

MN State Taskforce on Law Enforcement Education Reform Meeting Summary

Meeting date: Wednesday, January 27, 2021 from 12:00–2:00 p.m. via Zoom

Tri-Chairs: Trustee George Soule, Minnesota State Board of Trustees | Commissioner Dennis Olson, Minnesota Office of Higher Education | Associate Vice Chancellor Satasha Green-Stephen, Minnesota State System Office

Meeting adjourned: 1:59 p.m.

Recommendations and Action Steps

The draft list of recommendations created by the Taskforce within Outcomes 1-2 and Buckets 1-3 was compiled and presented to the Taskforce to review for accuracy and to provide additional feedback. The Taskforce talked through each recommendation and made further suggestions and edits before final recommendations are to be shared with the Minnesota State Chancellor in late February and the Minnesota State Board of Trustees in March.

The meeting was intended to have breakout sessions to discuss each recommendation category in small groups; however, due to technical issues breakout sessions were not possible. Each recommendation was discussed as a larger Taskforce.

Recommendation Category I: Education and Training of NEW Officers

President Irving of HTC facilitated the discussion. The following questions guided the discussion:

- Is the recommendation complete?
- Are there any suggested changes to the recommendation?
- Do the tactics align with meeting this recommendation goal?
- Are additional tactics needed to meet this recommendation goal?

Discussion:

- Several members had questions about the process for submission and approval of the Taskforce’s recommendations to Minnesota State Chancellor and Board of Trustees.
- The role of the Taskforce is to provide recommendations to the Minnesota State Chancellor and Board of Trustees for consideration.
- It was discussed that the term “cultural competency” may be too broad of a term. It was discussed that Taskforce recommendations should be more specific because being too broad can exclude Black, Indigenous, and People of Color (BIPOC) from the intent of the recommendations.

Action item:

- It was suggested to avoid redundancy therefore, combine Tactic 1.1.1 and 1.1.2.
- Two Learning Objectives for Professional Peace Officer Education (PPOE) are currently in place for pre-licensing: 1. Philosophy of Effective Citizenship and Community Service and 2. Recognizing and Valuing Diversity and Cultural Differences. It was recommended to incorporate these objectives into the recommendations.
- Tactic 1.1.5: It was suggested that this be at a higher level of recommendation.

- It was suggested to add Minnesota State Office of Equity and Inclusion’s standardized definition for cultural competency.
- Taskforce members will review Minnesota State’s reference guide/glossary. Members will consider the utilization of these definitions.
- The Minnesota State Office of Equity and Inclusion will help include definitions to the document before the recommendations.
- *Action Step 1.3 and 3.2:* Members wanted clarification on these as they believe there is no difference.
- *Tactic 1.4.1:* There were no objections to this tactic; however, the Taskforce thought more description was needed. It was suggested to rephrase this action step and remove the words warrior and guardian to emphasize transformative policing practices, with emphasis on the role of law enforcement as public servants.
- It was suggested to define what paramilitary means in the recommendations.
- *Tactic 1.5.1:* Individuals are screened before entering into the program(s). Taskforce members reminded the group that the idea of psychological examinations is Eurocentric and there is a prevalence of misdiagnose of persons of color. So, instead of a screening tool for candidates, candidates should be provided an examination of their view on cultural competency, implicit bias, anti-racism at entry and exit of Law Enforcement and Criminal Justice programs.
- It was recommended to survey/assess individuals before graduating from programs.
- Several members of the Taskforce thought it was important to note the difference between law enforcement and criminal justice programming. Law Enforcement is about being a police officer. Criminal Justice is about all other aspects around criminal justice systems.
- *Tactic 1.6.2:* It was suggested to strengthen the vocabulary for this tactic from “examine” to perhaps use “fix or solve.”
- *Tactic 1.6.3:* The Taskforce had several questions regarding the transferability of 2 year law enforcement programs to 4 years programs. It was stressed that if there is not seamless transfer from these programs, it could impede the diversification of students going into four year programs.

Next Steps

- Due to robust discussions the Taskforce only had time to review Recommendation Category I. The Taskforce determined that in February they will meet twice.
- Meeting date: February 10, 2021
 - Taskforce will review Category II: Recruitment and Retention of Law Enforcement Officers of Color and Category III: Education and Training of CURRENT Officers
- Meeting date: February 24, 2021
 - Taskforce will have the final review of all recommendations.

Action item:

- Taskforce members can continue to send any materials, resources, articles, or discussion topics to the Associate Vice Chancellor for Academic Affairs.
- Taskforce members are encouraged to send additional questions/concerns/feedback regarding the discussion to the Associate Vice Chancellor for Academic Affairs.
- An up-to-date list will be provided for further discussion during the next Taskforce meeting.

Adjourn