

Agreement in Principle
Between
the United States and the City of Minneapolis
and the Minneapolis Police Department

This Agreement in Principle (Agreement) between the United States and the City of Minneapolis (the City) and the Minneapolis Police Department (MPD) (collectively, Parties) reflects the Parties' commitment to work together so that the City and MPD deliver services in a manner that respects the rights of residents, increases trust between officers and the communities they serve, and promotes public and officer safety. Through this Agreement, the Parties commit to negotiate reforms over the coming months regarding sustainable, constitutional, and effective public safety and emergency response services. The Parties will seek input on these reforms from the various constituencies in Minneapolis, including residents, community groups, city leaders, local businesses, MPD officers, Minneapolis Emergency Communications Center (MECC) call takers and dispatchers, and behavioral crisis response staff to inform the negotiations.

The Civil Rights Division of the United States Department of Justice and the Civil Division of the United States Attorney's Office for the District of Minnesota conducted an investigation under 34 U.S.C. § 12601 (Section 12601); Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (Title VI); the Omnibus Crime Control and Safe Streets Act of 1968, 42 U.S.C. § 3789d (Safe Streets Act); and Title II of the Americans with Disabilities Act of 1990 (ADA), 42 U.S.C. §§ 12131-12134.

The United States has concluded its investigation and found reasonable cause to believe that the City and MPD engage in a pattern or practice of conduct that deprives people of rights protected by the United States Constitution and federal law. Specifically, the United States determined that it has reasonable cause to believe that the City and MPD engage in a pattern or practice of: (1) excessive force; (2) unlawful discrimination against Black and Native American people; (3) unlawful responses to protected First Amendment activities; and (4) unlawful discrimination against people with behavioral health disabilities. The United States determined that systemic deficiencies in MPD's accountability, supervision, and training processes directly contribute to the legal violations it identified. The United States' findings are set forth in a separate findings report, which is available at www.justice.gov/crt/special-litigation-section.

The United States commends the City and MPD for their full and open cooperation with the Department of Justice's investigation, recognizing the need for reform, and taking steps to begin the reform process before and while the investigation was ongoing. The City and MPD have taken important actions to undertake reforms and improve public safety and community trust in the City and MPD. While the City does not concede that there is a pattern or practice of unlawful behavior, the City agrees that the United States' findings raise issues of great importance to the City and the community, and the City agrees to continue to implement significant changes to address issues raised in the report. In proposing remedies, the United States agrees to consider the City's reform initiatives already in the process of implementation,

and the City resources already committed to those initiatives, with the goal of promoting efficiency and avoiding duplication. The United States acknowledges that the City has entered into a "Settlement Agreement and Order" with the Minnesota Department of Human Rights (MDHR), which contemplates the entry of a state court-enforceable agreement to resolve MDHR's charge of discrimination against the City and MPD.

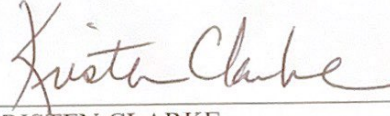
Going forward, the Parties commit to negotiate in good faith to reach a comprehensive settlement in the form of a consent decree to be entered as an order of the United States District Court for the District of Minnesota. The consent decree to be negotiated is intended to build on the City's efforts to ensure that the City and MPD comply with the Constitution and laws of the United States, and in a manner that respects the rights of all residents, promotes mutual confidence between the police and the community, and improves public and officer safety. An independent third-party monitor will be selected to assist in determining whether the consent decree is being implemented and whether the goals of the consent decree have been achieved. The consent decree will specify the selection and appointment process for the independent monitor. The United States acknowledges that the City and MDHR have issued a Request for Proposals (RFP) and will select an Independent Evaluator to monitor compliance with the state Settlement Agreement and Order. The United States further acknowledges that the City and MDHR have agreed that it is in their best interests to select an Independent Evaluator that is agreeable to the City, MDHR, and the United States. The United States agrees to provide feedback to the City and MDHR about the RFP responders so that the City and MDHR may take that feedback into account in their selection of an Independent Evaluator for the state Settlement Agreement and Order. The City acknowledges that the United States may recommend a person or entity other than the Independent Evaluator to serve as the federal consent decree monitor. The Parties agree that the City will retain full authority to provide public safety services and to direct its own public safety agencies in accordance with law.

The Parties recognize that the process of reform is complex and will require sustained effort. Reform will not occur overnight and will require clear goals and objectives. To this end, the Parties commit to work collaboratively and earnestly and with necessary urgency.

This Agreement in Principle does not limit, expand, or create a right of any person or entity seeking relief or pursuing legal action against the City, MPD, or any current or former officer or employee thereof, for their conduct or the conduct of MPD officers. No person or entity is or is intended to be a third-party beneficiary of this Agreement in Principle for the purposes of any civil, criminal, or administrative action. The United States agrees to defer filing a lawsuit against the City related to its findings while the Parties engage in good faith negotiations to reach a settlement. This Agreement in Principle does not otherwise limit or restrict the Department of Justice's ability to initiate a civil action under Section 12601, Title VI, the Safe Streets Act, or the ADA or to conduct any investigation or bring any criminal charge, or to seek other enforcement action to protect individuals' rights, privileges, or immunities secured or protected by the Constitution or laws of the United States. This Agreement in Principle does not constitute an admission for purposes of liability or otherwise by the City or MPD or their current or former officers or employees under any federal, state, or municipal law, including, but not limited to, 42 U.S.C. § 1983.

Agreed to this 15th day of June, 2023.

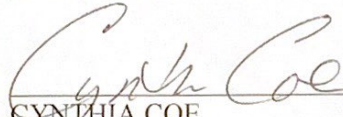
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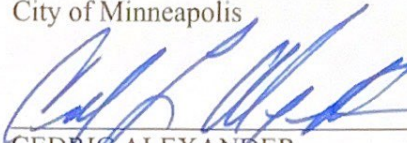


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