

ABOLISH, DEFUND, RE-IMAGINE, OR REFORM:
Reflections on the past and future of MPD for the
University of Minnesota Retirees Association

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Immediate Consequences of the Killing of George Floyd:

- Protests became riots of a magnitude not not seen since 1967.
- Police use of force is increased.
- City leaders abandon the 3rd Precinct
- Violence erupts in Minneapolis, St. Paul, and first ring suburbs for two days.
- Minnesota National Guard, State Patrol, and others respond
- Violence erupts nationally and is watched worldwide.
- Nine members of the city council announce their intent to “begin the process of abolishing MPD”.
- Support for MPD plummets both as result of the killing of George Floyd and MPD response to protests and riots.



Additional consequences of the killing of George Floyd.

- Police officer resignations, retirements, and skyrocketing disability.
- A force that stood at 840 at the time of George Floyd's killing is now close to 600.
- In my opinion, the loss of officers plus widespread hostility toward officers sparked a violent crime rise.
- Crime rose to levels not seen in 25 years.
- We ended 2020 with 82 homicides and carjackings citywide, which have continued into 2021.
- Left to respond---a depleted and demoralized MPD



What is the nature of a police officer? Was Officer Clarence Pedersen MPD? (Images from the 1950s and early 1960s.)



.....or is Derek Chauvin MPD?



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How did we reach this point of point of estrangement between the police and community?

- How has the city changed?
- How has the community changed?
- How have police changed?
- What is the path forward?

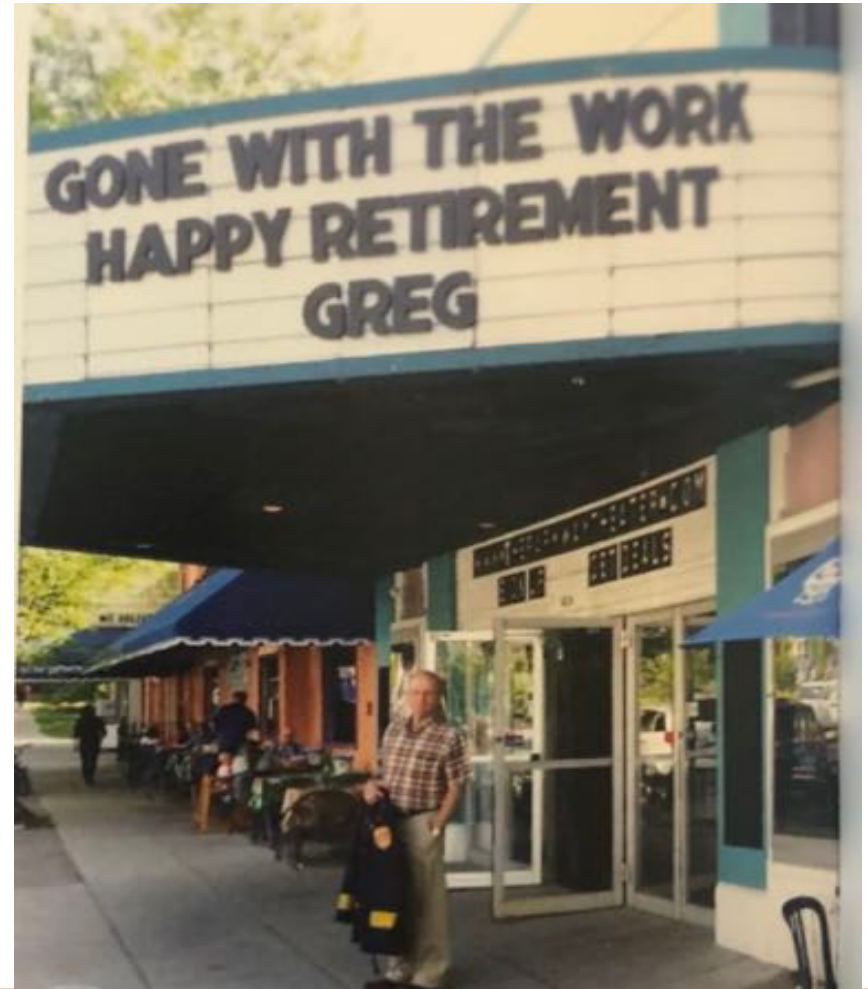


Policing and racial discrimination.

- Police often find themselves on the raw edge of race and racism in America.
- Race is often a factor in major police incidents and day-to-day interactions.
- It was clearly a factor in the death of George Floyd.



July 1975 to July 2015, where did 40 years go?



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Minneapolis Central High School, 3416 4th Avenue South, 1913-1981.



Central Produced Distinguished Alumni



Fall 1968, Racial Tension in America, finds it's way to Central High School

Disorder at Central High Leaves 1 Hurt, 4 Arrested

Fights and racial disturbances at Central High School, about three blocks from Central and across E. 28th St. from the Sabathani Community Center, where many black students from Central had gathered.

Later, tensions spread to Bryant Junior High School, about three blocks from Central and across E. 28th St. from the Sabathani Community Center, where many black students from Central had gathered.

(RACIAL Troubles Cause New Clashes for Central High—Page 26.)

Mayor Arthur Nahvelin's office said late in the afternoon that both schools will be "secured" today. Only students and faculty members will be allowed in the buildings, and policemen and teachers will be stationed at the doors.

Those arrested were Thomas L. Lloyd, 18, 1225 Knox Av. N., who was charged with careless driving and breach of the peace, and three 16-year-old youths. The juveniles were charged with breach of the peace, and one

also was charged with possessing a knife in violation of the weapons ordinance. All those arrested are black.

THE ARREST of one of the juveniles apparently touched off the series of incidents around 8:30 a.m. The juvenile and a companion entered Central and were stopped by G. David Knutson, 35, an assistant principal, and Kim Workcuff, a police-school liaison officer. Knutson is white and Workcuff is a Negro.

According to police re-

ports, the youth was drunk and attacked Knutson.

The story circulated among black students later, however, was that the youth was struck by Knutson, cutting his lip, and that a tiki figure around his neck was torn off by a policeman as he was being led off in handcuffs.

Authorities at Hennepin County General Hospital said the juvenile was treated there for drunkenness before being charged with breach of the peace and then turned over

to his parole officer. The youth had no visible injuries, they said, but complained of a tender jaw.

AT ABOUT the same time as the incident on the first floor, a fight between a black student and a 19-year-old white senior broke out on the third floor. Observers said it began as a minor scuffle but

heated. The white student said he was going to class when a black student spit water in his face. He said he told the Negro that he didn't want any trouble, but was then attacked by several blacks.

Police said the student was injured and was privately treated.

Another white senior said some black students seemed to get the upper hand since last week, when he and a Negro exchanged racial insults after a fight in the school cafeteria.

Another story circulated later among black students was that a carload of white students was returning to school with guns to retaliate for the beating of the white student. School officials said no foundation could be found for the story.

THE NEXT incident occurred when, according to school officials, about 15 black youths entered Central through a rear door and tried to extort money from white students.

One 16-year-old white student was assaulted during the extortion attempt, police said. They said another 15-year-old white student was beaten up at an earlier extortion attempt outside the school building.

Around 11 a.m., another group of black youths, dressed in blue denim jackets

Schools
Continued on Page 14

BETWEEN POLICE, NEGRO TEENS Black Adults Create Confrontation Buffer

By DICK CUNNINGHAM
Minneapolis Tribune Staff Writer

Black men placed themselves between a line of white policemen and a crowd of black teen-agers at Bryant Junior High School Thursday afternoon.

One of the men said the adults would try to interpose themselves wherever similar confrontations are threatened in the wake of race-related trouble at Central High School yesterday.

THE MANEUVER occurred at Bryant about 2:30 p.m. after a line of 37 uniformed policemen armed with riot batons blocked off Clinton Av. next to the junior high school.

Behind the policemen, Bryant students were boarding buses called specially to take them home out of the tense area immediately around the school.

The full police line was formed after black youths across E. 28th St. from the

men. The policemen had refused to let one black youth through to the buses to make contact with his sister, who he said was a pupil.

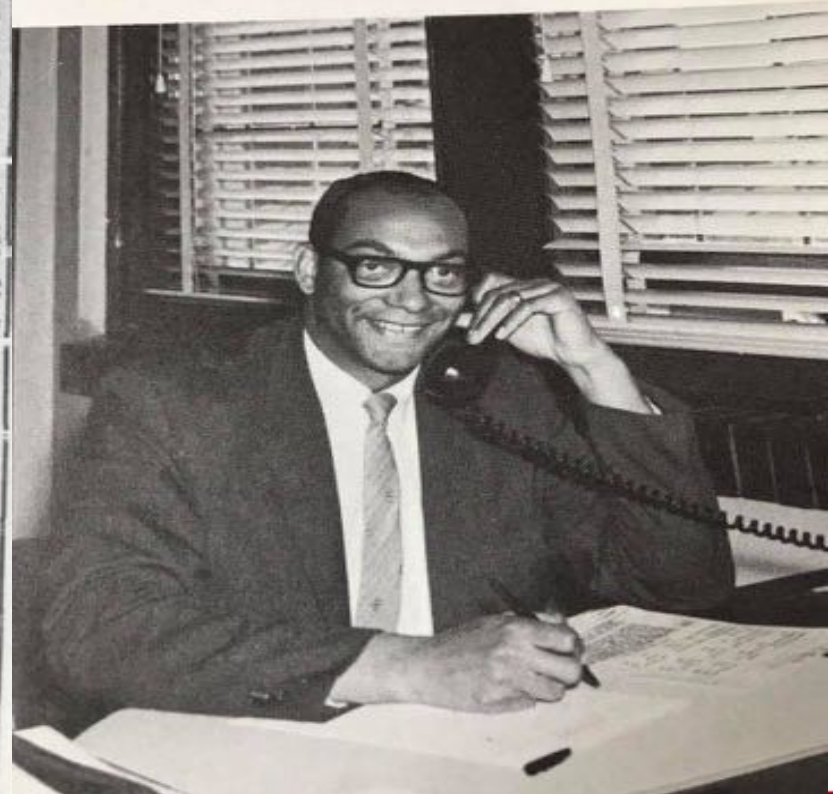
A black businessman said it was wrong for the armed policemen — all of them white — to be confronting the black youngsters directly.

"WE OUGHT to let them know they are going to have to confront us," he said to other black men who had come to the scene to help keep order.

Harry Davis, chairman of Mobilization of Economic Resources (MOER), the Hennepin County poverty community action committee, and executive director of the Minneapolis Urban Coalition, urged the black men to move in front of the police.

Among the approximately 25 men in the group

Mr. Kim Workcuff; Liaison Officer.



Warmer Day Is Forecast

Partly cloudy skies and warmer temperatures are forecast for the Twin Cities today and Saturday, according to the Weather Bureau.

A high of 72 is predicted for today, with a low tonight of 52. Saturday's high is expected to be 73. Chances of rain are 10 per cent today and 5 per cent tonight. Winds will be light and from the east.

Predicted regional highs and forecasts: Minnesota, partly cloudy skies, 65 to 72; North Dakota, chance of showers in the west, 66 to 78; South Dakota, possible showers in the west, 70 to 80; Wisconsin, occasional rain, 66 to 73.



The MPD Recruit Class of 1975 Graduates



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First Assignment 6th Precinct, Model Cities, 2639 Nicollet Avenue South.



My Partners: Bob Thunder and Manny Granroos



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1975 to 1980: the Directionless Years for MPD

- During my first five years there were five police chiefs, ending with the hire of Tony Bouza in 1980.
- With every mayoral change, there would be a new police chief and an entirely new administration.
- Leadership assignments were made on the spoils of politics, not ability.



1977: the Creation of the Peace Officer Standards and Training Board (POST)

- After years of debate, the legislature established a licensing and governing board for police officers.
- One of the biggest changes was the requirement that candidates seeking a license must complete an AA or BA curriculum, specifically in law enforcement.
- Upon completion of that curriculum candidates could then take the licensing examination



1977: the Creation of the Peace Officer Standards and Training Board (POST)

- After passing the examination, a candidate was eligible to become licensed upon hire by an agency.
- At that time, Minnesota had the highest entry standards in the nation.
- It proscribed elements of the curriculum statewide.
- It set out required ongoing training and required policies.



1977: the Creation of the Peace Officer Standards and Training Board (POST)

- The creation of POST had one unintended negative consequence for Minneapolis, the pool of candidates of color shrunk precipitously.
- To the degree that Black, indigenous, and people of color (BIPOC) communities had fewer financial resources, college was difficult.
- With few police role models in their communities, targeted recruitment efforts became critical.
- POST has been criticized for rarely revoking a license.



Creation of the Minneapolis Cadet Program

- To increase BIPOC hires, the program was begun.
- A candidate with a BA in any discipline, would be hired and placed in an accelerated law enforcement curriculum, with faculty from the community colleges contracted to provide instruction to the cadets.
- This helped increase the pool of diverse candidates. Chief Arradondo was in the first cadet class in 1989.



A Major Impact on the Community: the crack epidemic.

- In 1980, crack cocaine was first found in Los Angeles.
- By 1987 it was in all but four states, Minneapolis was not spared.
- Relatively inexpensive and highly addictive, the impact on BIPOC communities was devastating.
- Get tough policies like "three strikes" and the disparate penalties between powder and crack cocaine further exacerbated the impact.



Police Response: to crack and the impact of tactics on community.

- All communities affected demanded relief
- However, most enforcement involved undercover buys and high risk warrant service, by the Emergency Response Unit (SWAT)
- This also added to the strain with BIPOC



Minneapolis Police Athletic League Mentoring Minneapolis Youth Since 1990



- Volunteer officers
- Coaching Sports
- Banquets & Awards
- Trips to pro-events
- Children's Theater
- Volunteer teacher tutors



The Minneapolis Police Activities League



How has Minneapolis changed in the last 45 years? (my opinion)

- A predominately white city has become much more diverse.
- New migrant communities have joined the fabric of the city.
 - Vietnamese
 - Latino
 - Hmong
 - Somali
 - The continued great northern migration of African Americans
 - A number of progressive people, who seem to believe the police do more harm than good, have been elected to the city council.



How has policing changed in 45 years on the human side? (my opinion)

- MPD has grown far more diverse, but has not caught up with the city profile.
- New officers are well educated in the required law enforcement curriculum, but it is a narrow focus.
- It is rare an officer lives in Minneapolis, they are unfamiliar with the city and it's communities.
- The current hostility toward police, engenders a bunker mentality.
- Lack of support from the city council will keep officers from risk-taking on behalf of the community.



How has policing changed in 45 years? (my opinion)

- The "warrior" self image is pervasive.
- We used to be police officers, cops, peace officers, not warriors.
- Militarization reinforces that self image.
- At this moment MPD is depleted and demoralized
 - Staffing is in the low 600's compared to 840, before George Floyd's death.



Recommendations:

- Support Chief Arradondo, he knows exactly the change in culture needed.
- The depleted force is an opportunity, give the Chief the latitude to select officers that share his vision.
- From the academy on, emphasize a culture of accountability.
- Connect those officers to the community, like Chief Jack Jensen in 1975, foster empathy.
- The Mayor and Council need to openly call out good performance of the MPD.



Recommendations:

- Routine psychological evaluation. Officers are screened before hire. The job often changes people. Early warning of negative impacts and assistance.
- Community involvement in the selection and onboarding of officers.
- Provide the Chief time to be personally involved in recruitment and training.
- Emphasize and train for “peer intervention”
 - Ethical Policing is Courageous (EPIC)



MPD/UMPD: It was always an honor and privilege to be of service.



Thank You UMRA!



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