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U.S. COMMISSION ON CIVIL RIGHTS

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BUSINESS MEETING

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FRIDAY, JANUARY 19, 2024

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The Commission convened via  
Video/Teleconference at 10:00 a.m. EST, Rochelle  
Garza, Chair, presiding.

PRESENT:

ROCHELLE GARZA, Commissioner

VICTORIA F. NOURSE, Vice Chair

J. CHRISTIAN ADAMS, Commissioner

STEPHEN GILCHRIST, Commissioner

GAIL HERIOT, Commissioner

MONDAIRE JONES, Commissioner

PETER N. KIRSANOW, Commissioner

GLENN D. MAGPANTAY, Commissioner

MAURO MORALES, Staff Director

SHERYL COZART, General Counsel

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STAFF PRESENT:

BETH COMMERS, Chair, Minnesota Advisory Committee

TINALOUISE MARTIN, Director, OM

DAVID MUSSATT, Director, RPCU

COMMISSIONER ASSISTANTS PRESENT:

NATHALIE DEMIRDJIAN-RIVEST

ALEXIS FRAGOSA

JOHN K. MASHBURN

CARISSA MULDER

THOMAS SIMUEL

IRENA VIDULOVIC

STEPHANIE WONG

YVESNER ZAMAR

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1 COMMISSIONER HERIOT: I am here.

2 CHAIR GARZA: Commissioner Jones.

3 COMMISSIONER JONES: Present.

4 CHAIR GARZA: Commissioner Kirsanow.

5 COMMISSIONER KIRSANOW: Here.

6 CHAIR GARZA: Commissioner Magpantay.

7 COMMISSIONER MAGPANTAY: Here.

8 CHAIR GARZA: Thank you. So based on that  
9 roll call, a quorum of the Commissioners is present.

10 Is the court reporter present?

11 COURT REPORTER: Present.

12 CHAIR GARZA: Thank you. Is the  
13 parliamentary present?

14 MS. COZART: Yes.

15 CHAIR GARZA: Thank you. Is the staff  
16 director present?

17 MR. MORALES: I am present.

18 I. APPROVAL OF AGENDA

19 CHAIR GARZA: Wonderful. So now we're  
20 going to go ahead and proceed with today's agenda as  
21 posted on the Federal Register. We shall consider the  
22 following agenda items that were notified.

23 First we have the presentation by the  
24 Minnesota Advisory Committee Chair on the civil rights  
25 implications of policing, followed by the Staff

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1 Director's report.

2 Are there any motions to amend the current  
3 agenda?

4 COMMISSIONER KIRSANOW: Madam Chair,  
5 Kirsanow here.

6 CHAIR GARZA: Yes, Commissioner Kirsanow.

7 COMMISSIONER KIRSANOW: Thank you, Madam  
8 Chair. I'd amend, move to amend the agenda to  
9 continue the presentation by the Minnesota SAC until  
10 such time as the dissenters Larry Purdy and/or Ian  
11 Maitland have an opportunity to present also.

12 COMMISSIONER HERIOT: This is Gail. I  
13 would, I would second that motion.

14 CHAIR GARZA: Okay. Discussion?

15 We have a, we have a motion, and we have  
16 a second. Is there any discussion on this?

17 COMMISSIONER HERIOT: Madam Chair.

18 CHAIR GARZA: Yes, Commissioner Heriot.

19 COMMISSIONER HERIOT: I would like to read  
20 the letter that we got from Mr. Purdy, who is a member  
21 of the Minnesota SAC. And he wrote this message I  
22 believe last night.

23 Dear Ms. Fragosa, when our Minnesota State  
24 Advisory Committee 2022 Report on Policing was  
25 finalized it was my understanding that I would be

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1 asked to appear and answer any questions the  
2 Commission members might have regarding my written  
3 dissent.

4 I am disappointed that that will not  
5 happen, but respectfully ask that you offer the  
6 following in lieu of my appearance before the  
7 Commission.

8 First, I stand by my dissent. And should  
9 any Commissioner have any questions regarding my  
10 dissent, I invite him or her to submit them to me in  
11 writing. I will do my best to provide a timely  
12 response to any such inquiries.

13 Second, I wish to emphasize that, in my  
14 opinion, the committee's eventual heavy-handed --  
15 heavy reliance on the April 27th, 2022, Minnesota  
16 Department of Human Rights Report, that is the MDHR  
17 2022 Report, was inappropriate. As I made clear in my  
18 dissent, we were afforded no opportunity to hear from,  
19 much less question, the MDHR commissioner or anyone  
20 involved in the preparation of the MDHR's heavily  
21 ideological 2022 document.

22 Finally, I urge every member of this  
23 honorable Commission to take the time to review the  
24 recent documentary entitled, The Fall of Minneapolis,  
25 in order to expand your knowledge and understanding of

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1 how the events of May 25th, 2020, impacted the  
2 Minneapolis Police Department. I believe each member  
3 of this honorable Commission owes it to him or  
4 herself, and especially to the citizens of Minneapolis  
5 and the members of the now greatly depleted police  
6 force to watch this documentary.

7 If each Commissioner does that in good  
8 faith and with an open mind, and irrespective of your  
9 final conclusions, you will be better educated about  
10 what actually happened the day that George Floyd died,  
11 and the consequences for law enforcement agencies  
12 everywhere, as well as for the communities they are  
13 hired to protect and serve.

14 Thank you. Larry Purdy, Member, Minnesota  
15 State Advisory Committee, to the USCCR.

16 So that was his email. Personally, I  
17 would very much like to hear from Mr. Purdy and from  
18 Mr. Maitland. That's what we have been doing before.  
19 I remember that with the California SAC we had, we had  
20 dissents also presenting. Or, rather, I was reminded  
21 of that this morning by some of my colleagues. I  
22 don't actually remember it myself really, no.

23 But I think it's a good idea when we have  
24 dissents from SAC reports, we should have both sides  
25 presenting and not just one. I know that an effort

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1 was made to, to expand this. And we received word  
2 back from the Chair's Special Assistant that we  
3 wouldn't be able to do that.

4 And that's why I think Commissioner  
5 Kirsanow's motion is a good idea. We should continue  
6 this until we can have both sides.

7 CHAIR GARZA: Okay. Thank you for, for  
8 your comments, Commissioner Heriot. You know, while  
9 I appreciate this desire to hear both sides, I just  
10 want to remind the Commissioners just the purpose of  
11 the SAC presentations that we're hearing.

12 The purpose is to hear from our colleagues  
13 what they are doing on reports that they have passed,  
14 and to educate us and further provide information to,  
15 to us about what they have, have accomplished in their  
16 respective committees. So I just wanted to --

17 COMMISSIONER HERIOT: That's why we want  
18 to hear from both sides.

19 CHAIR GARZA: Yeah. I do want to be, I do  
20 want to be clear. I don't see this as a debate  
21 necessarily. This is about hearing from the Chair of  
22 the Commission. And the purpose is pretty clear, it's  
23 just for us to, to understand the work that they were  
24 doing and have -- give them the opportunity to present  
25 on that work.

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1 COMMISSIONER HERIOT: Again, that's why we  
2 want to hear from both sides, you know. That, that's  
3 the way these things work.

4 CHAIR GARZA: Are there any other comments  
5 from other Commissioners or should we go ahead and  
6 move to call the question?

7 COMMISSIONER ADAMS: Adams.

8 CHAIR GARZA: Yes, Commissioner Adams.

9 COMMISSIONER ADAMS: Question: I don't  
10 know the answer, but I have some recollection, perhaps  
11 the Staff Director remembers, and maybe it was  
12 Missouri, I can't remember, but in the last couple of  
13 years has it been or has it not been the practice to  
14 hear dissent occasionally?

15 I -- I can't remember for sure, but I have  
16 some recollection, and for some reason Missouri sticks  
17 out, perhaps Alabama, and I'm not sure. What has been  
18 the practice, the empirical practice? I just can't  
19 remember for sure.

20 COMMISSIONER HERIOT: California.  
21 California we heard from the dissent.

22 COMMISSIONER ADAMS: Well, my question was  
23 directed to the Chair and potentially the Staff  
24 Director, also. I'm curious.

25 MR. MORALES: This is Staff Director

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1 Morales. We have heard some dissent. They are  
2 usually requested in advance. And, and then the  
3 individual who is dissenting will be allowed to  
4 participate under a certain time period, as they all  
5 are.

6 So, yeah, we have had dissent. And it's  
7 up to you, Commissioners, whether you feel that this  
8 is appropriate at this point.

9 The dissents are always available because  
10 they're in the reports for the most part. So you can  
11 proceed and then have the dissent attached to the, to  
12 the transcript, in order that we at least hear from  
13 the chair of the committee who's currently on the  
14 line. We, obviously, don't want to censor dissents.

15 But since we're ready to go, it seems  
16 rather silly to try to push it off to the next meeting  
17 and then end the meeting. And then we could have, and  
18 then we could have them submit it.

19 But it's up to the Commissioners.

20 COMMISSIONER ADAMS: Madam Chair, one  
21 quick follow-up for the Staff Director, please.

22 Was it Missouri or Alabama? Is my  
23 recollection correct? And what, what happened in this  
24 case? I don't know, was there a request to be heard  
25 or no request? Does anybody know?

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1 MR. MORALES: I don't know. I wasn't  
2 involved in the discussions. But I think Commissioner  
3 Heriot's correct, California did have a dissent.

4 CHAIR GARZA: Well, thank you. Thank you  
5 for that, Staff Director Morales. And I appreciate  
6 the questions.

7 We do have the chair who is the  
8 spokesperson for the Minnesota Commission here. And  
9 they represent the views of the Commission. So, you  
10 know, I'm sure that the chair can answer any questions  
11 the Commissioners have following her presentation.

12 COMMISSIONER HERIOT: Madam Chair.

13 CHAIR GARZA: Yes? Commissioner Heriot.

14 COMMISSIONER HERIOT: There's one more  
15 thing that I think is a problem here. And that is  
16 that the report's table of contents doesn't even  
17 mention that there are dissents. Rather, it refers to  
18 the dissents simply as Appendix A, Appendix B.

19 I think that's a very bad practice. We  
20 need to make sure that when people look at the table  
21 of contents of a report that it's clear that there are  
22 dissents, particularly one like this one, which is  
23 very controversial in its nature.

24 VICE CHAIR NOURSE: This is Vice Chair  
25 Nourse. Chair Garza, is it appropriate for me to

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1 speak at this point?

2 CHAIR GARZA: Yes. Go ahead, Vice Chair.

3 VICE CHAIR NOURSE: I just want to say we  
4 have -- I was not aware of any of this controversy.

5 And so I really don't feel like we can put on a proper  
6 notice about it. I perfectly -- this is in the public  
7 record. No one wants to censor dissenting views.

8 But I don't think this motion is  
9 appropriately posed at this point in time. So, and I  
10 do think we are being very rude to the chair. And you  
11 can, you know, Commissioner Heriot and everybody else  
12 can ask the chair about the dissenting report. That's  
13 perfectly appropriate.

14 So let's get on to the motion. I call the  
15 question.

16 CHAIR GARZA: All right. Motion to -- on  
17 the table is the motion to amend the agenda. I'm  
18 going to go ahead and just do a roll call vote.

19 Vice Chair Nourse, how do you vote?

20 VICE CHAIR NOURSE: No.

21 CHAIR GARZA: Commissioner Adams.

22 COMMISSIONER ADAMS: Yes.

23 CHAIR GARZA: Commissioner Gilchrist.

24 COMMISSIONER GILCHRIST: Yes.

25 CHAIR GARZA: Commissioner Heriot.

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1 COMMISSIONER HERIOT: I vote yes.

2 And I would point that Commissioner  
3 Nourse's SA was informed of this issue on Wednesday.

4 CHAIR GARZA: Commissioner Jones.

5 COMMISSIONER JONES: No.

6 CHAIR GARZA: Commissioner Kirsanow?

7 COMMISSIONER KIRSANOW: Yes.

8 CHAIR GARZA: Commissioner Magpantay.

9 COMMISSIONER MAGPANTAY: No.

10 CHAIR GARZA: And the chair votes no.

11 Motion does not pass. So we will go ahead  
12 and now turn to the business meeting. And --

13 COMMISSIONER KIRSANOW: I have a second  
14 motion.

15 CHAIR GARZA: Yes, Commissioner Kirsanow.

16 COMMISSIONER KIRSANOW: Thank you. The  
17 previous motion was that to have this presentation  
18 continue until such time as the dissenter has an  
19 opportunity to present also.

20 In lieu of continuing this, as that was  
21 voted down, I would move that the dissent has an  
22 opportunity to present at some point in the near  
23 future, whether it be the next meeting or the meeting  
24 thereafter.

25 COMMISSIONER HERIOT: I second that

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1 motion.

2 CHAIR GARZA: I have a point of order  
3 question for the parliamentarian.

4 But I believe I just moved on to the  
5 business meeting after the motion. Am I, am I doing  
6 this correctly?

7 MS. COZART: I believe you are. I'm not  
8 an expert on Robert's Rules, but I believe you have,  
9 you have.

10 There was a motion on the table that did  
11 not pass. Now we have moved on to the agenda that is  
12 present today.

13 CHAIR GARZA: Okay. Thank you very much.

14 So I appreciate the Commissioner's  
15 request. We will discuss that offline. And I am  
16 happy to figure out something that is amenable so that  
17 we can make sure folks can be heard.

18 So we'll go ahead and just move on to the  
19 business meeting.

## 20 II. BUSINESS MEETING

21 CHAIR GARZA: I do, I just want to at  
22 least say to everyone Happy New Year. I mean, this is  
23 the first official business meeting that we've had of  
24 the year. And I just want to welcome everyone back.

25 And if you could please mute yourself,

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1 Commissioner. Thank you.

2 So I want to welcome everyone back. And  
3 give a special thanks to all of the Commissioners, and  
4 special assistants, and staff, especially at the  
5 Office of Civil Rights Evaluation, OCRE, that worked  
6 tirelessly through the end of the year to make sure  
7 that we solidified on 2024 report topics and planning  
8 document.

9 Since our last official business meeting  
10 the Commission has been working diligently. And we've  
11 had two notational votes that have taken place.

12 The first was on November the 24th of last  
13 year. The Commission unanimously approved the 2024  
14 Statutory Enforcement Report entitled, Facial  
15 Recognition Technology and Civil Rights, FRT, and a  
16 briefing with report to update the Commission, 2008  
17 report, Enforcing Religious Freedom in Prison.

18 And then on December 22nd, 2023, the  
19 planning documents for the 2024 Statutory Enforcement  
20 Report on Facial Recognition, Technology, and Civil  
21 Rights; and the briefing report to update the  
22 Commission, 2008 report, Enforcing Religious Freedom  
23 in Prison, were passed by a majority vote.

24 And so, again, I commend everyone for  
25 moving these important reports forward. And I know,

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1 I know that I look forward to continuing this  
2 important work, and I know that all of you do as well.  
3 And I look forward to a wonderful year this year.

4 So with that, we will now hear from our  
5 Minnesota Advisory Committee Chair Beth Commers on the  
6 committee's report, Civil Rights Implications of  
7 Policing.

8 Thank you, Chair Commers, for your  
9 dedication and continued investigation into the  
10 policing practices in Minnesota, especially in  
11 considering the civil rights violations stemming from  
12 what has occurred in the Minneapolis Police  
13 Department.

14 As many of you may recall, at the height  
15 of the pandemic there was a large riot and civil  
16 unrest. And at the root of this was the Minneapolis  
17 Police Department's former Officer Derek Chauvin, a  
18 White male who has since been found guilty of  
19 tragically killing George Floyd, a Black American  
20 male.

21 George Floyd's murder sparked a global  
22 movement, as many of you recall, to address deep-  
23 rooted racial issues in American society. It  
24 galvanized a global movement. And it sparked  
25 significant changes in both policy and public

1 consciousness regarding civil rights, police  
2 brutality, and racial justice.

3 And it's for this reason that I'm glad  
4 that the Minnesota Advisory Committee took leadership  
5 in compiling this comprehensive report. And we look  
6 forward to hearing from your commission about --  
7 Commission's report, including recommendations on  
8 these critical issues.

9 So, Chair Commers, the floor is yours.

10 II. A. PRESENTATION OF MINNESOTA STATE ADVISORY  
11 COMMITTEE BY BETH COMMERS, CHAIR, ON COMMITTEE  
12 REPORT, "CIVIL RIGHTS IMPLICATIONS OF POLICING"

13 MS. COMMERS: Thank you, Chair Garza. And  
14 good morning to you, and good morning, Commissioners.

15 My name is Beth Commers. I'm Chair of the  
16 Minnesota State Advisory Committee. It is truly an  
17 honor to be with you today to present our 2022 report.

18 Why this topic? It is a follow-up to our  
19 2018 Report on Civil Rights in Policing Practices in  
20 Minnesota.

21 Minnesota is home to the largest  
22 disparities in the nation, on every -- in every  
23 indicator, whether it's from education, to housing, to  
24 income, health -- you name it -- policing,  
25 incarceration we top the nation, for those, those

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gaps.

In addition, we have had several high profile deaths at the hands of police in the last decade: Jamar Clark, Philando Castile, George Floyd, Justine Damond, Daunte Wright.

Long before George Floyd was murdered under the knee of Derek Chauvin for all the world to see, the Minneapolis Police Department was notorious on the streets for its discriminatory practices. So it is no wonder that the previous committee dove into this topic, and that we revisited it to see if any of our findings and recommendations were received and implemented.

The main findings of the 2022 report:

Number one, a lack of political will at all levels to enforce the limits. And I would also add, a lack of will to move toward meaningful change;

Decisions about policing policy value choices;

Aggressive tactics. There's the assumption that aggressive tactics deter crime. And the data does not bear that out;

And the Minneapolis Police Department discipline structure is not transparent. 90 percent of it happens out of the public eye.











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And now that PODPA has been changed, the civilian oversight entity, if there's political will within the department to accept it, and within the enterprise of the municipality to allow it. Right?

So if there's political will to allow it, the oversight board can make a finding, and that sticks. And the chief cannot overturn it. The chief can only decide the discipline for an officer. That's a radical shift in Minnesota. I don't know if it was because of this report. There has been a lot that has been changing since George Floyd was murdered.

CHAIR GARZA: Thank you, Chair.

One, one other question I have is just about what the report identifies, that there are notable racial disparities in aspects such as traffic stop searches and use of force. And I know that there is a dissenting, there is a dissent acknowledging these disparities. And there is skepticism about the sufficiency of data to support these conclusions.

Could you specify the policies or practice in the -- in the Minnesota Police Department, Minneapolis Police Department that might be leading to these disparities?

And, additionally, what, what changes do you recommend, and kind of digging into the



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You know, it's all rooted in the culture and climate of the organization, and what you tolerate, and how you train, and how that training is carried through with that fidelity, how those policies, the values associated with the policies trickle down from the chief on through the ranks, and how that theory is put into practice, and how it comes out on the streets.

So, no, I'm sorry, Chair, I can't just identify one policy that would hit the nail on the head because it's a, it's a deeply rooted problem. And until there is the political will to change, to really change, until we, you know, kind of let go of the, the institution of the past I don't see it changing.

There are things that we can do to increase transparency. Our transparency statute, Minneapolis Statute 13.43, Subdivisions 1 and 2, Numbers 4 through 6, do allow for police departments to talk about closed cases, like I said. A police chief, even if a Civilian Review Board makes a recommendation only, a police chief can choose to accept that or not.

We had one chief that in my hometown that considered 90 recommendations from the civilian

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oversight, the Review Board, and only disagreed with one of those. That's pretty impressive.

There are ways that police departments can institute checks and balances to see if that policy is being carried through with training, with fidelity.

And the number of hours of training matters. My -- in the city in which I live, we have three times as many more hours of training for our police department than does the Minneapolis Police Department.

So, again, there's no one quick fix. I wish there was. But, if there is political will, they can begin to, I believe, what I would describe is peel the layers of the onion off. Right? And peel back all of those things at the same time, simultaneously, and slowly, slowly get to the real issue.

CHAIR GARZA: Thank you for your answer. It sounds like it's a constellation of --

MS. COMMERS: Yeah.

CHAIR GARZA: -- of recommendations or things to address this issue.

Well, thank you. Are there any other questions from, from other Commissioners?

COMMISSIONER KIRSANOW: Madam Chair, Kirsanow.

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COMMISSIONER GILCHRIST: Gilchrist.

CHAIR GARZA: I heard two voices. I think that was Commissioner Kirsanow and then Commissioner Gilchrist. We can start with Commissioner Kirsanow, if that works.

COMMISSIONER GILCHRIST: Go right ahead.

COMMISSIONER KIRSANOW: Thank you, Commissioner Gilchrist, and thank you, Madam Chair.

Chair Commers, thanks very much for your hard work on this. In going through this you had mentioned that there were significant racial disparities in policing. To what extent did the SAC adduce evidence that these disparities were due to racial discrimination?

MS. COMMERS: Commissioner, I think that data -- or, I'm sorry, disparities in data like the kind we see in Minneapolis, they highlight the exactly what you're talking about. I don't know that there can be any other factor attributed to them, sir.

Yeah, I, I don't -- Yeah, go ahead.

COMMISSIONER KIRSANOW: Did you adduce any evidence with respect to the percentage of crimes committed by racial minorities versus that of, say, Whites?

MS. COMMERS: Yeah.





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1 it nationwide -- it would be a very brilliant study if  
2 Minneapolis would allow folks to get under the hood a  
3 little bit more.

4 And I think the MDHR report did get into  
5 this. They examined thousands and thousands of cases  
6 and they spoke with community members. They did  
7 thousands of hours of interviews. And I think they  
8 were able to show in the MDHS case that there, or MDHR  
9 investigation, that two like situations, right, if  
10 there were only differences in race and ethnicity the  
11 outcomes were different for the offender, so to speak,  
12 which is why MDHR came to the conclusion that they  
13 did.

14 They didn't just arbitrarily look at the  
15 outcomes that look at those gaps, but they looked case  
16 by case. And they did interview by interview. They  
17 had thousands of hours of interviews with officers.

18 So to disregard their report I think would  
19 be convenient, but I don't think it would be  
20 acknowledging that they actually did dig in and do the  
21 work of examining exactly what kind of outcomes that  
22 you are asking.

23 CHAIR GARZA: Thank you so much, Chair.

24 Any further questions?

25 I see that Vice Chair Nourse has had her

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1 hand up. We'll go ahead and go to her. And then we  
2 can go to Commissioner Gilchrist.

3 VICE CHAIR NOURSE: Thank you, Chair  
4 Commers. My mom grew up in Minneapolis, so -- can you  
5 all hear me?

6 MS. COMMERS: Yes, ma'am.

7 VICE CHAIR NOURSE: I'm just delighted  
8 that you've followed the great Minneapolis tradition  
9 of public service. So thank you very much for all  
10 your work. It is very difficult work.

11 There are no -- these kinds of problems  
12 persist because there is no easy answer. There's no  
13 one thing that one can do. But I appreciate the  
14 detail that you have raised in terms of things like  
15 police discipline.

16 You note, in fact, that often departments  
17 have bad actors, just as we know that very few people  
18 in this country actually commit crime, and they commit  
19 a lot of crime. But we've got bad actors in Wall  
20 Street, we've got bad actors in Main Street, and bad  
21 actors sometimes in police departments.

22 That doesn't explain it either, though,  
23 because we have these persistent trends. And, you  
24 know, I'm a law professor. I care about that. Why  
25 are we seeing this? And I think that, you know,







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Have you focused on that at all?

MS. COMMERS: No, ma'am. And I just want to highlight that I'm not an expert in this field. You are the expert in this field. And I would sit at your feet before sitting at -- encouraging you to sit at mine.

Being the chair of the committee is different than being expert in the field. I will tell you that when I was at the NACo Conference I was at the international oversight group, I was just at their conference in Chicago and I was learning about this issue.

And it was something that they talked about, the sexual assault among officers and in prison.

VICE CHAIR NOURSE: Yeah.

MS. COMMERS: And I was really surprised. It is not something we, we talk about. That's something that we hear about.

And going back to your question about political will, we can within our existing systems, even without radical change we can be more transparent and we can talk about these issues once cases are closed if we choose to.

But if we continue to not choose to from



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COMMISSIONER GILCHRIST: Madam Chair,

thank you so much. And, Chair Commers, thank you for a very insightful report. I just want to pick up on what Commissioner Nourse was alluding to. In your report it made statements that the Minneapolis police did not participate in providing any commentary or witnesses to the report.

Did you get any response as to why they could not or would not participate?

MS. COMMERS: No, sir, we just got silence.

COMMISSIONER GILCHRIST: Thank you. And at the time of the investigation was there, was the department, do you know, under investigation by the Justice Department? Were you aware of that --

MS. COMMERS: Yes, sir.

COMMISSIONER GILCHRIST: -- or not aware?

MS. COMMERS: Yes, sir.

Yes. And that was something that we talked about. And during our investigation during our exploration of this issue is when the state Department of Human Rights finished their investigation. And we did discuss the fact that the DOJ, that their investigation was ongoing.

So it did not surprise me as an individual





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This is to certify that the foregoing transcript

In the matter of: Business Meeting

Before: US CCR

Date: 01-19-24

Place: teleconference

was duly recorded and accurately transcribed under my direction; further, that said transcript is a true and accurate complete record of the proceedings.

*Neal R Gross*

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Court Reporter

**NEAL R. GROSS**

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