

Investigation into the City of Minneapolis and the Minneapolis Police Department

Following its comprehensive investigation, the Minnesota Department of Human Rights finds that the City of Minneapolis and the Minneapolis Police Department **engage in a pattern or practice of race discrimination** in violation of the Minnesota Human Rights Act, the state's civil rights law.

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

Findings of Racial Discrimination

Where MPD officers engage in a pattern of race discrimination:

- Racial disparities in how MPD officers use force and conduct traffic stops
- Use of covert social media to surveil Black leaders and Black organizations, unrelated to criminal activity
- Racist, misogynistic, and disrespectful language

This pattern is caused by an organizational culture of:

- Flawed training
- Deficient accountability systems
- Lack of collective action by City and MPD leadership

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