



# Investigation into the City of Minneapolis and the Minneapolis Police Department

Rebecca Lucero, Commissioner  
Irina Vaynerman, Deputy Commissioner

Wednesday, April 27, 2022

[mn.gov/mdhr/mpd](https://mn.gov/mdhr/mpd)



**m DEPARTMENT OF HUMAN RIGHTS**

**Investigation into the City of Minneapolis and the Minneapolis Police Department**

Findings from the Minnesota Department of Human Rights

April 27, 2022

...emonstrates that between January 1, 2010, and December 31, 2020, MPD officers using neck restraints in 1.4% of use of force incidents involving Black individuals. In contrast, recorded using neck restraints in 0.8% of use of force incidents involving white individuals.

In use of force incidents, Minneapolis Police Department officers are almost two times as likely to use neck restraints on **Black individuals** than **white individuals**.

Individuals	Percentage
White individuals	0.8%
Black individuals	1.4%

The difference between white individuals and Black individuals is almost double.

\*The scale on this chart has been altered in order to focus on the two data points of interest.

D officers' body worn camera footage confirms many instances where MPD officers used against Black individuals, including Black youth under 18-years-old, when it was necessary to use such force.<sup>13</sup>

...which demonstrates that MPD officers are almost twice as likely to use neck restraints individuals than white individuals in similar circumstances, relies only on use of force using neck restraints that MPD officers recorded between 2010 and 2020.<sup>14</sup> However, as review of body worn camera footage capturing use of force incidents, MPD officers failed 0% of the neck restraints they used.<sup>15</sup> Therefore, the racial disparity in MPD officers'

MPD began to phase in the use of body worn cameras for all MPD officers. By 2017, MPD had equipped all MPD officers with body worn cameras. Therefore, body worn camera footage is available generally only from 2017 onward. MPD officers to accurately report use of force. However, as discussed in more detail below, MPD officers held accountable when the evidence in the file contradicts their use of force reports. It is based on a review of a statistically representative sample of MPD's use of force files from 2010 to 2020. Body worn camera footage in the use of force files depicted officers utilizing neck restraints, but the files coded as a force incident involving a neck restraint in MPD's data systems. The inconsistency between body worn camera footage in the file and the way in which the force incident was coded is concerning. If MPD

Findings from the Minnesota Department of Human Rights 13

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The Minnesota Department of Human Rights launched this investigation on June 1, 2020, to investigate a **pattern or practice** of race discrimination.

This was a comprehensive **pattern or practice** investigation of the City of Minneapolis and the Minneapolis Police Department over the past 10 years.



# Temporary Court Order: Immediate Public Safety Changes



Chokeholds and neck restraints are immediately banned **without exception**.



Police officers, **regardless of rank**, have a duty to intervene **verbally and physically**.



Only the Police Chief can approve the use of **crowd control weapons**.

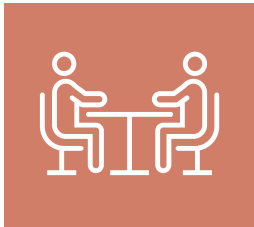


The Police Chief **must issue timely discipline decisions**; final decisions are now public.



City must institute a plan to audit MPD officers' **body worn camera footage**.

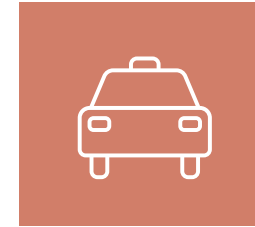
# Comprehensive Investigation



Interviewed and Reviewed Statements from 2,200 Community Members



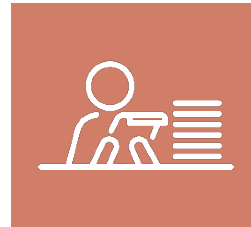
Interviewed MPD Officers, City Staff, and Elected Officials



Participated in Ride-Alongs in Every Precinct



Watched 700 Hours of Body Worn Camera Footage



Reviewed 480,000 Pages of City and MPD Documents



Analyzed City and MPD Data



Observed 87 Hours of Academy Training



Reviewed Use of Force and Misconduct Files



Conducted 15 Listening Sessions with Neighborhood Associations and Organizations



## The Minnesota Department of Human Rights finds:

The City of Minneapolis and Minneapolis Police Department **engage in a pattern or practice of race discrimination** in violation of the Minnesota Human Rights Act.

This pattern is caused by an **organizational culture** of:

Flawed training

Deficient accountability  
systems

Lack of collective action  
by City and MPD  
leadership

Where MPD  
officers engage  
in a pattern  
of race  
discrimination:

Racial disparities in how MPD officers  
**use force** and conduct **traffic stops**.

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Use of covert social media to surveil  
Black leaders and Black organizations,  
unrelated to criminal activity.

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Racist, misogynistic, and disrespectful  
language.



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MPD officers use higher rates of **more severe force** against Black community members than white community members in similar circumstances.

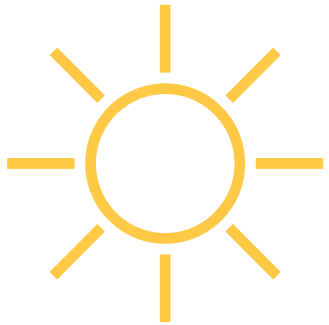
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MPD officers treat people of color and Indigenous people differently during **traffic stops**.

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# MPD's data shows:

During daylight hours, when officers can see the race of the people in the car, MPD officers are **more likely to stop a car occupied by people of color and Indigenous community members**



...compared to when it is dark outside.

# MPD's data shows that officers **are more likely** to:

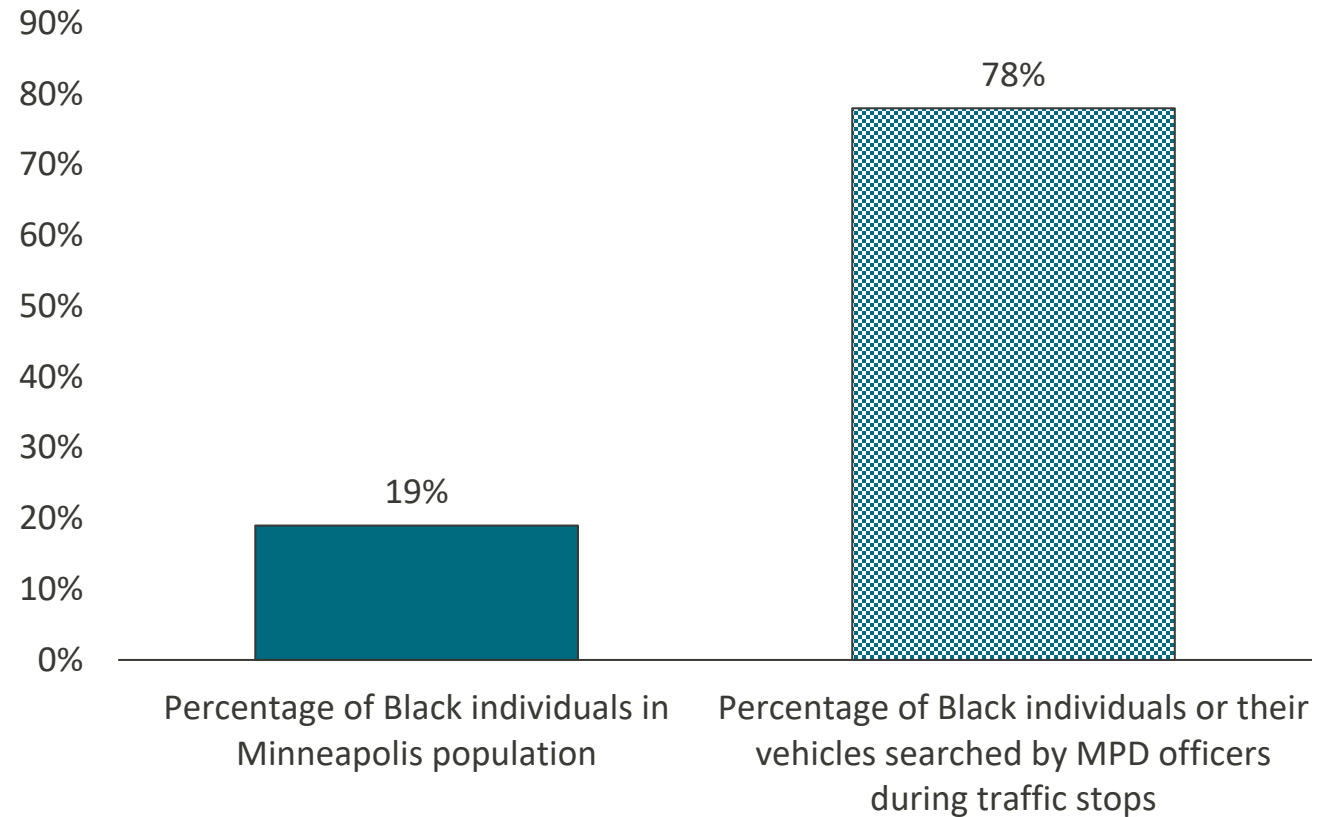
- **Stop** Black community members for longer
- **Search** Black community members
- **Cite** Black community members
- **Use Force** against Black community members
- **Arrest** Black community members



During a traffic stop than white community members in similar circumstances.

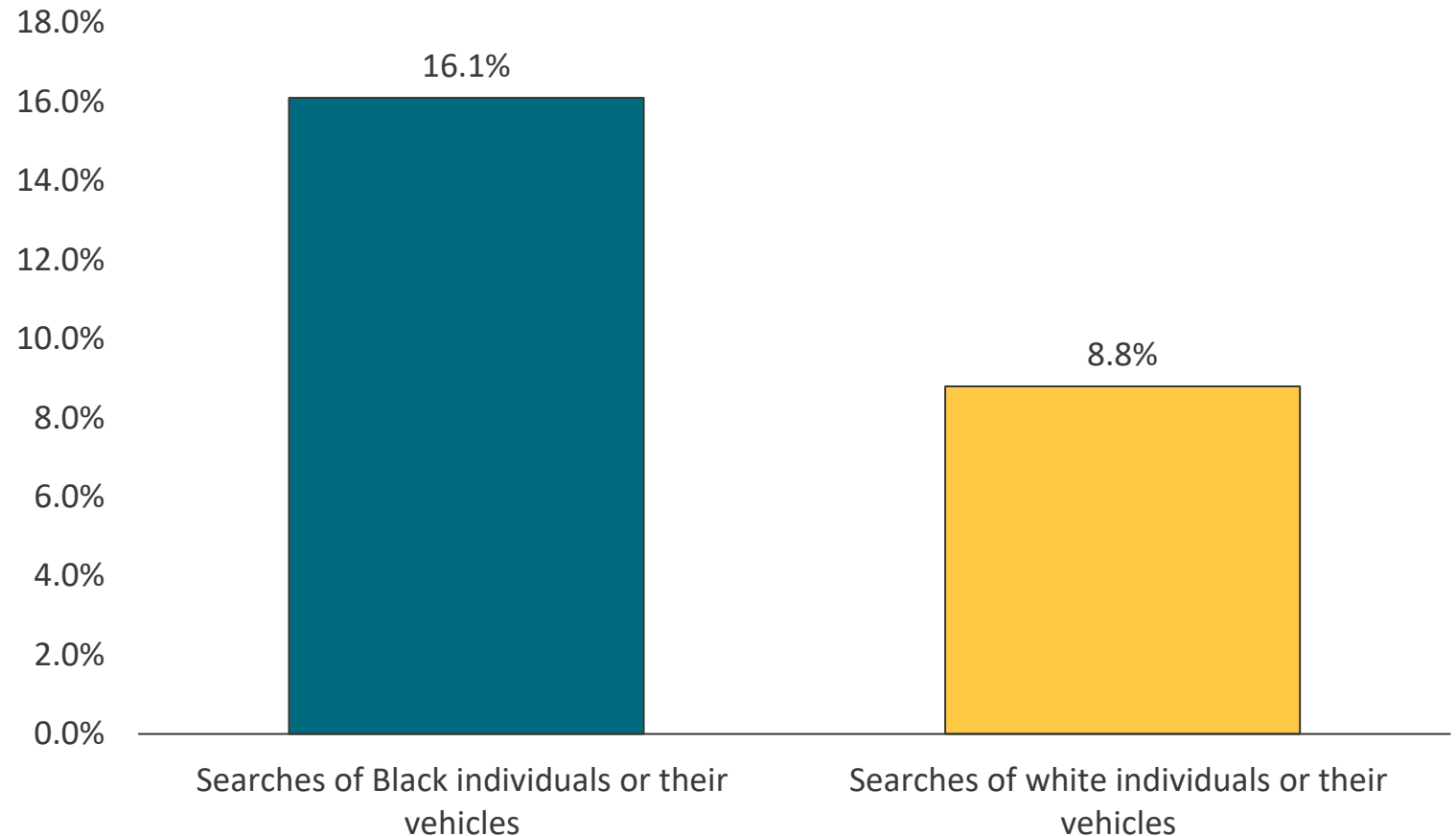
# Search Black community members

Black community members comprise 19% of the population yet make up 78% of all searches conducted during traffic stops.



# Search Black community members

When comparing Black and white community members in similar circumstances, MPD officers are almost two times as likely to search Black community members or their vehicles.



Where MPD officers engage in a pattern of race discrimination:

Racial disparities in how MPD officers **use force** and conduct **traffic stops**.

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Use of covert social media to surveil Black leaders and Black organizations, unrelated to criminal activity.

---

Racist, misogynistic, and disrespectful language.



MPD uses covert social media  
without a public safety  
objective

MPD's covert social media  
accounts were used to **falsely  
engage with Black individuals,  
Black leaders, and Black  
organizations.**

MPD uses covert social media  
without a public safety  
objective

MPD officers used covert  
accounts to pose as  
community members to  
**criticize elected officials.**

Where MPD officers engage in a pattern of race discrimination:

Racial disparities in how MPD officers **use force** and conduct **traffic stops**.

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Use of covert social media to surveil Black leaders and Black organizations, unrelated to criminal activity.

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Racist, misogynistic, and disrespectful language.

This pattern is caused by an **organizational culture** of:

Deficient training

Flawed accountability  
systems

Lack of collective action  
by City and MPD  
leadership

## Deficient Trainings

Trainings are infused with a  
“paramilitary” approach  
and warrior mindset.

## Deficient Trainings

“Instant and unquestioned compliance is an order.”

## Deficient Trainings

Minimum implicit bias or  
cultural competency  
training.

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# Problems with Accountability Systems

First

Supervisors tacitly or directly approve inappropriate and potentially unlawful behavior.

Then

If an investigation occurs, investigators **fail to properly investigate** a significant percentage of police misconduct complaints.

Next

MPD **fails to consistently hold officers accountable** for police misconduct, either through coaching or formal discipline.

Finally

When the few discipline decisions go to arbitration, **they are often reduced due to preventable factors.**


This pattern is caused by an **organizational culture** of:

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systems

Lack of collective action  
by City and MPD  
leadership

Coordinated and sustained action  
by City and MPD leaders is critical



Without fundamental organizational cultural change, reforming MPD's policies, procedures, and trainings will be meaningless.

# Working to Improve Public Safety and Increase Community Trust

City can make  
Immediate  
Changes

Develop a Consent Decree

Independent  
Oversight

Engagement with Community, the City, and Police Officers

# A Consent Decree

- Lays out **specific changes** the City and MPD will be required to make to address the pattern or practice of race discrimination
- Issued by a **judge**
- **Legally binding agreement** that the parties are required by law to follow
- Provides **phases and timelines** for prioritization and accountability
- Incorporates **independent oversight** through a team that monitors and regularly reports progress to the court to hold the parties accountable to the agreed upon changes
- **Lives on regardless of election cycles**

[mn.gov/mdhr/mpd/contactus/](https://mn.gov/mdhr/mpd/contactus/)



- ▶ Share ideas for potential changes in a consent decree
- ▶ Provide feedback on the findings

**Contact Information**

First and Last Name	Email
<input type="text"/>	<input type="text"/>
Phone Number	Organization Affiliation (if any)
<input type="text"/>	<input type="text"/>
City *	Zip Code *
<input type="text"/>	<input type="text"/>

**Message**

Subject \*

Message \*

The Minnesota Department of Human Rights (MDHR) is collecting this information to gather public input to help inform its effort to develop a consent decree with the City of Minneapolis. You are not required to provide this information, and there are no consequences if you decline to do so. If you choose to do so, MDHR may consider your input as part of developing a consent decree. If MDHR does consider your input, you will not be identified. This information will be accessible to MDHR employees, contractors, as well as attorneys and staff members of the Minnesota Attorney General's Office whose work reasonably requires such access. A person who is the subject of information submitted via this page may only access their own information.

I have read this notice and I understand it.

**Submit**



**DEPARTMENT OF  
HUMAN RIGHTS**