

Minneapolis Police Department (MPD) Implementation Unit

REFORM PROGRESS

Presentation by Commander Robinson

July 22, 2026

WELCOME & MEETING PURPOSE

Key Points:

**Commitment to
transparency**

**Importance of community
voice**

**Goal of ongoing reform
and accountability**



July 22, 2026

WHY REFORM IS HAPPENING?

- COMMUNITY CALLS FOR CHANGE
- STATE SETTLEMENT AGREEMENT
- COMMITMENT TO CONSTITUTIONAL POLICING
- FEDERAL CONSENT DECREE

EVENTS

June 1, 2020	Minnesota Department of Human Rights (MDHR) Investigation Launched
April 27, 2022	MDHR Findings Issued
July 13, 2023	MDHR Settlement Agreement Approved
May 27, 2025	Consent Decree Dismissed due to DOJ Withdrawal
June 10, 2025	Consent Decree terms enacted via Mayoral Executive Order
2024–Present	Implementation & Monitoring

WHY IT MATTERS

- Following the murder of George Floyd, MDHR filed a charge of discrimination against the City and the Minneapolis Police Department (MPD) to investigate whether the City and MPD had engaged in a pattern and practice of racially-discriminatory policing in violation of state law.
- MDHR issued a report stating that it had determined that there is probable cause that the City and MPD engaged in a pattern or practice of race discrimination in violation of state law.
- Hen Co District Ct judge approved the Settlement Agreement between the City and MDHR, which mandated legally enforceable, transformational changes to MPD policies and culture, targeting race-based policing in a binding, court-monitored framework.
- The Trump Administration’s DOJ withdrew from the Consent Decree, which removed the opportunity for federal oversight of MPD reform.
- Mayor Frey formalized the city’s commitment to implementing the comprehensive reforms even though the City/MPD are no longer under federal court oversight.
- These are critical to enforce legally binding, structural police reforms. It includes regular public reporting and ensures that the changes are not merely temporary but are full, effective, and sustained before court supervision is lifted.

July 22, 2026

WHAT IS THE IMPLEMENTATION UNIT?

The Settlement Agreement mandated the creation of an Implementation Unit by MPD under paragraph 24.
It consists of 22 people.

Project Management

- Coordinate efforts between the Policy Team & Training Division
- Support policy-related projects & assist with training review
- Manage timelines & forecast upcoming training dates to ensure alignment across teams

Data

- Perform data cleaning, analysis, and generate reports
- Build, maintain, & optimize dashboards
- Identify trends and create visuals for QRP
- Work on data requests and troubleshoot data issues

Health & Wellness

- Coordinate and manage the projects & initiatives associated with the Officer Support portions of the Settlement Agreement
- Collaborate with the Wellness Unit and other divisions of MPD

Community Engagement

- Communicate reform progress through newsletters, annual reports, etc.
- Build partnerships with community, neighborhood organizations, etc.
- Support compliance with community engagement requirements under Settlement Agreement

Compliance

- Conduct comprehensive compliance reviews & audits
- Report findings, highlight areas of progress, & identify issues needing attention to inform Dept leadership & support continuous improvement
- Identify trends & areas of improvement to support policy reinforcement, inform curriculum development, & facilitate targeted learning opportunities

Policy

- Review and revise MPD policies
- Conduct research & review feedback
- Maintain the Policy and Resource Hub
- Other projects and analysis connected with policy

*This is a short sample of the work the IU does.

COMMUNITY FEEDBACK THEMES

Desire for transparency

Youth involvement

Accountability concerns

Mental health response

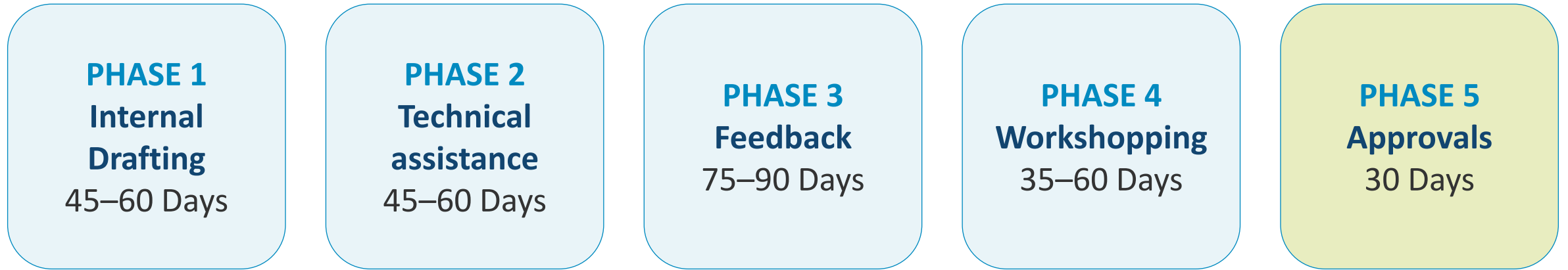
Relationship-building

Consistent communication

July 22, 2026

HOW A POLICY CHANGES AT MPD

Updating a police policy—particularly those tied to the Settlement Agreement—is a multi-step process that takes time and requires several levels of review before it can be implemented.



Approximately 230 days to 300 days or more

*A similar slide for Training Development Pathway will be shared later in the presentation.

POLICY DEVELOPMENT & UPDATES

Policies to be developed

- Corrective Action Matrix
- Duties & Responsibilities of Supervisors
- Critical Incidents
- Force Trends Analysis
- Authorized Use of Canines
- Foot Pursuits
- Warrants
- Engaging with Minors

Policies in development

- Non-Discriminatory Policing/Procedural Justice & Professional Policing
- Adult Stops, Searches, and Seizures/Adult Citations & Arrests
- Misconduct Prevention, Reporting, and Investigation
- Witnesses (combined into 9-100)
- BWC & ICC
- Crisis Intervention

ELEFA-approved Policies since start of Settlement Agreement

- Non-Discriminatory Policing/Procedural Justice & Professional Policing
- Adults Stops, Searches, and Seizures/Adults Citations & Arrests
- Misconduct Prevention, Reporting, and Investigation
- Witnesses (combined into 9-100)
- BWC & ICC
- Crisis Intervention
- Minneapolis Police Misconduct Investigations Manuals (IA/OPCR)
- Limitations on Hours Worked
- Member Health & Wellness/Member Medical Information, Injury, and Incident Reports
- QRP
- Use of Force Review
- Searches for Voluntary Transportation & Ambulances

Policies currently in effect

- Preface/Mission, Vision, Values, and Goals
- Use of Force
- Peer Support

*** Policies DO NOT go into effect until they are trained on.**

July 22, 2026

IMPLEMENTATION UPDATES: POLICIES APPROVED

ELEFA-approved policies

- Scan the QR code to see the list of policies approved by ELEFA:



The list of policies approved by ELEFA can also be found here:

<https://www.minneapolumn.gov/resident-services/public-safety/police-public-safety/investigations-settlement-agreement/implementation-updates/>

July 22, 2026

RESPONSIBILITIES AND DUTIES OF SUPERVISORS

POLICY 1-406

7 PAGES

Strengthens supervision by requiring supervisors:

- Lead with integrity and professionalism.
- Ensure constitutional, non-discriminatory policing.
- Mentor and support employee wellness.
- Review officer performance through monthly check-ins.
- Monitor stops, searches, force, and reports for policy compliance.
- Recognize positive performance and address deficiencies early.
- Build community trust through accountability and effective leadership.



STOP, SEARCH, CITATION, AND ARREST (SSCA) & WITNESSES

POLICY 9-100

61 Pages

The policy consistently emphasizes:

- Lawful interactions
- Distinct and separate legal standards
- Reasonable articulable suspicion based on specific, objective facts
- Non-discriminatory policing
- Procedural justice (LEED)
- Least intrusive response necessary
- Transparency and documentation
- Protection of constitutional rights
- Professional, respectful, and accountable policing



July 22, 2026

USE OF FORCE

POLICY 5-300

Over 100 Pages

Composed of over 14 policies

The policy focuses on the following:

- Sanctity of Life
- De-escalation First
- Necessity, Reasonableness, and Proportionality
- Duty to Intervene and Report
- Continuous Assessment
- Medical Care After Force
- Transparency and Thorough Documentation
- Supervisor Oversight and Accountability



July 22, 2026

TRAINING APPROVAL PROCESS

TRAINING DEVELOPMENT

Creating the training for a police policy—particularly those tied to the Settlement Agreement—is a multi-step process that takes time and requires several levels of review before it can be implemented.



Approximately 240 days to 315 days or more

*A policy is not considered to be in effect until all MPD officers have completed training, which comes after Phase 5-Approval, adding an additional 3–6 months.

TRAINING DEVELOPMENT & UPDATES

Trainings to be developed

- Field Training Officer – Initial 40 hr
- FTO Annual Training Refresher
- Force Investigator Training
- Misconduct Academy
- Engaging with Minors
- EIS
- Warrants
- Performance Evals

Trainings in development

- CIT – New Recruits 40 hr
- Limitations of Hours Worked
- Misconduct 2-100 Policy Training
- Misconduct Investigation Training
- NDP & SSCA
- Supervisor Force Review
- Use of Force Refresher Training

Approved Trainings

- BWC & ICC

Training completed (Policy is now in effect)

- CIT MECC
- CIT Refresher MPD
- Use of Force
- Health & Wellness

COMMUNITY ENGAGEMENT IN ACTION



8+ presentations to Neighborhood Associations

- Public Southside Safety
- Lyndale Neighborhood Association
- Bottineau Neighborhood Association

Attended:

- Minneapolis Peace Summit
- PLECET Conference
- 20+ strategic meetings addressing critical public safety topics, i.e., opioid crisis, unsheltered populations, & crime strategies impacting the Native American community

Listening sessions

20+ events attended across Minneapolis

- Be The Change MN-Follow Your Dreams Career & College Fair
- Youth Academy
- Juneteenth Celebration
- Healing Circle at the NAACP



DATA & TECHNOLOGY

Presented trend analysis at 3 Quarterly Review Panels (QRP)

- Searches
- Pedestrian Stops
- Arrests
- Use of Force (both at Level 1 & Level 2)

Data requests completed

- Gunshot wound victim(s) and homicide(s)
- Off-Duty Supervisor Check
- Payroll Shift Differential
- Animal Dispatching
- Firearm Display and Gun pointing
- Metro Surge

- RFI (Request For Information) for a new Records Management System
- RFP (Request for Proposal) for Data Staff Augmentation
- Use of Force Dashboard – In Revision



July 22, 2026

WELLNESS & OFFICER SUPPORT

Facilities Response Plan

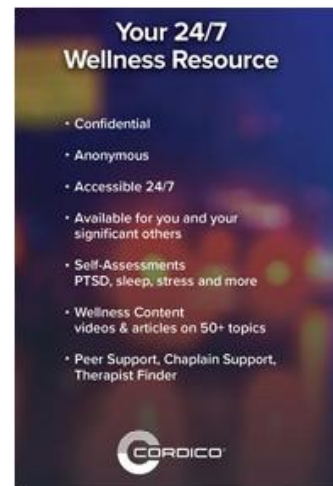
- Annual internal comprehensive facility assessments to determine additional and necessary repairs and upgrades
- Triennial external comprehensive facility assessment from a professional vendor to determine additional and necessary repairs and upgrades
- Operational plan has resulted in over 400 additional projects to improve the working conditions and environments for MPD employees

Employee Support Plan

- Mental and Behavioral Health Support Services
- Specialized Support Services
- Updated annually to ensure services address the evolving needs and priorities of MPD employees

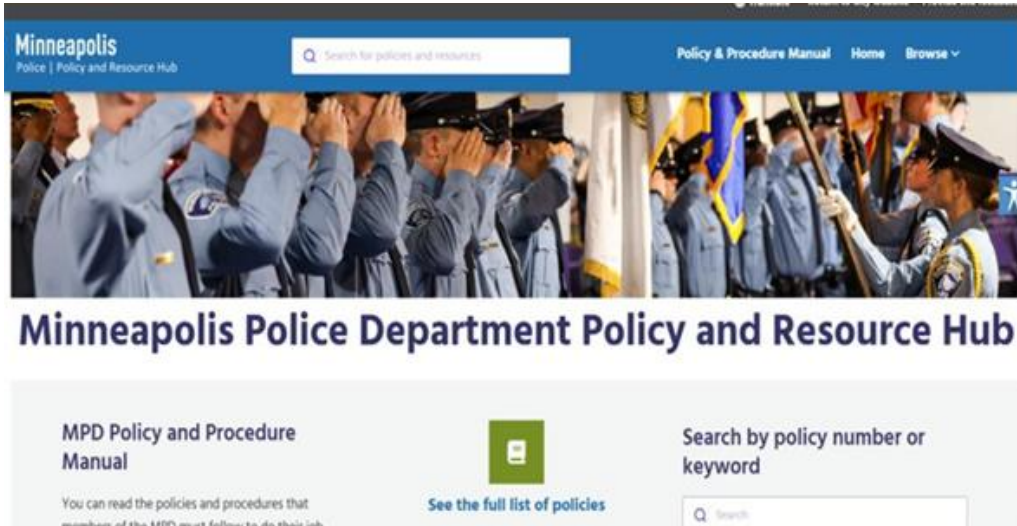
Early Intervention System

- Support system to help identify officers who are faltering, either personally or professionally
- Connects officers who might need additional support to resources
- Separate from any disciplinary process



July 22, 2026

GOING FORWARD



Watch PRH (use) video
by scanning QR code:



Policy & Resource Hub (PRH)

- Available to officers and community members
- Continued work to add more historical policies
- Planned ability to give feedback on draft policies within the hub

The Policy and Resource Hub (PRH) site can be accessed here:
<https://mpdpolicyhub.minneapolismn.gov>

Policies up or coming up for community feedback:

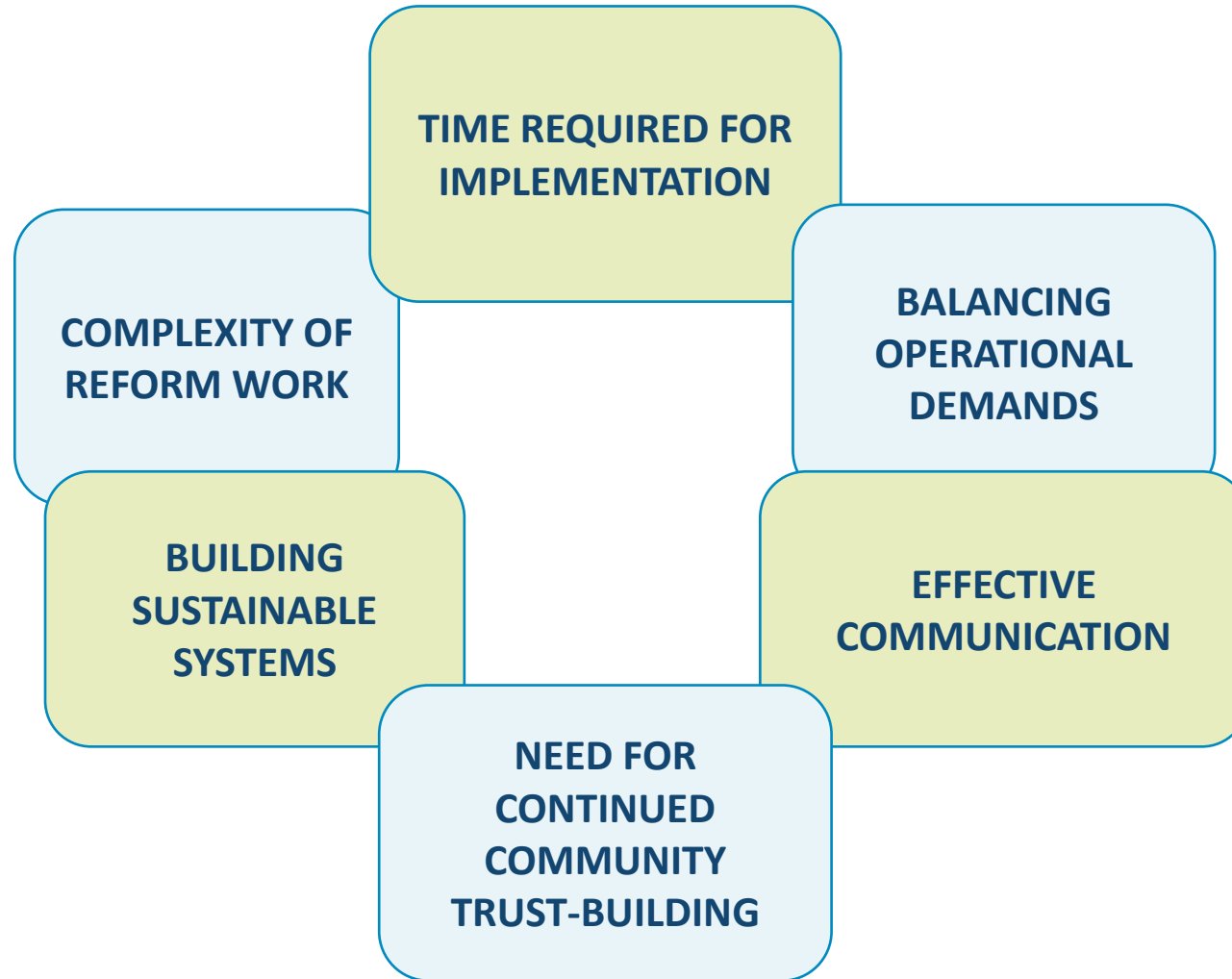
- 1-406: Duties & Responsibilities of Supervisors (posted 6/23)
- 7-810: Critical Incidents (coming up)
- Corrective Action Matrix

Policies being worked on or coming up for drafting

- 2-200: Performance Evals
- 5-315: Pepperball
- 5-604: Interactions with Transgender & Gender Non-Conforming Individuals

July 22, 2026

CHALLENGES & KEY INSIGHTS: BUILDING CREDIBILITY THROUGH TRANSPARENCY



July 22, 2026

CHALLENGES & KEY INSIGHTS GAINED

Challenges

- Implementing department-wide policy and organizational change
- Balancing reform efforts with daily policing responsibilities
- Coordinating work across MPD, City departments, and monitoring teams
- Meeting compliance requirements while documenting progress
- Sustaining momentum throughout implementation

Key insights

- Reform is a long-term process that requires sustained commitment.
- Community trust is built through transparency, consistency, and ongoing engagement.
- Strong partnerships across agencies and the community are essential to success.
- Data, training, and continuous evaluation drive informed decisions and lasting improvements.
- Leadership, communication, and shared responsibility are key to embedding reform into everyday policing.

***Reform is an ongoing journey that requires collaboration, accountability, transparency, and continuous improvement.**

LOOKING AHEAD

As reform work continues, the Implementation Unit remains focused on:

Strengthening community partnerships.

Enhancing transparency through public reporting and dashboards.

Supporting officers through training, guidance, and resources.

Improving data quality and performance measurement.

Embedding reform into everyday policing practices.

Promoting continuous improvement through evaluation and feedback.

HOW THE COMMUNITY CAN STAY INVOLVED

Policy & Resource Hub (PRH)

Provide feedback on policies open for
community feedback
Look up current policies



**For Implementation Unit Updates
Scan the QR code**



Attend Community/Neighborhood Association meetings

Lyndale Neighborhood Association Meeting 8/18
Bryn Mawr Neighborhood Association Meeting 9/9
Bottineau Neighborhood Association Meeting 9/24

Want to receive the MPD-Implementation Unit's Newsletter?

Scan the QR Code with your smart phone to subscribe.
The newsletter is sent out via email on a quarterly basis
(every 3 months).



We would like to hear from you!

Feedback from the public is important and welcomed.
Scan the QR code with your smart phone to go directly to the site.
minneapolismn.gov/mpd-policies-engagement



Attend CCPO full-body meetings as well as:

- CCPO Community Engagement Committee meeting
- CCPO Police Policy Research & Recommendations Committee

July 22, 2026

INTERACTIVE STATIONS

Policy

Learn about the Policy & Resource Hub, what's the policy iceberg, and give feedback.

Compliance

Watch a quick body-cam video and conduct an audit.

Community Engagement

Help answer two important questions about how police officers can build trust within the community and how to better engage with youth.

Recruitment

Learn about becoming an MPD officer, interact with recruitment officers, and ask questions.

Training

Experience the critical decision-making model through a VR scenario.

Data

Experience the Use of Force Dashboard, ask questions, and provide feedback.

Officer Development & Wellness

Learn about Wellness that Fits and the Cordico wellness app as part of officer's health support.

Exit Survey

Complete the short 4-question survey to give us feedback.

July 22, 2026

THANK YOU

JULY 22, 2026

Implementation Division – City of Minneapolis:



July 22, 2026

