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ONLINE SUMMIT

A Nonsworn Community College Public Safety Department's Lessons from This Summer's Minneapolis Civil Unrest

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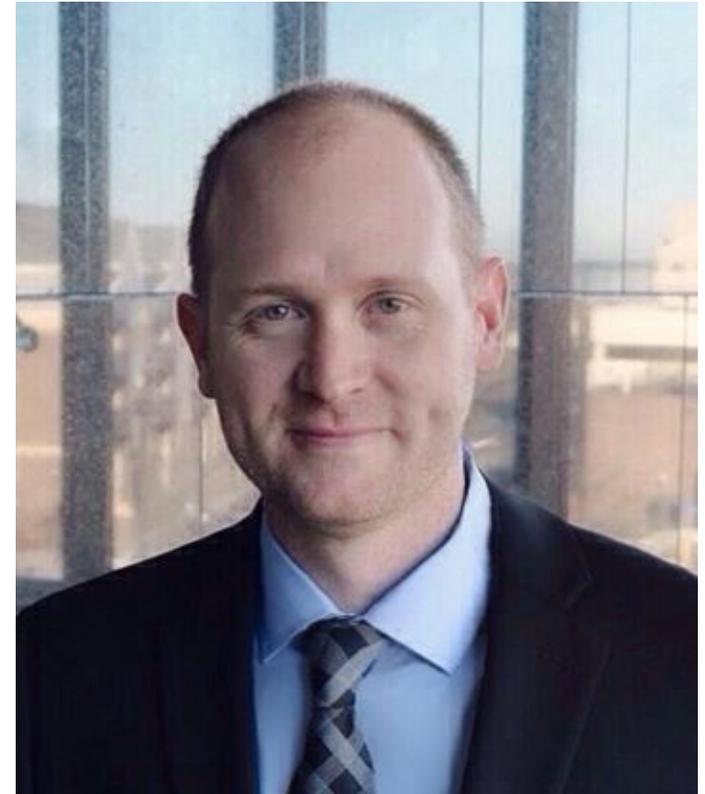
About Me

Professional Career:

- Served as Associate Director of Public Safety for Minneapolis Community and Technical College since 2016
- Higher Ed Public Safety Since 2008 at 3 different institutions
- Served 8 years in U.S. Navy Reserve, 1 Deployment to Horn of Africa in Force Protection Capacity

Education:

- Bachelor of Arts in Sociology (William Penn University)
- Master of Arts in Public Safety and Law Enforcement Leadership (University of St. Thomas)
- 2019 Emergence Leaders Program Participant at Center for Homeland Defense and Security at Naval Postgraduate School
- Current Graduate Student- Master of Arts in Intelligence and Security Studies (The Citadel)



About this Session

Session Takeaways

- Importance of Real-Time Information –
 - Tools we had access to
 - Where we received our information
 - What was beneficial
- Speed at which incidents can arise
 - The impact of social media
 - The need for decision-making to be pushed down to front-line supervisors
- Challenges faced by Public Safety decision-makers during incidents of civil unrest

Review of Incidents

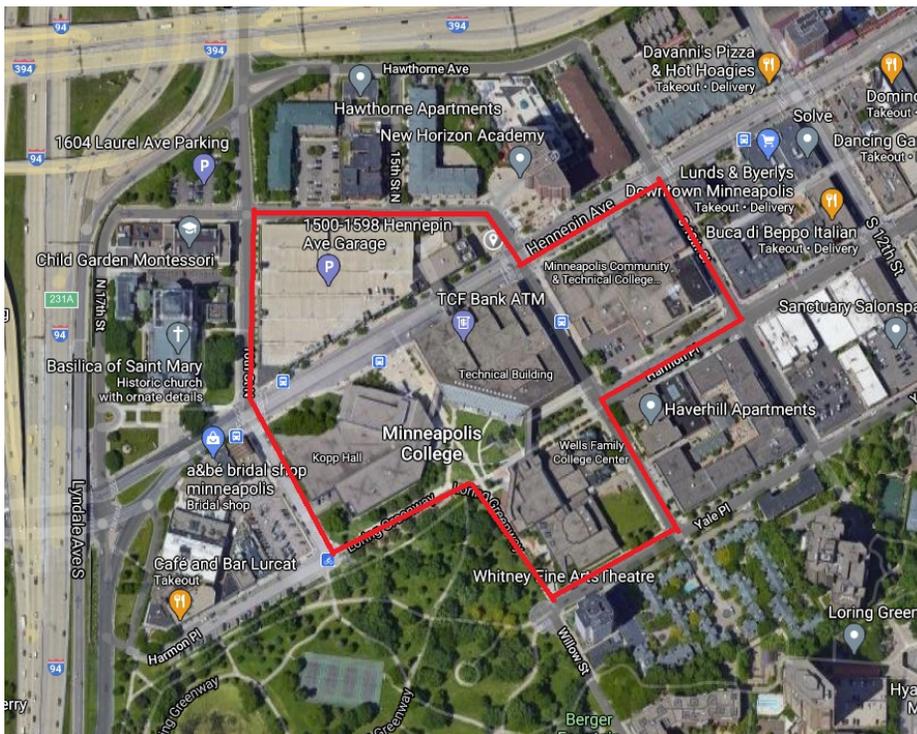
May 25, 2020 – June 3, 2020

- Review timeline of events related to May 25, death of George Floyd in the city of Minneapolis and the following days of protests, civil unrest, rioting, and looting that occurred in the following days.

August 26, 2020

- A homicide suspect committed suicide as Minneapolis Police Officers moved in to make an arrest on a major downtown thoroughfare resulting in hours of civil unrest, rioting, looting throughout downtown Minneapolis.

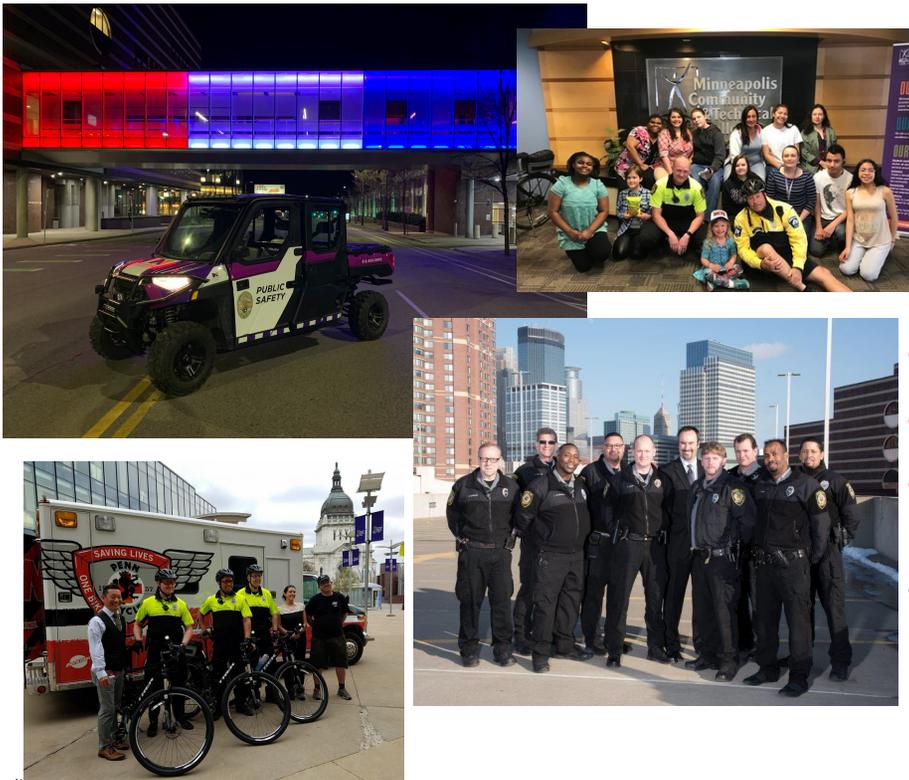
Minneapolis Community and Technical College



About:

- Merger of Two Schools in 1996, Member of Minnesota State System
- Public Two-Year College
- 10,000 credit students
- 21.6 acres of land
- 1.5 million sq feet of space
- 9 main buildings
- 1400 stall Parking Ramp

Public Safety Department



Credit: Jessena Lake

About:

- Director, Associate Director, Supervisor
- 6 Full-Time Public Safety Officers
- 2 Part-Time Public Safety Officers
- 4 On-Call Public Safety Officers
- 25 Student Employees
- Non-Sworn (Equipped with Batons, Handcuffs, OC Spray)
- Call Variety: Major Metro Area-Theft, Trespass, Robbery, Intoxication, Assaults



Unrest- May 26 through June 2, 2020

George Floyd's Death

- Occurred on Memorial Day, Monday, May 25th
- Protests began in earnest on Tuesday, May 26th

— Centered Around Minneapolis Police Department 3rd Precinct



Credit- Evan Frost- MPR News



Credit: Carlos Gonzalez- Star Tribune via AP

Map of Area



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Distance to Site of
George Floyd's Death-
2.0 Miles

Distance to Third
Precinct- 2.0 Miles

Distance to
Minneapolis Police
Department 1st Precinct
Building- 6 city blocks

#CSOS

Tuesday, May 26, 2020 Significant Developments

Situation was rapidly unfolding:

- Twitter, Snapchat, some livestreams were up around the area of the 3rd Precinct where significant protests were occurring
- Local News had updates and some helicopter views of the protests
- We knew it was large numbers of people (500+)- Evening Picked Up Steam
 - Vandalism was beginning- 3rd Precinct Vehicle Lot- MPD responded with Crowd Control Munitions
- Scanner traffic indicated officers were being targeted and trapped
- Nothing occurring in the immediate vicinity of the college

Tuesday, May 26, 2020- Actions Taken

Public Safety Leadership Meeting to Discuss Posture and Plans

- COVID posture gave us significant advantage- 19 publicly accessible doors reduced to 2 manned doors- Lockdown was much easier option
- Very little foot traffic- average of approximately 80-100 individuals on campus per day
- Highest risk- safety of essential employees
- Secondary- security of buildings/mitigation of risk of property damage
- Briefed College Administration on Posture
- Felt at the time, incidents were far enough away risk was minimal at this time
- Public Safety Bike Patrol Suspended due to Public Safety Officer confronted

Wednesday, May 27, 2020- Significant Developments

Situation Begins to Escalate and Spread

- Protest centered around 3rd Precinct- escalated into the evening
 - AutoZone looted and fire started- MPD responded- crowds began to push down Lake Street- multiple buildings began to be looted, vandalized and burned (by night's end 30+ buildings)- Target, Cub Foods, local businesses, liquor stores, affordable housing apartment complex under construction
 - MPD was overwhelmed- Fire Dept unable to respond due to safety concerns- fires burned uncontrolled
 - MPD held the 3rd Precinct- precinct was surrounded by thousands some using lasers, fireworks, rocks, bottles
 - Feeling of city was on fire...

Late Afternoon Situation May 27:



Protesters outside Minneapolis Police Third Precinct Headquarters on Wednesday, May 27.

REUTERS/Nicholas Pfosi

Situation at Midnight May 27



A Minneapolis liquor store going up in flames on May 28, three days after George Floyd's death in police custody.
KEREM YUCEL/AFP VIA GETTY IMAGES



Credit: Nick Woltman- Pioneer Press



Credit: Chandan Khanna- AFP via Getty Images



Credit- Andy Rathbun- Pioneer Press

Wednesday, May 27, 2020- Actions Taken

Public Safety Leadership Continues to Discuss Options and Intensifying Shift

- Livestreams on variety of platforms was great primary source of information
 - Independent Journalists and private citizens livestreaming
 - Gunshots being heard in background, watching widespread looting occurring
- Police Scanner Traffic was critical
- Twitter, Snapchat were great sources of information
- Downtown continued to be unaffected, concern rising that there would be a shift
- Concern over availability of police to respond to campus in the event of emergency
- First conversation of campus closing options and changes in Public Safety operations

Thursday, May 28, 2020- Rapidly Developing Situation Intensifies

- Protests began early- this time in St. Paul, more than 10 miles away from the campus, but significant intensity early- began around 11:00 AM
 - Local media began live breaking coverage- helicopter footage overhead of lootings and vandalism occurring
- Minneapolis College Administration and Public Safety Leadership meet to discuss closing campus early due to information of protests planned in the vicinity of the campus and downtown on Thursday night.
- Decision was made to close campus at 3:00 PM- emergency notification sent out at Noon
- Conversations with MPD, determined Public Safety Officers could become target switched to plainclothes operation at Noon.

Thursday, May 28, 2020- Rapidly Developing Situation Intensifies (cont.)

- Unrest continues in St. Paul, unrest begins again down in the vicinity of 3rd Precinct, looting in broad daylight being shown
 - local media helicopter footage, livestreams, Snapchat and Twitter
 - Minneapolis Police Scanner Traffic clearly overwhelmed and unable to respond to sheer number of incidents being reported
- Large protest planned in Downtown Minneapolis
 - Public Safety Management determine to keep only Director, Associate Director, and Public Safety Supervisor onsite to mitigate potential issues
 - Removed as many projectiles outside around the campus as possible prior to planned protest
 - Stage fire extinguishers
 - Remain plainclothes
 - Have Facilities Management crews on call to assist with damage

Thursday, May 28, 2020- Rapidly Developing Situation Intensifies (cont.)

- Public Safety Management set up operations in Security Operations Center
 - Local Media Coverage
 - Livestreams
 - Police Scanner Traffic
 - Social Media
 - RadioLink Radio
 - Security Camera System



Thursday, May 28, 2020- Rapidly Developing Situation Intensifies (cont.)

- Protests begin in downtown late afternoon approximately 4PM, thousands out protesting- March toward 1st Precinct
 - Vandalism begins in surrounding buildings
 - Projectiles being thrown at police stationed at 1st Precinct
 - Groups are splintering off in multiple directions, MPD appears to be only able to hold perimeter around 1st Precinct
- Crowds are in the thousands around 3rd Precinct
 - Report of Stabbing in Target Parking Lot, Police pulled from Precinct to respond, weakened Precinct defenses
 - Situation continues to intensify in the area
- Three Major Areas of Unrest
 - St. Paul still dealing with widespread looting, vandalism and arson
 - Downtown has 2 large protests occurring with thousands
 - 3rd Precinct Area continues to be overwhelmed with thousands of protestors

Situation on the evening of Thursday, May 28

St. Paul, Minnesota



Credit: Julio Cortez- AP Photo

Downtown Minneapolis, Minnesota



Credit: Chandan Khanna- AFP via Getty Images

Near 3rd Precinct Minneapolis, Minnesota



Credit: David Joles- Star Tribune



Credit- John Minchillo- AP Photo



Credit: Zachary Boyden-Holmes, Des Moines Register, USA TODAY Network



Credit: John Minchillo- AP Photo

Thursday, May 28, 2020- Rapidly Developing Situation Intensifies (cont.)

- Situation deteriorates around the 3rd Precinct
 - Barricades are being breached at about 2000 hours
 - Officers heard on police scanner and seen on livestreams, crowds throwing rocks, frozen water bottles, fireworks
 - At 2155 hours, order is heard on police scanner to evacuate the 3rd Precinct
 - Livestream shows police abandoning the 3rd Precinct
 - Livestream shows fires being started inside the 3rd Precinct building
- Clashes continue to take place around 1st Precinct, widespread damage and looting occurring in downtown into the evening- situation shifts to 3rd Precinct once darkness falls
- Arson and looting continue throughout the 3rd Precinct area, downtown and areas surrounding the campus

Fall of 3rd Precinct



Credit: Carlos Gonzalez Star Tribune via AP



Credit: Julio Cortez AP Photo



Credit: Julio Cortez AP Photo

Thursday, May 28, 2020- Minneapolis College Public Safety Updates

- We knew we were on our own- MPD contacts advised not enough resources available to handle any calls for help- stretched too thin
- Looting and vandalism continued around us, but we had not yet become a target
- Primary concern was vandalism and arson
- Plan of action, monitor via Intrusion Detection System and Security Cameras, mitigate amount of damage once safe
 - Had plan to evacuate if necessary

Friday, May 29, 2020- Situation Continues

- State Patrol Deploys and Minnesota National Guard Activated
- 8:00 PM to 6:00 AM Curfew goes into effect
- Still not enough resources on the ground
 - Minnesota NG and State Patrol needed evacuated from area around 3rd Precinct
- 5th Precinct becomes a target- Molotov cocktails beings thrown
- Huge crowds in downtown marching
- Shots fired at officers both at 3rd and 5th Precincts
- Widespread looting and arson continues

Friday, May 29, 2020- Public Safety Updates

- Conversations regarding essential employees on Monday
- Impact curfew might have on operations if continue through the weekend
- Public Safety security posture
 - Maintained Public Safety Management only through the weekend
 - Plan to have Public Safety Staff return on Monday
 - Safety concerns for Public Safety Staff
 - Delayed return of Student Employee Staff

Saturday/Sunday- May 30 and May 31, 2020

- Full Deployment of National Guard (13,000 total, about 8,000 deployed throughout the weekend)
- State Patrol, surrounding Police and Sheriff Departments, State Department of Natural Resources also deployed to assist
- Large protests occurred throughout the weekend, but level of violence decreased, more arrests were made, and situation began to calm
- Curfew remained throughout the weekend, MnDOT shutdown highway access into Minneapolis

Scale of Destruction:

- More than 400 businesses were damaged
- Estimated cost of unrest between \$500 million and over \$2 billion



Yellow Dot= Property Damage

Red Dot= Building Fire

Lessons Learned

- Information, Information, Information
 - Getting a clear, accurate intelligence of the situation unfolding on the ground required technology
 - Power of livestreams
 - Police scanner
 - Social media
 - Local Media coverage
 - RadioLink Radio
 - Information evolved so quickly; decisions had to be made at a tactical level- people on the crowd with the clearest picture should be making the decisions

Lessons Learned (cont.)

- Incident of this size
 - We are on our own, no first responder support, system was overwhelmed
 - Considerations:
 - Tactically- mutual-aid agreements with other state colleges for more personnel in the event longer operations are required
 - Contract security agreement
 - Fire Retardant Plywood on hand to board up
 - Mitigation plans
 - COVID-19 operations vs. “normal” operations

Second Incident- occurred August 26, 2020

- Protests continued throughout summer
- Public Safety routinely monitored protests
 - coordinated with other area security departments
 - built up information network
 - strengthened ties with law enforcement- numerous points of contact
- Practice helped prepare for 2nd Incident

Wednesday, August 26, 2020- 2nd Round of Unrest

- On Wednesday, August 26, 2020 a second round of unrest near the campus erupts
- At approximately 2:10 PM, a homicide occurred at Ramp A in downtown Minneapolis
- At approximately 2:30 PM, MPD Day Watch Lieutenant notifies Minneapolis College Public Safety of homicide and provides suspect photographs
- Information is passed onto the entire Public Safety team

Map of Locations

Minneapolis College



Ramp A



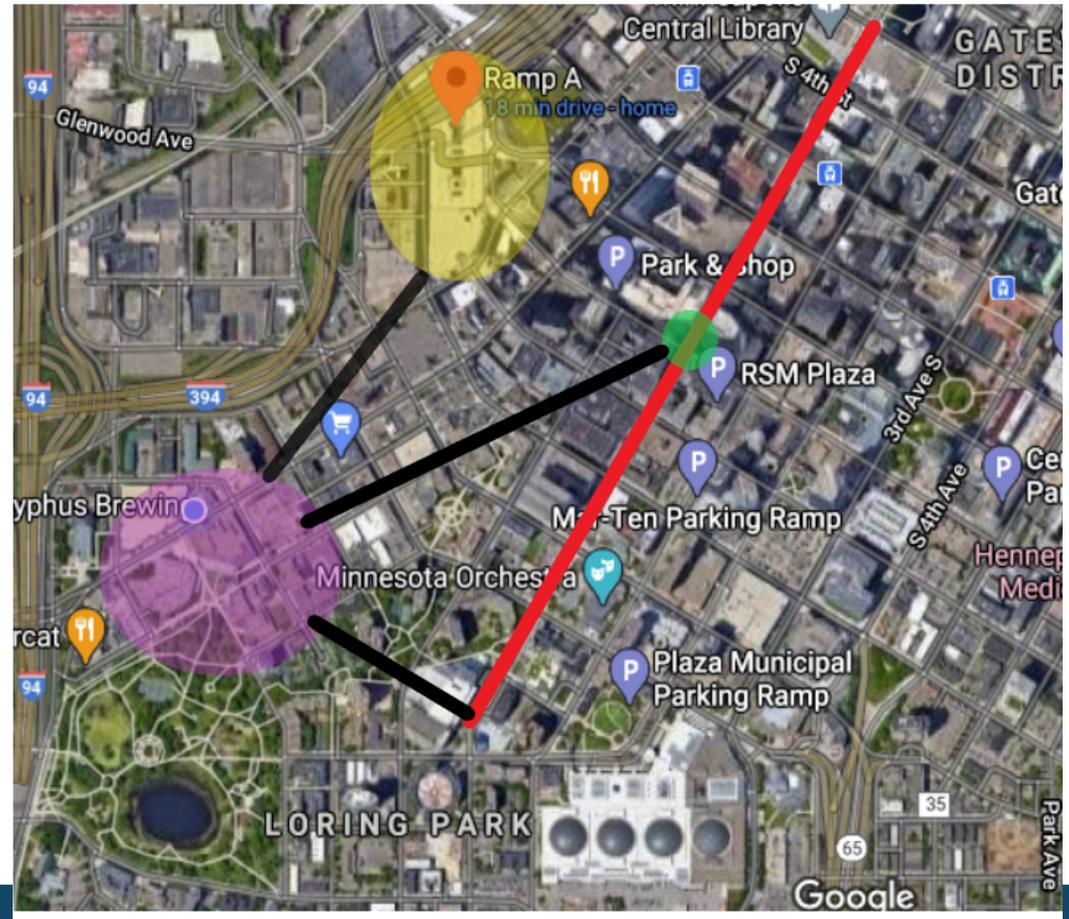
Nicollet Mall



Location of Suspect Suicide



Distances- < 2,000 ft



Background and Minneapolis College Posture

- Tensions remained high in Minneapolis
 - August 23rd- Kenosha, Wisconsin Shooting
 - August 24th- Protest of about 100, arrests made after 1st Precinct was vandalized, group threatened to breach Hennepin County Jail Facility, additional arrests made
- Nicollet Mall remained a busy and active place with youth out of school and daily tensions and crime occurring including many large fights
- Minneapolis College Public Safety was active in monitoring protests throughout the summer
 - Monitoring protests via RadioLink, Social Media, MPD contacts, Police Scanner, Livestreams
- Fall 2020 Semester had begun- some in-person classes- COVID operations continued with only 2 doors open and manned during business hours

Wednesday, August 26, 2020 Situation Unfolds

- At approximately 6:00 PM, homicide suspect is observed by Minneapolis Police Department who move in to make an arrest, suspect commits suicide with a firearm
- Tensions at the scene remained high at the scene



Credit- Jeff Wagner- WCCO

Situation Unfolds (cont.)

- By 7:00 PM, tensions were high around the scene
 - Social Media rumors began to circulate
- At 7:10 PM, MPD LT notified me of the suicide
- By 7:30 PM, situation reached boiling point as the crowd grew-
Downtown Target starts being looted, police moved in and shut it down
 - First notice of the growing situation, monitoring Twitter feed, report of Target being looted with photos
- At 7:45 PM, I made first phone call to Public Safety Supervisor on scene to discuss situation

Situation Unfolds (cont.)

- By 8:00 PM, situation spreads- appears to be spiraling quickly
- I'm working from home
 - Pulled up security cameras
 - Live Streams
 - Social media monitoring
 - Police Scanner
- Began text message threads with Director of Public Safety and Vice President of Finance and Operations of unfolding situation
- Text threat with Director, Supervisor, and me to report on information as we get the situation updates
- Public Safety Supervisor monitoring RadioLink Radio

Situation Unfolds (cont.)

- Security Cameras showing streams of cars driving into downtown
- Police Scanner traffic
 - Asking for all available squads
 - State resources
 - Hennepin County Sheriff's Assistance
 - Suburban agency assistance (Metro Transit PD, Bloomington, Richfield, New Hope, University of Minnesota PD, etc.)



Credit: Getty Images



Credit: Getty Images/Star Tribune via Getty Images



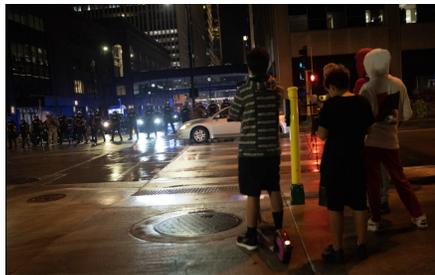
Credit: Jeff Wheeler- Star Tribune Via AP

Situation Unfolds (cont.)

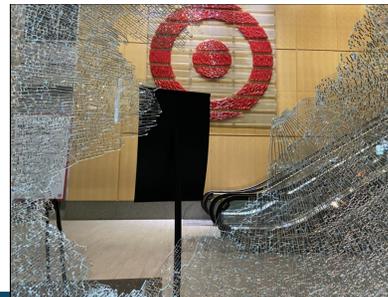
- By 8:30 PM- Public Safety Supervisor determines to go into soft lockdown- secures open doorways
- By 9:00 PM, situation had intensified and reports via Police Scanner and Social Media of looting in the immediate vicinity of campus
 - Restaurant, grocery store and liquor store within 1 block of campus all reportedly being looted
 - Livestream gunshots could be heard in the background
- Determination was made to close campus and get people home
 - 2 classes on campus- Public Safety Supervisor made contact and classes were dismissed, students were assisted off campus
 - 2nd Shift employees were notified and updated on situation
- By 9:30 PM, campus was evacuated and secured
- By 9:45 PM, local state of emergency declared and curfew ordered from 10:00 PM to 6:00 AM on Aug 27, 2020.

Situation Unfolds (cont.)

- By 10:00 PM, information was passed to College Administration on situation report and the determination to close campus early due to the rapidly involving situation
 - College Administration notified by VP of Finance and Operations of possibility of late open due to curfew and damage assessment needed on Aug. 27th.
 - Public Safety Officers heard gunshots as they left for the night
 - Associate Director observed on camera looters running through the campus with arm loads of stolen liquor and other items
- By 11:00 PM, local media coverage reported National Guard had been activated and would be deployed



Credit: Evan Frost – MPR News



Credit: Tim Nelson- MPR News



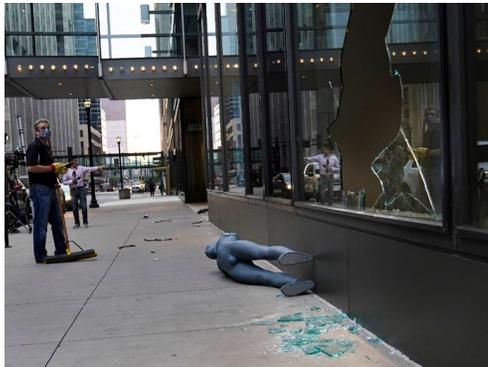
Credit: Leila Navidi- Star Tribune

After-Event Actions

- Continued to monitor campus operations via remote until 1:30 A.M.
 - Situation appeared to be mostly under control based on Police Scanner Traffic and observations on Livestreams
- Campus-Wide notification sent at 5:00 A.M. on August 27, 2020 of late start at 9:00 AM
- Campus Damage Assessment completed by Public Safety Staff nothing was found

Property Damage Map

- Over 100 locations damaged or looted
- Cost over \$1,000,000 in damages



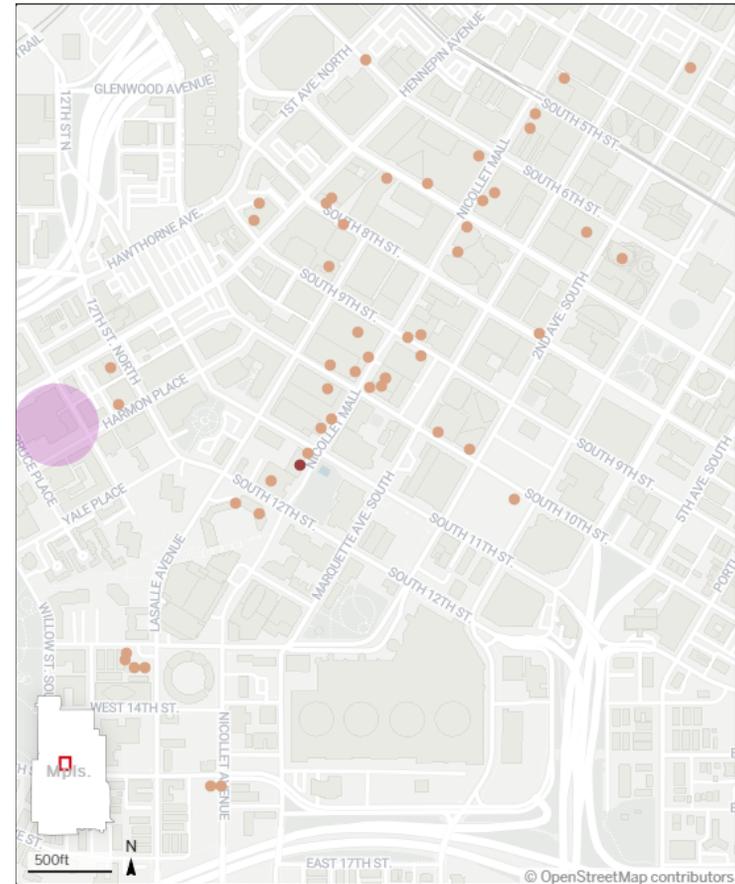
Credit: David Joles- Star Tribune via AP



Credit: Anthony Souffle- Star Tribune via AP



Credit: Star Tribune via Getty Images



Source: Star Tribune reporting, City of Minneapolis

Lessons Learned

- Better situational awareness and decision-making was ahead of the curve:
 - Anticipated the speed of the incident faster
 - Made important decisions at operations level
- Communications amongst decision-makers was more fluid
- Intel and information flowed upstream consistently
- Power of technology deployments
- Tech-savvy team critical to processing information quickly
- Limited manpower, technology can be force multiplier

Conclusion



Real-Time Information

Both very dynamic- pace and speed was different for each

Information drinking from a fire hose, compartmentalize- WIN attitude

Tools- Social Media, Livestreams, Police Scanner, Local Media

Local Knowledge- geography

Critical to situational awareness



Speed of Incidents- Acceleration

College becomes target

Tabletop Exercises before hand

Supervisors need to be critical thinkers

Thinking ahead where is this going



Challenges faced by Public Safety Decision-makers

Long-term strategy to respond to unrest and necessary support

Procedures for Public Safety Staff in absence of supervisor

Vacuum of Information

Reminders

- Resources for download are located on the left side of webinar screen.
- Upon submission of survey that will appear at the end of this session, you will receive a Certificate of Attendance via email.
- On-demand viewing will be available 15 minutes after conclusion of the session.
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