



May 19, 2025

Effective Law Enforcement for All
Independent Evaluator

Via Electronic Communication

Re: *State of Minnesota by Rebecca Lucero, Commissioner of the Minnesota Department of Human Rights, vs. City of Minneapolis*, Court File No. 27-cv-23-4177

Dear Effective Enforcement Law Enforcement for All (ELEFA),

ELEFA's latest progress report is important, because it marks a moment in time, detailing work that the City of Minneapolis (City) and the Minneapolis Police Department (MPD) must complete under the state court enforceable agreement. Yet, we find ourselves at the five-year anniversary of the murder of George Floyd, when one progress report, which only covers a short snapshot in time, does not, and cannot, fully capture the vast experiences and complex emotions of the people who live, work, and play in Minneapolis.

The Minnesota Department of Human Rights, the state's civil rights enforcement agency, first launched its pattern or practice investigation of the City and MPD in the days following the murder of George Floyd. After the Minnesota Department of Human Rights [issued findings of race discrimination](#), the parties reached a court enforceable agreement on March 31, 2023, which Hennepin County District Court Judge Karen Janisch approved on July 13, 2023. The findings from the Minnesota Department of Human Rights investigation emphasized that without fundamental organizational culture changes, reforming MPD's policies, procedures, and trainings will be meaningless. The state court enforceable agreement seeks to address these findings, requiring the City and MPD to make transformational changes.

ELEFA, as the independent evaluator, released an [Evaluation Plan](#) that it developed in consultation with the City and MPD to identify specific deliverables that the City and MPD would accomplish in the first two years of ELEFA's assessment. The Minnesota Department of Human Rights and the City filed the Evaluation Plan with the court. On September 18, 2024, Judge Janisch entered an order aligning the City and MPD's deadlines in the court enforceable agreement with the Evaluation Plan. ELEFA is also responsible for issuing public, semi-annual progress reports to provide updates on the progress made by the City and MPD to achieve the terms of the court enforceable agreement and the deliverables in the Evaluation Plan. As ELEFA notes in this latest report, the City and MPD have made some important and instrumental steps forward on many of the foundational pieces that are essential to the work ahead.

Under the [state court enforceable agreement](#), the City and MPD must make transformational changes to its organizational culture by recognizing the humanity and civil rights of community members, addressing race-based policing, and strengthening public safety.

The tremendous amount of work ahead for the City, including MPD, cannot be understated.

As the City and MPD move into this next year, prioritizing the following areas will continue to build a culture of continuous learning, based on humanity and civil rights:

1. **Meaningful engagement with community members and officers.** MPD's Implementation Unit seeks feedback from community members and community organizations about MPD draft policies, and then incorporates that feedback into MPD policies. For example, MPD's use of force policies were updated to meaningfully incorporate feedback from community members. This demonstrates MPD's commitment to engage in an authentic and meaningful dialogue with the communities it serves, recognizing their humanity and civil rights. This approach will continue to be essential as MPD moves forward. Meaningful engagement with officers to improve trainings, build quality data systems, and improve working conditions will also be essential for successful change management within the City.
2. **MPD Review Panels.** The quarterly MPD Review Panels provide an opportunity for MPD Command Staff to review, analyze, and assess MPD's enforcement practices. These opportunities enable MPD Command Staff to proactively set the tone as well as clearly define what types of enforcement practices are authorized and which are not. Once MDP can report and analyze data effectively, it also provides the space for MPD leaders to also assess whether enforcement activities are applied in a non-discriminatory manner and to identify patterns that might be indicators of bias. Use of the MPD Review Panels to identify improvement opportunities will aid MPD Command Staff to build a culture of continuous learning and continuous improvement.
3. **Organizational leadership and change management.** As ELEFA states, "Organizational change management requires continuous, purposeful communication from leadership to ensure employees are accepting and supportive of culture change." We encourage City leaders to collectively act with the necessary urgency, coordination, and intentionality that is required to transform culture within an organization. Where City leaders have acted in this manner, the outcome demonstrates this commitment.

As the state's civil rights enforcement agency, the Minnesota Department of Human Rights is laser-focused on nothing less than the transformational change necessary for the City and MPD to address the findings of race discrimination and strengthen public safety.

Sincerely,

A handwritten signature in black ink, appearing to read 'Rebecca Lucero', with a stylized, flowing script.

Rebecca Lucero
Commissioner
Minnesota Department of Human Rights