

NACOLE Conference

Oct. 26-30, 2025

Minneapolis

Reckoning & Resilience in the Post-George Floyd Era

January 21, 2026 CPRB meeting

Prepared by CPRB Chair

Sessions Attended

- Board & Commission Forum - with CPRB/IPA presentation
- MN Atty General Keith Ellison Keynote Speech
- Rise of Community-Police Mediation Programs
- Use of Force Principles
- Effective Outreach Strategies
- Critical Incidents After-action Reviews
- Audit Principles
- Officer-created Jeopardy

Keynote Speaker – MN Atty Gen Keith Ellison

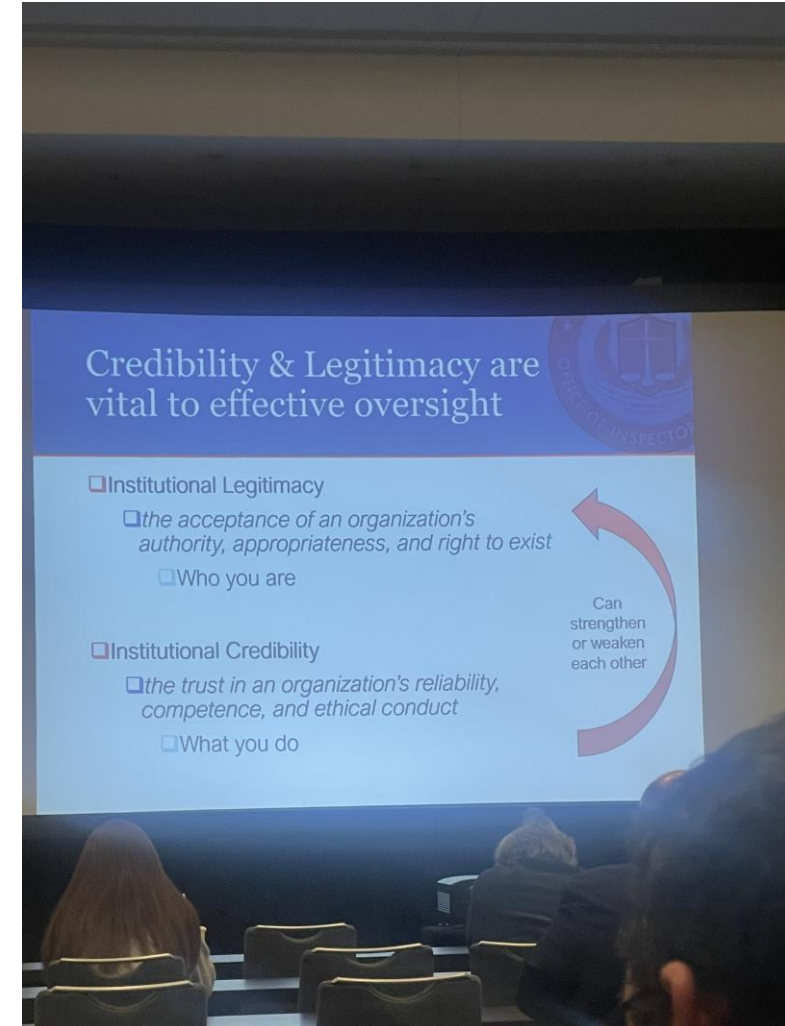
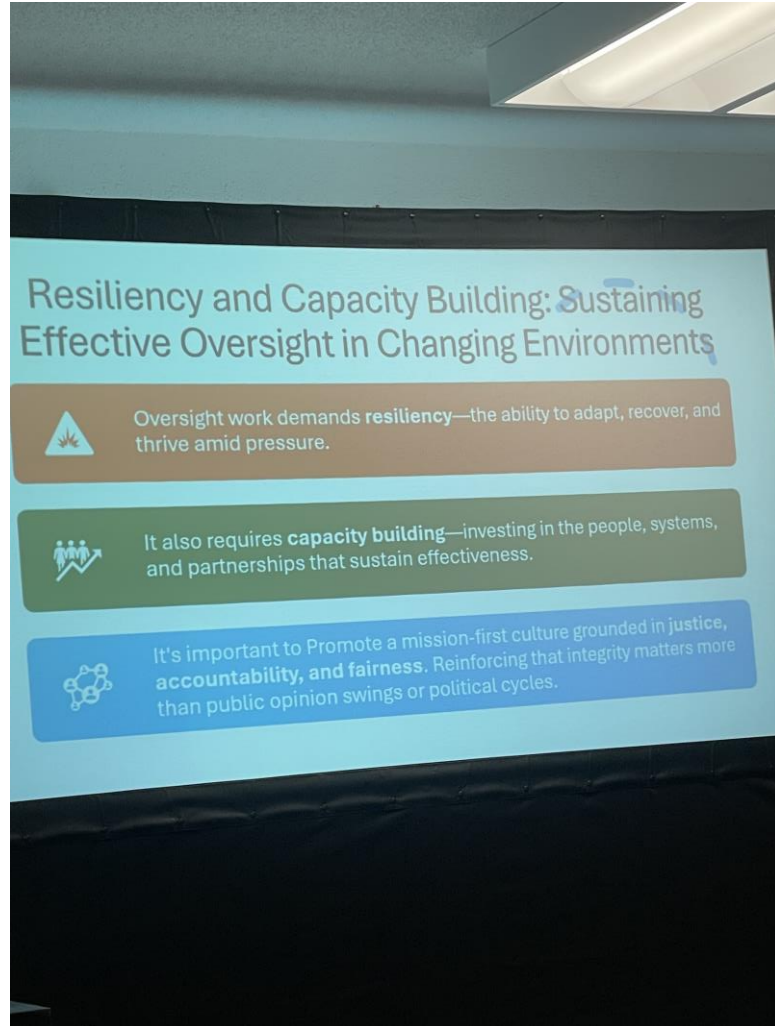


- Led the prosecution of Officer Chauvin – but acknowledged not fair to judge other officers by Chauvin
- Talked about need to engage officers early when there is misconduct
- Emphasized the importance of addressing police culture
- Said civilian oversight essential to promote Constitutional policing and gain community trust

Board & Commission Forum

- Focus on capacity building and resilience
- Many different oversight models w/ pros and cons for each
- Emphasis on transparency, managing conflict, leveraging resources, training Bd. members, building relationships and trust, proactive community engagement (not just passive outreach), maintaining integrity and credibility

Bd. & Commission Forum



Presentation on our hybrid CPRB/IPA model – an example of what can work in a small, diverse city

- * Covered how we established oversight, our authority (and limits), challenges
- Noted our effectiveness to date w/ PD policy changes, despite no subpoena power, independent legal counsel, budget authority, dedicated staff – “doing our homework”
- Described the collaboration between the CPRB and IPA, importance of relationship building and leadership from Chief and other stakeholders
- IPA emphasis on continuous improvement approach w/ PD to promote change and better outcomes for the community (vs. more adversarial approach to accountability)
- Audience questions about ordinance, IPA RFP, IPA’s approach, Bd. training, annual reports, etc.

Police Mediation Programs

- SF, LA, Seattle, Portland, Phoenix, Washington DC, Chicago, Denver
- Usually, referrals come from the oversight agency
- Most mediations are voluntary for officers, tho' in DC mandatory
- Phoenix and DC use paid professional mediators, vetted by oversight
- Chicago uses a local third-party organization
- SF has had mediation for 30 yrs; use community volunteer mediators
- Officer incentive - avoid disciplinary process;
- Complainant incentive – seek respect and healing
- DC: Lack of officer consent a barrier for some community mediators
- LA: "Police-Community Re-Unification" program separate from oversight (focuses on increasing understanding vs seeking agreement)

Use of Force Principles

- 23 Principles recommended by NACOLE working group (see attached paper for details)
- Presenters were NACOLE Bd. members from Denver, Ft.Worth and Spokane
- Most of the principles consistent with the CPRB's recommendations!
- Emphasized that local standards on use of force can and should exceed the Constitutional minimum of "reasonableness" – especially regarding concepts like proportionality and minimal force necessary
- Recommend that CIT (Crisis Intervention Team) training be mandatory
- Covers use of pain compliance techniques, use of restraints, prohibited uses, duty to intervene, etc.

Principle IV: Reasonableness and Proportionality

A requirement that every policy establish factors to determine the reasonableness, necessity, and proportionality of force is recommended. *Reasonableness keeps the decision grounded in context, while proportionality ensures that the response stays balanced to the threat.* Together, they are the cornerstone of lawful, accountable, and ethical policing.

Why it matters:

Protecting Constitutional and Human Rights: *Reasonableness* ensures that an officer's actions are judged against what a similarly trained professional would do in the same circumstances. It prevents arbitrary or unnecessary uses of force. *Proportionality* requires that the level of force used matches the seriousness of the threat. This protects individuals from excessive or punitive force.

Upholding Legitimacy and Public Trust: When communities see that force is applied fairly, narrowly, and only when necessary, trust in law enforcement and oversight bodies increases. Disproportionate or unreasonable force erodes credibility and can spark civil unrest or loss of confidence in institutions.

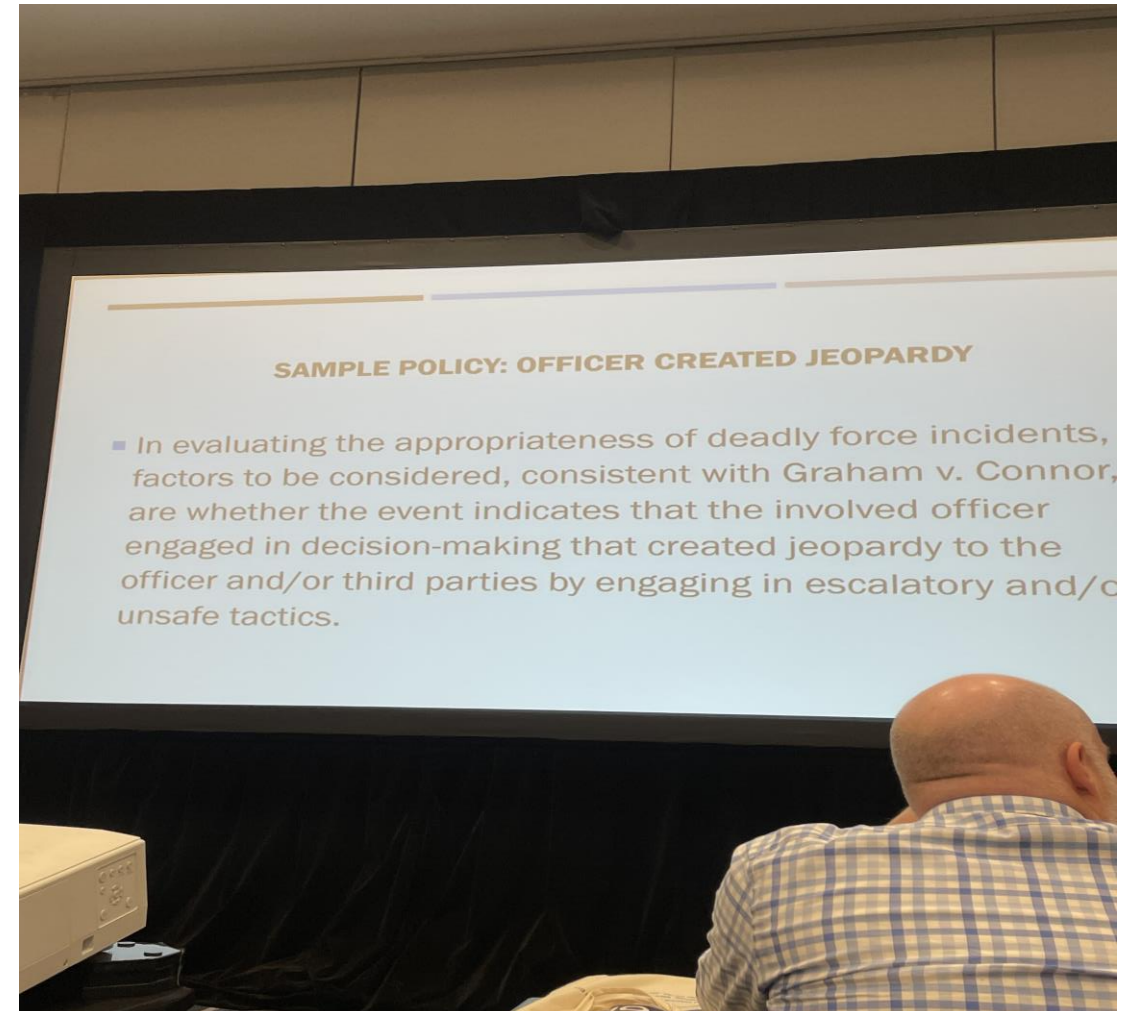
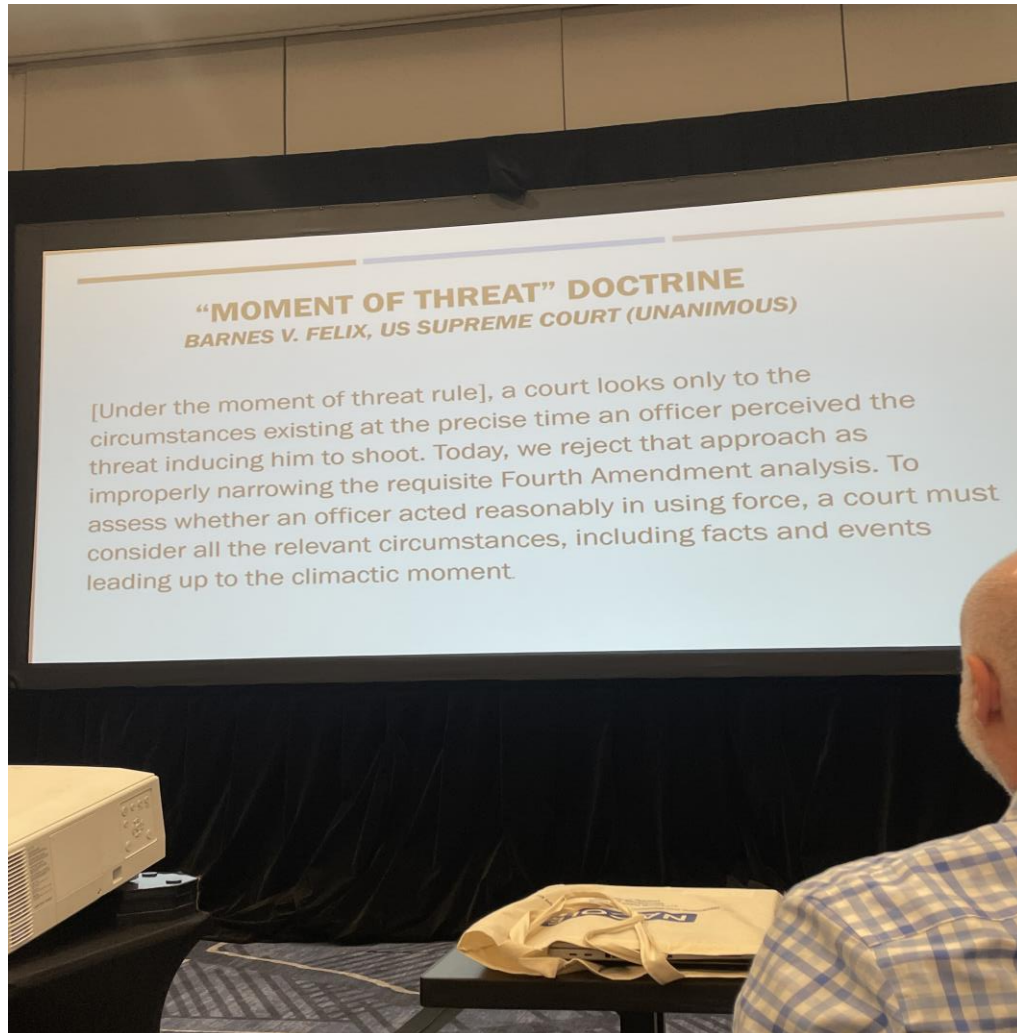
Legal and Policy Compliance: U.S. standards, including *Graham v. Connor (1989)*, hinge on "objective reasonableness." International norms (e.g., United Nations Basic Principles on the Use of Force and Firearms) explicitly emphasize necessity and proportionality as safeguards.

Risk Reduction and Accountability: Applying force reasonably and proportionally reduces the risk of injury to both the subject and officers. These principles provide a clear framework for review boards, courts, and oversight agencies to assess whether actions were justified.

Ethical and Professional Standards: Officers are expected to use the *least amount of force necessary* to achieve a lawful objective. Proportionality ensures that force is not used as punishment or out of frustration but only to control, protect, or de-escalate.



Officer-created Jeopardy session



Outreach Strategies

- “Remember – we were created by the people so need to reach out to them”
- Identify stakeholders and best ways to reach each; reach out to all new City Council members; meet out in the community*
- Explain who we are, what we do, how we do it, how you can help
- Highlight policy successes and what working on now
- Recruit board members
- Use QR codes in informational material, social media sites*
- Check community calendars and table at events*
- Consider providing student/youth internships*
- “Run to – not away from – community critics”

* *[Things we are doing or are in progress]*

Outreach Strategies (cont.)

- Consider using surveys – solicit input from various community groups
- Convene public policy briefings
- Include educational institutions, student groups; get included in criminal justice curriculums of community colleges
- Volunteer at local food banks
- Develop press contacts list of local newspapers
- When meet w/ community members who have positive experience with the police, emphasize that our goal is for everyone to have that experience; that our goal in improving police/community relations is to help officers as well as the residents

Visit to George Floyd Square



Some Facts re: NACOLE per annual members meeting

- Total membership: 1,000+ individuals, including 123 organizations
- Annual budget: approx. \$600,000, plus \$100,000 reserves
- Provided technical assistance to 14 cities in past year, plus organized two regional conferences (NY & SF) in addition to annual national one
- Added committee to address threats to oversight
- Expanding training webinars (now a source of 25% of revenues)
- Upgrading website – especially re directory of oversight agencies
- Plans to expand staff (currently only 4) and enhance employee benefits