



# Duluth Citizen Review Board Annual Report 2014

In 2014, the Duluth Citizen Review Board (DCRB) has worked to solidify its procedures in serving as a stronger bridge between the Duluth Police Department and community. While having a period of transition with two board members stepping down and the Duluth Police Department changing liaisons, we continue to work on establishing and clarifying our role within the city.

We wish to thank Blair Powless and Gabriel Green for their time of service on the board as well as Robin Roeser and Jeff Kazel for the time they spent connecting us to the Duluth Police Department. We now look forward to working with Deputy Chief Ann Clancey and Lt. Laura Marquardt as we further strengthen the functioning of the Board.

Among other efforts, this past year the board worked with Peg Johnson to do some strategic planning which helped us identify areas for growth, as well as a structure for reporting on our work. Some of those areas are addressed below:

## Complaints

One of the areas identified is creating more streamlined processes. This past year, we have worked on figuring out a process for getting statistical reports on the number and nature of complaints from our police liaisons. This is an ongoing process. Additionally, we have begun the process of figuring out how we review complaints once they have gone through any disciplinary process. We will continue to focus on the personnel complaint process – providing both input into the policy itself and further determining how we can best carry out our responsibilities as a board under the ordinance in removing barriers for people bringing forward complaints and reviewing complaints once they have been adjudicated.

## Hiring

Three of our members served on the hiring panels for the Duluth Police Department during the summer. In addition to being able to give input in the hiring process and get to know officers involved on the panels, we were also able to meet after it was over with Deputy Chief Clancey to share our perspectives on the ways that the process could be improved. Additionally, we have provided some suggestions for interview questions to be considered.

## Outreach

One of the areas we identified as needing strengthening on the board was in developing more outreach with the community. We did this in multiple ways. One was attending community events as representatives at meetings such as the Duluth Indigenous Commission, the NAACP, Community Action Duluth Big View, and Community Comstat. We will continue to have a presence as DCRB members in the community.

*The mission of the Duluth Citizen Review Board is to promote positive relationships, trust, and communication with our community and Police Department.*

We also hosted our first community forum in November – focusing on what the Duluth Citizen Review Board’s purpose and powers are. Additionally, we invited DPD representatives to take part in discussions with community members on topics of concern, such as use of force, community policing, militarization of police, and the complaint process. As part of this forum, we also developed a draft brochure to about the DCRB to explain both our powers and our limitations.

### Training

The board has continued to undergo learning both about the community and the police. One of our members, Renee Van Nett, attended the DPD’s Citizen Academy. Several of us were able to take part in a Use of Force training with MILO to go through specific scenarios and see both what officers must be prepared for and how they are trained.

We are currently working on solidifying the training necessary for our new board members so they can be seated. The topics include: use of force, traffic stops, data practices and open meeting laws.

We welcome Archie Davis and Michelle Pederson as they join us on the board. The rest of our board consists of Renee Van Nett, Katy Eagle, Joan McNamara, Patty Behning Oakes, and Doug Bowen-Bailey.

We wish to thank our officers for 2014: Renee Van Nett, President; Katy Eagle, Vice-President; and Doug Bowen-Bailey, Recording Secretary and look forward to the service of 2015’s executive committee:

Doug Bowen-Bailey, President; Joan McNamara, Vice-President; and Patty Behning Oakes, Recording Secretary.

Our secretary by ordinance is the Duluth Human Rights Officer, Bob Grytdahl. We additionally wish to thank him for his support.

If you have any further questions regarding the work of the Duluth Citizen Review Board, you can contact:

The Duluth Citizen Review Board  
Bob Grytdahl, Human Rights Officer  
218-730-5630  
[bgrytdahl@duluthmn.gov](mailto:bgrytdahl@duluthmn.gov)

or

Doug Bowen-Bailey  
DCRB President  
[duluthcrb@gmail.com](mailto:duluthcrb@gmail.com)  
218.722.7166 v

*The mission of the Duluth Citizen Review Board is to promote positive relationships, trust, and communication with our community and Police Department.*