

Proposals for Community-led Police Accountability in Duluth  
*Duluth Community Safety Initiative (DCSI)*

February 2021

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## I. Introduction

We, the Duluth Community Safety Initiative (DCSI), intend to reform public safety practices to reflect a profound concern for the dignity and value of every human being. Currently, many of the interactions between public safety officials and citizens are based in distrust and fear. Many people and communities of color continue to experience historical traumas. The work of building a just and equitable society has been distorted by political and cultural disagreement. It is our intention that the relationships between the community and public safety come to be based in a sincere, mutual respect. We believe that each of us has the capacity to cause harm as well as the ability to heal, regardless of the categories that we may fit into, and that healing should be our collective priority and goal.

We value transparency, humility, compassion, and trust. We all want what is best for our community, and we need to be able to see that in each other. We share a common goal to reduce the violence in our community, whether that violence comes from the police or from a citizen. Our hope is to encourage everyone to commit to heal rather than to degrade or punish.

Public safety culture and public safety practices should reflect a sincere respect for the dignity and value of all human beings. The manner in which citizens regard public safety employees should equally reflect such respect. We believe this respect will happen with the shift in public safety practices that we have outlined below.

We understand the need for patience in matters of civic engagement, but we also understand the urgency of making our community a safe place for all of us: lives depend on these efforts. We want to hear and discuss the various perspectives on these issues, and, through these deliberations, we expect to see substantive, positive, actual change in how public safety is performed and regarded in our community.

The summer of 2020 saw a national groundswell of anger and outrage towards police brutality and the murders of black and brown people by police. Duluth residents responded in many ways, including marches, rallies, and a petition with four demands (see [Appendix A](#)). The demands of the petition were as follows:

- A racial bias audit of the Duluth Police Department (DPD)
- A freeze on any future increases in the DPD's budget
- The establishment of a Duluth Office of Violence Prevention
- That the DPD and all law enforcement agencies immediately cease enacting violence on community members

We believe that designating the police force as responsible for issues of homelessness, addiction, mental health crises, and poverty is a blatant mis-appropriation of community resources. We insist that community safety resources do just that: make the community safe, welcoming, and livable for all of us.

Many cities around the country are grappling with the issue of police violence against people of color. Part of police violence can certainly be attributed to the rise of political polarization in our country, but another contributing factor is that police are often sent to confront situations they are neither trained for nor able to resolve. In Minnesota, both the city of Minneapolis and the city of St. Paul have supported putting into place public safety practices that create trust and truly make communities safe, rather than practices that have made them more unstable and dangerous.

We have crafted concrete steps to enacting the demands of the aforementioned petition. Our proposal breaks down the first three demands of the petition into concrete action steps, which would be supervised by an oversight commission and accompanied by an engagement and exchange process between DPD officers and community members. We believe that these action steps will, when implemented, help to foster a just and equitable society where the dignity and value of every human being is respected.

## II. Oversight Commission and Officer/Community Engagement and Exchange

### **Oversight Commission Development**

The following document is a collection of research, ideas, and proposals from concerned citizens. We believe that the City of Duluth can best respond to the principles and proposals contained herein by creating a commission tasked with overseeing the implementation of these proposals. An effective and accountable commission would include representation from City staff, the DPD, and community members of color who are established leaders in efforts for police accountability.

In the spirit of ensuring sustainability, effectiveness, and thorough community buy-in, we strongly recommend that the City consult with us, and a diversity of leaders of color when deciding who should be on the commission. The commission should:

- Oversee all steps taken in the processes of enacting these proposals, and ensure that they are enacted properly and effectively,
- Evaluate the feasibility of short, medium, and long-term implementation plans for each of the proposals,
- Seek out all possible resources to aid in implementing the proposals,
- Aid the City in rigorously implementing the proposals in the most timely and efficient way possible,
- Safeguard transparency by providing community access to results and recommendations (data privacy laws to be respected),
- Make concrete recommendations to the Mayor and other relevant departments on how to implement the proposals,
- Communicate with the DCSI on a monthly basis about the commission's progress.

In order to ensure that all voices are represented in not only the commission formation process, but in the DPD as well, we recommend that the DPD identify community partners and engage the larger community through developing antiracist administrative policies and practices. A key step in the antiracist development of an institution is the engagement and inclusion of communities of color in all aspects of its processes. To this end we have gathered best practice guidelines which we would like to see the DPD use as they work to develop antiracist policies and procedures. (See [Appendix B](#))

### **Officer/Community Engagement and Exchange**

We recommend engagements every other month between groups of law enforcement professionals (5-10 people, particularly patrol officers) and groups of interested community members (5-10 people) will meet for two hours to share food and discuss the following for the purpose of creating spontaneous, direct communication between the community and the department:

- What are officers taught about race?
- How do you understand the concept of race, and how does it impact you professionally?
- What are officers taught about the appropriate use of violence?
- What are community perspectives on policing?
- What are officers' responses to those perspectives?
- What do community members want from officers?
- What do officers want from community members?

This process in some ways resembles community trainings that the DPD currently offers to citizens (Duluth Citizen Police Academy). However, this process is intended to be an open, fluid discussion between equally-sized cohorts of citizens and DPD staff (particularly patrol officers), and is not intended to be a presentation or educational instruction on these questions by the department.

### III. Racial Bias Audit of the DPD

Racial bias audits have been successfully completed in American cities equal or greater in size than Duluth. A professionally executed racial bias audit brings an unbiased perspective to both public safety and to the citizenry. We believe that the successful execution of a racial bias audit of the DPD will afford much needed clarity on the question of racial bias in DPD practices. A transparent, thorough, professionally executed racial bias audit will build respect and trust. (See Appendix C for examples of successfully completed racial bias audits, and of professional-grade bias auditors)

The successful completion of a racial bias audit will offer city government first-hand experience with bias audits. Therefore, the City will gain an informed perspective on options for future contracting of bias auditors for the purpose of evaluating levels of bias in other departments, and/or bias related to human aspects other than race. This audit will also provide information to the DPD that will help to guide it in its pursuit of excellence.

Professional auditors should be selected by community members. The selection committee should be comprised of at least six Black and/or Indigenous people from the community and one member from each of the following entities: Duluth NAACP Branch, Clayton Jackson McGhie Memorial Inc., Indigenous Commission, African Heritage Commission, Citizens Review Board, and Human Rights Commission.

Through the processes of initiating and completing a racial bias audit of the Duluth Police Department the following goals should be met:

- Assess and monitor internal operation, policies, procedures, and practices to detect the presence of implicit bias and systemic racial bias,
- Collect and analyze data related to traffic stops, use of force, and other police/civilian interactions and determine the impact on communities of color,
- Provide recommendations for reforms that eliminate racial and implicit bias within the department,
- Initiate a community-wide forum to announce the racial bias audit and record community perceptions of racial bias in policing,
- Safeguard transparency by providing community access to results and recommendations (privacy laws to be respected).

#### Data Collection and Organization

##### a. Data Collection

Data collection should be implemented as part of a comprehensive early warning system, in which police departments, oversight bodies, and the public use the data to monitor the patterns of the department and the behavior of individual officers. This data can (01) help identify potential police misconduct and deter it, (02) function as a means of exoneration for false accusations of police misconduct.

- Time of day stops
- Zoomed out geographical view of stops (location-based GPS)
- Post-stop outcomes/what happens after stops

- Perceived race (reported) vs perceived race (body cam)
- An explanation of the reason for the law enforcement action at each stage of police contact should be required, including whether contraband was found

b. Data Organization

What is the relationship between officers' perceptions of civilians' race and:

- Rates of civilian officer contact
- Arrest rates and the reasons for arrest
- Rates of searches and the reasons for searches
- Use of force

c. Considerations Other Than Race

What is the relationship between officers' perceptions of civilians' race and perceptions of civilians':

- Economic status
- Sexual orientation
- Gender identification
- Sex
- Ability, disability, and mental health
- Living conditions and housing status

#### IV. DPD Budget Freeze

Our society is currently set up to put the burden of addressing issues such as houselessness, addiction, mental health crises, and poverty on the criminal justice system, and to punish those who suffer from these issues, rather than helping them to heal and succeed. We should focus resources on preventing these societal problems in the first place so that crime can be reduced. We cannot afford to ignore the fact that these issues are the primary cause of the majority of what we consider to be criminal behavior. Reallocating funds to social services that focus on reducing these problems would be a more effective way of addressing them than our current system of criminalizing them.

Let's focus on prevention rather than just response. The City of Duluth currently allocates 25% of its general fund to the DPD. This is less than some comparable cities in Minnesota, such as St. Cloud and Rochester. 25% is about the same amount that Eau Claire, WI allocates. La Crosse, WI allocates just 17% of its budget to its police department. Both Eau Claire and La Crosse have lower crime rates than Duluth. Our research has shown that allocating a higher percentage of funding to police departments does not necessarily correlate with lower crime.

There are alternative models to traditional policing, most notably the CAHOOTS program in Eugene, Oregon (see [Appendix D](#)). These alternative models not only respond to potential public safety issues in a more humane and less punitive way (which is a goal in and of itself), they are also viewed as cost-saving measures.

While there are so many opportunities for the City of Duluth to ensure the public safety of its citizens, at this point we ask that the City take the first step toward a more equitable and less punitive system: freeze the DPD budget. By this, we mean:

- That the City not enter into any **new** agreements with the police union that would increase the DPD budget.
- That there is no increase in spending on any one budget category, excluding pre-negotiated agreements with the police union. This includes adding positions to the Police Department.
- That an open, public review of the DPD's current and future budgets be conducted. This will offer citizens and public officials the opportunity to get on the same page regarding the details of the DPD budget, and allow for informed discussion regarding the amending of the budget in the future.

Our end goal is that the City of Duluth develop a feasible alternative model to traditional policing, and that that model be funded in whole or in part by the DPD budget. Until such a model can be developed, we are asking that the City of Duluth demonstrate its commitment to reform by agreeing to freeze the DPD budget.

## V. Office of Violence Prevention

We believe that Duluth is well positioned to immediately implement programming modeled after CAHOOTS (Crisis Assistance Helping Out on The Streets, see [Appendix D](#)). We stand in solidarity with the Democratic Socialists of America (DSA) Twin Ports Chapter's Racial Justice Working Group and their allies, who have done important research to propose a CAHOOTS model in Duluth. We urge our elected officials to seriously consider a medium-term plan to also implement a full Office of Violence Prevention (OVP), under which a CAHOOTS model could be housed.

Offices of Violence Prevention have been implemented in major cities across the country in a variety of ways. Violence is considered to be a public health issue and OVPs tend to be housed in City Departments of Health. Effective solutions stop violence before it starts, often saving city budgets tens of thousands of dollars. Ideally, each city structures their OVP based on community need and community involvement. (See [Appendix E](#) for examples of regional OVP implementation focal points)

We are interested in a model that provides an alternative to the punitive policing approach, which responds to violence while in progress or after the fact. An OVP would use a community-focused, public health approach to prevent violence and keep communities safe. The goal is to stop the cycle of violence by addressing aggression at three points: (01) prior to a harmful act, (02) at the first indicating sign of aggression, and (03) after the first identifiable incident. An OVP would be responsible for building capacity with community groups and resources, in order to pinpoint, neutralize, and reframe multiple forms of violence.

We suggest that a Duluth OVP would be effective in taking a **public health approach** to reduce:

- Substance abuse, particularly the opioid crisis
- Domestic violence, particularly against women
- Human trafficking, particularly of Indigenous people, women, and children
- Poverty, particularly in communities of color
- Housing instability, particularly in communities of color
- Mental health challenges

Some OVPs take a training and education approach to their work. For example, this can include harm reduction activities such as trainings specifically geared to detect potentially violent events. People learn and utilize informal mediation, non-physical conflict resolution, and interruption expertise to deescalate situations before they become violent.

Other OVPs focus on identifying at-risk groups and intervening in potential cycles of violence while people are still young. For example, some OVPs emphasize case management and mentorship for young people who are at risk of being involved with violence. One example of a cooperative harm reduction effort is where high school coaches use a curriculum to talk with athletes about healthy relationships. This evidence-based model helps prevent dating and relationship violence.

Finally, OVPs can serve as a hub where at-risk groups can find resources and information. For example, a Duluth OVP could serve as a reference point for programs around affordable housing, addiction recovery, and safety for survivors of human trafficking.

Ultimately, a Duluth OVP would need to be created in deep consultation with groups already working on these issues. As a community, we are lucky to have many committed individuals and organizations that are already



making grassroots change. We encourage the City of Duluth to rigorously consult with the people directly impacted by the forms of violence we identified above. Through ongoing consultation and a recognition that violence is not endemic to humanity, we can build a safer Duluth for us all.

## VI. APPENDICES

### Appendix A

“Duluth Council and Mayor Larson: Increase Police Accountability and Halt Police Spending”

<http://bit.ly/DuluthPoliceAccountability> and originally posted on [Change.org](https://www.change.org)

As Duluth residents watch the senseless murder of another Black man by police, and as peaceful protesters across our nation continue to be brutalized by police departments, we must work in our community to help change the culture of violence police have created across our nation. The death of George Floyd is not an isolated incident. Neither is the death of Breonna Taylor, of Ahmaud Arbery, Tony McDade, or any of the thousands of Black people who have lost their lives at the hands of police in our country. It has become painfully clear that what is needed now is not more training for police, not community policing measures, but real structural change in how we protect our communities. Based on the work of Minneapolis organizations including Reclaim the Block and Black Visions Collective, we demand that all Duluth city councilors pledge to commit to the following actions:

1. To support a racial bias audit of the Duluth Police Department. This audit would include a look at stops, arrests, complaints, misconduct, and more. Reviewer(s)/Researchers will be selected by community members. The selection committee should be comprised of at least 6 Black and/or Indigenous people from the community and one member from each of the following entities: The Duluth NAACP, Clayton Jackson McGhie Memorial Inc., The Indigenous Commission, The African Heritage Commission, The Citizens Review Board, the Human Rights Commission. Funding for the audit would be pulled from the DPD budget. As a sign of the City of Duluth's commitment to addressing the legitimate concerns of the community members, resources to complete this audit will be included in the Duluth Police Department's annual budget. Furthermore, recommendations from this audit would be addressed with priority in subsequent DPD budget years.
2. Freeze/Halt any future increases to the Duluth Police Department's Budget.
3. To protect and expand current investment in community-led health and safety strategies that are independent of police department oversight, funding, or partnership. This includes establishing an Office of Violence Prevention for the City of Duluth.
4. To do everything in the council's power to compel DPD and all law enforcement agencies to immediately cease enacting violence on community members.

### Appendix B

#### **DPD Administration Antiracist Development**

We believe that DPD should use the following questions (adapted from “Assessing Institutional Racism” by Ottawa United Way) to guide them as they work to develop antiracist policies and procedures:

1. Does your department have a goal to dismantle racism? Is this goal reflected in your decision-making process?
2. Does your department provide support and resources for white staff to develop as anti-racist white allies through working with organizations or campaigns led by people of color?

3. Is your department accountable to people of color organizations and communities who are affected by but not part of the institution?
4. When the budget reflects work to be done in support of people of color communities, do these communities have input on where the money comes from and how it is going to be spent?
5. Are people of color supported in seeking information around issues of internalized racist oppression and self-empowerment either within the department or from outside the department?
6. Are white people supported in seeking information around issues of white privilege and white supremacy either within the department or from outside the department?
7. Are there regular trainings and discussions at varying levels of leadership about dismantling racism and accountability?
8. Does your department provide support and resources for staff of color to develop leadership through working with organizations or campaigns led by people of color?
9. Does your department seek input and guidance from people of color organizations and community leaders of color in its strategic planning and decision making?
10. Does your department advocate for the participation of people of color organizations when working in collaboration with other groups?

It is essential to keep in mind that the structure of an alliance between an anti-racist organization and people of color organizations is fundamental to the success of anti-racist work. Primarily white organizations often come to the table with greater staff capacity and financial resources than people of color organizations. This imbalance of power often undermines the leadership of organizations of color when working in alliance. The rectification of this imbalance should be addressed as the alliance(s) are being formed and maintained.

### **Identifying Community Partners and Engaging the Larger Community**

A key step in the antiracist development of an institution is the engagement and inclusion of communities of color in all aspects of its processes.

1. Identifying Community Partners
  - a. Find out who are the community partners most affected by, concerned with, or have experience relating to the policy, program or initiative
  - b. Identify racial demographics of neighborhood/s and/or those impacted by the issues
2. Once you have identified your community partners:
  - a. Invite and involve them in the issue.
  - b. Work together to define how historically underrepresented community stakeholders can take a leadership role in this policy, program, initiative or budget issue.
  - c. Listen to the community. Ask:
    - i. What do we need to know about this issue? How will the policy, program, initiative or budget issue burden or benefit the community? (concerns, facts, potential impacts)

- ii. What factors produce or perpetuate racial inequity related to this issue?
- iii. What are ways to minimize any negative impacts (harm to communities of color, increased racial disparities, etc.) that may result? What opportunities exist for increasing racial equity?

## Appendix C

### Racial Bias Audits: Background Information

A professionally executed racial bias audit brings an unbiased perspective to both public safety and to the citizenry. The following are examples of successfully completed racial bias audits, and of professional grade bias auditors:

- [Charleston Racial Bias Audit Final Report](#)
- [Albany Racial Bias Audit Final Report](#)
- [Kalamazoo Racial Bias Audit Final Report](#)
- [Article on the Results of the Kalamazoo Audit](#)

### CNA

Research and analysis firm that conducted the Charleston and Albany racial bias audits.

3003 Washington Boulevard

Arlington, VA 22201 USA

[inquiries@cna.org](mailto:inquiries@cna.org)

703.824.2000

<https://www.cna.org/>

The following organizations jointly presented the '[Minnesota Statewide Racial Profiling Report: Akeley Police Department](#)' in 2003:

#### **Institute on Race & Poverty**

[www.umn.edu/irp](http://www.umn.edu/irp)

University of Minnesota Law School

415 Walter Mondale Hall 229 19th Avenue South

Minneapolis, MN 55455

(612) 625-8071 - [irp@umn.edu](mailto:irp@umn.edu)

#### **The Council on Crime and Justice**

<http://crimeandjustice.org/>

822 South 3rd Street, Suite 100

Minneapolis, MN 55415

(612) 340-5432

## Appendix D

### **CAHOOTS As A First Response in 911 Policing**

A number of cities across the country are in the process of developing civilian first-responder programs for their communities.<sup>1</sup> One well known example of a civilian based program is CAHOOTS, or “Crisis Assistance Helping Out on The Streets,” which has been running successfully for over 30 years in Eugene, Oregon. Following this model, many other cities are now taking the first steps toward meaningful and positive action for the well-being of their communities.<sup>2</sup>

As this model demonstrates, the development of such a program offers not only decreased police violence and vital help for those who need it, but also considerable economic benefits for its home city. CAHOOTS has saved an average of \$8 million on public safety and \$14 million for ambulance/emergency room treatment annually.<sup>3</sup> As an official part of the Eugene emergency response system, the program handled 24,000 calls (around 20% of the calls dispatched by 911) in 2019. CAHOOTS is a concrete example of a successful program with more than 30 years of experience and impressive results.

#### **How Does it Work?**

Instead of sending police out to every 911 call, a CAHOOTS team, comprised of one medic (either a nurse or EMT) and one crisis worker experienced in behavioral health, is sent to respond to mental health, homelessness and drug use crises. These unarmed teams are intensively trained in emergency medical services and trauma-informed de-escalation techniques. For an overwhelming majority of cases, these tools are all that were needed — in 2019 the teams needed to contact police for further assistance only 150 times, i.e., for less than 1% of their 24,000 calls.

#### **Why is it Necessary?**

Adding a crisis intervention program to our local emergency response system can play a huge role in decreasing the risk of police violence. The Office of Research and Public Affairs found that those with untreated mental illness account for at least 25%—or perhaps as many as 50%—of all fatal police shootings.<sup>6</sup> They conclude: “Given the prevalence of mental illness in police shootings, reducing encounters between on-duty law enforcement and individuals with the most severe psychiatric diseases may represent the single most immediate, practical strategy for reducing fatal police shootings in the United States.”<sup>4</sup> Furthermore, a recent local petition created in the aftermath of George Floyd’s murder (which has garnered over 3,000 signatures from Duluth area residents) has urged local “investment in community-led health and safety strategies.” The CAHOOTS program is a time-tested, demonstrably successful example of such a strategy.

#### **Conclusion**

For these reasons—in line with recent calls for justice nationwide, and in an effort to both decrease the potential for police violence in the Duluth area and to heed urgent calls of community members to invest in community-led safety strategies—we believe it is imperative that local community organizations come together to develop a CAHOOTS-style mobile crisis intervention program, with a BIPOC hiring preference, that can be officially added to our local 911 emergency response system.

## Sources

<sup>1</sup> Thompson, Christie. "[This City Stopped Sending Police to Every 911 Call.](#)" The Daily Beast, July 24, 2020.

<sup>2</sup> Andrew, Scottie. "[This town of 170,000 replaced some cops with medics and mental health workers. It's worked for over 30 years](#)" CNN. July 5, 2020.

<sup>3</sup> [CAHOOTS Media Guide](#)

<sup>4</sup> Office of Research and Public Affairs, "[Overlooked in the Undercounted: The Role of Mental Illness in Fatal Law Enforcement Encounters](#)," December 2015.

## Appendix E

### **Focal points used in regional Offices of Violence Prevention:**

[Chicago, IL](#): Programs teach about violence prevention in partnership with community stakeholders

[Des Moines, IA](#): The Office of Disability, Injury & Violence Prevention coordinates unintentional injury programs within IDPH and houses programs that aim to prevent or reduce interpersonal violence. Program staff collaborates with other programs, state agencies and community organizations to address injury and violence using public health strategies.

[Minneapolis, MN](#): The office focuses on supporting youth who may be likely to commit or suffer from violence

[Bismarck, ND](#): Applies a behavioral health lens to our prevention efforts, which helps us to draw the connections between substance abuse and related problems and to take the necessary steps to address these problems in a comprehensive and collaborative way.

[Milwaukee, WI](#): Services which focus on domestic and intimate partner violence, sexual assault, child abuse, human trafficking, children witness to violence, community violence, gun violence, and interpersonal violence.

### Additional Resources

These additional resources offer insight into institutional antiracist work and crisis intervention programs that are currently underway in other parts of the country.

[Austin Will Use Money Cut from Police Budget to Establish Supportive Housing](#)

[Assessing Institutional Racism](#)

[Building Momentum from the Ground Up: A Toolkit for Promoting Justice in Policing](#)

[Seattle Race and Social Justice Initiative: Racial Equity Toolkit to Assess Policies, Initiatives, Programs, and Budget Issues](#)

[Officer Contacts with Civilians and Race in the City of Spokane: A Quantitative Analysis](#)

[Law Enforcement Accountability Network \(LEAN\) Duluth](#)

## VII. Endorsements of DCSI Proposals for Community-led Police Accountability in Duluth as of May 2021

The following individuals and organizations have endorsed our proposals.

Honor the Earth	Kevin Anderson
Ricky DeFoe	Andrea Gelb
Showing Up for Racial Justice (SURJ)	Veronica May Surges
Susana Pelayo Woodward	Jamey Sharp
Tammy Walker	Leslie Dollen
John Staine	Duluth Clean Energy Team
Abbey DeLisle	Third Street Bakery

The following individuals and organizations have endorsed our proposals, and have offered statements outlining their reasoning in offering their endorsement and/or documentation of their endorsement.

Grandmothers for Peace, Northland Chapter	p. 17
Black Men Serving Excellence	p. 18
Twin Ports Interfaith Committee for Migrant Justice	p. 19
Loaves and Fishes	p. 21
Dr. Jeanine Weekes Schroer	p. 22
Veterans for Peace, Chapter 80	p. 23
Twin Ports Democratic Socialists of America	p. 25
Doris Malkmus, Loaves & Fishes volunteer	p. 26
Duluth Indigenous Commission	p. 27
Duluth African Heritage Commission	p. 28



**Name of Organization:** Grandmothers for Peace, Northland Chapter

**Date:** 03-23-2021

**Re:** In support of the DCSI Proposals for Community-led Police Accountability

**Organizational Statement of support:**

The Northland Chapter of Grandmothers for Peace endorses the DCSI Proposals for Community-led Police Accountability without reservation. The proposals, when enacted, would make significant progress towards reducing police violence and provide improved representation for marginalized community members in making policy relevant to all. This is in keeping with our group's standard of peace (interpersonally, locally, and at all levels, including internationally) as only attainable through justice.

**Specific alignments and/or disagreements:**

Improving and supporting honest, respectful communication such as suggested in the community oversight and engagement section is a concrete and well-thought-out approach to building understanding and providing a much-needed venue for broader involvement and open, transparent examination of conflict. Grandmothers for Peace commends and calls for this kind of collaboration as essential in building trust.

The proposal for an Office of Violence Prevention involves a model that has proved to be successful in significantly reducing violence in other communities. This compassionate and effective approach is very much in agreement with our group's historic commitment to supporting programs (through donations, volunteering and sponsoring events) that provide uplift and support to those experiencing domestic violence, mental health challenges, houselessness and those impacted by war.

**Other police accountability concerns:**

Members of our group, and our close affiliates in the local chapter of Veterans for Peace, are very concerned about the militarization of local law enforcement agencies, both in equipment and techniques. Recent events mobilizing armored vehicles and images of officers carrying automatic weapons in our streets are grave indicators of a war-like approach which is alarming and foreboding.

**Name of Organization:** Black Men Serving Excellence

**Date:** 4-20-21

**Re:** In support of the DCSI Proposals for Community-led Police Accountability

**Organizational Statement of support:**

We (BMSE) support DCSI proposal for community-led police accountability. Due to what we as Black Men in this country fall victim (death) to the hands of police officers, we want our community to be safely protected. We want police officers held accountable for any wrong action committed to us, and properly trained and knowing how to serve people of color.

**Other police accountability concerns:**

We want policemen who looks like us (people of color) that is serving us.

**Name of Organization:** Twin Ports Interfaith Committee for Migrant Justice

John Musick, Denise Scheer, Penny Cragun, Sheila Packa, Susana-Pelayo Woodward,  
Beth Holst, Dory Sjoblom, Charlotte Frantz, and others

**Date:** April 9, 2021

**Re:** In support of the DCSI Proposals for Community-led Police Accountability

The Interfaith Committee for Migrant Justice (ICMJ) is a group of over 150 people of faith and conscience from the Twin Ports area who formed in 2019 to bring attention to the plight of migrants. We educate and raise awareness of migrant issues; support migrants, refugees, and asylum seekers; and advocate on behalf of immigrants who are often people of color. Because ICMJ seeks to encourage safety and acceptance of immigrants in the local community, and following the death of George Floyd at the hands of the police, we formed a subcommittee on police accountability to look at racial bias.

On Dec 22, 2020, members of the subcommittee attended a meeting with Duluth Police Chief Mike Tusken and Deputy Chiefs Nick Luvosky and Laura Marquart to seek solutions. We discussed police policy, police records and data collection, and racial bias. The subcommittee has also met with other community groups who seek police accountability, including the Duluth Community Safety Initiative.

After a study of the proposal from DCSI, ICMJ endorses the four goals. We believe that these actions will reduce racial bias and improve safety for people of color.

- Oversight Commission and Officer/Community Engagement and Exchange established by the mayor's office
- An independent Racial Bias Audit of the Duluth Police Department
- DPD Budget Freeze
- Office of Violence Prevention: following a similar model to the organization CAHOOTS – Crisis Assistance Helping Out on the Streets (this is explained in the DCSI proposal)

Our organization sees the need for greater involvement of the community in decisions regarding law enforcement. In addition to many anecdotal reports of police bias occurring locally, we have reviewed data analysis on the Use of Force by the Duluth Police Department and note that Use of Force is disproportionately directed toward people of color. We are aware of the demographic data obtained from the Saint Louis County Jail which also shows disproportionate incarceration of BIPOC individuals. Duluth is not unique. This points to a systemic problem that needs to be addressed to prevent harm and/or deaths.

In December, the ICMJ subcommittee met with Chief Tusken, Deputy Lukovsky and Deputy Chief Marquart. We supported the new record management system which provides greater detail about police stops and believe that it will result in better data analysis. The Duluth Police Chief later sought a change in the city charter in order to add a third deputy chief, an administrative position, to assist in hiring, training of police officers, and helping the DPD respond to community concerns. This deputy chief role is important but only part of the solution. Policing has a long history of racial bias and changes will come with a conscientious and focused effort by the department and the community.

We would like to see the Oversight Commission operate as an independent task force. We think that the people appointed to this Oversight Commission should be people of color and members of the community involved in efforts to establish more police accountability. The members of this commission should be equal partners in decision-making. Also, the Oversight Commission should be separate from the police department's Citizen Review Board. In this way, the members of the commission will be in a leadership role to provide meaningful guidance in who does the audit, what data is collected, and what resulting policies or procedures should change.

In response to the DCSI's plan for an Office of Violence Prevention, we encourage the city and county agencies to develop plans for alternative intervention. The police don't always need to respond to mental health and drug crises. Their uniforms, guns, and methods can escalate situations instead of defuse them. The CAHOOTS model offers a team response by a medic and social worker. These trained personnel have proven their success and improved outcomes for all.

Undoing racism requires an examination of assumptions, policies, and practices with the people most affected by bias. When we establish avenues of communication and invite diverse leadership, we will see improved outcomes.

ICMJ's mission is to assist refugees, immigrants and people in need of asylum, and we are also committed to raising awareness about their plight. The people we serve have often been subjected to prejudice, fear, and violence. Their journeys have been perilous, and it is important for us to make room at the table and provide assistance to those in need. Racial bias exists throughout many institutions and communities, and in police departments, becomes a matter of life and death.

We thank the Duluth Community Safety Initiative for their thoroughly researched and well-reasoned proposal that has now been approved by the Planning Committee of the Interfaith Committee of Migrant Justice.

**Organization name:** Loaves and Fishes

**Date:** 3/19/20

**Re:** In support of the DCSI Proposals for Community-led Police Accountability in Duluth

Loaves and Fishes is a community of people inspired by Dorothy Day and the Catholic Worker movement to build “a new society within the shell of the old.” We believe in a world that is abundant with resources and love, and that there is enough for everyone if we share. We have been a part of the Duluth community for 30+ years. As a community we offer family-style hospitality to people experiencing homelessness; operate a no-cost neighborhood bicycle shop to promote shared economics; organize with our neighbors to protect everyone’s right to housing; and study and practice nonviolence in our interpersonal relationships and in our politics.

We greatly appreciate the time and effort put forth by the DCSI to create the following proposal and value that it outlines a wide array of actionable changes to our current policing systems. We all agree that the current system is not meeting community needs and we need to do better. Our experiences with the DPD range from navigating active police discrimination to utilizing police access to mental health resources to get people the help they need. We are grateful for our positive experiences with the police and have actively sought to build relationships when possible. Yet we face the reality that our current system criminalizes people experiencing homelessness and threatens the lives of many of our neighbors of color with very little accountability. As a whole, Loaves and Fishes stands behind this proposal, but similar to the wider community, we have a variety of beliefs regarding policing. However, we recognize that change does not happen with just one approach.

This year has highlighted the discord and gaps in trust between the police and the community, especially marginalized communities. This is why we support increasing access and frequency of educational opportunities and communication to Duluth’s diverse communities. Additionally, when Birch Tree’s mental health crisis team was removed this summer, we felt this loss significantly. When our guests experience a relapse or a mental health crisis, they have few options, and even the embedded social workers and crisis response teams cannot fill the current need. We often wish Duluth had fewer punitive options and people with more specialized training who are better able to support those in crisis. For this reason, we fully support an Office of Violence Prevention and a CAHOOTS model that our community will be able to reach out to for help without stigmatization. As we would like to prioritize building up these alternative solutions, it makes sense to us to freeze the DPD budget. Doing so allows the city to explore ways that it can fund programs that aid Duluthians rather than criminalize them. Finally, we have found it difficult for those who don’t have personal relationships with officers to attain any accountability regarding DPD actions. We think that a racial bias audit will be a positive, data-filled step towards greater accountability for the culture and actions of the police department.

We fully support DSCI’s proposal and ask that the city takes steps to recognize the current inequalities and inequities in our community and commit to achievable steps for a safer community for all.

**Name:** Jeanine Weekes Schroer

**Date:** 04/29/2021

**Re:** In support of the DCSI Proposals for Community-led Police Accountability in Duluth

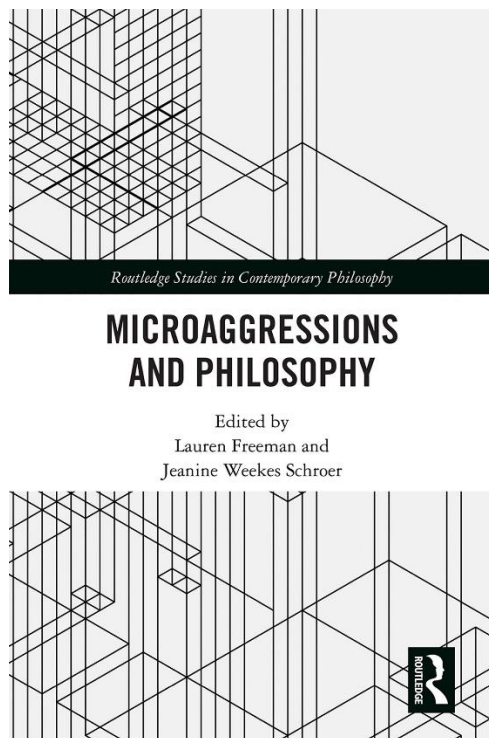
I am writing to endorse the DCSI proposals for Community-led Police Accountability in Duluth.

I am:

Jeanine Weekes Schroer, Associate Professor of Philosophy, Cognitive Science, and African and African American Studies. I am an expert in Critical Race Theory, Feminist Theory, and the Ethics and Epistemology of Social Oppression. I am the Chair of the Department of Geography and Philosophy and UMD. I work with and the boards of several organizations in Duluth including the Family Freedom Center and Black Liberation Lab.

I am grateful for all the work you've done.

Jeanine



Jeanine Weekes Schroer

Associate Professor of Philosophy

Head, Department of Geography and Philosophy

Chair, Philosophy and Cognitive Science

University of Minnesota Duluth

**Organization Name:** Veterans for Peace Chapter 80

**Re:** In support of the DCSI Proposals for Community-led Police Accountability in Duluth

Veterans for Peace Chapter 80 (Duluth-Superior) endorses the Duluth Community Safety Initiative's (DCSI) Proposals for Community-led Police Accountability. We stand in solidarity with DCSI, and their partner organizations, in calling for reform of the public safety practices in Duluth and the Twin Ports area. Specifically, we support their demands for:

- A racial bias audit of the Duluth Police Department
- A freeze on any future increases in the DPD's budget
- The establishment of a Duluth Office of Violence Prevention
- That the DPD and all law enforcement agencies immediately cease enacting violence on community members.

We believe these demands are reasonable and long overdue given the extensive history of police brutality and excessive use of force in our country.

An incident in Duluth last September illustrates the need for these reforms. A Duluth police officer fired six shots through a closed door. His actions violated police department policies and he has been charged with reckless discharge of a firearm. One might say this shows the system is working. But only luck prevented another unjustified killing by police. This incident shows there is still more work to be done to ensure all members of our community are safe from police violence.

Too often in the past, police have abused their authority by racially profiling, incarcerating, injuring, and killing innocent people and suspects who are supposed to have a presumption of innocence. People of color have disproportionately been targets of this abuse. Other people have also been subject to excessive use of force. These include immigrants, the homeless, the mentally ill, the poor, peace advocates, labor union activists, and other social justice activists. Reforming police practices and ensuring police accountability is important to the safety, freedom, and civil liberties of all of us.

We further believe that the militarization of local police is a threat to public safety, civil liberties, and democracy. It is a well-established principle that the U.S. military has no role in civilian policing. Neither should civilian police be using military weapons, combat equipment, tactics, or training for civilian law enforcement. Police should protect and serve not dominate and subdue.

These reforms are needed for other area law enforcement organizations in the Twin Ports area. At a minimum this should include the Superior Police Department and the St. Louis and Douglas County Sheriffs' Departments.

Veterans for Peace is an international organization working to build a culture of peace at home and abroad. Having dutifully served our countries, we affirm our greater responsibility to work for peace and justice. We use our military experience to inform the public of ALL the costs of war, restrain our governments from interfering in the internal affairs of other countries, and oppose the use of war as a tool of national policy. We work for justice for all victims of war including military veterans and their families.

We believe that violence is not the answer to foreign or domestic problems. Violence only exacerbates problems whether committed by national armies, local police, angry citizens, or hate filled vigilantes. We must all work together to build a culture of tolerance, peace, safety, and wellbeing for everyone.



**Name of Organization:** Twin Ports Democratic Socialists of America

**Date:** February 28, 2021

**Re:** In support of the DCSI Proposals for Community-led Police Accountability

**Organizational Statement of support:**

The Twin Ports DSA stands in solidarity with the police accountability work and proposal for action as developed by the Duluth Community Safety Initiative.

**Specific alignments and/or disagreements:**

The TPDSA views the important work of demanding police accountability as but one step in defeating racism, and value the creation of the steps as laid out by the DCSI. We will continue to support and promote all action that preserves and improves the lives of our black and brown neighbors.

**Other police accountability concerns:**

Our chapter's Racial Justice Working Group plays a role in organizing with the DCSI, and has taken the lead on developing specific demands calling for the implementation of an alternative crisis response model, similar to CAHOOTS in Eugene, OR. We will continue to promote, popularize, and educate on the value of decreasing the contact between armed police and community members who call 911 for non-violent services.

**Name and Organizational Affiliation:** Doris Malkmus, Loaves and Fishes volunteer

**Date:** March 18, 2021

**Re:** In support of the DCSI Proposals for Community-led Police Accountability in Duluth

Loaves and Fishes works intimately with many people who experience chronic homelessness. We see the children and predators, untreated mentally ill and have sincere respect for the police as they now serve when they arrive to help in our houses. Communities of color do not have as much trust in the police as the white volunteers of L&F. Also, I hear SROs testify that they had good or really good relationships with students at the schools and I saw hundreds of students who signed a petition that they disagreed. I am not sure that police are the best judges of who trusts them or how they are perceived.

The care and thoughtfulness of this document deserves complete support. Including community input is valuable, and I agree with the proposal that the connections to the community should include advocates for this reform at every meeting, not as window dressing. And it should make it easy for these community members to attend, even when it inconveniences city officials. We don't need a toothless commission or sitting members who are not fully involved in every process. As a previous Eugene, Oregon, resident, I can emphatically endorse this approach.

I would add that whenever I think of a community need, from schools, to mental illness, homelessness, IV use in parks, vagrancy, to protest marches, to traffic control, to shoplifting, to evictions, to drug busts—everything, Duluth should be asking, is the Police Department the best administrative center for this problem? What training is best to address for these disparate situations? Could other community resources, other departments be tasked with Community Wellness from prevention to amelioration to control.



DATE: April 22, 2021

FROM: Duluth Indigenous Commission

TO: Duluth Community Safety Initiative (DCSI)

RE: Proposals for Community-led Police Accountability in Duluth (released February 2021) by DCSI

At a regular meeting of the Duluth Indigenous Commission on April 19, 2021 Commissioner DeLille *bezhig* (moved) that the Indigenous Commission supports the Proposals for Community-led Police Accountability in Duluth, Commissioner Bellanger DeGroat *niizho* (seconded) the motion. The Indigenous Commission passed the motion in support of the Proposals for Community-led Police Accountability with a quorum of 6 Commissioners present by a vote of 6 for, 0 against, 0 abstaining.

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Kassie Helgerson, Co-Chair  
Duluth Indigenous Commission



**Planning & Development Division**  
*Planning & Economic Development Department*

Room 160  
411 West First Street  
Duluth, Minnesota 55802



218-730-5580



planning@duluthmn.gov

DATE: April 19, 2021

FROM: Duluth African Heritage Commission

TO: Duluth Community Safety Initiative (DCSI)

RE: Proposals for Community-led Police Accountability in Duluth (released February 2021) by DCSI

At a regular meeting of the Duluth African Heritage Commission on April 14, 2021 Chair Staine moved that the African Heritage Commission support the Proposals for Community-led Police Accountability in Duluth, Commissioner Pepper seconded the motion. The African Heritage Commission passed the motion in support of the Proposals for Community-led Police Accountability with a quorum of 6 Commissioners present by a vote of 6 for, 0 against, 0 abstaining.

John Staine, Chairman

Duluth African Heritage Commission

## VIII. Petition signatures as of May 2021

The following individuals signed the online petition, “Duluth Council and Mayor Larson: Increase Police Accountability and Halt Police Spending”. Of the 3000 signatories, approximately 800 are residents of Duluth. The petition is located at <http://bit.ly/DuluthPoliceAccountability> and was originally posted on [Change.org](http://Change.org).

Name		
Aaron Reichow	Allison Vanneste	Anna Servatius
Abby Schoenecker	Ally Gohde	Anna Swarts
Abigail Blonigen	Alyssa Brewer	Annaliese Peterson
Abigail DeLisle	Alyssa Cahill	Annalisa Peterson
Abigail Gilbert	Alyssa Lommel	Annalise Borman
Abram Heikkila	Alyssa Peoples	Anne Leino
Adam Sippola	Alyssa Pesicka	Anne Schepers
Adeline Wright	Amanda Dahl Sales	Anneli Lippert
Aeth Farrekk	Amanda Hunter	Anthony Larson
Agatha Pokrzywinski	Amanda Lindquist	Antonia N
Aimee Ott	Amara Rodriguez	Anya Ziring
Alden Kascak-Harth	Amira Anderson	April Harries
Alex Bui	Amy Boettcher	Ari Kilgore
Alex Williams	Amy Brooks	Ariana St.Germaine
Alexis Bruno	Amy Gustafson	Arryn Clanaugh
Alexis Elder	Amy Kinney	Ash Northey
Alexis Johnson	Amyah Sias	Ashley Ethier
Alexis Morris	Andrea Beichler	Ashley Kantor
Alexis Scarbrough	Andrea Crouse	Ashley Maki
Alexis Steinberg	Andrea Gelb	Ashley Rauwolf
Aleya Steckel	Andrew Cizek	Ashley Wereley
Ali Kringle	Andrew Lindemann	Ashlyn Teather
Ali Kruger	Andrew Lipke	Aspen Mullikin
Alice Meichsner	Andrew Meyer	Aubrey Hagen
Alisa St George	Angela Gannon	Audrey Devine Eller
Alisha Blazevic	Angela Hamlin	Audrey Lokken
Alison Dexter	Angela Smith	Aurora Zestcott
Alison Peluso	Angus Vaughan	Austin Armon
Allen Killian-Moore	Ann Miller	Autumn Baregi
Allen Richardson	Anna Gilmore	Azrin Awal
Allie McDevitt	Anna Hildebrandt	Becky Gamache
Allison Pauna	Anna O'Halloran-Johnson	Becky Lambert
Allison Urevig	Anna Opoien	Becky Nelson
	Anna Rasmus	Ben Brager

Ben Ellison  
Beth Helwig  
Beth Holst  
Beth Kantor  
Beth Lindlbauer  
Bettina Keppers  
Betty Greene  
Blair Powless  
Blake Gohde  
Blake Nalipinski  
Blake Romenesko  
Bobbi Montgomery  
Breanna Ellison  
Brecca Cotruvo  
Bree Thompson  
Brenna Greenfield  
Brent Chouanard  
Brett Cease  
Brett DeBruyne  
Brett Mettel  
Bri Waldoch  
Brian Jungman  
Brian Kapp  
Brian Robertosn  
Brian Thorbjornsen  
Brianna Borka  
Brianna Benson  
Brigid Pajunen  
Brittany Sanford  
Brittany Thibert  
Brooke Davis  
Brooke Hatlestad  
Brooke Schmidt  
Brooke Wetmore  
Bryan Bongey  
Bryanna Raiche  
Bryton Schwegel  
Byron Johnson  
Cait Larson  
Caitie Dahl  
Caitlin Dettmann  
Caitlin Donnelly  
Caitlin Neff

Calvin Lund  
Carla Hamilton  
Carly Hiti  
Carly Hodges  
Carly Madden  
Carmella Hatch  
Carmen Norlien  
Carmen Schempp  
Carol King  
Carol Wallace  
Carolyn Kerns  
Carrie Daly  
Casey Pflipsen  
Casper Pichotta  
Cass Henriques  
Cassandra Burr  
Cassandra Krois  
Cassidy Thompson  
Cassie Hallsten  
Cedar Corey-Flatau  
Celestine O'Halloran-Johnson  
Celia Turner  
Celina Saice  
Celise Miller  
Charern Lee  
Chelsa Nelson-Preble  
Chelsea Froemke  
Chelsea Gran  
Cheng Thao  
Chenoa Williams  
Chev Arnold  
Cheyenne Alisankus  
Chloe B  
Chloe Diamond Lenow  
Chris C  
Chris Godsey  
chris leblanc  
Chris Meyer  
Chris Rourke  
Chris Wodicka  
Christina Goerdts  
Ciera Dastoor  
Cindy K Kehus

Claire Bransky  
Claire Farmer-Lies  
Claire Musech  
Clancy Ward  
Classie Dudley  
Clay Helberg  
Colin Zervaas  
Collin Thorpe  
Connie Jamieson  
Conor Ronayne  
Cooper Orth  
Coralee Nelson  
Corey Gice  
Corry Duffy  
Courtney Cochran  
Courtney Ellian  
Cruz Mendoza  
Dana Langlee  
Dana Zakowitz  
Daniel Anderson  
Daniel Morrison  
Daniel Oluwaseyi Oyinloye  
Danielle Johnson  
Danielle Tikalsky  
Dannah Nephew  
Darren Spears  
David Leppke  
David Syring  
Denise Starkey  
Diana Oestreich  
Diona Johnson  
Donna Howard  
Donya Stromgren  
Doretta (Dorie) Kay Reisenweber  
Doug Bowen-Bailey  
Drew Anderson  
DyAnna Grondahl  
Dylan Hatten  
Ed Heisler  
Elena Bantle  
Elizabeth Brown  
Elizabeth Daly  
Elizabeth Egge

Elizabeth Holte  
Elizabeth Nordell  
Elizabeth Nykiel  
Elizabeth Pawlik  
Elizabeth Sokolich  
Elizabeth Sorenson  
Elizabeth Spehar  
Ella Brown  
Ellen Vaagen  
Elli Johnson  
Elliot McAllister  
Elyse Orn  
Emily Anderson  
Emily Atwater  
Emily Chittenden  
Emily Comnick  
Emily Drevlow  
Emily Edison  
Emily Engel  
Emily Glomski  
Emily Heiken  
Emily Lakanen  
Emily Pavlovic  
Emily Pilz  
Emily Richey  
Emily Ries  
Emily Vikre  
Emma Anderson  
Emma Gamache  
Emma Kenyon  
Emma Ricke  
Emma Rothwell  
Emma Spooner  
Emma Thomas  
Emma Williams  
Emma Winship  
Eric Fracek  
Eric Toftness  
Erik Bell  
Erik Bergh  
Erika Osterman  
Erin Blazevic  
Erin Cain

Erin Glesner  
Erin Kreeger  
Erin McMahon  
Erin O'Daniel  
Eva Macfarlane  
Evan Adams  
Evan Flom  
Evan Hawbaker  
Evelyn Pleus  
Federica Ranelli  
Fletcher Hinds  
Frances Tieberg  
Francois Medion  
Frankianne Olson  
Frederick Davis  
Gabe Lee  
Gail Francis  
Gary Kohls  
Gina Mogen  
Ginka Tarnowski  
Gordon Kerns  
Grace Glick  
Grace Lynch  
Gracie Peck  
Granville Fox  
Gwen Fifield  
Halee Schlangen  
Haley Golz  
Haley Meyer  
Hann'e Larson  
Hanna Durfee  
Hanna Johnson  
Hannah Allen  
Hannah Dunda  
Hannah McIntyre  
Hannah Plourd  
Hannah Ramage  
Hannah Schaaf  
Hannah Waterman  
Harrison Olk  
Hayley Cormack  
Heather Lake  
Heavin Aikey

Heidi Bakk-Hansen  
Heidi Lindberg  
Helen Clanaugh  
Hilary Buckwalter Kesti  
Hillary Boyce-Schimpff  
Hillary Heinz  
Hillary Olsen  
Holland Venhuizen  
Holly busker  
Holly Lozano  
Holly Samuelson  
Hope David  
Hunter Goebel  
Hunter Skluzacek  
Ian Connell  
Ian Hamilton  
Ian Mundy  
Ian Rehl  
Idril Faith  
Ilana Yokel  
Ina Newton  
Ina Poecher  
Isabel Carlson  
Isabel Cook  
Ivy Vainio  
Jackson Stavros  
Jacob Collins  
Jacob Erickson  
Jacqline Wright  
James Moechnig  
James Saice  
Jamey Sharp  
Jamie Beebe  
Jamie Ratliff  
Jan Karon  
Jasmine Burch  
Jason Malmquist  
Jaylah Hester  
Jaym Fitzgerald  
Jayne Garthus  
Jean Perrault  
Jeanine Schroer  
Jen McNertney

Jenna Aldrich  
Jenna Yeakle  
Jennie Ross  
Jennifer Buseman  
Jennifer Fuchs  
Jennifer Krussow  
Jennifer Maki  
Jennifer Murillo  
Jennifer Nelson Albee  
Jennifer North  
Jennifer Sherren  
Jennifer Webb  
Jeremiah Knabe  
Jeri Kerns  
Jerree Small  
Jerry Witte  
Jesse Dykhuis  
Jesse Harth  
Jesse White  
Jessica Bortolus  
Jessica Langer  
Jessica Miller  
Jessica Morgan  
Jessica Nelson  
Jessica Roeder  
Jessy Walters  
Jevne Billiet  
Jewel Hammers  
Jill Doerfler  
Jillian Reuille  
Jo-Ann Sramek  
Joanne Coffin-Langdon  
Jocelyn Kientop  
Jodi Broadwell  
Joe Birdseye  
Joel Tiburzi  
John A Staine  
John Krumm  
John Iarsen  
Jonah LaFave  
Jonathqn Demoure  
Jordan Bissell  
Jordan Decker

Josh French  
Josh Nickila  
Josh Swanson  
Joshua Carlson  
Joshua McGovern  
Josie Barstad  
Julia Forberg  
Julia Turner  
Julian Vela  
Julianna Fernandez  
Julianne Vasichuk  
Julie Allen  
Julie Flint  
Julie Gard  
Julie Ostazeski  
Justice Simmons  
justina malone  
Justine Bickel  
Juston Kill  
Kailyn Spencer  
Kaitlin Erpestad  
Kaitlyn Dexter  
Kaitlyn Owens  
Karah Creamo Schultz  
Karen Reneau  
Karin White  
Karla Chavez  
Katasia Khabeer  
Kate Pearson  
Katelyn Brinza  
Katelyn France  
Katherine LaFleur  
Kathleen Spencer  
Kathleen Strehlke  
Kathleen Youngblom  
Kathryn Elliott  
Kathryn Monganrallis  
Kathryne Ford  
Kathy Wilson  
Katie LaPlant  
Katie Lund  
Katie Vukelich  
Katren Garrett

Kayden Norwood  
Kayla Bekkerus  
Kayla Dietzmann  
Kayla Lobbins  
Kaylee Klang  
Kelly Boedigheimer  
Kelly Evertz  
Kelly Killorin  
Kelly Popham  
Kelsey Jones-Casey  
Kelsey Kresge  
Kelsey Ronayne  
Kelsey Tibodeau  
Kelsey Vitense  
Ken Shiozawa  
Kendell Goodman  
Kendra Carlson  
Kennedy Bryant  
Kevin Swanberg  
Kiah Walker  
Kier Zimmerman  
Kierra Heazlett  
Kiersten Olson  
Kim Green  
Kim Pittman  
Kim Schlichting  
Kim Waltman  
Kirsten Johnson  
Kristen Hylenski  
Kristen Schmitt  
Kristina Dexter  
Kristine Osbakken  
Kristne Schmidt  
Krysta Mielke  
Kyle Heideman  
Kyle Nelson  
Kylee Pass  
Kyra Berkness  
Lacey Jack  
Lady Otto  
Laney Goei  
Lars Anderson  
Laura Brandt



Laura Flynn  
Laura Gander  
Laura Johnson  
Laura Marland  
Laura Whittaker  
Lauren Berg  
Lauren Nyenhuis  
Laurie Thomas  
Laverne Capan  
Lawrence Dorman  
Leah Karmaker  
Leah Martin  
Lee Pedersen  
Leslie Dollen  
Leslie McCabe  
Letisha Rice  
Lexi Senarighi  
Libby Cason  
Lillian Strehlow  
Lily Mead  
Linda Herron  
Lindsay Johnson  
Lindsey Campbell  
Lindsey Jeranek  
Lindsey Jungman  
Linnaea Rose  
Lisa Byrne  
Lisa Fitzpatrick  
Lisa McKhann  
Lisa Wheeler  
Livia Redenbaugh  
Liz Axberg  
Liz Carlson  
Lucas Giese  
Lucy TA  
Luke Laaveg  
Luke Viscusi  
Lydia Goustin  
Lynda Halverson  
Lynn Goerdt  
Mackenzie Heiman  
Mackenzie Walsh  
Madeline Heikkila

Maggie Cole  
Maggie Kazel  
Maggie Kranz  
Makoons Mars  
Malachy Koons  
Malorie wall  
Mara McGillis  
Marcus McLin  
Marcy Standage  
Margaret Noun  
Margo Nelson  
Mari Trine  
Maria Antonescu  
María José Gomez  
Mariah Lewis  
Mariah Loeffler-Kemp  
Marisa Johnson  
Marissa Stifter  
Marit Williams  
Marjorie Provo  
Mark Engebretson  
Markie Jenny  
Martha Han  
Mary Faegre  
Marylee Murphy  
Mathias Gorden  
Matt Lilyquist  
Matt Rosendahl  
Matt Whittaker  
Matthew Dressel  
Maureen Stewart  
Max Harvey  
Max Lemp  
Max M  
Max McGruder  
Maxine Jacobson  
Maya Enriquez  
Mayson Longley  
McKenzie Olson  
Megan Brant  
Megan Daniluk  
Megan Gonrowski  
Megan Halena

Megan Malyuk  
Megan McGarvey  
Megan Oremovich  
Mehgan Blair  
Melinda Lavine  
Melissa Boyle  
Melissa France  
Melissa Gross  
Melissa Hellerud-Storie  
Melissa Johnson  
Melissa Maki  
Melissa Peirson  
Melissa Pratt  
Melody David-McKnight  
Melody Young  
Mia Boheim  
Michael Elderbrook  
Michael Mayou  
Michaela Anderson  
Michelle Folson  
Michelle McDonald  
Michelle Ruzsat Klee  
Mikayla Talley  
Mike Kuitu  
Miranda Montgomery  
Miranda Pacheco  
Moir Villiard  
Morgan Petersen  
Moriah Skye  
Mya Halvorson  
Mya Pietila  
Nat Harvie  
Natalie Clark  
Natalie Pierce  
Nathan Acker  
Nedwyn Gufflyr  
Nemuel Sereti  
Nichole Brenner  
Nick Lamon  
Nicole Bloch  
Nicole Charles  
Nicole Chick  
Nicole Lindstrom

Nicole Thole  
Nicole Tombers  
Nicole Wise  
Nicolette Stroud  
Nodin Morgenstern  
Nova Miller  
Nyah Dastoor  
Olivia Cole  
Olivia Hunn  
Olivia Nelson  
Olivia Owens  
Olivia Ridlon  
Orion Sorrell  
Paige Dalbec  
Paige Melius  
Paige Patterson  
Paige Wright  
Pat Farrell  
Patrick Nickelson  
Patrick Tarnowski  
Paula Gudmundson  
Paula Rolf  
Paulina Briggs  
Pearl Elliott  
Peggy Roy  
Penny Cragun  
Pentti Hanlon  
Philip O'Connell  
Polly Edmunds  
Princess Kisob  
Quinn Gohde  
Rachael Kilgour  
Rachel Frederiksen  
Rachel Miller  
Rachel Poppe  
Rachel Smith  
Rachel Wagner  
Racquelle Christine  
Rafael del Junco  
Randi Omdahl  
Rayann Rehwinkel  
RB Brooks  
Rebeca Livermont

Rian Roy  
Ricky DeFoe  
Robert Kosuth  
Robert LeGarde  
Robert Wildwood  
Robin Johnson  
Roshan Emad-Syring  
Rosie Erickson  
Ruby Swanson  
Russell Crawford  
Ruth Cabrera  
Ryan Berkland  
Ryan Kinney  
Ryan Nelson  
Ryan Plaza  
Ryleigh Johnson  
Sadee Kidd  
Sam Bauer  
Sam Kay  
Sam Lockhart  
Sam Pranger  
Samantha Chick  
Samantha Church  
Samantha Fidler  
Samantha O'Bey  
Sandra Gbeintor  
Sandra Grandmaison  
Sanna Shields  
Sara Blaylock  
Sara Bumgardner  
Sara Carlson  
Sara Sorenson  
Sarah Bird  
Sarah Erickson  
Sarah Herrick-Smisek  
Sarah Holst  
Sarah Kilbarger-Stumpff  
Sarah Kvale  
Sarah Lyons  
Sarah seidelmann  
Sarah Walker-Davis  
Satori Rekstad  
Savana Phengmany

Savanna Jordan-Seavey  
Savannah Swanson  
Savannah Villa  
Scherrie Foster  
Scot Bol  
Sean Hayes  
Selma Artang  
Serrano Robinson  
Seth Farrell  
Seth Hannasch  
Shana Aue  
Shane Dickey  
Shanelle Taylor  
Shanna Willie  
Shannon Johnson  
Shannon Sharpe  
Sharita Turner  
Sheila Packa  
Shelley Campbell-Rorvick  
Shelly Bruecken  
Shelly Wiita  
Sienna Prom  
Siera Hansen  
Simon Olson  
Sonya Mirus  
Sophia Knight  
Sophia Langr  
Sophie Daugherty  
Sophie Fink  
Sophie Goeks  
Sophie Nikceovich  
Sorrel Kaspszak  
Stacie Renne  
Stacy Crawford  
Starr Brainard  
Stefanie Munson  
Stephany Medina  
Stephen Aleshire  
Stephen Hamlin  
Steven Dalager  
Steven Farnham  
Steven Hendrickson  
Stevie Twining

Storm Grounds  
Sue Munns  
Suki Mozenter  
Susan Boorsma  
Susan Wolniakowski  
Susana Pelayo  
Susana Pelayo-Woodward  
Suzanne Taylor  
Sydney Burnett  
Sydney Goebel  
Sylvia Fisher  
Tanya Davis  
Tara Norstegard  
Taryn Sharbono  
Tasha Jokela  
Tasha Kapp  
tatianna eddings  
Taylor Durand  
Taylor Jacobson  
Taylor Kortekaas  
Taylor Morton  
Taylor Starr

Ted Conover  
Teri Kesti  
Teri Manisto  
Tesla Chester  
Tessa Erickson-Thoemke  
tessa godden  
Thea Kramer  
Theresa O'Halloran-Johnson  
Thomas Furman  
Thomas Joseph Miller  
Thomas Lydon  
Thomas-Dwight Dorr  
Tianna Guy  
Tierney Garver  
Tim Cincoski  
Timothy Stahl  
Tom Moriarty  
Tom Thompson  
Toni Morse  
Traci Rutledge  
Travis Brown  
Tray Bowman

Tyler Bonam  
Tyler Driscoll  
Tyler Makela  
Tyler Schwanke  
Vaughn Birchler  
Veronica Surges  
Vicki Surges  
Victoria Tracy  
Vincent Surges  
Warren Taylor  
Wendy Olson  
Wesley Sisson  
William Andersen  
William Richardson  
Wilson Johnson  
Yana Davis  
Yasmina Antcliff  
Zabida Bacchus  
Zabrina Young  
Zach Critser  
Zachary Nault  
Zayla Asquith-Heinz