MN State Taskforce on Law Enforcement Education Reform
Meeting Summary

Meeting date: Wednesday, August 26, 2020 from 12:00-2:00 p.m.
Taskforce conveners: Satasha Green-Stephen, Dennis Olson, and George Soule
All Members in attendance
Meeting adjourned: 2:07 p.m.

Taskforce Charge:
The Taskforce will advise the Minnesota State Board of Trustees and system leadership on initiatives, programming and priorities relative to an anti-racist law enforcement education and transformative policing of our communities. The Taskforce will not only help to set priorities for Minnesota State regarding law enforcement education, but also has the potential to impact law enforcement across the state. Taskforce review focuses on directly addressing issues of racism and social justice by producing graduates who are culturally competent and able to equitably respond to all of those whom they are charged to serve and protect - regardless of skin color, national origin, or identity. The operating ground rules/principles of how Taskforce meetings will be run was shared to ensure everyone's voice is heard and respected during discussions and dialogues.

⇨ **Action Items:** Members to read the Taskforce Charge on their own time.

Communication and Media:
Minnesota State Director of Media Communications addressed the Taskforce on media protocol. Any media inquiries regarding this Taskforce should be forwarded to the Minnesota State Director of Media Communications. The Associate Vice Chancellor for Academic Affairs is the Taskforce spokesperson for the media. A news release regarding the first Taskforce meeting will be distributed on Wednesday, August 26, 2020. Taskforce meetings are not public; however there is a public website of the Minnesota State Taskforce on Law Enforcement Education Reform that includes: Meeting agendas, meeting minutes, and member Bios.

Overview of MN State Multi-prong Approach to Law Enforcement Education Reform:
This taskforce is part of a comprehensive/multi-prong approach to address injustice and racism within our workplace, our campus communities and our curriculum. This work aligns with the MN State Equity 2030 aspirational goal to eliminate educational equity gaps across all campuses by 2030. This multi-prong approach to law enforcement education reform includes:

- Minnesota State Taskforce on Law Enforcement Education Reform
- Creation of Law Enforcement Faculty Community of Practice
- System-wide program review and quality assurance process
- Revision of Minnesota Transfer Curriculum (MnTC)Goal Area 7: Human Diversity
- Strategic plan to recruit and retain faculty of color

Minnesota State is an affirmative action, equal opportunity employer and educator.

There are short-term and long-term goals to this multi-prong approach. The **short-term goals** at the Individual level are to train the best candidates by reviewing our programs and talking about our curriculum; at the Agency level is to become partners/allies with other anti-racist organizations across MN; and at the Macro and systematic level is to help inform statewide policing certification requirements. The **long-term goals** are to increase racial/ethnic diversity of our Minnesota State faculty; provide Minnesota State students with a human diversity course(s); and establish a system wide program review and quality assurance process.

Taskforce Discussion Topics:
What are the characteristics of cultural competence?
- Taskforce members shared what the term cultural competency meant to them. It was recognized that the term cultural competency is not the most easily defined term. It was suggested to move away from the word competency and instead use the words, literacy or humility.
- Defining the term for operational use for the group; several descriptions were shared:
  - Becoming engaged
  - Characteristic of empathy
  - Knowing and understanding your own biases
  - Cultural relations cross cultures
  - Understanding there is more than one perspective in the world and more than one history
  - Understanding social political histories
  - Moving toward an immersive perspective
  - Understanding Power dynamics
  - Being trauma informed
  - Seeing people as human beings, as a person
  - Being open to new perspectives

- **How does it relate to the work of training and educating law enforcement candidates?** Several Taskforce members shared how the term cultural competency related to training and educating law enforcement candidates. Several thought that there needed to be:
  - Intentional experiences for candidates with diverse communities
  - More scenario based training
  - An avoidance of like-minded partnerships
  - Training on how to manage conflict and trauma

  ⇨ **Action Item:** The co-conveners will condense the themes around cultural competency and come up with a draft definition of cultural competence for the Taskforce's operational use.
  ⇨ **Action Item:** Taskforce members can send any materials, resources, and articles to the Associate Vice Chancellor for Academic Affairs to share with Taskforce members.

Next Steps:
Meetings are via Zoom from 12:00 – 2:00 p.m. Next meeting dates: September 30th, October 28th, November 25th, and December 23rd.

Background Information:
There are 30 state colleges and 7 state universities. There are 54 campuses and 47 communities across the state. We serve 340,000 students annually. A total of 93 academic programs in law enforcement, criminal justice, and related fields are offered across 24 Minnesota State colleges and universities. Approximately 86% of Minnesota graduates in law enforcement graduated from one of the Minnesota State colleges or universities.