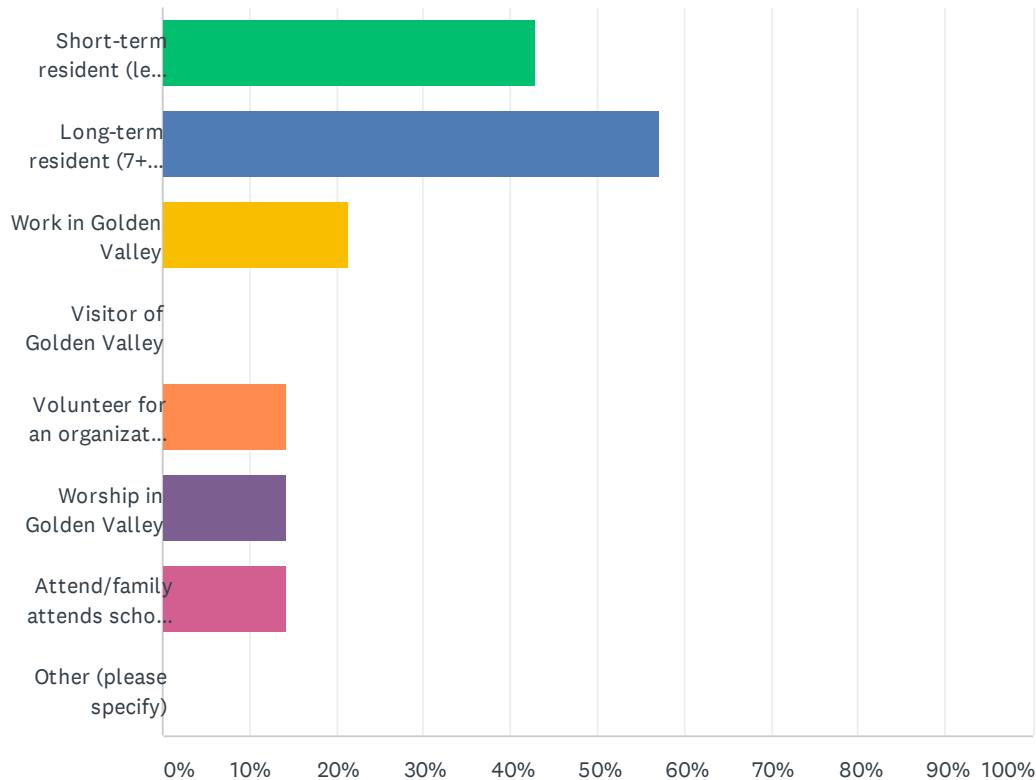
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female (woman)	57.14%	8
Male (man)	42.86%	6
Non-binary (trans)	0.00%	0
Prefer not to say	0.00%	0
TOTAL		14

Q15 Connection To Golden Valley (check all that apply)

Answered: 14 Skipped: 0



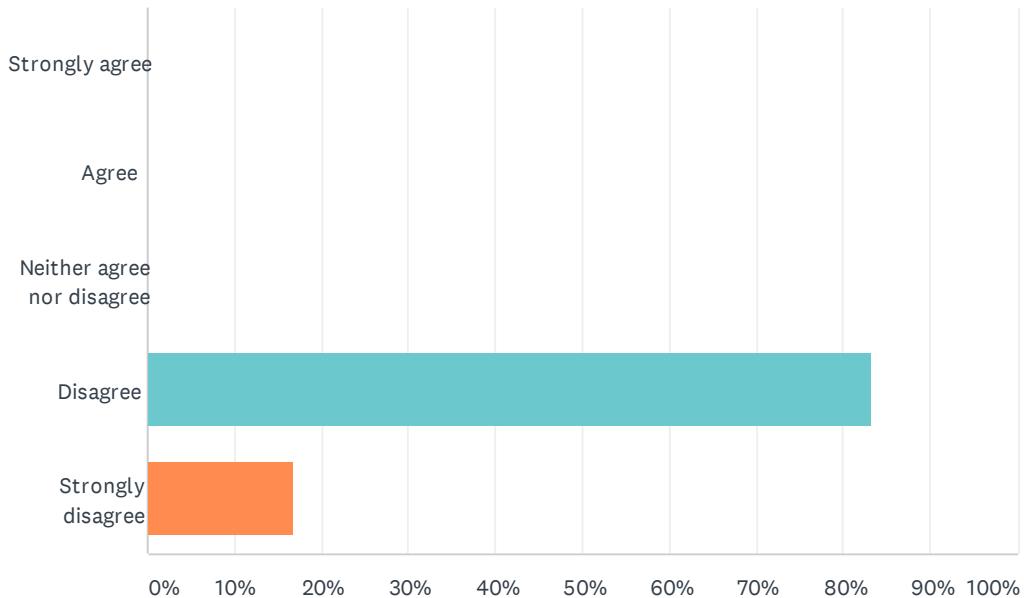
ANSWER CHOICES	RESPONSES
Short-term resident (less than 7 years)	42.86% 6
Long-term resident (7+ years)	57.14% 8
Work in Golden Valley	21.43% 3
Visitor of Golden Valley	0.00% 0
Volunteer for an organization in Golden Valley	14.29% 2
Worship in Golden Valley	14.29% 2
Attend/family attends school in Golden Valley	14.29% 2
Other (please specify)	0.00% 0
Total Respondents: 14	

Question 9

Demographics Of Respondents Who Answered Disagree Or Strongly Disagree

Q9 I feel safe and comfortable when I see an officer in Golden Valley.

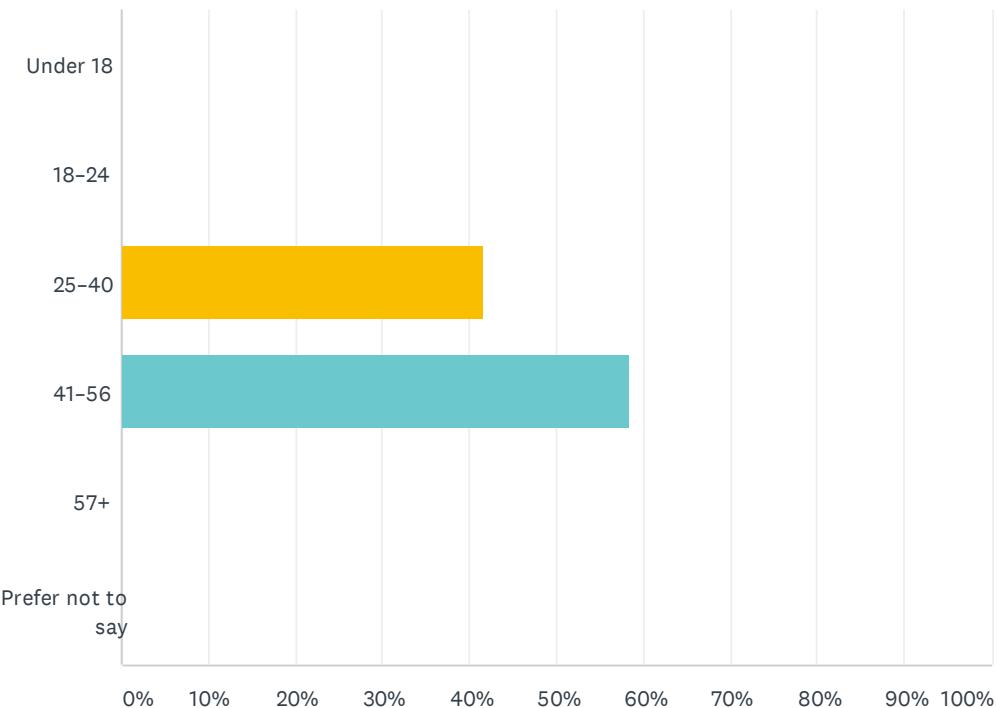
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	0.00%	0
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	83.33%	10
Strongly disagree	16.67%	2
TOTAL		12

Q11 Age

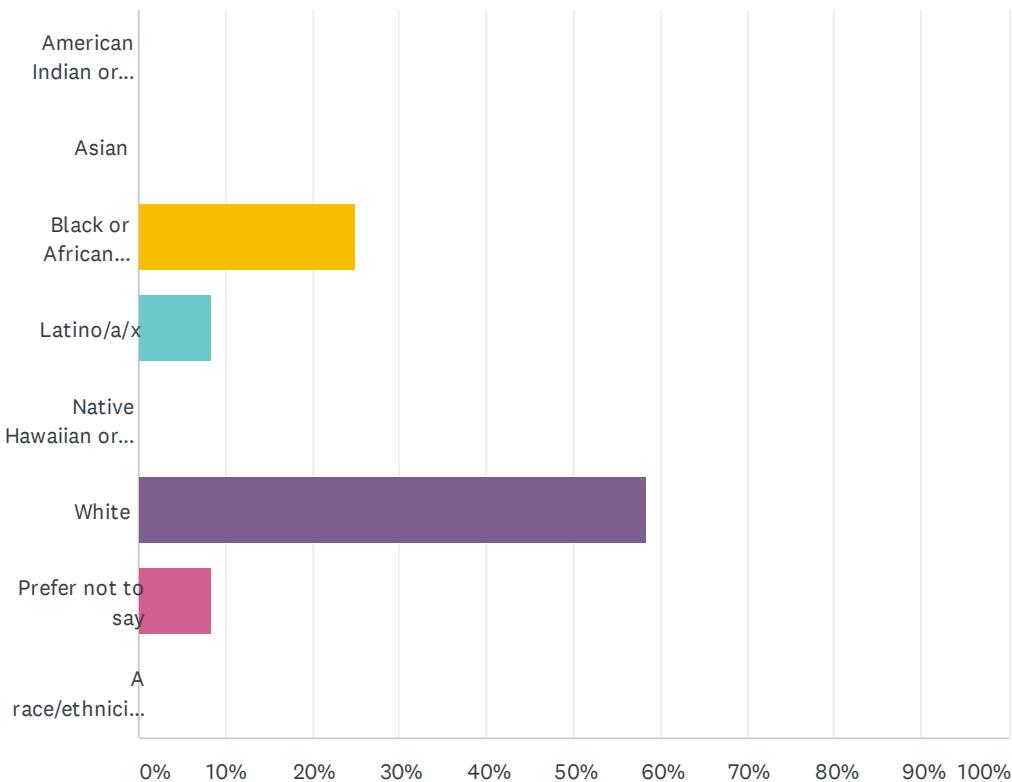
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES
Under 18	0.00% 0
18-24	0.00% 0
25-40	41.67% 5
41-56	58.33% 7
57+	0.00% 0
Prefer not to say	0.00% 0
TOTAL	12

Q12 Race & Ethnicity

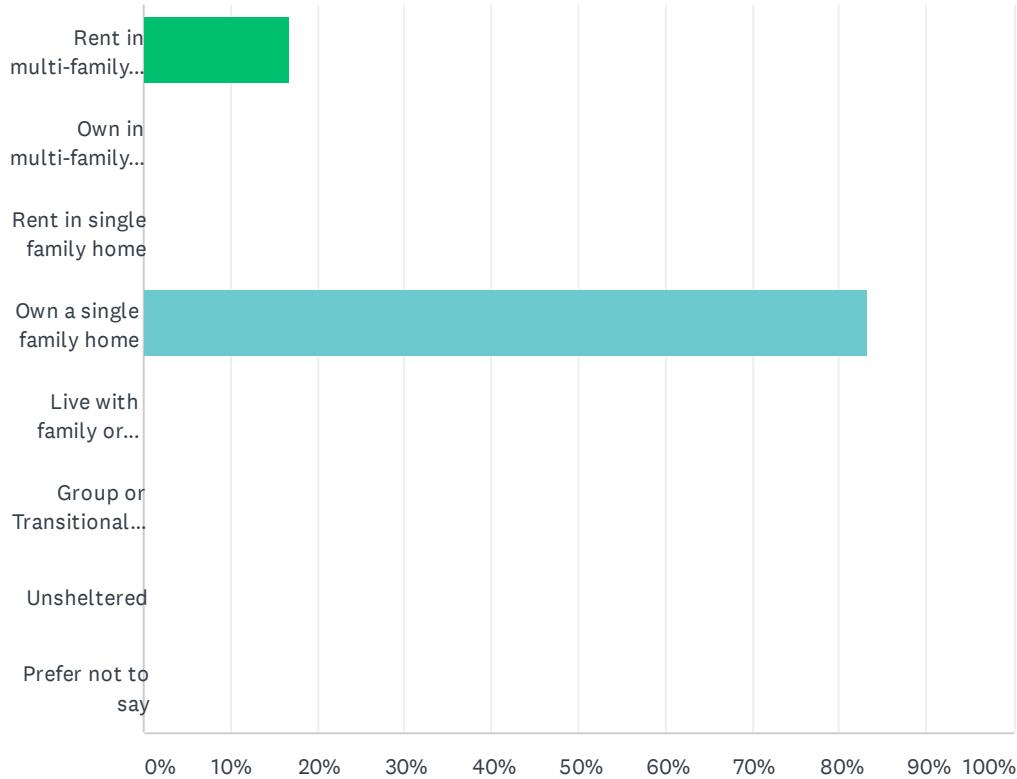
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES
American Indian or Alaska Native	0.00% 0
Asian	0.00% 0
Black or African American	25.00% 3
Latino/a/x	8.33% 1
Native Hawaiian or other Pacific Islander	0.00% 0
White	58.33% 7
Prefer not to say	8.33% 1
A race/ethnicity not mentioned. (please specify)	0.00% 0
TOTAL	12

Q13 Housing Status

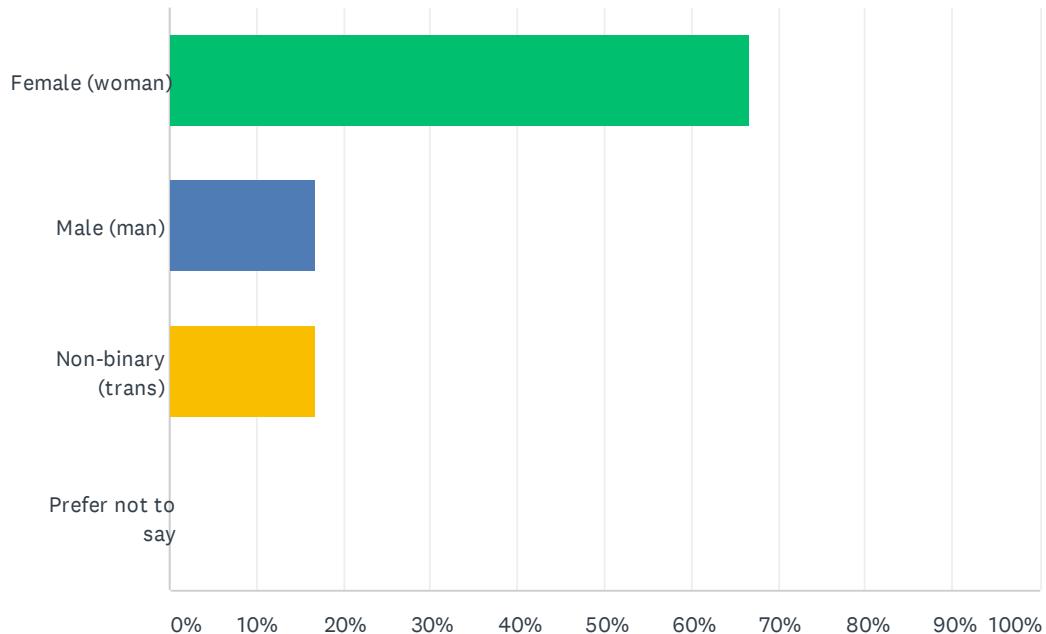
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Rent in multi-family or attached home (duplex, apartment, townhome, etc)	16.67%	2
Own in multi-family or attached home (condo or townhome)	0.00%	0
Rent in single family home	0.00%	0
Own a single family home	83.33%	10
Live with family or friends	0.00%	0
Group or Transitional housing	0.00%	0
Unsheltered	0.00%	0
Prefer not to say	0.00%	0
TOTAL		12

Q14 Gender Identity

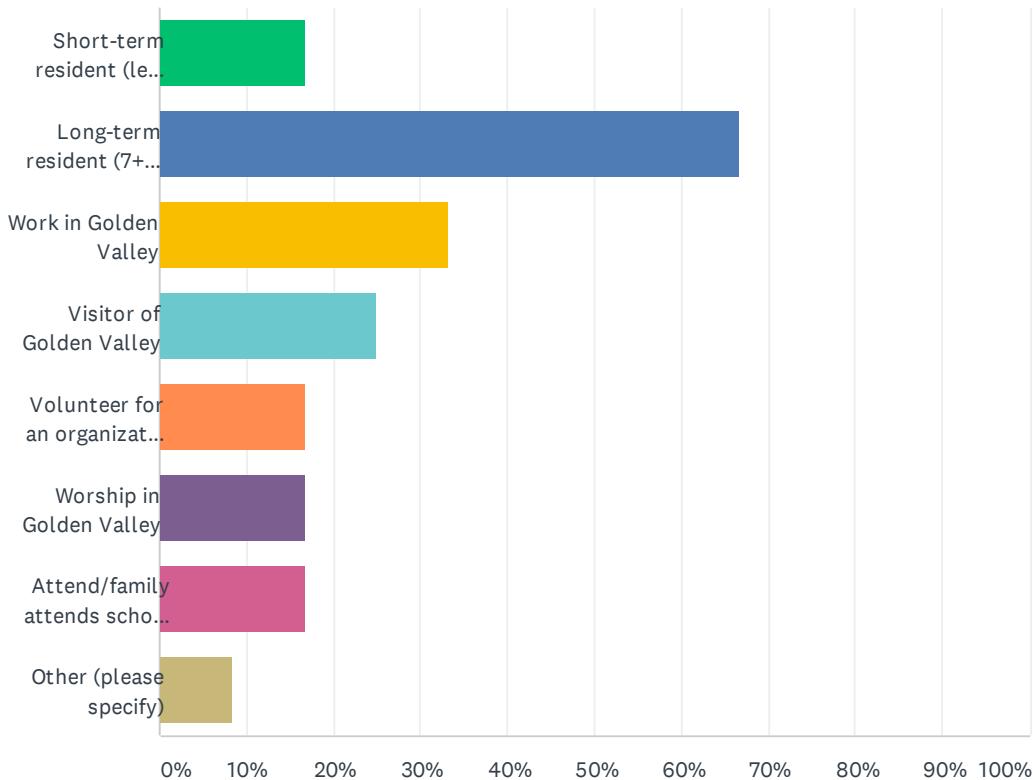
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female (woman)	66.67%	8
Male (man)	16.67%	2
Non-binary (trans)	16.67%	2
Prefer not to say	0.00%	0
TOTAL		12

Q15 Connection To Golden Valley (check all that apply)

Answered: 12 Skipped: 0



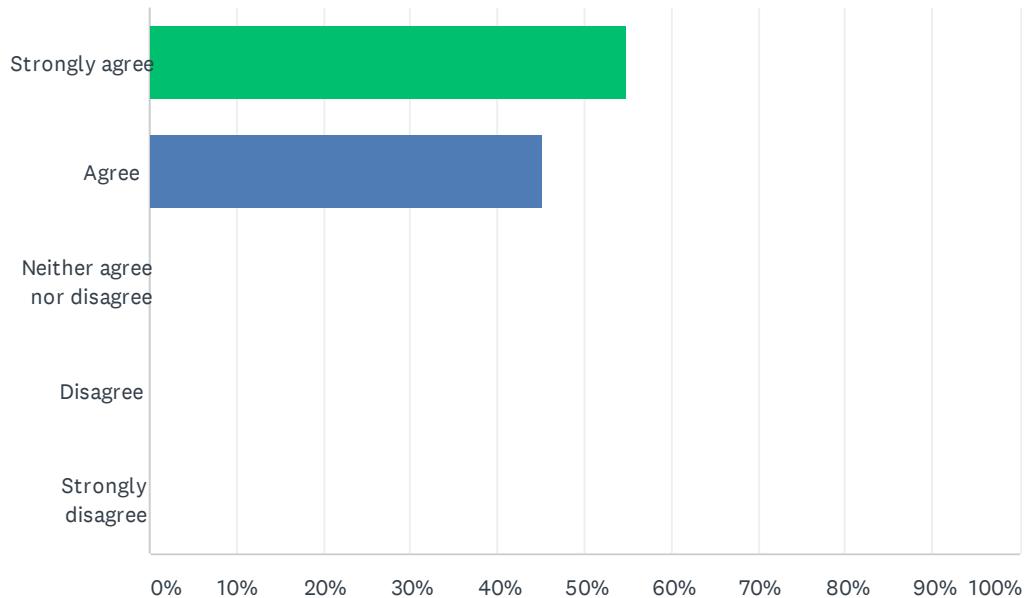
ANSWER CHOICES	RESPONSES
Short-term resident (less than 7 years)	16.67% 2
Long-term resident (7+ years)	66.67% 8
Work in Golden Valley	33.33% 4
Visitor of Golden Valley	25.00% 3
Volunteer for an organization in Golden Valley	16.67% 2
Worship in Golden Valley	16.67% 2
Attend/family attends school in Golden Valley	16.67% 2
Other (please specify)	8.33% 1
Total Respondents: 12	

Question 10

Demographics Of Respondents Who Answered Strongly Agree Or Agree

Q10 I feel the Golden Valley police do a good job of maintaining public safety in the community.

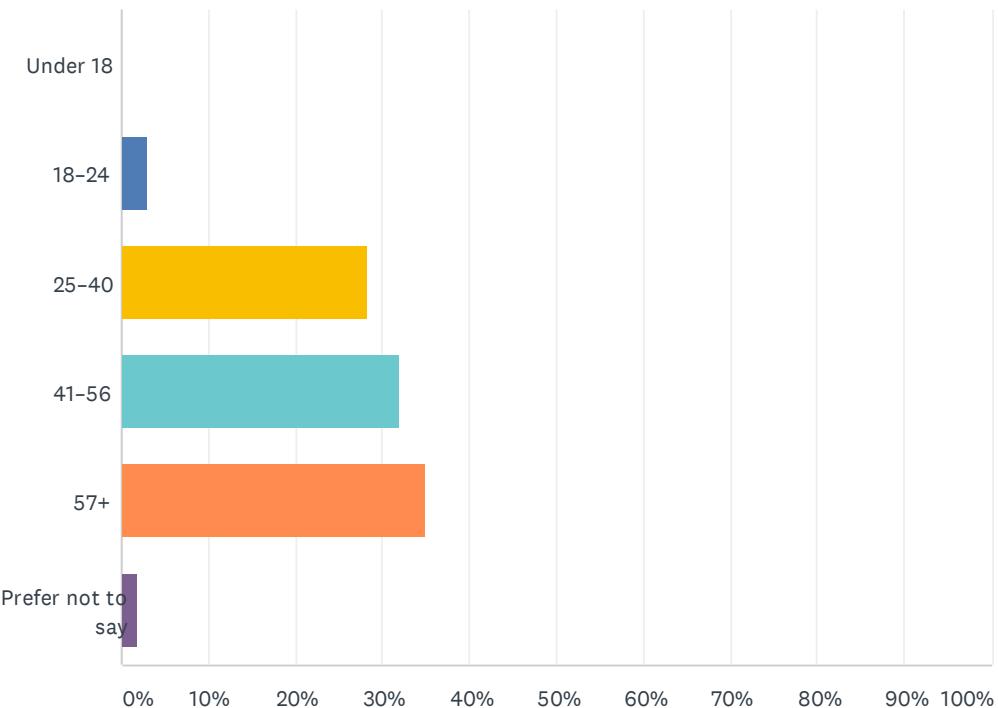
Answered: 106 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	54.72%	58
Agree	45.28%	48
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		106

Q11 Age

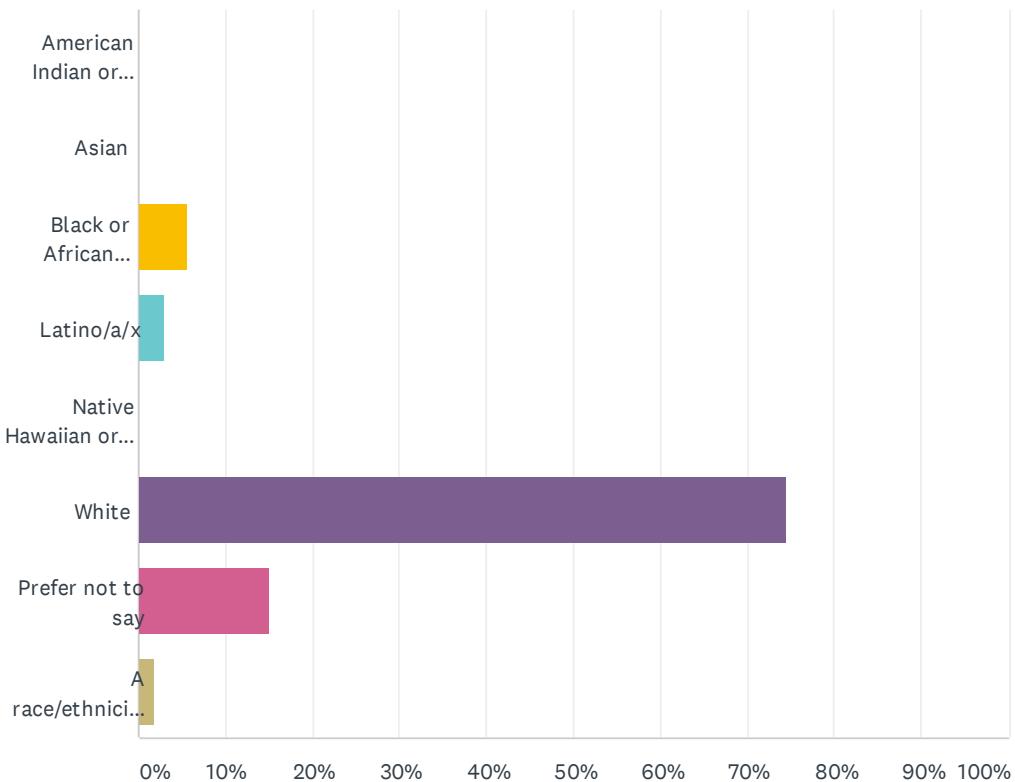
Answered: 106 Skipped: 0



ANSWER CHOICES	RESPONSES
Under 18	0.00%
18-24	2.83%
25-40	28.30%
41-56	32.08%
57+	34.91%
Prefer not to say	1.89%
TOTAL	106

Q12 Race & Ethnicity

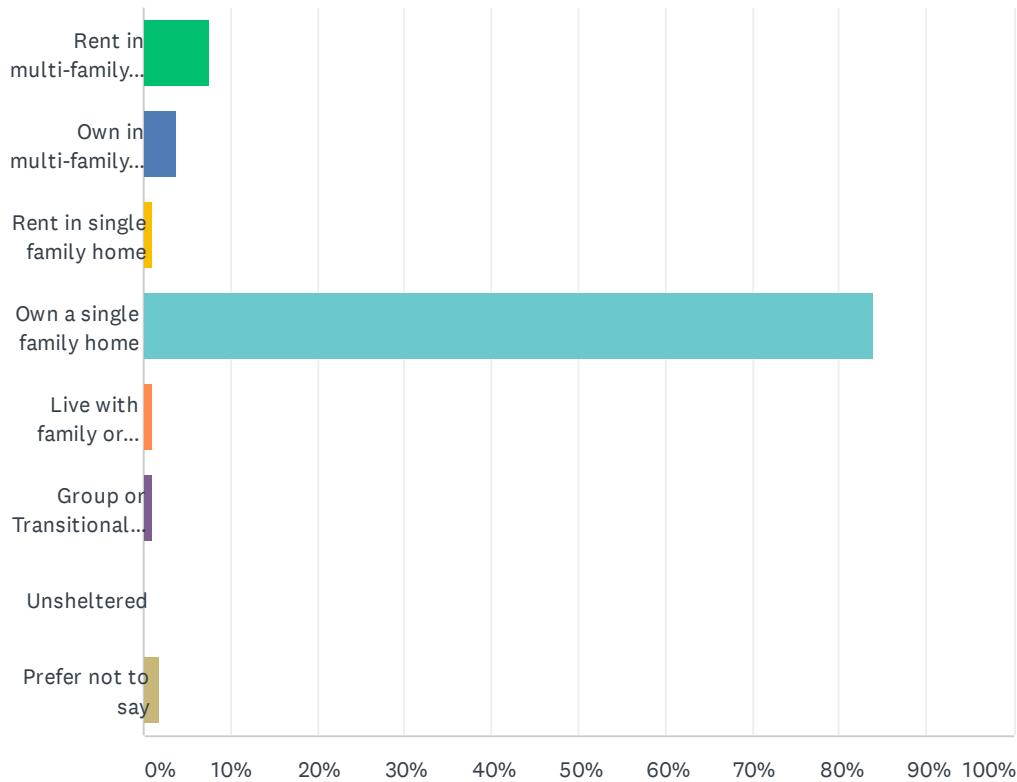
Answered: 106 Skipped: 0



ANSWER CHOICES	RESPONSES
American Indian or Alaska Native	0.00% 0
Asian	0.00% 0
Black or African American	5.66% 6
Latino/a/x	2.83% 3
Native Hawaiian or other Pacific Islander	0.00% 0
White	74.53% 79
Prefer not to say	15.09% 16
A race/ethnicity not mentioned. (please specify)	1.89% 2
TOTAL	106

Q13 Housing Status

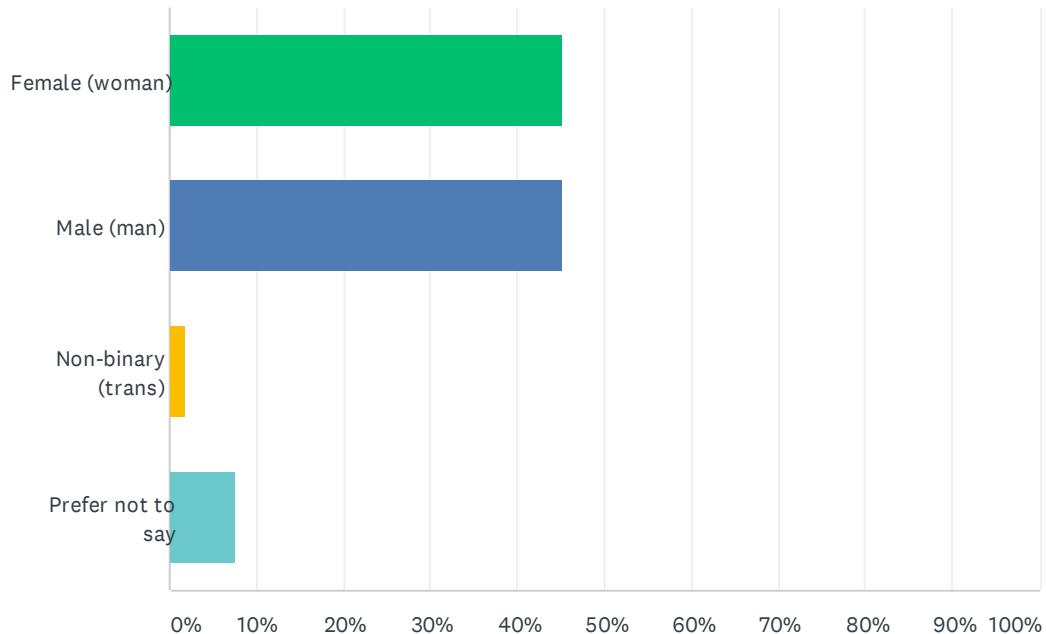
Answered: 106 Skipped: 0



ANSWER CHOICES	RESPONSES	
Rent in multi-family or attached home (duplex, apartment, townhome, etc)	7.55%	8
Own in multi-family or attached home (condo or townhome)	3.77%	4
Rent in single family home	0.94%	1
Own a single family home	83.96%	89
Live with family or friends	0.94%	1
Group or Transitional housing	0.94%	1
Unsheltered	0.00%	0
Prefer not to say	1.89%	2
TOTAL		106

Q14 Gender Identity

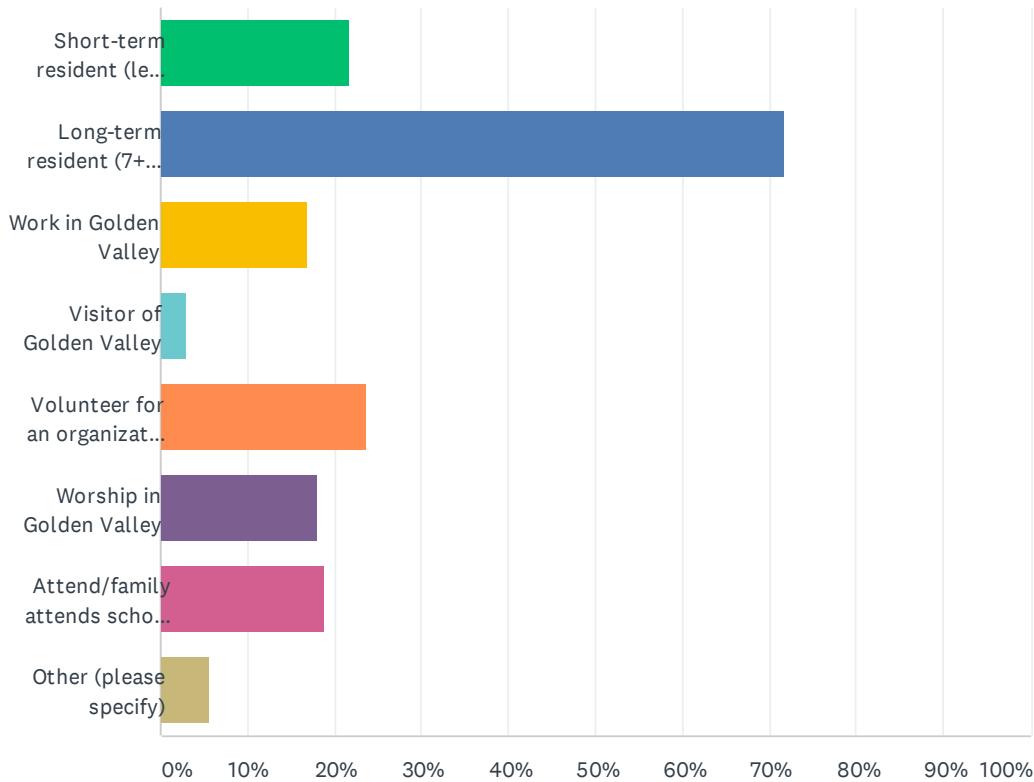
Answered: 106 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female (woman)	45.28%	48
Male (man)	45.28%	48
Non-binary (trans)	1.89%	2
Prefer not to say	7.55%	8
TOTAL		106

Q15 Connection To Golden Valley (check all that apply)

Answered: 106 Skipped: 0



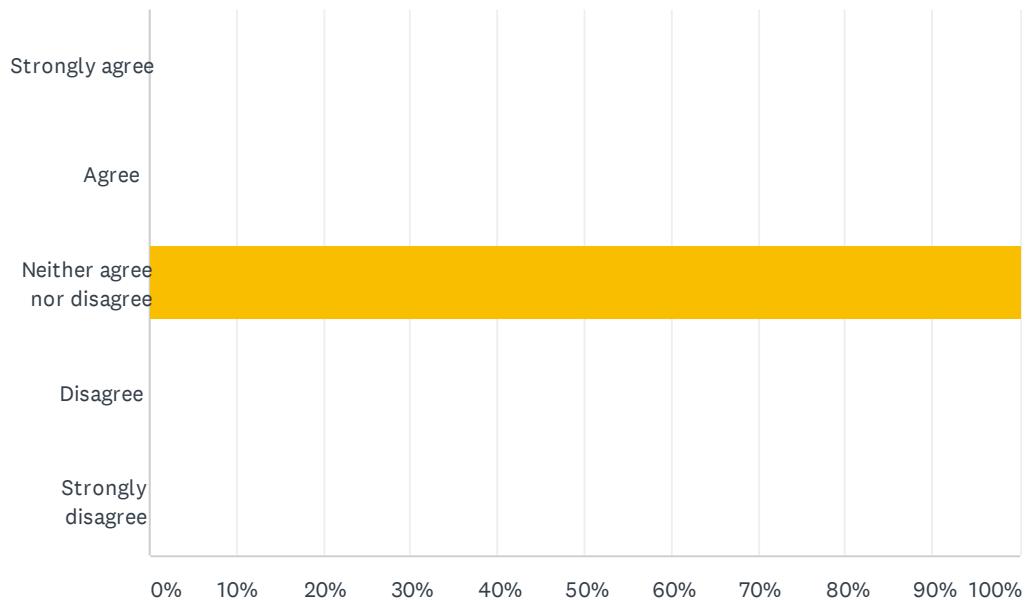
ANSWER CHOICES	RESPONSES
Short-term resident (less than 7 years)	21.70% 23
Long-term resident (7+ years)	71.70% 76
Work in Golden Valley	16.98% 18
Visitor of Golden Valley	2.83% 3
Volunteer for an organization in Golden Valley	23.58% 25
Worship in Golden Valley	17.92% 19
Attend/family attends school in Golden Valley	18.87% 20
Other (please specify)	5.66% 6
Total Respondents: 106	

Question 10

Demographics Of Respondents Who Answered Neither Agree Nor Disagree

Q10 I feel the Golden Valley police do a good job of maintaining public safety in the community.

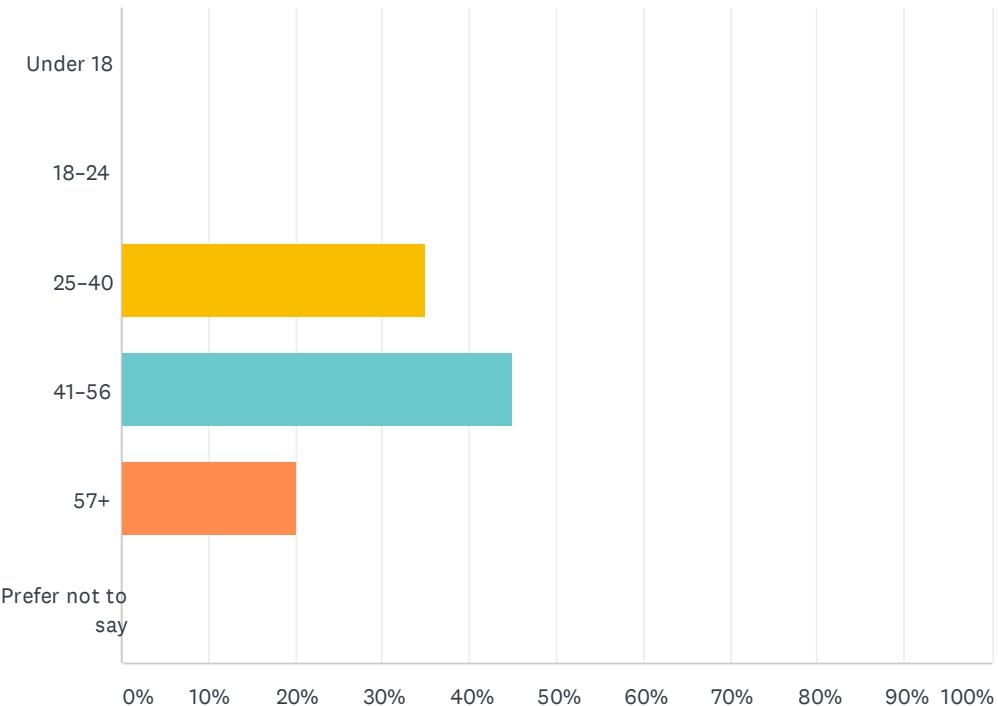
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	0.00%	0
Agree	0.00%	0
Neither agree nor disagree	100.00%	20
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		20

Q11 Age

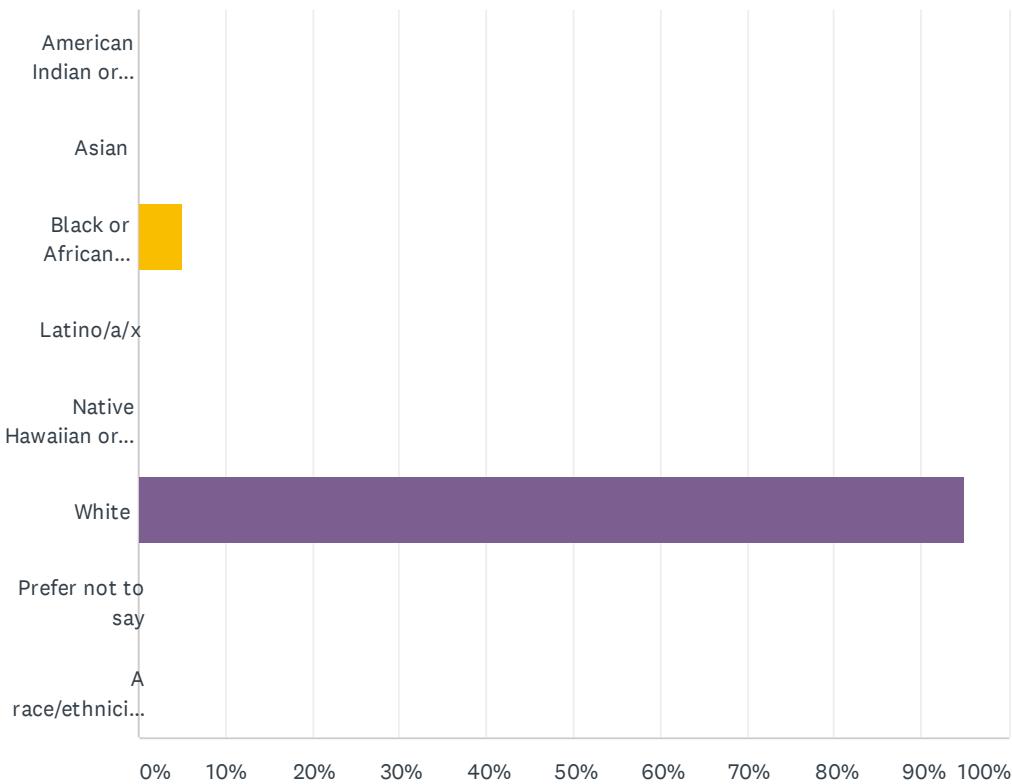
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES
Under 18	0.00% 0
18-24	0.00% 0
25-40	35.00% 7
41-56	45.00% 9
57+	20.00% 4
Prefer not to say	0.00% 0
TOTAL	20

Q12 Race & Ethnicity

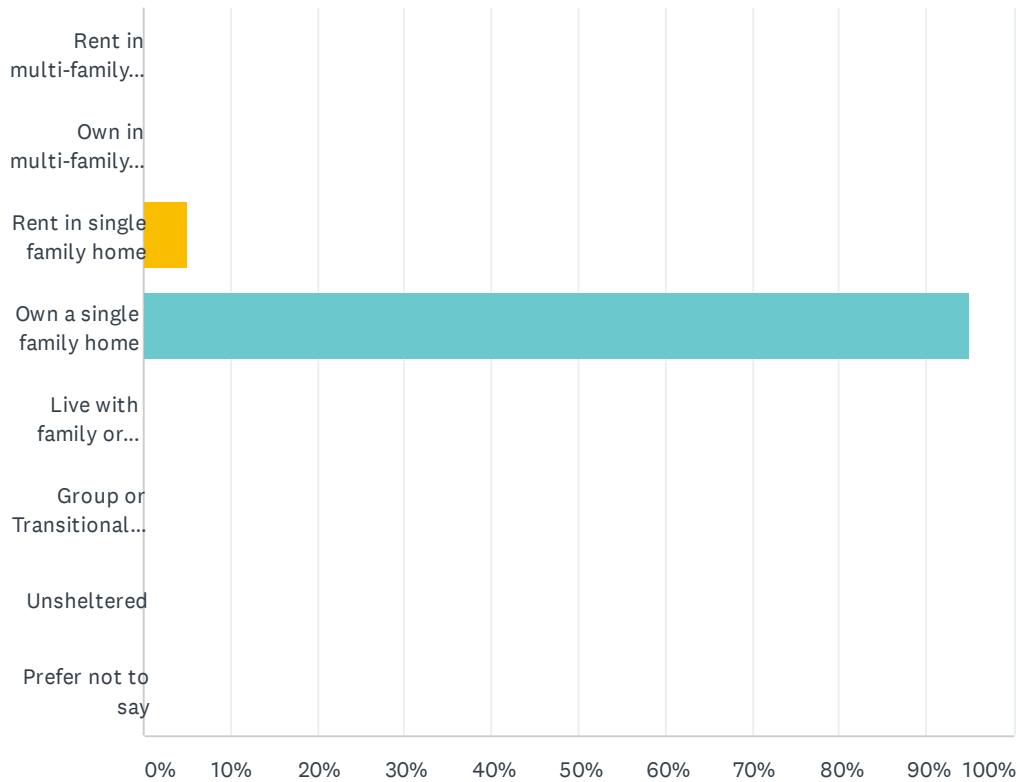
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES
American Indian or Alaska Native	0.00% 0
Asian	0.00% 0
Black or African American	5.00% 1
Latino/a/x	0.00% 0
Native Hawaiian or other Pacific Islander	0.00% 0
White	95.00% 19
Prefer not to say	0.00% 0
A race/ethnicity not mentioned. (please specify)	0.00% 0
TOTAL	20

Q13 Housing Status

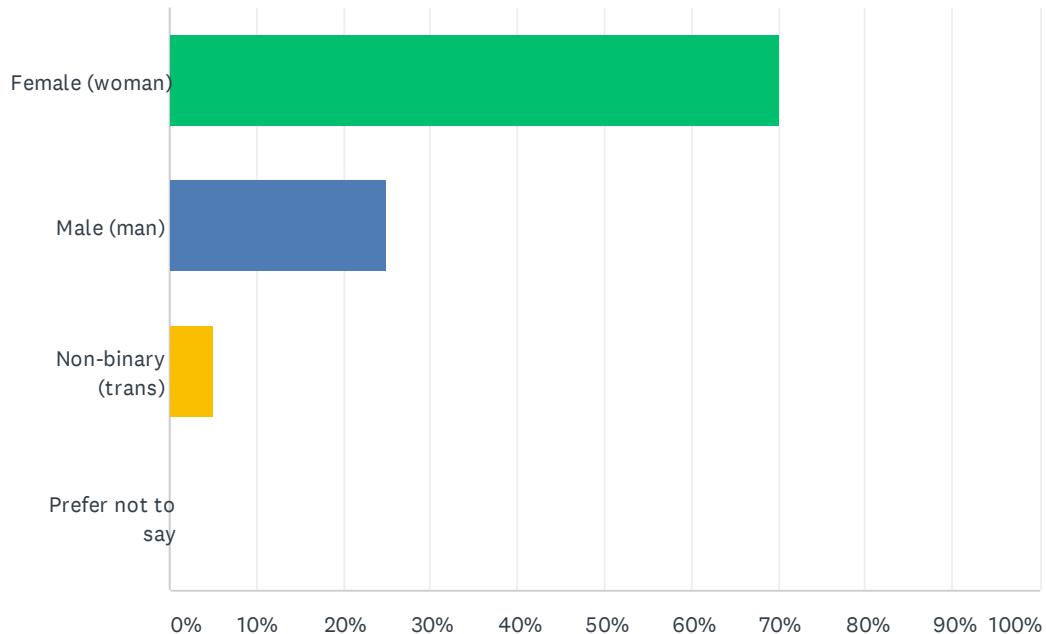
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Rent in multi-family or attached home (duplex, apartment, townhome, etc)	0.00%	0
Own in multi-family or attached home (condo or townhome)	0.00%	0
Rent in single family home	5.00%	1
Own a single family home	95.00%	19
Live with family or friends	0.00%	0
Group or Transitional housing	0.00%	0
Unsheltered	0.00%	0
Prefer not to say	0.00%	0
TOTAL		20

Q14 Gender Identity

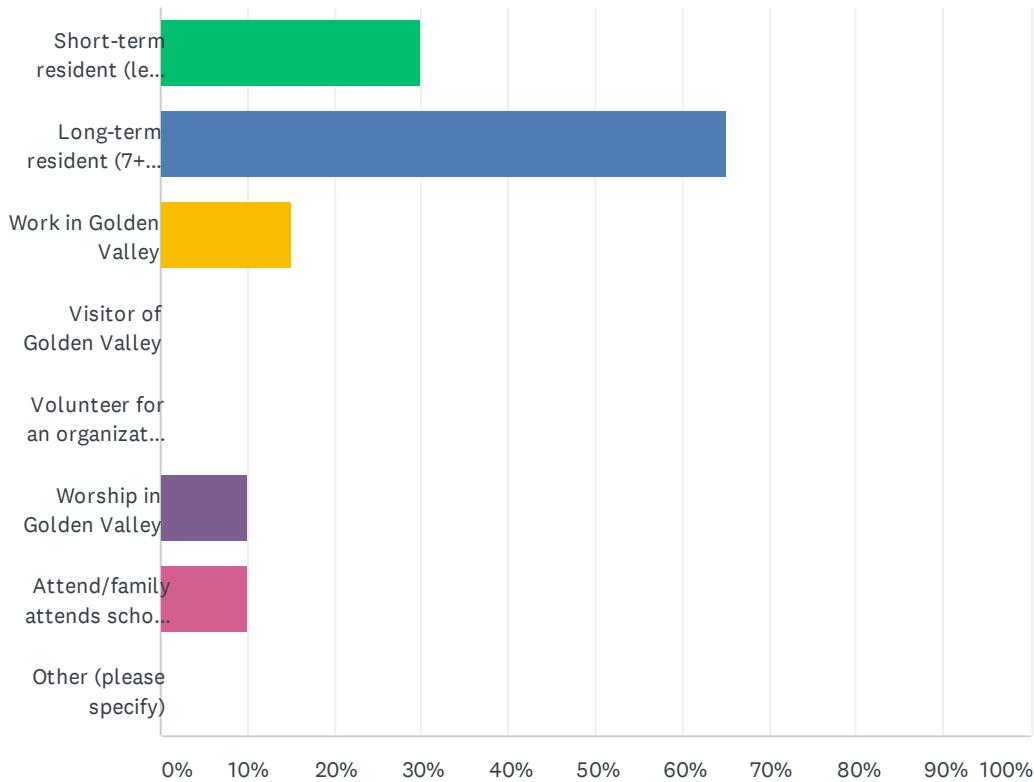
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female (woman)	70.00%	14
Male (man)	25.00%	5
Non-binary (trans)	5.00%	1
Prefer not to say	0.00%	0
TOTAL		20

Q15 Connection To Golden Valley (check all that apply)

Answered: 20 Skipped: 0



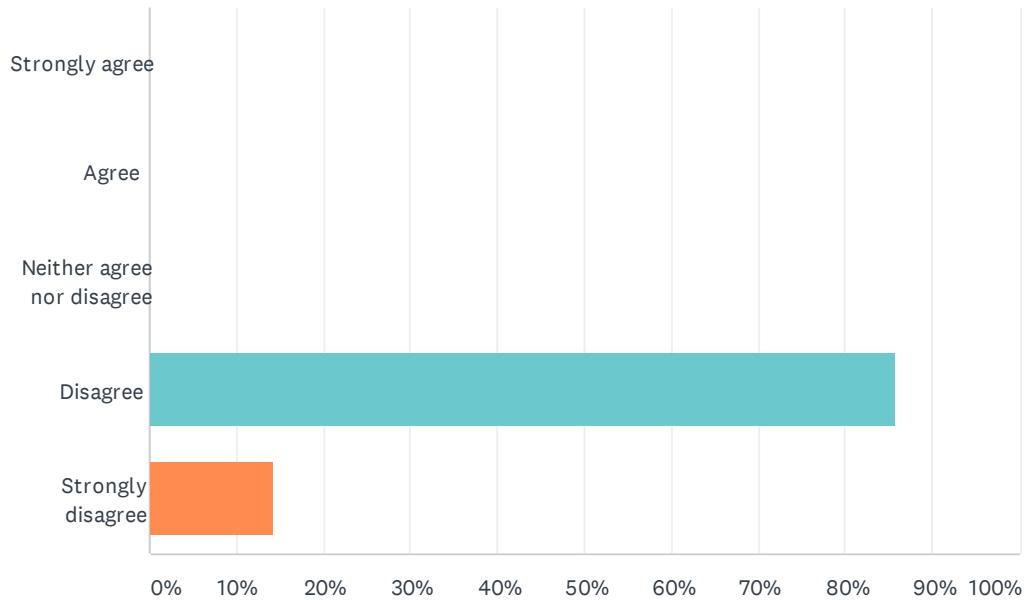
ANSWER CHOICES	RESPONSES	
Short-term resident (less than 7 years)	30.00%	6
Long-term resident (7+ years)	65.00%	13
Work in Golden Valley	15.00%	3
Visitor of Golden Valley	0.00%	0
Volunteer for an organization in Golden Valley	0.00%	0
Worship in Golden Valley	10.00%	2
Attend/family attends school in Golden Valley	10.00%	2
Other (please specify)	0.00%	0
Total Respondents: 20		

Question 10

Demographics Of Respondents Who Answered Disagree Or Strongly Disagree

Q10 I feel the Golden Valley police do a good job of maintaining public safety in the community.

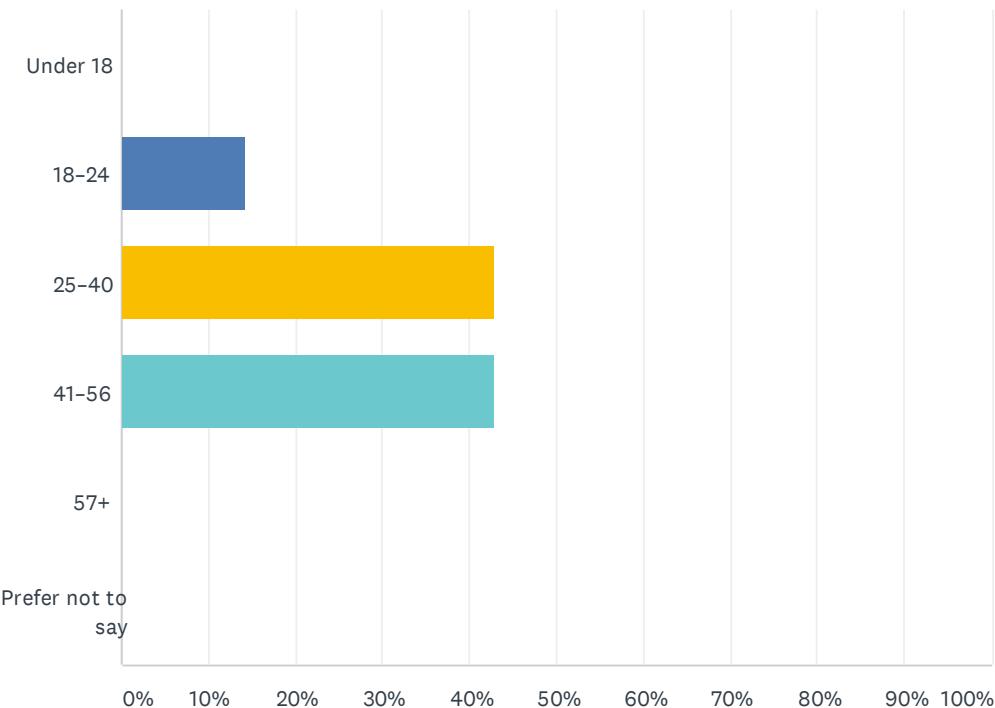
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	0.00%	0
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	85.71%	6
Strongly disagree	14.29%	1
TOTAL		7

Q11 Age

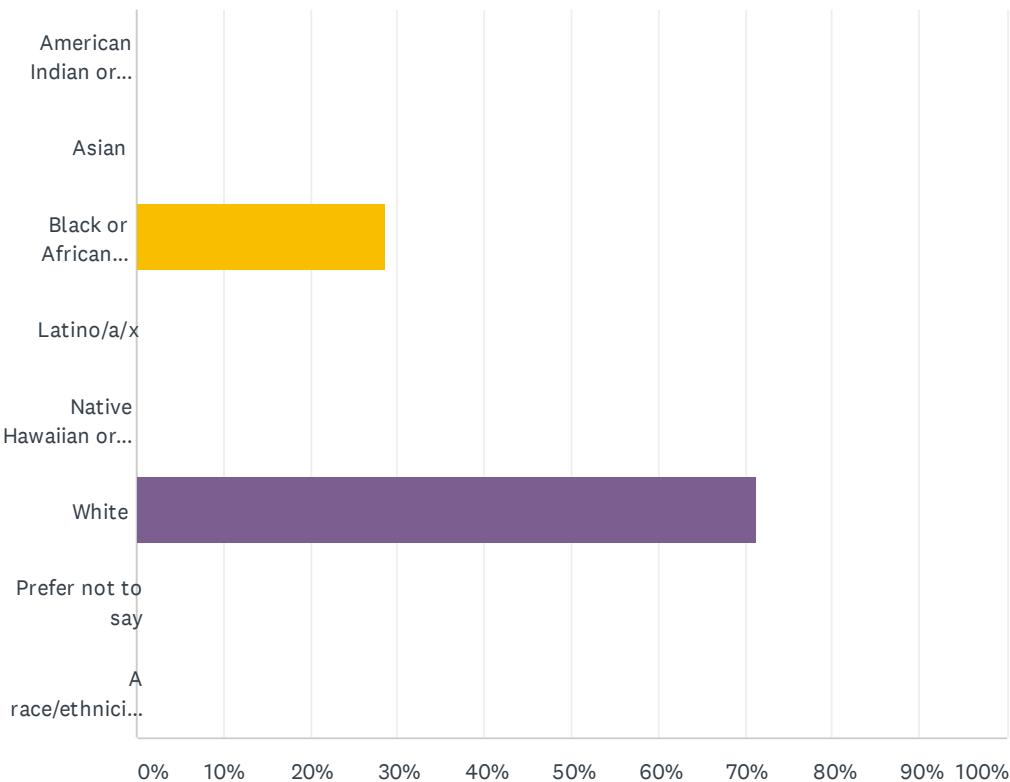
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Under 18	0.00%	0
18-24	14.29%	1
25-40	42.86%	3
41-56	42.86%	3
57+	0.00%	0
Prefer not to say	0.00%	0
TOTAL		7

Q12 Race & Ethnicity

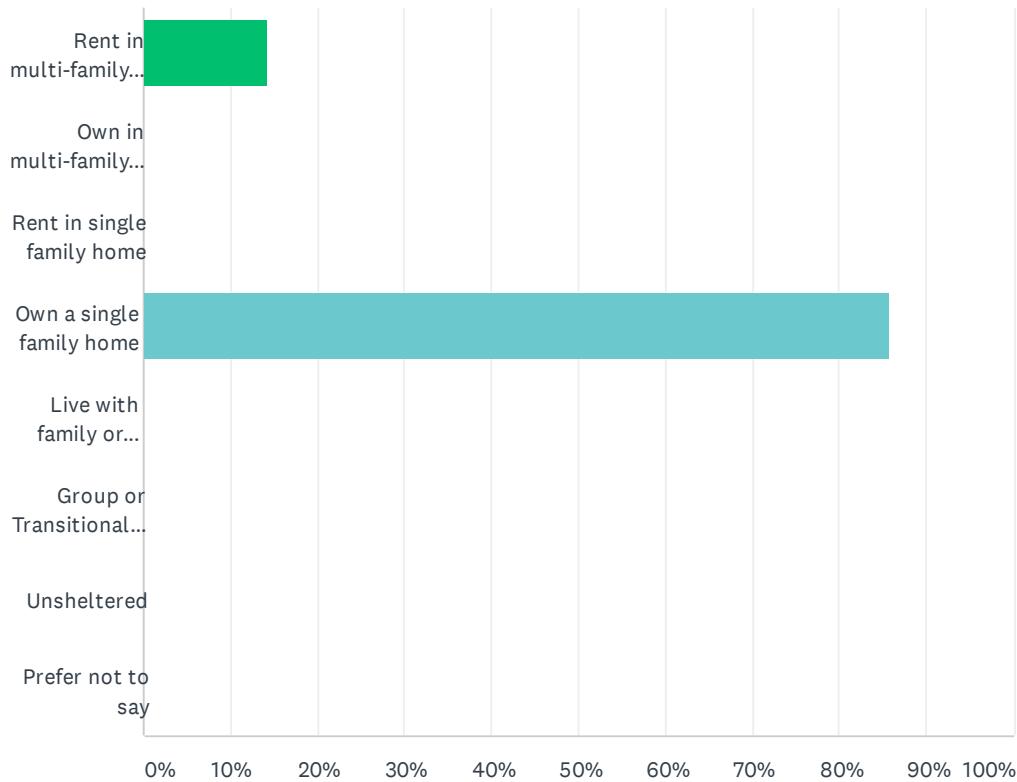
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES
American Indian or Alaska Native	0.00% 0
Asian	0.00% 0
Black or African American	28.57% 2
Latino/a/x	0.00% 0
Native Hawaiian or other Pacific Islander	0.00% 0
White	71.43% 5
Prefer not to say	0.00% 0
A race/ethnicity not mentioned. (please specify)	0.00% 0
TOTAL	7

Q13 Housing Status

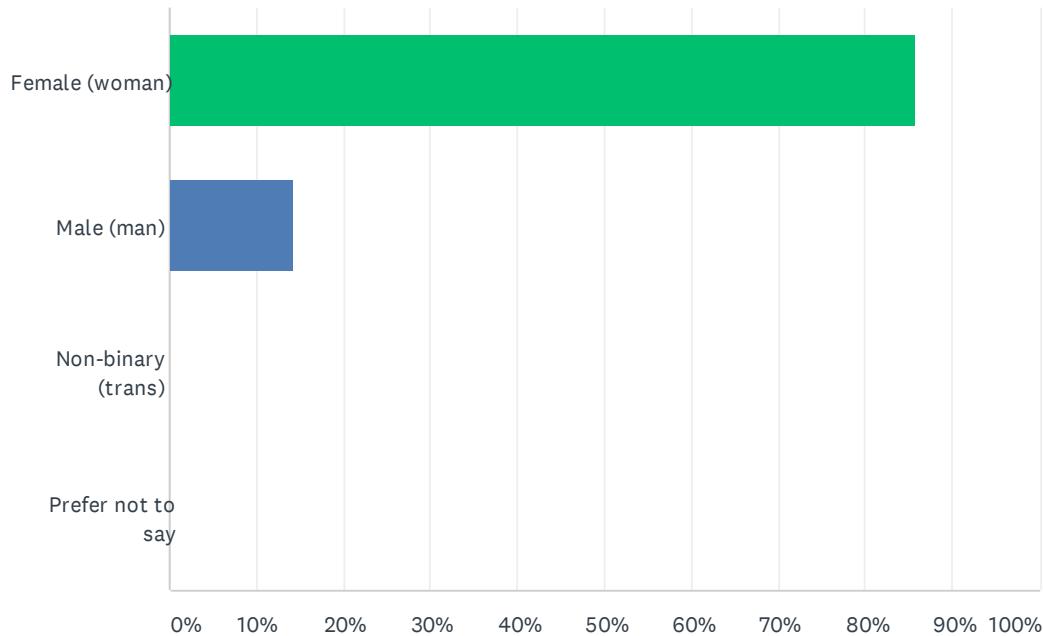
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Rent in multi-family or attached home (duplex, apartment, townhome, etc)	14.29%	1
Own in multi-family or attached home (condo or townhome)	0.00%	0
Rent in single family home	0.00%	0
Own a single family home	85.71%	6
Live with family or friends	0.00%	0
Group or Transitional housing	0.00%	0
Unsheltered	0.00%	0
Prefer not to say	0.00%	0
TOTAL		7

Q14 Gender Identity

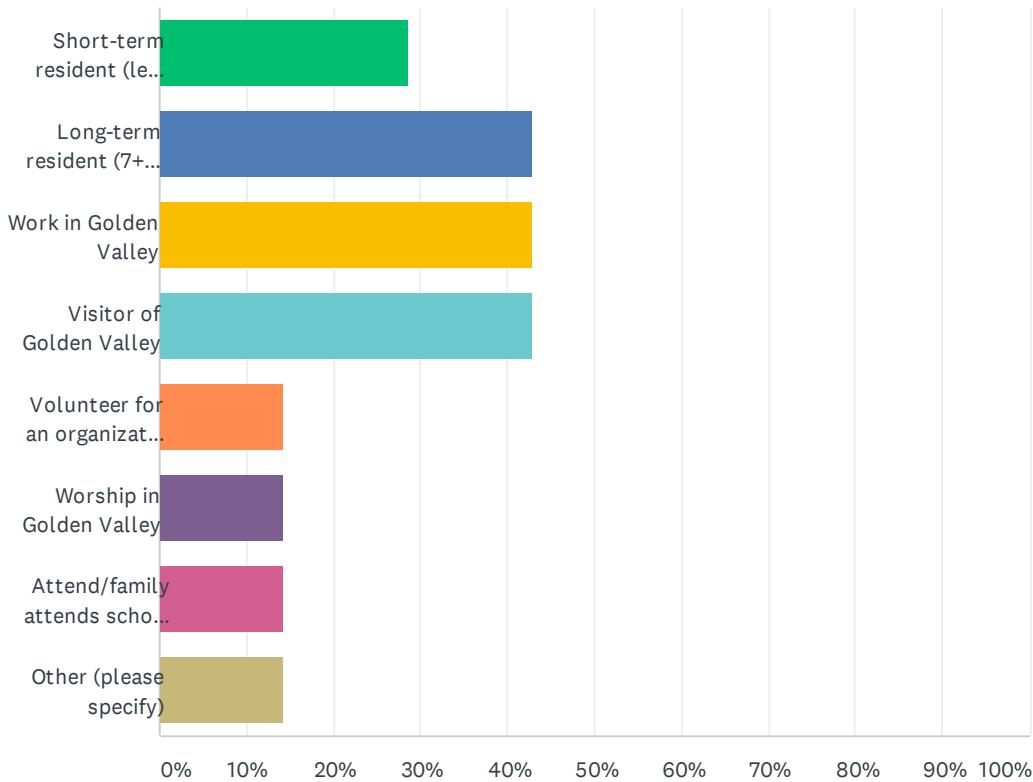
Answered: 7 Skipped: 0



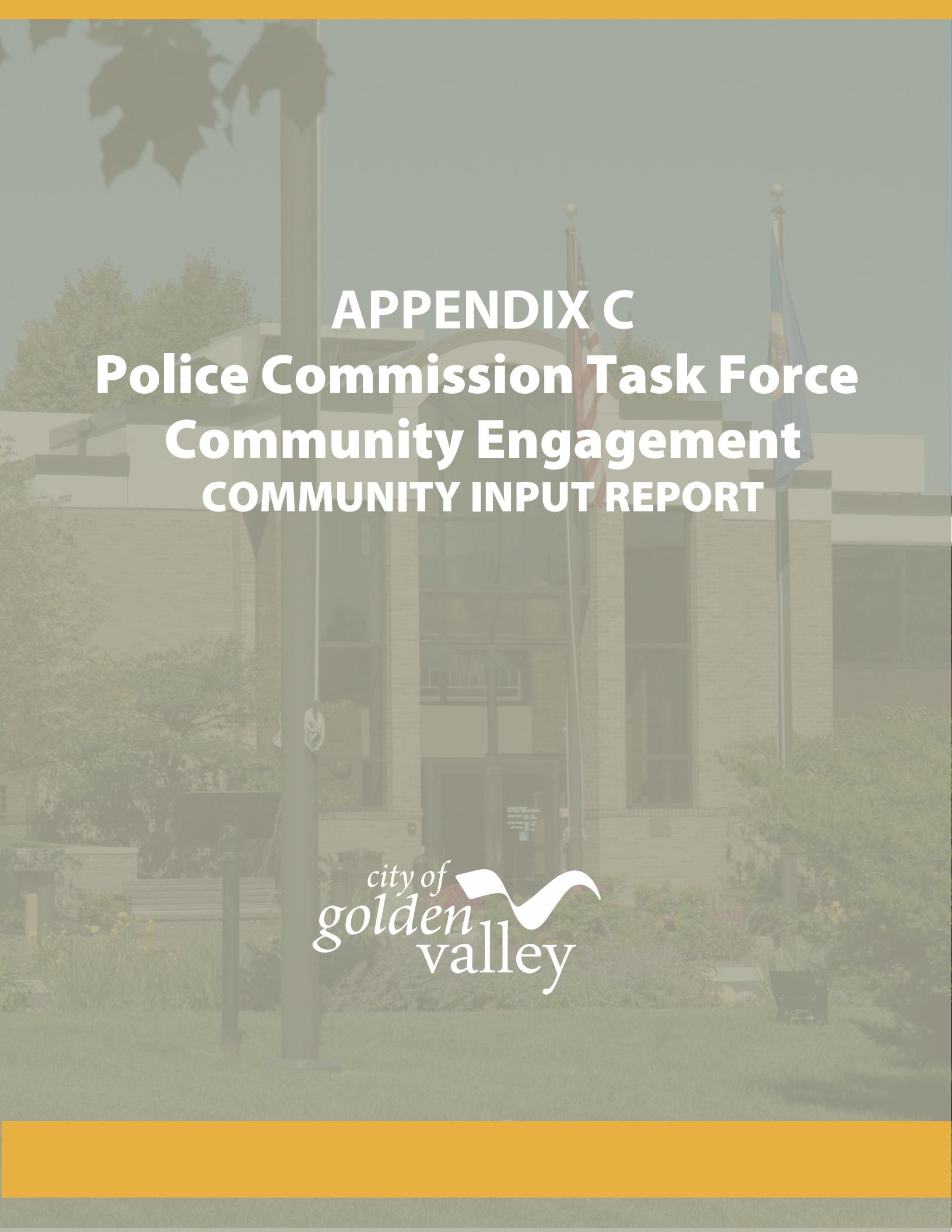
ANSWER CHOICES	RESPONSES	
Female (woman)	85.71%	6
Male (man)	14.29%	1
Non-binary (trans)	0.00%	0
Prefer not to say	0.00%	0
TOTAL		7

Q15 Connection To Golden Valley (check all that apply)

Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES
Short-term resident (less than 7 years)	28.57%
Long-term resident (7+ years)	42.86%
Work in Golden Valley	42.86%
Visitor of Golden Valley	42.86%
Volunteer for an organization in Golden Valley	14.29%
Worship in Golden Valley	14.29%
Attend/family attends school in Golden Valley	14.29%
Other (please specify)	14.29%
Total Respondents: 7	

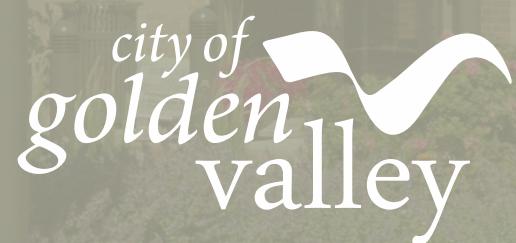


APPENDIX C

Police Commission Task Force

Community Engagement

COMMUNITY INPUT REPORT



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Overview

Soliciting public input was a major component of the Police Commission Task Force's consideration of a new police commission.

Community Engagement Sessions

Staff solicited input from the community through interactive polls during two community engagement sessions May 5, noon and 6:30 pm, regarding the following areas:

- Commission membership
- Golden Valley Police community engagement
- Police data
- Commission bylaws

To promote the two sessions, the City published multiple online news stories and social media posts on Facebook, Twitter, and Nextdoor.

Membership

The Commission will have 11 members. How many members of the following groups should be represented? Use numerals 0–11 when filling in each box.

Historically Harmed Populations

Noon Session	6:30 pm Session
4	5
4	3
2	1
2	3
7	2
3	6
At least 6 of the 11, keeping over 50%	6
2	3
7–8	3
2	3
4	Yes
4	3
	3

Attorneys

Noon Session	6:30 pm Session
1	1
2	0
1	1
1	1
1	1
1	1
At least 2	0
0	1
1	1
1	1
1	0
1	Yes
	2
	1

Youth

Noon Session	6:30 pm Session
2	2
2	1
2	1
2	1
1	1
1	2
At least 3, keeping around 30%	2
1	1
1-3	1
1	2
1-2	Yes
2	3

Social Service Providers/Lived Experience (homelessness, chemical misuse, mental health)

Noon Session	6:30 pm Session
2	1
2	3
2	1
2	1
1	2
2	6
Ideally 6 or more, min 3	1
2	2
1-2	2
2	2
1-2	Yes
2	3
	2

Renter/Association with multi-family/group housing

Noon Session	6:30 pm Session
1	1
2	1
1	1
1-2	1
1	1
1	4
2	1
2	1
1	2
2	Yes
1	3
2	1

Sworn Police Officers of the Golden Valley Police Department

Noon Session	6:30 pm Session
2	1
1	1
1	2
2	0
1	2
1	2
At least 3	1
1	Yes
1	2
1	1
1	
1	

Human Resources Professional

Noon Session	6:30 pm Session
1	1
1	1
0	1
1	0
1	1
1	1
Min of 1	1
2	1
1	Yes
1	2
0	1

Parents, Teachers, Administrators of a school that serves Golden Valley residents

Noon Session	6:30 pm Session
2	2
1	1
1	1
1-2	2
1	2
2	2
3	1
1	Yes
1	3
2	1
1	
2	

Are there any groups that should be represented on the Commission that were missed?

This question was open-ended and gathered no statistical data.

Open-Ended Answers (Noon Session)
Those in residences like Dover Hills or seniors where they often have medical calls to police
Someone representing aging pop/dementia/alz/parkinsons/etc...
Experience with immigration, immigrant or first generation American
Elder
Business rep
Local business representative?
Elder population/ retirement home workers
Senior citizens or a representative that works in a seniors facility in GV
No one was missed.

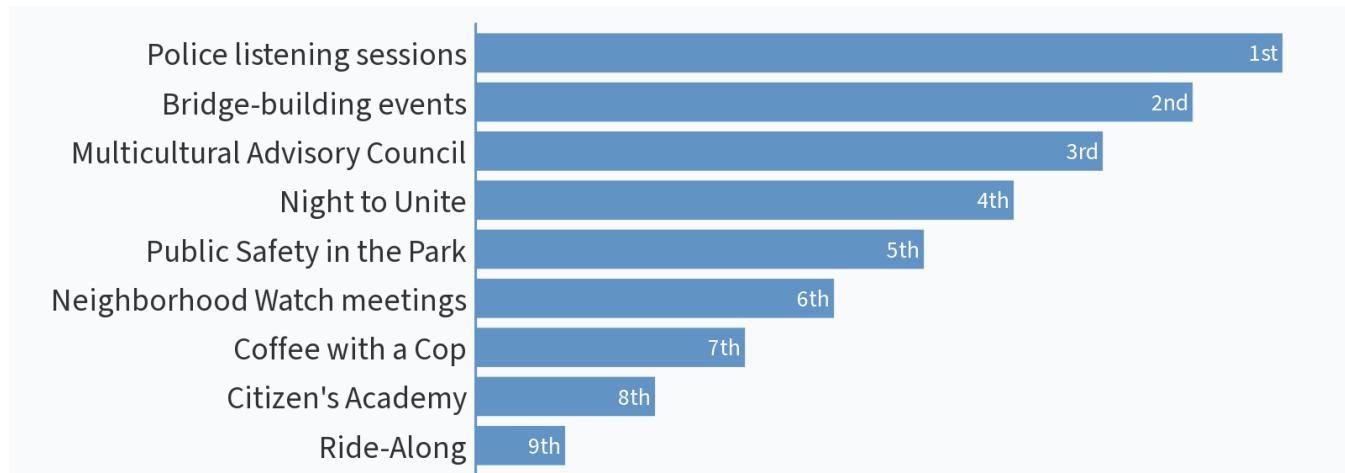
Open-Ended Answers (6:30 Session)
No
perhaps in addition to multi-family homes, those who take public transit
Specifically aMental health professional
I think the mix previously identified is great.
It would be useful if we had more information about the powers and duties of the commission. I apologize if you ran through this in the first 5 minutes of the presentation, which I missed.
at minimum 2 youth
Keep open future options
Regular members of the community
Seniors
Seniors
No

Community Engagement

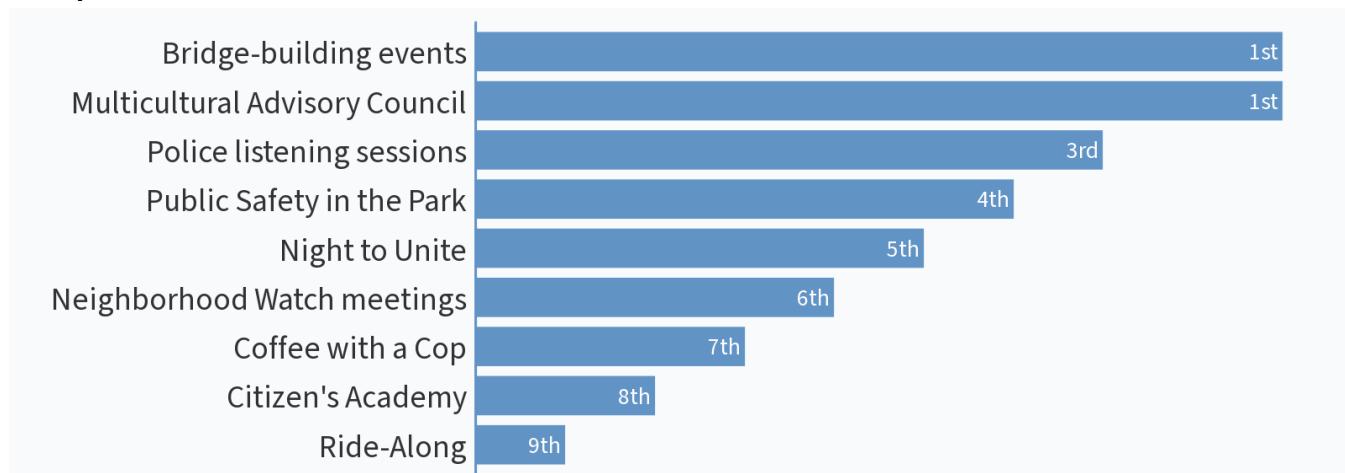
Rank these community engagement opportunities from the most favorable (top) to least favorite (bottom).

Based on weighted averages, the highest ranked community engagement opportunities for both the noon and 6:30 pm sessions are *Police listening sessions*, *Multicultural Advisory Council*, and *Bridge-building events*.

Noon Session



6:30 pm Session



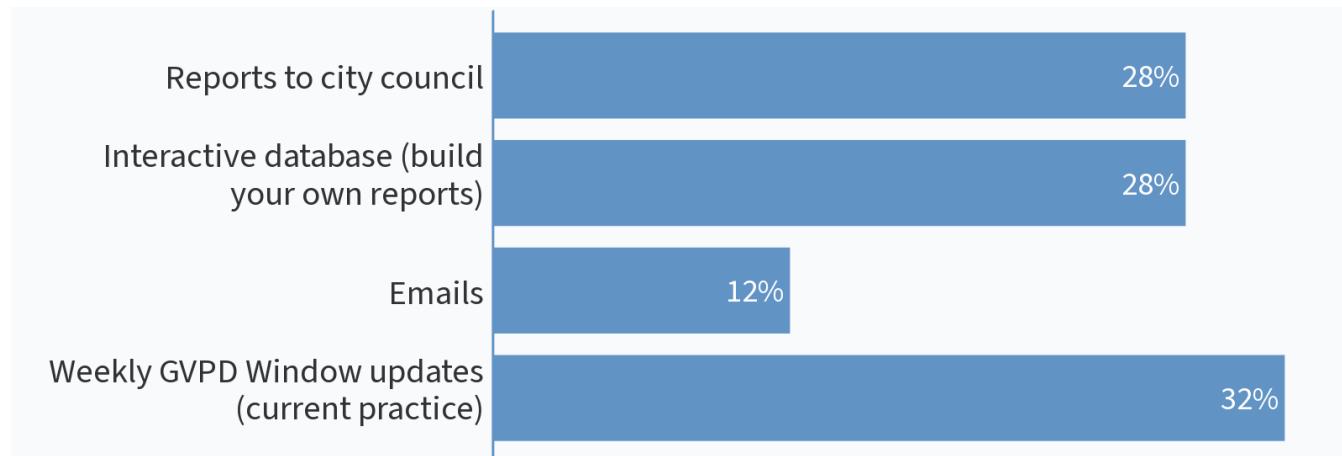
Data

In what ways would you like to access Golden Valley Police data? (choose all that apply)

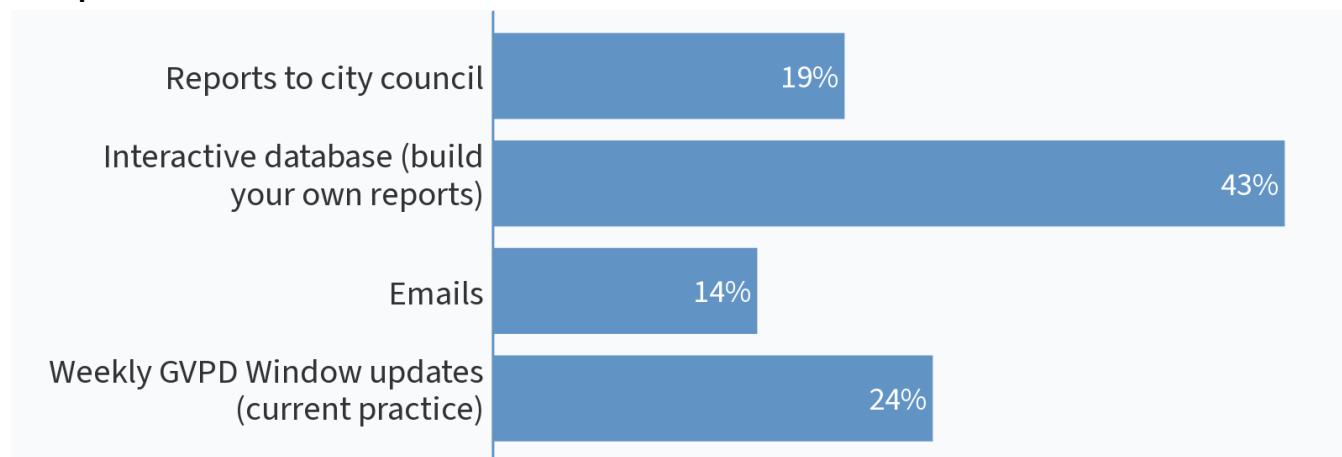
Of the 11 responses at the noon session, 8 (32 percent) answered *Weekly GVPD Window updates (current practice)*, 7 (28 percent) answered *Reports to city council*, and 7 (28 percent) answered *Interactive database (build your own reports)*.

Of the 13 responses at the noon session, 9 (43 percent) answered *Interactive database (build your own reports)* and 5 (24 percent) answered *Weekly GVPD Window updates (current practice)*.

Noon Session



6:30 pm Session

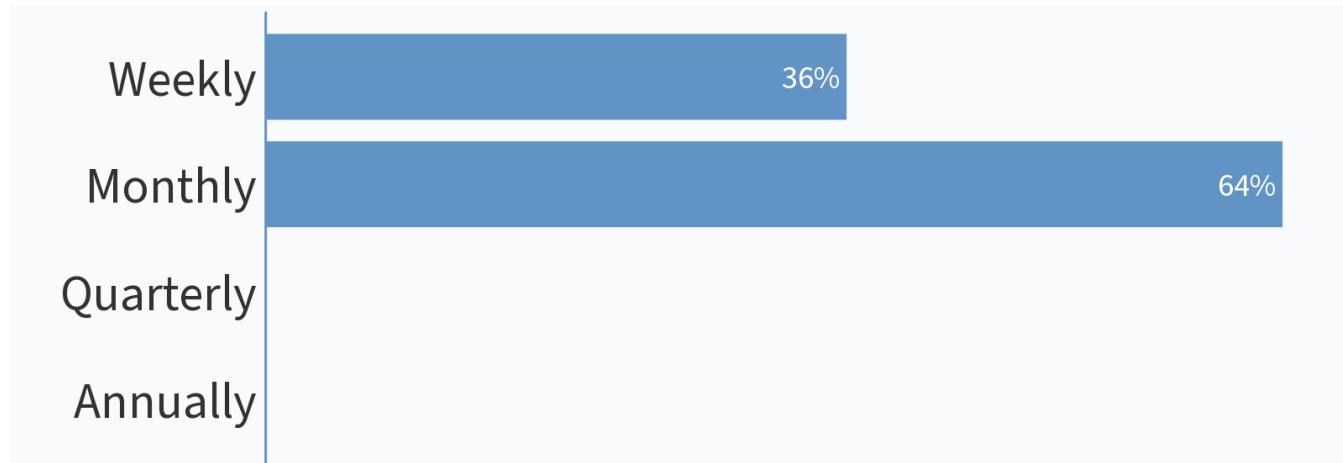


How often should the Golden Valley Police Department publish data?

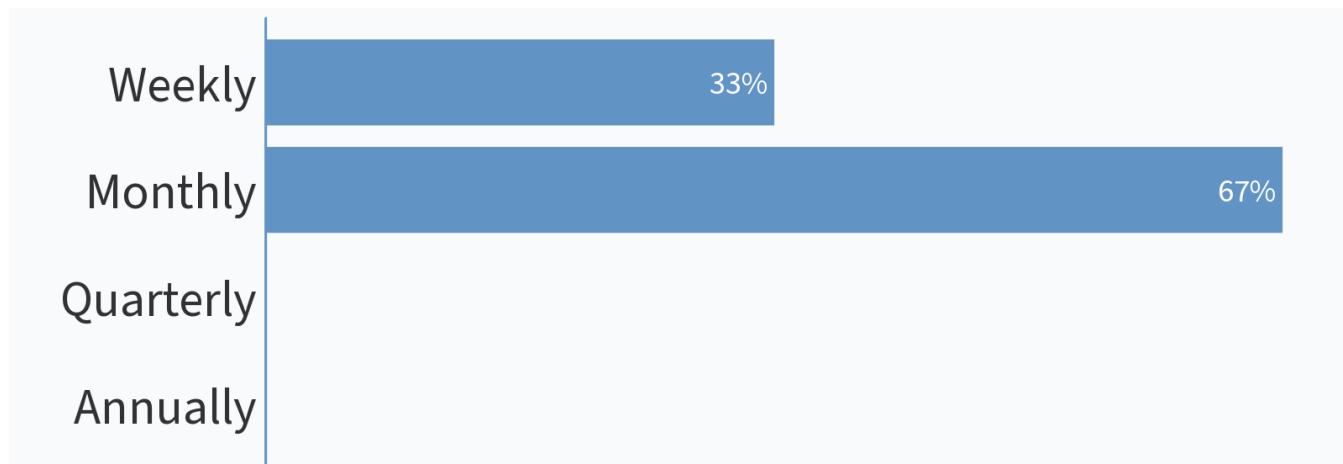
Of the 11 respondents who answered this question at the noon session, 7 (64 percent) believe the Golden Valley Police Department should publish data monthly and 4 (36 percent) believe it should be published weekly.

Of the 12 respondents who answered this question at the 6:30 pm, 8 (67 percent) believe the Golden Valley Police Department should publish data monthly and 4 (33 percent) believe it should be published weekly.

Noon Session



6:30 pm Session

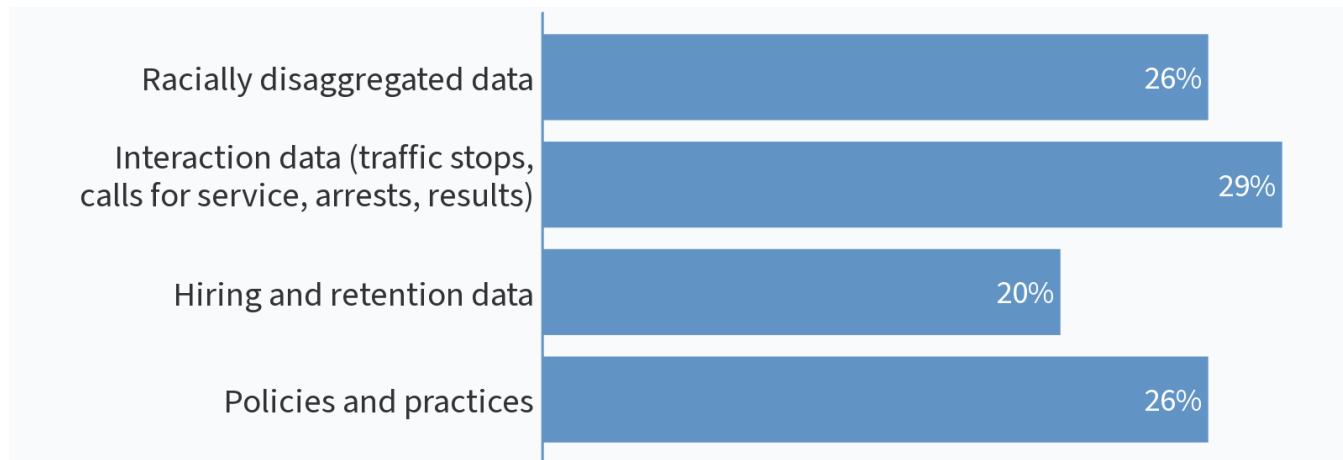


What type of data should the Commission use for decision making? (choose all that apply)

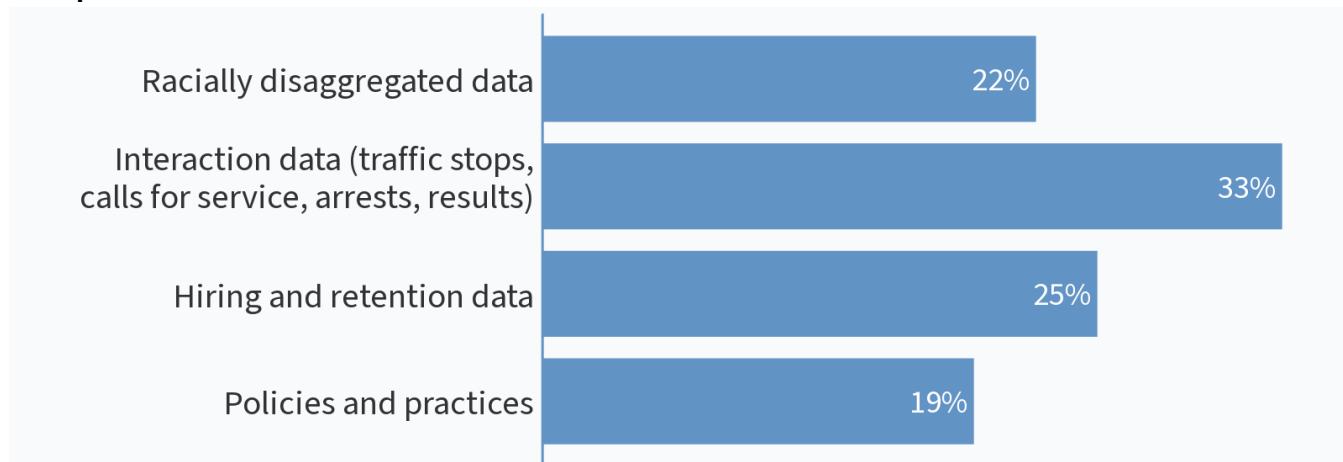
Of the 11 responses at the noon session, 10 (29 percent) answered *Interaction data (traffic stops, calls for service, arrests, results)*, 9 (26 percent) answered *Racially disaggregated data*, and 9 (26 percent) answered *Policies and practices*.

Of the 14 responses at the noon session, 12 (33 percent) answered *Interactive database (build your own reports)*, 9 (25 percent) answered *Hiring and retention data*, and 8 (22 percent) answered *Racially disaggregated data*.

Noon Session



6:30 pm Session



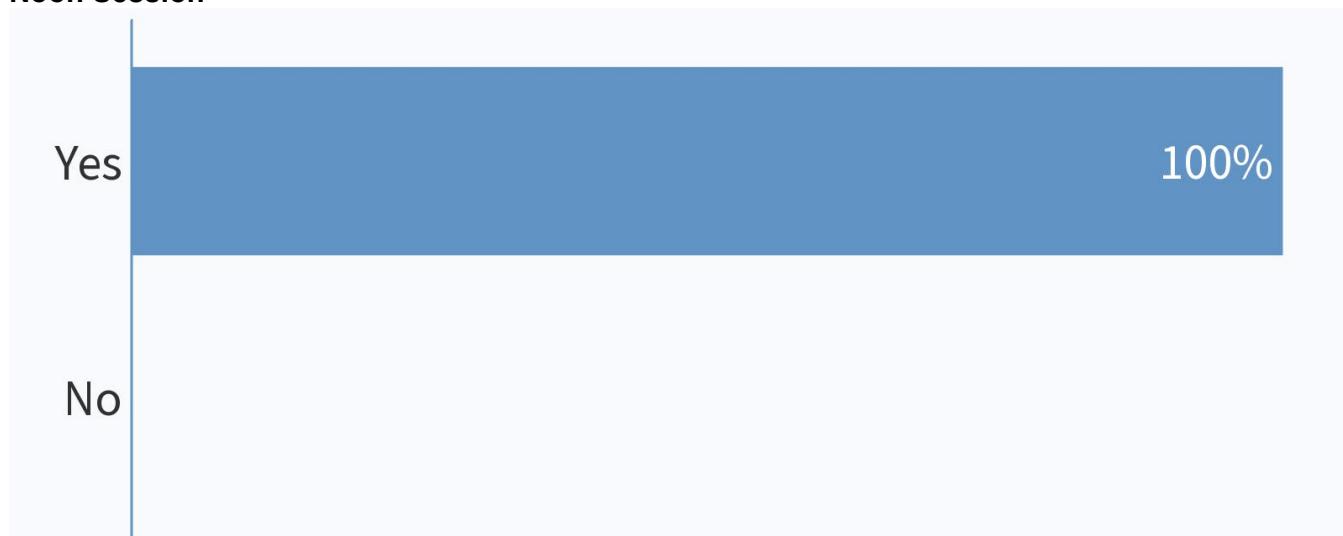
Yes/No Questions

Should the Commission have term limits?

Of the 12 respondents who answered this question at the noon session, 12 (100 percent) believe the Commission should have term limits.

Of the 13 respondents who answered this question at the 6:30 pm session, 13 (100 percent) believe the Commission should have term limits.

Noon Session



6:30 pm Session



Should the Commission share records beyond meeting agendas and minutes (data from reports/case studies, City organizational chart, recruitment data, job descriptions).

Of the 9 respondents who answered this question at the noon session, 9 (100 percent) believe the commission should share records beyond meeting agendas and minutes.

Of the 13 respondents who answered this question at the noon session, 11 (85 percent) believe the commission should share records beyond meeting agendas and minutes and 2 (15 percent) believe the commission should not.

Noon Session



6:30 pm Session

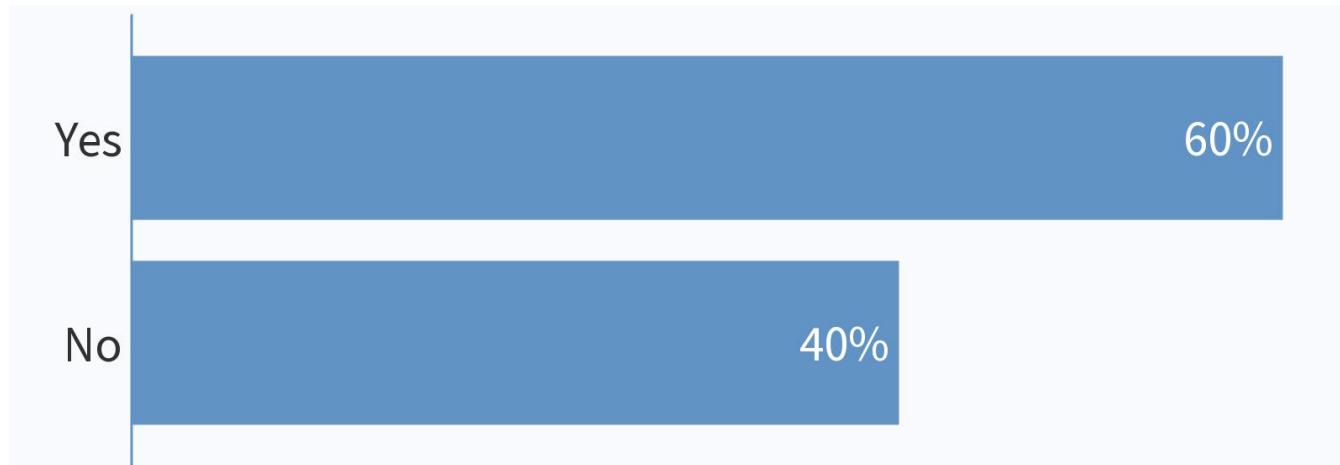


Should the Commission bylaws express the social climate of its creation?

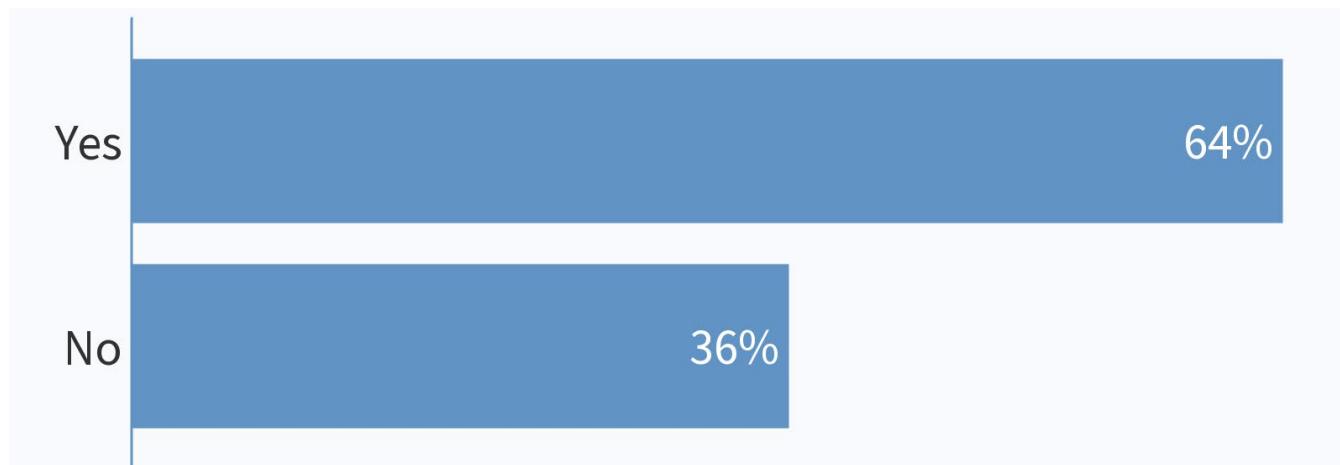
Of the 10 respondents who answered this question at the noon session, 6 (60 percent) believe the Commission bylaws should express the social climate of its creation and 4 (40 percent) do not.

Of the 11 respondents who answered this question at the noon session, 7 (64 percent) believe the Commission bylaws should express the social climate of its creation and 4 (36 percent) do not.

Noon Session



6:30 pm Session



Should the Commission bylaws provide definitions for shared vocabulary?

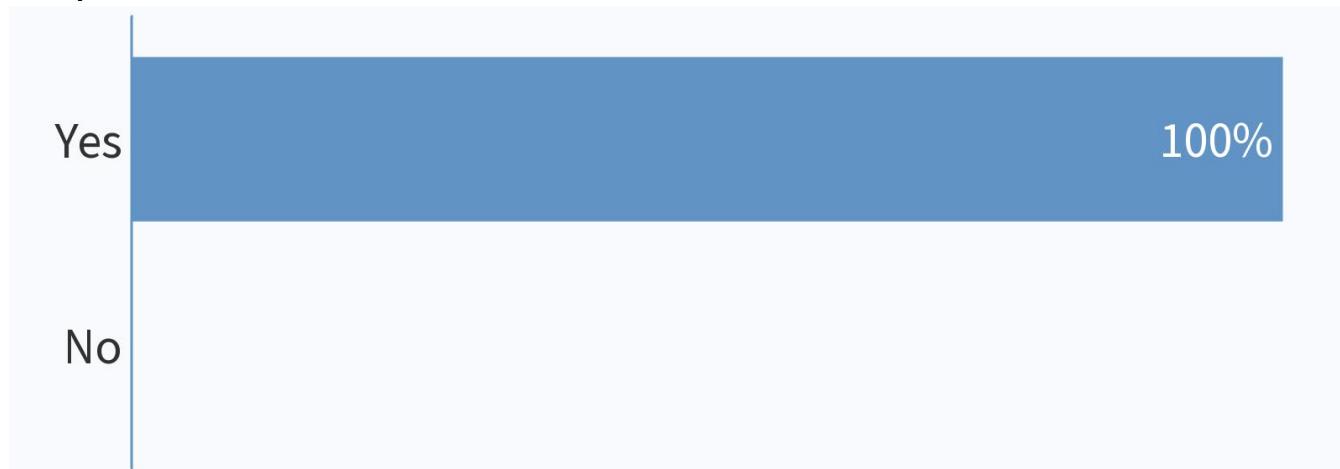
Of the 11 respondents who answered this question at the noon session, 11 (100 percent) believe the Commission bylaws should provide definitions for shared vocabulary.

Of the 11 respondents who answered this question at the 6:30 pm session, 11 (100 percent) believe the Commission bylaws should provide definitions for shared vocabulary.

Noon Session



6:30 pm Session



Is there anything you want the Police Commission Task Force to consider before the Commission starts?

This question was open-ended and provided no statistical data.

Noon Session
THANK YOU ALL!!
The social climate should be part of the mission statement, rather than the text of the bylaws. I envision the police commission as citizens interacting with the police and also listening to citizen complaints that are not addressed by the police. I appreciate all the work you have done on this.
Hire a community specialist
CSC commissioners should have some role with the new commission.
Where does the role of the old commission fit into the new one
Everyone who helped should get a pizza party
Nothing I can think of. I love the name PEACE!

6:30 pm Session
To collectively gain a thick understanding of the current data from the GVPD (i.e. percentages and numbers of calls responded to, for what underlying purpose, with what degrees of force, disaggregated by age/race/disability, etc.)
Definitely consider adding mental/addiction health professionals for responding to those 911 calls that don't require a law enforcement response.
Designation of duties between police department and other areas of city services. Ex: traffic and parking, animal control, social services, wellness checks, etc. Funding requirements and recommendations associated with these support services.
How will you work with and train with other communities and researchers doing the very serious work of community care outside of policing?
What accountability can the task force provide GVPD and what are the mechanisms for that accountability?
Thank you commission members & staff!!!
Thank you