

Time Code	Speaker	Dialogue
<b>ACT I</b>		
01:00:14:10	Title Card	The following film contains images of violence that may be disturbing to viewers.
01:00:22:22	Title Card	MINNEAPOLIS, MINNESOTA SUMMER 2020
01:00:37:10	Janeé Harteau	As I watched the video, I kept thinking to myself am I truly going to watch a man die in front of me on TV?
01:00:55:20	Janeé Harteau	And for me, having spent most of my adult life as a member of that police department, leading that police department, I was questioning just about everything I thought I had known. My goal as a police chief was creating change from within. And I really thought that we would do it. Was I naïve? Was I optimistic? I think I was both of those things. But at what point do you give up?
01:01:57:19	Janeé Harteau	I started in the early 90s. Law enforcement has long been a culture of disrespect and discrimination, most often as acts of violence against people of color, also, women in general were treated differently.
01:02:16:20	Janeé Harteau	We would request backup and other officers would cut out our transmissions, so we couldn't get help.
	TITLE CARD	A MIND'S EYE PRODUCTION in association with INMAAT PRODUCTIONS
	TITLE CARD	Executive Produced by SALLY JO FIFER, GINI RETICKER, LOIS VOSSEN
01:02:29:16	Judge/Justice Swearing In Janeé	Raise your right hand. Do you, Janeé Harteau, solemnly swear that you will support the Constitution of the United States of America...
01:02:37:09	Janeé Harteau	I eventually became chief in a department that I actually had to fight twenty years earlier.
01:02:48:23	Janeé Harteau	Policing needs transformational change. And I saw women as a critical part.

	TITLE CARD	Produced by BETH LEVISON
01:03:03:02	TITLE CARD	WOMEN IN BLUE
	TITLE CARD	A film by DEIRDRE FISHEL
01:03:18:01	Janeé Harteau	Hi! Hi! How are you?
	Soon-to-be-Sergeant	Hi!
	Janeé Harteau Soon-to-be-Sergeant	Hey, you! How are you? I'm good.
	Janeé Harteau	Yeah? Family doing okay?
	Soon-to-be-Sergeant	Yes, they're all here!
	Janeé Harteau	Hi! Good, good. How are you? Good to see you. We're all so excited for Charlie uh? Did you ever think it would be us running this place? Neither did I but look at us now. It's awesome, it's awesome. Thank you... Congratulations
01:03:45:15	All	I pledge allegiance to the flag of the United States of America. And to the Republic, for which it stands. One nation, under God, indivisible, with liberty and justice for all.
01:03:58:19	Janeé Harteau	Uh, welcome everybody, again. Um, my name is Janeé Harteau, and I'm the chief of police. Today we celebrate your leadership. This continues to be a defining time in our country in many ways but certainly in American policing. We the police must have public trust and confidence to be successful. We also have to acknowledge as a profession we can, and must, become better.
01:04:22:08	Janeé Harteau	We must be willing to make tough decisions. Take it from one who knows: they won't always be popular. And on that I'm going to take a drink. It is water.
01:04:37:05	Janeé Harteau	Next. Our newest commander, Charlie Adams come on up!
01:04:46:15	Janeé Harteau	We have to diversify our police departments. Sergeant Vanessa Anderson, juvenile.
01:04:55:04	Janeé Harteau	But the role of women in policing is often overlooked.
01:04:58:23	Janeé Harteau	Sergeant Gilly [indecipherable]

01:05:00:12	Janeé Harteau	16 percent of our officers are women. And although that's above the national average we need much higher.
01:05:07:15	Janeé Harteau	Sergeant Anna Hedberg.
01:05:10:04	Janeé Harteau	Officer involved shootings almost always include male officers.  Sergeant Rebecca Lane, domestic assault
01:05:18:20	Janeé Harteau	Excessive force complaints. Very seldom with women. So I see this as a- an opportunity to really change a culture in an organization.
01:05:31:23	Janeé Harteau	And last but not least, Sergeant Jacqueline Tuma.
	Janeé Harteau	I give you the sergeants.
01:05:51:20	Janeé Harteau	People want change. They want it quickly. But change is very challenging.
01:06:01:21	TITLE CARD	NOVEMBER 15, 2015 EIGHTEEN MONTHS EARLIER
01:06:09:16	Newscaster	North Minneapolis wants answers after an officer shot Jamar Clark.
	Protester	They killed that boy in cold blood! Why'd they do that, why! Why, cause he black?!
01:06:24:20	Newscaster	The police union says Clark resisted when confronted during a domestic disturbance call and tried to take an officer's gun. Others who say they were there said Clark was on the ground with his hands cuffed.
01:06:40:16	Protesters	What do we want? Justice! When do we want it? Now!
01:06:41:17	Janeé Harteau	After the shooting, what ended up happening is an 18-day occupation outside the police precinct. Which has never happened in this country before.
	Protesters	Jamar Clark! Jamar Clark! Jamar Clark!
01:06:55:09	Nekima Levy-Pounds	Activists issued an SOS saying everybody come down to the 4 <sup>th</sup> precinct. And we decided that we were not going to leave,
01:07:04:13	Protesters	What do we want? Justice! When do we want it? Now!
01:07:08:04	Janeé Harteau	I had community members who were upset because to them it was another unarmed black man killed at the hands of police. And I had police officers who were frustrated because nobody had the facts yet but they were already deemed murderers.
01:07:30:00	Janeé Harteau	So, we didn't do things in the way we had always done them. We didn't make everybody leave. And we needed people to have an opportunity to voice their pain. It was a- it was a minute by minute day by day challenge.

01:07:53:09	News Headline	Jamar Clark Shooting No Charges
01:07:55:23	Newscaster	In the end two Minneapolis police officers will not be charged. It appears the evidence wasn't there.
01:08:03:19	Janeé Harteau	Although people disagree with the findings, the officers were exonerated. We actually had three independent investigations.  We had the Department of Justice. We had the Bureau of Criminal Apprehension and then we had the Hennepin County Attorney's Office.
01:08:19:20	Nekima Levy-Pounds	When the officers who killed Jamar Clark were not held accountable, I realized the whole damn system is guilty as hell.  We are tired of what's been happening within this system. We are tired of the voices of African-Americans and other people of color being silenced within this system.
	LOWER THIRD	NEKIMA LEVY-POUNDS CIVIL RIGHTS ATTORNEY
01:08:38:14	Nekima Levy-Pounds	We deserve to use our voices. And to stand up for what we believe in, free from police violence. Free from discrimination!
01:08:46:10	Protester	Fuck the police! Fuck the police!
01:08:54:01	LOWER THIRD	OFFICER ALICE WHITE
01:08:58:18	Alice White	Jamar Clark. That was the first real time that I felt like I needed to choose a side. Black or blue. Had I been there, maybe it wouldn't have had the same outcome.
01:09:19:18	Alice White	In my era, growing up in the early 90s it was "Fuck the police!" I figured by becoming an officer, I could be the type of officer I wished we would have encountered when I was growing up.
01:09:42:17	TITLE CARD	Minneapolis Police Training Center 2017
01:09:47:23	TITLE CARD	Chief Harteau has opted for the Minneapolis Police Dept. to become part of a new, national training program.
	Alice White	As you were. Good morning.
01:09:56:18	Training Officer	Class, I want to introduce Officer White.
	All	Good morning, ma'am.
01:10:00:12	Alice White	This is a training unlike anything that's been presented within my career here, so have an open mind. You're going to go to a ton of domestics, you're going to go to a ton of traffic accidents and each time you keep going to these calls you're going to feel like, "I can predict what's going to happen here."

01:10:18:16	Alice White	But the challenge is to treat everyone involved in that call neutrally and not have any predisposed thoughts or predictions about that particular situation in order to be neutral.
01:10:32:09	Alice White	We're still police officers, using force is part of the job, but it's how you interact with the person. Are we treating them with proper respect as human beings.
01:10:42:22	Alice White	Well I'm going to tell you, I'm going to be honest, we interact with people who are rapists, murderers, it's sometimes hard to show respect to someone like that. So, in my mind I had to switch this to professionalism, so as long as you're being professional, you're going to look respectful.
01:11:06:03	Darah Ross	Okay we're gonna compare this, okay. I'm going to tell you my friends' first reactions when they find out that you're a cop, and I want to know your friends' first reactions.
	LOWER THIRD	DARAH ROSS OFFICER WHITE'S Daughter
	Alice White	OK.
01:11:15:16	Darah Ross  Darah Ross	The teachers love saying this, this is my teacher's favorite line.  I'll be walking down the hall with my friends. And if like we start fighting or something or play fighting or messing around walking to class he'll be like yawl better stop messing with Darah, you know her mom's a cop. Oh and adults think--they think they can't drink around me, can't smoke around me. Nothing. They think they're going to get killed. I mean like smoke cigarettes, not...
01:11:40:09	Alice White	Killed how? Like literally I'm gonna go kill them?
01:11:41:12	Darah Ross	Like you're gonna- like everybody thinks you could just shoot and tase and cuff whoever you want whenever you want. Everybody thinks like oh, Darah's mom is gonna come shoot you. How do your friends act when they find out you're a cop?
01:11:56:08	Alice White  Darah Ross  Alice White  Darah Ross  Alice White	I think people act similar to how your friends act.  Like they can't do nothing.  Yeah. That's why I don't tell people. You know what I say, right? I just say I work for the city.  Dang.  Yeah.

01:12:23:07	TITLE CARD	There are only 6 African American women out of 850 officers in the Minneapolis Police Department.
01:12:32:11	Alice White	There's no black female sergeants on the street right now. Chief Harteau encouraged me to take the sergeant's test and I think I'm- might be number one on the sergeant's list now.
01:12:57:19	LOWER THIRD	ROOKIE OFFICER ERIN GRABOSKY
	LOWER THIRD	ROOKIE OFFICER PATRICK TINSLEY
01:13:08:07	Patrick Tinsley	You hear that?
	Erin Grabosky	What?
01:13:10:16	Patrick Tinsley	The annual owl saying, "fuck 12, fuck 12" 2AM every night.  Oh man
01:13:21:10	Erin Grabosky	That sounds fun.
	Patrick Tinsley	Oh man and he just ran a red light.
01:13:26:06	Erin Grabosky	Squad 121. Reckless driver  Just turned on to 4th St. Eastbound, silver sedan we'll give you a license plate in a second.
01:13:37:08	Patrick Tinsley	Is there a reason for you speeding down this street and running a red light, sir?  You got a license on you, man?  You don't have a license? Do you have anything with your name on it?
01:13:53:23		I'm gonna go get started on it.
01:13:59:01	Erin Grabosky	Patrick and I have been partners a little over a year. Right away when we worked together I actually didn't like working with him. I wasn't used to his way of working, which is a little bit more aggressive, wanting to take more action.
01:14:16:21	Patrick Tinsley	Ok won't you hop out the car, roll the windows up, lock it up, do what you gotta do, but like I said you ain't driving away from here.
01:14:22:10	Erin Grabosky	But eventually we found our groove.
01:14:40:17	TITLE CARD	CRIME STATISTICS MEETING

01:14:46:11	Lt. Kjos	No, things are good. Uh, there's two stats that I think are the most impressive are the gun recoveries are up 113% and the people who have been shot are down 41%
01:14:58:10	Police Captain or Inspector	162 guns taken off the street so far, just in your precinct.
01:15:03:05	Janeé Harteau	I am ultimately responsible for the actions of my officers, yet I don't have full authority to terminate when we need to. So, I fire an officer and the union grieve it, fight it and they get their job back, seldom are terminations ever upheld. So, it's rewarding to have the authority to promote people that I think deserve an opportunity.
01:15:34:03	Rondo	Quick snapshot of 30s above 10 avenue, that uh--you know that continues to be...
	LOWER THIRD	NEWLY APPOINTED ASST. CHIEF MEDARIA 'RONDO' ARRADONDO
01:15:39:07	Janeé Harteau	You know I promoted Rondo four times since I've been the chief. He is a very good communicator, he grew up in the city. He is passionate about our progressive initiatives.
01:15:51:19	Rondo	And- and do you have a supervisor assigned to that area? That corridor point of contact?
	CJ	No, what I've asked is for uh-
01:15:58:17	Janeé Harteau	And I also made it a point to promote women into leadership. And now every rank of this police department is held by a woman or women which is very unique.
01:16:10:23	Rondo	Good. OK.
	Janeé Harteau	Thank you.
	Rondo	Thank you, Inspector Johnson. Commander Chiodo.
	LOWER THIRD	COMMANDER MELISSA CHIODO SPECIAL CRIMES
01:16:16:03	Melissa Chiodo	Umm we're going to have to rollout training to all the officers and all our investigators on changes to the sexual assault protocol.
01:16:43:08	Melissa Chiodo	I oversee our domestic abuse unit and our sex crimes unit. When Chief Harteau offered me the job I knew that this is what I was waiting for.
01:17:01:04	Grant	Hey boss.
	Melissa Chiodo	Hey, Grant
01:17:04:02	Title Card	"Guardian Angel" Sting Operation HQ

01:17:05:06	Sex Crimes Officer	We've got on just the one end about 63 unique suspects, so times two probably. 120 in just the last hour responded to this ad.
	Melissa Chiodo	Excellent.
01:17:17:22	Melissa Chiodo	We focus on sex trafficking of minors, which has been a significant problem in Minneapolis for a long time.
01:17:25:04	Sex Crimes Officer	Ok, Melissa he sent a photo. Is this the guy?
	Sex Crimes Officer 2	That's the guy
01:17:30:04	Sex Crimes Officer	What time is best for you? This is where we stroke his ego a little bit, he's two minutes away, Paul?
01:17:40:09	Melissa Chiodo	I don't like the old vice model. Arrest the person providing the sex, they're the criminal. What fourteen-year-old boy or girl says, I want to have sex with a 50 year old man and make \$25 off of it and maybe have them slap me around. They don't.
01:18:00:13	Melissa Chiodo	Is that the guy?  Is he walking in?  He's on foot?
01:18:03:03	Sex Crimes Officer 2	Yeah, I think he parked outside of the cul-de-sac.
01:18:05:18	Sex Crimes Officer	The house is full of police officers. Here he comes. Is he there? Where is he?  Alright!
01:18:17:10	Melissa Chiodo	Woohoo!
01:18:17:19	Sex Crimes Officer	Sending code
01:18:26:20	Officer	Do we have an apartment number?
01:18:28:11	Erin Grabosky	No, they said the second floor somewhere they couldn't get an apartment number.
01:18:32:05	Erin Grabosky	We don't know what apartment it's in so we're just going to start checking floors I guess.
01:18:39:03	Officer	Did you find out where she is?
01:18:44:19	Officer	Are you Miss (censor beep)?
01:18:17:09	Erin Grabosky	



<p>01:18:57:22</p>	<p>Woods Erin Grabosky Woods Erin Grabosky Woods Erin Grabosky Woods Erin Grabosky Woods Erin Grabosky Woods Erin Grabosky</p>	<p>You know why we're here. Well from what we heard it sounds like you were attempting to kill yourself.</p> <p>Mmhm.</p> <p>Is that correct?</p> <p>Mmhm.</p> <p>How would you try to do that?</p> <p>Carbon monoxide poisoning.</p> <p>Is life just kinda generally pretty stressful right now? So, is it mainly like school stuff, family stuff?</p> <p>School stuff.</p> <p>School stuff. Do...Who do you have for like resources to talk to?</p> <p>There's people I can talk to.</p> <p>So, what happened today? That instead of reaching out to talk to somebody you tried to kill yourself.</p> <p>I didn't want to bother anybody.</p> <p>Well clearly people care about you. I don't think you'd be a bother to anybody. Since we got called, we're going to have to take you to the hospital.</p>
<p>01:20:08:11</p>	<p>TITLE CARD  Police Radio Transmission</p>	<p>JULY 15, 2017</p> <p>Shots fired. Can we get EMS Code 3, Washburn? We got one down.</p>
<p>01:20:16:14</p>	<p>Newscaster</p>	<p>People in a south Minneapolis neighborhood are in disbelief tonight as they try to figure out why one of their neighbors was shot and killed by police.</p>
<p>01:20:24:22</p>	<p>NBC Newscaster</p>	<p>One of the responding officers Mohamed Noor shot Justine Damond.</p>
	<p>Newscaster</p>	<p>Justine Damond was a yoga and meditation teacher.</p>
<p>01:20:32:10</p>	<p>Newscaster</p>	<p>She is who called 9 11 after hearing a noise in the alley near their home.</p>

01:20:37:11	Newscaster	Damond approached the driver side window of the squad car, Noor fired his weapon through the open driver side window.
01:20:45:12	WCCO Newscaster	There's no body camera evidence of what happened, even though officers were wearing them.
01:20:50:06	Medaria Arradondo "Rondo"	We have opened up an internal affairs Use of Force Review. The chief has asked that it be expedited so that she can take appropriate action swiftly.
01:21:00:23	Janeé Harteau	Justine didn't have to die. Based on the publicly released information from the BCA, it should not have happened. I believe the actions in question go against who we are as a department, how we train, and the expectations we have for our officers. These were the actions and judgment of one individual.
01:21:28:14	Protesters	The whole damn system is guilty as hell! Indict! Convict! Send those killer cops to jail! The whole damn system is guilty as hell!
01:21:33:06	Speaker at protest	It's not about race. It's not about white. It's not about black. It's about the police keep killing us! What they didn't know is now we have allies.
01:21:51:01	Justine Damond's Relative	It is past time for me and other white people to wake up.
	LOWER THIRD	MAYORAL CANDIDATE NEKIMA LEVY-POUNDS
01:22:06:05	Nekima Levy-Pounds	I hold our government leaders accountable because if they had done their job, Justine would still be alive, Jamar Clark would still be alive, and the list goes on and on.
01:22:17:15	Nekima Levy-Pounds	So I'm calling for Chief Harteau to be fired. To be fired! To be fired! So where do we go from here? [Indecipherable]
01:22:45:00	Mayor Hodges	I know that some in Minneapolis have lost confidence in police leadership. Chief Harteau is not in a position to lead us further. And I asked Chief Harteau for her resignation. She tendered it. And I have accepted it.
	TITLE CARD	MAYOR BETSY HODGES
01:22:58:14	Protester	We ask for your prompt resignation. We don't want you as our mayor of Minneapolis anymore [Indecipherable] Your police department has terrorized us enough! And you didn't want to hear us, so hear me now! We do not want you as the mayor of Minneapolis... and we're asking you to resign [indecipherable]

01:23:31:17	Janeé Harteau	I wanted to make a difference in the world. I wanted to help people and I wanted to have an impact.  It's not the ending I would've written for myself.
01:23:51:21	KARE 11 Newscaster	In 2012 history was made. She would be the first female police chief. She would be the first openly gay chief.
01:23:58:16	KARE 11 Newscaster	Her biggest crises? The police shooting of Jamar Clark. And the police shooting of Justine Damond.
01:24:05:07	Melissa Chiodo	When I read the email that Janeé resigned, I was sitting with my family when I read it and was like shocked. Um, and my kids could get it and they're like is everything okay? And I just said I don't know. You know I don't know. It rocks your sense of stability.
01:24:29:14	TITLE CARD	LIEUTENANT'S MEETING
	Melissa Chiodo	Alright. So we just wanted to reach out and see if anyone in here has questions about, you know, what occurred last Friday. Questions about the leadership change that's gone on. Um-
01:24:43:11	Lieutenant	We've been updated in the newspaper every day.
01:24:46:03	Melissa Chiodo	Yes. Ok. There is going to be a complete independent audit of our body cam policy and I'm sure you've heard city council is looking at making it a criminal act if you don't turn your body cameras on, I'm sure that's no surprise. If you saw the news last night, um, one of the people running for mayor is pushing for that. There's a few on the council that liked that idea.  So yeah.
01:25:10:15	LOWER THIRD	INSPECTOR CATHERINE "CJ" JOHNSON HEAD OF THE 3 <sup>RD</sup> PRECINCT
01:25:15:11	CJ	Body cam stuff. Please make sure we're keeping track so that nobody's getting jammed up for not turning them on when they're supposed to for not doing their startup checks. Just make sure that we're keeping an eye on it.
01:25:26:14	Officer	When I'm in plain clothes I don't have to wear one, right?
01:25:29:10	CJ	Uh, according to the policy you do because you are issued one, you are required when you are on duty or working an approved off duty job. As of right now, there is no policy exception for those things. That is part of...
01:25:39:16	CJ	I wasn't stunned when Chief Harteau was asked to resign, but I think it was a loss. Because she created an

		environment where progressive cops have the opportunity to lead.
01:25:56:07	CJ CJ	...and make sure that they get what they want.  When Chief Harteau talked to me about being an inspector at the 3 <sup>rd</sup> precinct, we had some specific conversations about the fact that it was a place that needed culture change.  Any other questions that you guys might have? Alright, Go get out of here!  And so it's my responsibility to change that culture.  The 3 <sup>rd</sup> Precinct has always had a reputation for the aggressiveness of the officers.
01:26:33:18	CJ	For many cops policing is law enforcement. That's what we do. We enforce the law.
01:26:40:00	CJ	So, have they put up the poles at 12th and 15th yet like they were supposed to Brian?
01:26:44:00	CJ	But we can't arrest our way out of the problems that exist. Engaging with the community and trying to make sure those relationships are solid, might be THE most important thing that I do
01:26:59:21	CJ	When we're talking about this group of offenders one of their key needs is behavioral health services.
	TITLE CARD	3RD PRECINCT COMMUNITY MEETING
01:27:05:15	CJ	So how do we effectively fix that.
01:27:13:06	Social Service Worker CJ	They need assistance, not just incarcerate them and take them away, you know?  Right. And some of this ties in with the drop off center. To provide an option so cops can bring people whether they committed a crime or not, to this one spot and say how do we connect them with the services that they need? And the cops use their discretion and say well, we're not going to take you to jail because that doesn't serve any purpose, we're going to take you here instead.
01:27:35:08	CJ	There was a direction we were going and we all kind of knew what that direction was. That's kind of up in the air now.

01:27:42:20	Crowd	Noise on street
01:27:45:15	Patrick Tinsley	Oh, they are fighting
01:27:47:21	Erin Grabosky	Stay right here...Stop
01:27:52:03	Woman	This is my husband. That is my husband.
01:27:55:04	Erin Grabosky	I understand.
01:27:56:00	Woman	What do you mean, let go?
01:27:57:23	Patrick Tinsley	I don't know where your purse is. You are going to have to get it tomorrow.
01:28:01:21	Erin Grabosky	Squad 121. Can we get EMS code two for a head injury?
01:28:12:21	Erin Grabosky	What a great night.
<b>01:28:20:20</b>	Newscaster	Since the shooting of Justine Damond Officer Noor not talking to investigators. We ask why two rookie cops, officer Noor and his partner who had a combined three years of experience were paired together.
01:28:32:11	Newscaster	The Hennepin County attorney will decide whether Noor faces criminal charges in this case.
01:28:39:08	Erin Grabosky	I mean we spent eight months with him, seeing him every Monday through Friday.  I don't know. He had just as much experience as we did and because he was in our Academy class it, it does affect us.
01:29:00:03	Patrick Tinsley	It's actually best not to think about it.
01:29:02:22	Erin Grabosky	Yeah, I don't know
01:29:13:01	Newscaster	No need to call him acting chief anymore. Medaria Arradondo, the 28-year veteran on the force, is the city's first black police chief. Arradondo was greeted by supporters who came to watch the historic moment.

	TITLE CARD	SEPTEMBER 2017 EIGHT WEEKS AFTER THE JUSTINE DAMAND SHOOTING
01:29:31:10	Rondo Supporter	Congratulations.
	Rondo	Thank you.
	Rondo Supporter	I- we love you, we got you on the prayer list, we got your back.
01:29:37:12	Melissa Chiodo	Right over here! There I took several!
01:29:58:23	Mayor Hodges  Mayor Hodges	Medaria Arradondo, Rondo, uniquely understands that community trust and community safety are not separate nor incompatible. That orientation is exactly what our city and our department need at this very moment.  So Chief Arradondo. Thank you for your service. On this very special day we move forward together by swearing in the first African-American police chief in the hundred and fifty years of our city. This is a moment to celebrate.
01:30:47:05	Rondo	I need my department members to be truthful in their words and actions. We must be accountable to one another. And we must-- we must continue to build trust in our communities where that trust has been shaken. And I do believe when this chapter is written the Minneapolis police department will be on the right side of history.
01:31:17:11	Rondo	My executive team here today, uh Deputy Chief Henry Halvorson, Assistant Chief Mike Kjos, Deputy Chief of Staff Art Knight, Deputy Chief Erick Fors.
01:31:39:06	CJ	The day that the changes in the chief's office were announced, I got a phone call from one of my lieutenants, who said I'm really sorry that you didn't get a job in the chief's office, but I'm really glad that you're staying at the 3rd precinct. So I looked at my email, and I found out that two male lieutenants were pulled up from underneath me to deputy chiefs positions. The chief has selected no women for his executive team. I have a great deal of respect for Chief Rondo, but the thing that hurt me the most was the fact that in a profession dominated by male voices they're losing any female perspective.
01:32:57:11	Rondo	I think there's certainly more conversation today even nationally about, um, what does gender equity mean, what does power mean in this profession, um, but I had to make sure that I was very considerate and intentional in making sure I had the right people at the right time in leadership.

	Rondo	My first job has been to ensure the stability of our organization under a very trying time, quite frankly.
	LOWER THIRD	DEPUTY ART KNIGHT NEWLY APPOINTED BY CHIEF ARRADONDO
01:33:33:02	Deputy Art Knight	You guys just starting this profession right now, but one thing I like to talk with uh- cops about, we have a lot of training in our training say, how do we go out there? How do we treat the public? Has anyone ever seen his photo right here before? It's actually three people being lynched. Duluth, Minnesota. First thing people said was, where the police at? The sad fact was, a lot of times the police were actually involved in a lot of them. Think about it. It is shown that history repeats itself if we don't learn from it. What is this right here? Anybody know what this is?
01:34:10:18	Cadet	Is it Rodney King?
01:34:12:04	Deputy Art Knight	Rodney King! Well, sum it up. A recruit class asks, what do you think about Rodney King? Here's exactly what I told em. I said, fuck Rodney King. I say, Rodney King led cops on a high-speed chase. He endangered cops. He endangered motorists. And guess what? He deserved to get his ass whooped. Because when I first came on, we didn't just go out there beating the crap out of nice people. But if you were a dink, we were a dink back to you.
01:34:41:22	Deputy Art Knight	You know what, I don't want even want to lie it was fun back in the day. Some of the stuff we used to get away with, but it wasn't right because I've seen a lot of good cops lose their jobs, penchants, careers over knuckleheads. Do you want to lose your job- your career over a knucklehead?
01:35:05:01	Melissa Chiodo	There had been changes in our front office, but I didn't think any would impact me. And then I received a phone call saying yup, you're transferred. You're now commander of internal affairs.
01:35:23:06	Melissa Chiodo	I had three days to kind of wrap up what I was doing and I was running seven units, about a hundred employees. I really liked my old job. I really felt like I was making a difference, but eyes are on our department right now, and it's my role to determine the best course of action when officers don't act appropriately.

01:35:49:16	Melissa Chiodo	At the end of the day if people can't trust us, you wonder what you've been doing for the better part of your life.
01:36:09:05	Alice White	The shift has gone from a very female run department back to the original and standard male run department. But I don't know if I want to start making assumptions about my chief. And I'm excited to see a black person become chief.
01:36:42:08	TITLE CARD	Minnesota has the second highest racial disparities in the country including unemployment, income and home ownership.
01:36:58:07	Newscaster	In Minneapolis voters are deciding whether to give Betsy Hodges a second term or choose a new mayor.
	Newscaster	Questions about policing and social justice top of mind for many voters.
01:37:10:17	Mayoral Candidate Forum Moderator	A few of you suggested recently that police should be disarmed or even eliminated in time. Can you imagine creating alternatives to police led by communities or how will you change it?
	TITLE CARD	MAYORAL CANDIDATE FORUM OCTOBER 2017
01:37:23:09	Mayor Hodges	After the death of Jamar Clark I heard very clearly from the community that folks wanted to take more responsibility for public safety in their neighborhoods. So this year I invested over a million dollars in strategies so that we can change the center of gravity of public safety away from just law enforcement, to law enforcement and community working together to create safety.
01:37:49:18	Nekima Levy-Pounds	I could go all day on this subject. We allow police to come into our communities without actually evaluating the use of those resources and now we're looking at deaths, unnecessary deaths at the hands of police. It's unacceptable. So yes we do need alternatives to the policing work, I do believe restorative justice programs are necessary. We do not need police responding to mental health calls.
01:38:15:07	Moderator Nekima Levy-Pounds	Time. There needs to be alternatives in place.
01:38:20:12	Jacob Frey	Well, we have to start rejecting the false choice between police accountability and safety- we need both and they



		are intrinsically linked. And yes, that does require a bigger investment. We can do that though!
01:38:34:17	Nekima Levy-Pounds	Wait a minute did Jacob just say it requires more investment? I just would like for him if that's okay to clarify- you're talking about spending more on police?
	Jacob Frey	I do believe that we need to be investing more in community policing, yes.
01:38:49:20	Nekima Levy-Pounds	I would also push for not only a stronger community policing model, but actual accountability when officers violate people's rights.
	Moderator	Thank you.
01:39:04:04	Bob Kroll	What we need to do is keep politics out of policing. If the politicians stay out of their way, policing will be great in Minneapolis again. [ON PHONE There was no attempt to cover up or perjury of anything like that, they were serious allegations that the media ran with which were complete garbage, so]
01:39:14:18	LOWER THIRD	LT. BOB KROLL POLICE UNION PRESIDENT
01:39:20:18	Bob Kroll	We've got officers now that are so afraid to engage, not because they can't handle it and take care of business, but so afraid of they could get fired, they could go to prison, they could become national news. So, they back away.
01:39:34:17	Bob Kroll	[ON PHONE I want to get this buy back to work and not let this thing go on forever.]  De-escalation has a point, but at some point you got to take action, you ask them, you tell them, you make them. There's yes people and there's no people, and all the de-escalating in the world, isn't going to make a no person become yes.
01:39:54:15	Melissa Chiodo	We do investigate officers' misconduct. We put the case together there's the facts the front office disciplines, and then it goes to this weird mediation in Minnesota, one time they're going to rule in favor for the unions, one time in favor for the city. And the public confuses that and lumps it all together and says, "Oh you don't investigate misconduct." It's just an ugly cycle.
	Lower Third	RICK CHIODO Cmdr. Chiodo's Husband
01:40:18:14	Rick Chiodo	You're doing your job, and whatever happens out of your realm or out of your control has nothing to do with you.

	Melissa Chiodo	No, but the community doesn't get that and it looks like we're a bunch of incompetents running around willingly violating people's rights.
01:40:37:00	Melissa Chiodo Melissa's Daughter	Hey babe. Scooch over. Mama's going to snuggle with you for a minute. Ooh. Give me a kiss. Love you.  Love you too.
01:40:54:20	Police Radio Transmission	2113, shots in the area of Hennepin & 15 <sup>th</sup> . EMS was riding through the area and bullets went through the windshield.
01:40:58:10	Erin Grabosky	We gotta go.
	Police Radio Transmission	5 <sup>th</sup> Precinct is also checking for the sound of shots in the area.
	Police Radio Transmission	403, where's the crew at?
01:41:30:02	Erin Grabosky Paramedic Erin Grabosky Paramedic Erin Grabosky	Did you like crap your pants a little bit?  I just got a little blood on my arm [indecipherable].  Oh, from the shatter?  Yeah, the glass broke yeah.  God.
01:41:41:09	Patrick Tinsley Erin Grabosky	Oh my god.  That pisses me off. Like, hard.
01:41:49:09	Erin Grabosky	I can understand why you can hate cops. I don't understand why you would want to take out people whose sole purpose is to help others.
01:42:02:04	Erin Grabosky	One person who's running for mayor is saying that they're going to try to do what they can to take cops' guns away. I mean straight up I'm not gonna be working for Minneapolis Police Department if the mayor is trying to take guns away from cops. No.
01:42:25:18	TITLE CARD	ELECTION NIGHT NOVEMBER 7 2017
01:42:45:19	Nekima Levy-Pounds	So, everyone. I don't know which results will come in tonight, but we already made history, regardless of the outcome we made history in Minneapolis. Minneapolis politics will never be the same.  Never!

	Nekima Supporter	
	Nekima Levy-Pounds	So, thank you guys for being here.
	TITLE CARD	JACOB FREY'S CAMPAIGN
01:43:10:22	Jacob Frey	So, here's the truth. Things are looking really damn good right now.
	Crowd	Jacob! Jacob! Jacob!
01:43:19:19	FOX9 Newscaster	Minneapolis has a new mayor tonight. Jacob Frey beat out more than a dozen other candidates including incumbent Betsy Hodges.
	Newscaster	The same challenges that faced Betsy Hodges remain in place especially public frustration regarding the investigation into the death of Justine Damond.
01:43:52:15	CJ	The first order of business, kind of a large change coming to the precinct. And I hope it won't be overly disruptive. We are unfortunately having to shrink the size of our beats. So right now we have 21 beat officers on those two shifts. Uh, next year we will have 10.
	TITLE CARD	3 <sup>RD</sup> PRECINCT COMMUNITY MEETING
01:44:12:09	Community Meeting Attendee	It gets disruptive with personnel being switched all over the city and relationships having to be reestablished.
01:44:18:20	CJ	It's not ideal. But in order to make sure with the staffing we've got right now that I've got actually the number of people I need on those 911 response shifts. This was the way that appeared to be most effective for me
01:44:32:18	CJ	Uh, the other kind of a large change coming to the precinct is to let you all know that this will most likely be my last venture a village meeting as the inspector of the third precinct. Um.
	Community Meeting Officiator?	That's sad.
01:44:43:03	CJ	I have- I'm glad you think it's sad, it's sad for me in some ways too, believe me, it's uh it's bittersweet for me. I've accepted a- a position to run the department of community corrections and rehabilitation for Hennepin County. I will be gone from the precinct, uh effective December 10th. So.

01:45:22:21	CJ	The Minneapolis Police Department. They're my family. But as a woman going back to the Department dominated by male voices... again. That wears on you.
01:46:16:23	CJ	It's very strange to be packing up 22 years of my life. I'm proud of what I've done here. And I am looking forward to the next chapter and to what comes next. But there's also a part of me that feels a little bit like a quitter. Like I gave up a little bit. Which is weird because I didn't think I'd feel like that either.
01:46:56:21	Janeé Harteau	It's only been four months since I've been gone and, unfortunately, I am starting to hear that you know our top women leaders that seem to be leaving for other jobs, um, passed up for promotions.
01:47:10:20	Janeé Harteau	I don't think focusing on women and leadership and promoting women is a thought process for most men. But my hope was that during my entire tenure we spent a considerable amount of time talking about the value of women in the organization, uh, from the front line to the front office. And so, although it might not be something that you know men typically think about, the men that sat next to me that I chose, I expected them to carry that forward and continue, uh, the progress we had made because I believed they saw the same value in it that I did.
01:47:54:15	Melissa Chiodo	CJ leaving is, um, um it's a blow. It's a blow to our department cause she had so much experience. To lose strong female leaders in our department is tough.
	Melissa Chiodo	Hey Dawn.
	Dawn	Yup come on in.
	Melissa Chiodo	Thank you.
01:48:10:12	Melissa Chiodo	I see the recruitment numbers and they're still really low.
01:48:18:06	Rondo	What're any, uh, current challenges uh that you are seeing right now.
	Melissa Chiodo	Um, we would like to start going to precincts and roll calls.
	Rondo	Yeah.

01:48:33:18	Melissa Chiodo	To re-explain what internal affairs is, and show you, um, how to do your job well.
	Rondo	OK.
	Melissa Chiodo	And that's what we're really here for.
	Rondo	Yeah, and is it- you know- the pillars are built upon are trust and accountability. So, I'll be interested to see, once we roll that out, uh, any feedback you and your teams are getting so, that's great.
	Melissa Chiodo	Yeah.
01:48:45:04	Melissa Chiodo	Yeah. The only thing else, and I guess it's not directly related- it was about the hiring process and the standards. And I'm just wondering if- um, as part of this conversation if some women on our department have been brought in to have this conversation because, um, I think right now we need to look at a bigger picture of why aren't women applying, what are roadblocks to women coming here, and once they come why are they leaving? We've got a lot of talented great women on this department. We'd like to be included in that conversation.
01:49:14:15	Rondo	Ok, I would like to put you on the spot and volunteer you to be a voice in those discussions because they haven't really launched off yet.
01:49:24:01	Melissa Chiodo	Yeah, I'd be happy to do it. And you know we have some great women you know, Alice White, other women,
	Rondo	Oh absolutely. Yep, yep.
	Melissa Chiodo	That are busy mentoring in the community too, so they have their finger on the pulse of what is appealing about this particular career what isn't.
01:49:34:01	Rondo	Yeah, absolutely. Alright, thanks again.
	Melissa Chiodo	Thank you.
01:49:55:01	Alice White	I got assigned to be a sergeant in the Fourth Precinct.

	Alice White	For a department that has a total of six black female officers, it's important for the black community to see women who look like me in this role.
01:50:20:05	Alice White	I honestly hope that seeing me helps them feel like whatever's going to happen is legitimate because they trust me.
	Alice White	It's the first time I've put this shirt on with the stripes. And it looks different.
01:50:47:08	Alice White	The Fourth Precinct is an amazing place. Uh, it's gotten a bad rap I think because it has the highest percentage of violent crime in the city. Lots of domestics, uh, lots of shootings. But there's still a lot of community, in the Fourth Precinct.
01:51:10:18	Alice White	Um, I grew up riding my bike up and down Plymouth. This is Plymouth Avenue and when I grew up we called it the AVE. This is the sixteen hundred block of Plymouth and this is the block that, um, the Jamar Clark shooting occurred.
01:51:29:09	Alice White	To me, that shooting was just as big as the Rodney King beating. Like, um, Minneapolis was just one shooting away from a riot.
01:52:02:05	Alice White	Dude. 405 Traffic
01:52:21:17	Alice White	Hi.
	Driver	Hi.
	Alice White	Do you know why I'm stopping you?
	Driver	No.
	Alice White	You can calm down. I see you're shaking. Just relax!
	Driver	OK!
	Alice White	Relax! It's all good.
01:52:28:16	Driver	Yeah.
	Alice White	You should've waited. Let that car go straight and then you made your left hand turn. That's what alerted me to you. OK.
	Driver	OK.

01:52:41:05	Alice White	All right. Do you have a valid driver's license?
	Driver	I don't.
	Alice White	OK.
	Driver	But I was just dropping a friend off and I was like okay, fine, let me-
	Alice White	So that's why you're nervous.
	Driver	Yes
	Alice White	OK. So I'm not going to take you to jail for not having a valid driver's license. That's for sure. OK.
	Driver	OK.
	Alice White	Do you have any warrants or anything?
	Driver	I don't have any warrants.
	Alice White	Anything in the vehicle that I should be concerned about. OK. All right. I'll be right back with you. OK. All right.
01:53:00:15	Alice White	Um, I'm not going to give you a ticket for the driving after suspension. I can't allow you to drive this vehicle though so you're going to have to have someone come pick it up. I'm not going to tow it either. OK. Have a better day.
	Driver	Yup!
	Alice White	Alright
01:53:13:18	Alice White	When I walked up to that guy he was obviously shaking. I know that fear. Your heart starts racing, even as a police sergeant I still know what it's like to feel nervous when the police get behind me. I just tell people, "Don't be nervous." I don't want to add to the trauma.
01:53:53:06	Title Card	MARCH 20th, 2018 EIGHT MONTHS AFTER THE JUSTINE DAMOND SHOOTING
	LOWER THIRD	Mike Freeman Hennepin County Attorney

01:54:09:04	Mike Freeman	Good afternoon. Today I announce that the Hennepin County Attorney's Office has filed charges of third degree murder and second degree manslaughter against Minneapolis police officer Mohamed Noor in the shooting death of Justine Damond Ruszczyk.
	Reporter	[indecipherable] How do you plan to defend it and make a case [indecipherable]
01:54:30:04	Fox9 Reporter	Sir, will you be entering a plea tonight.
01:54:35:20	Todd Schuman, Justine Damond's Neighbor	Justine deserves justice. We say this knowing the profound pain of so many other families whose lives have been destroyed by police who never see justice.
01:54:46:02	Nekima Levy-Pounds	I know that many people are celebrating the fact that Officer Noor has been charged because you've been waiting eight whole months for some semblance of justice, and Justine deserves justice. But on the flip side, I have to be honest about the fact that justice for one is not justice for all. This is an anomaly within this situation. Now that your eyes are open to the injustices that are happening within this system, do something about it! Do it in the name of Justine. Do it in the name of Jamar. So let today be the first day of the rest of our lives in the fight for freedom, justice, and equality, for all residents of Minneapolis. Thank you.
01:55:37:01	Justine Damond's Relative	Yes! Yes!
01:55:45:01	Alice White	So, Black officer getting charged with shooting a white woman
	Sammy	Mmhm.
	Alice White	And so many white officers have not been charged with shooting people of color.
	Sammy	Mmhm.
	Alice White	That's the concern, right.
	Sammy	That's the concern. That's-
	Alice White	So, what's the community saying here?
	Sammy	



01:55:56:03	Lower Third	People are angry. You know we say we want this even playing field or we want to live community happy everybody, you know, diverse but it makes you wonder. It's like they used to say back in the 90s those things that make you go hmmm.
	Alice White	SAMMY MCDONALD 4th PRECINCT RESTAURANT OWNER
	Sammy	Things that make you go hmmm. Yeah.
	Alice White	You know so, I mean it just makes you go hmmm.
01:56:18:01		I would love for people to understand like, Michael Freeman, the city attorney, is the one who decides whether or not to charge officers because ultimately that's where those decisions come from. But the backlash of that comes to law enforcement.
01:56:36:20	Melissa Chiodo	I can't even tell the pulse of the department. Have any of you guys heard how the officers are responding or kinda what the general feeling is out there, I don't know if you guys have heard anything.
	Title Card	INTERNAL AFFAIRS INVESTIGATORS MEETING
	Internal Affairs Investigator	Related to the Noor thing?
	Melissa Chiodo	Yeah
01:56:46:01	Internal Affairs Investigator	It's so fresh
	Melissa Chiodo	OK.
01:56:48:16	Internal Affairs Investigator	Yeah it's a weird time right now, I know that. Uh, it's the first time it's ever been done and, you know we fired him. Um, that's kinda throwing us off a little bit. Uh.
01:56:56:17	Melissa Chiodo	Freeman says officers refused to cooperate because they were advised by the union not to.
01:57:02:20	Internal Affairs Investigator	I think a lot of people are worried, if they come forward with something or, you know not under subpoena, that it's going to get used against them or twisted, so.
01:57:12:03	Melissa Chiodo	Because of what's going on and, and h- how this plays out in the news it may impact how people see our officers on every day-to-day call.
01:57:19:09	Arrested Woman	[Indecipherable]

	Officer	You say, I have the right to disobey the law.
01:57:43:05	Arrested Woman Erin Grabosky	What am I being arrested for officer?  So, here's the thing...I just got here. I don't know what happened.
01:57:58:04	Arrested Woman Erin Grabosky Erin Grabosky	[Indecipherable] Nobody was arrested but me.  Jasmine listen to me, like I said. I just got here, I don't know what happened, ok? I saw that you were struggling with the cop, which is why I came over...
01:57:58:04	Erin Grabosky	No, I'm saying right before I got here...ok? Did you get maced?
	Arrested Woman	No
01:58:06:01	Erin Grabosky Arrested Women	No, ok?  Officer[indecipherable] or whatever the fuck his name is!
01:58:09:23	Patrick Tinsley Arrested Women	There's no...  Yeah and you fucking got my handcuffed - fucking you got my handcuffed cuffed...and I told them-
	Patrick Tinsley	Miss? What is your name?
	Arrested Women	No listen to me! I told them-
01:58:17:12	Patrick Tinsley Arrested Woman	No. What is your name?  And this bitch cop right here, the one who fucking threw me to the ground.
	Erin Grabosky	Danielle!

01:58:19:13	Patrick Tinsley Erin Grabosky	We weren't even- that's my partner, we weren't even here. I just showed up and I'm grabbing your purse for you to make sure you have it!
01:58:24:13	Arrested Woman Erin Grabosky Arrested Woman Patrick Tinsley Erin Grabosky Arrested Woman	I'm sorry but you look like that girl that fucking threw me on the ground! That was- I just showed up! I was just tryna hold my glasses. But- but listen. Listen. Calm down [indecipherable] All I was trying to do was-
01:58:33:10  01:58:34:23  01:58:45:09	Patrick Tinsley Erin Grabosky Arrested Woman Patrick Tinsley Arrested Woman	Lis- Listen. [indecipherable] Felicia. No! I'm not going to listen because you guys are fucking. You guys are fucking murderers. You guys are fucking criminals. Our sergeant's gonna talk to you real quick alright. No, I need to find out what's her name, because she fucking police brutalitied me!
01:59:26:21	Katie	The officer said this doesn't affect you. I said, yes it does. I live right there. This is my neighborhood. This has got to stop of just coming into the neighborhood, stopping a guy walking down the street because you think he looks like a person of interest. What's the person of interest? Five foot nine, a black man wearing a hoodie. That's like everybody.
	Title Card	4th PRECINCT COMMUNITY MEETING
01:59:47:07	Alice White  Katie  Alice White	Did someone call a call in? Because that's- that's- one thing.  Well yes. Well he did. But the call in was, uh,

	<p>Katie</p> <p>Alice White</p> <p>Katie</p> <p>Alice White</p>	<p>Because if someone calls in and says there's a suspicious person walking in-</p> <p>So, what do about [indecipherable]</p> <p>Hold on let me just finish real quick Katie.</p> <p>No, I know that -</p> <p>And I'm not- and I'm not getting defensive, but I just want a chance to talk too.</p>
02:00:04:17	<p>Katie</p> <p>Alice White</p> <p>Katie</p>	<p>This guy was incredibly compliant.</p> <p>Yeah</p> <p>Gave him his driver's license which he didn't have to do? For his ID -</p>
02:00:10:18	<p>Alice White</p>	<p>He did have to.</p>
02:00:12:02	<p>Katie</p>	<p>Well, and he's like, "Why are you stopping me?" And the cop wouldn't tell him until I walked up, and then the cop told him. And people, white people in particular, are calling the police on "this guy looks suspicious"</p>
02:00:24:17	<p>Alice White</p>	<p>Then that might be a really nice place for you to step in and start educating your neighbors, if you saw someone of a different color doing the exact same thing would that have prompted you to call 911 on them?</p>
02:00:37:04	<p>Katie</p> <p>Alice White</p> <p>Katie</p> <p>Alice White</p> <p>Katie</p>	<p>Well I- I know but I was just really angry because you know why does a white woman have to stop in and say this isn't right.</p> <p>Or anyone. Not just a white woman.</p> <p>Well. Yeah I know but I you know I have to tell you if I was I really think if I was a Black woman the situation would have turned out a lot differently.</p> <p>You're assuming.</p> <p>Mmhm.</p>

02:00:56:13	Alice White	The relationship between law enforcement and the community obviously could be better. But it's not just law enforcement that needs to change and that's what people aren't discussing.
02:01:15:04	Headline	With few women in top spots, Minneapolis police face a challenge diversifying force  Arradondo has asked Chiodo to put together a work group of female officers from every level of the department to study barriers to recruiting, hiring, mentoring, and retaining women.
02:01:36:05	Melissa Chiodo	This women's leadership initiative was in the newspaper. But nobody said, here you have funds for this or this is what we expect of it.
02:01:57:17	Melissa Chiodo	I created a survey that's going to go to the entire department- not just to women- because I want to see what both genders, uh, think about, um, job satisfaction.
02:02:07:21	Melissa Chiodo	I ask questions if they feel any type of discrimination in the workplace. If there is discrimination, is it based on gender? Race? Ethnicity? What can we do to improve everything from job satisfaction of women on this department to, um, creating that path for promotion that I think is lacking right now.
02:02:29:07	Melissa Chiodo	Law enforcement is still a male dominated field and women still want to fit in. As a woman you have to be on this department a long time before you can be yourself. And before you can be yourself you're generally labeled as something. You're either seen as a mother, a bitch, or a whore on this department. Um, and I know that would make people uncomfortable but that's true.
02:02:59:14	Officer	So they wouldn't ask you if you're the captain!
	Officer	They wouldn't. I do my best to act a- Oh, Christ. How ya doin?
02:03:07:09	Alice White	Good morning! All right. So today, Director Patrol, if you guys had an area yesterday, can you just DP that same area again today please. I don't know if anyone yesterday went to North Regional Library. Um, you've been walking through North Regional, right. Did you make it over there. No?
	Alice White	

02:03:36:00	Officer  Alice White	There was a homicide. It was right outside the library. So please let's make a stop up at North-  So, work overtime until 2:00 in the morning outside the library?  I can't approve that, but I can send that request on to Inspector Baird if you'd like me to.
02:03:41:22	Officer	Library's gotta go.
	Alice White	Fahrenheit 451?
	Officer	There's a common denominator here, it's the library.
02:03:52:10	Alice White	That's the problem.
	Officer	Stench of liberalism.
	Alice White	Oh boy.
02:03:56:14	Alice White	Being a female sergeant. The guys you are supervising are looking to see how organic they can be around you. Because cops have their own sense of humor. It's very raunchy. If you were easily offended you might could make a human resource complaint about you know graphic sexual conversations.
02:04:19:21	Alice White	I let them do it and I think that means a lot to them that they can be who they are and not be worried. Is Sergeant White going to go make an internal affairs complaint on us? Do we have to censor everything we say around her? And once they figured out like oh she's cool she's easy going. If the conversation gets too far, she steps out the room.
02:04:44:05	Officer	I'm sure Al would love to see you [indecipherable]
	Alice White	Alright. Good talking to you guys. Have a great day.
02:04:56:22	TITLE CARD	JUNE 23, 2018 FOURTH PRECINCT
	Newscaster	Tensions continue to rise in North Minneapolis. Police say officers shot and killed a man after two 911 callers said he was shooting a gun into the air.
02:05:08:12	911 caller	There's a guy walking around, keeps shooting off his gun. And he look intoxicated. And that's just not safe around here.

02:05:15:06	Newscaster	Family members have identified the man as 31-year-old Thurman Blevins. Minneapolis police Federation, president Bob Kroll says the officers involved made the right calls.
02:05:25:10	Bob Kroll	They placed themselves in harm's way and had to stop a threat. This was nothing short of heroic activity.
02:05:31:08	Newscaster	Community members are demanding more answers from police about what happened.
02:05:35:04	Nekima Levy-Pounds	And now here we are again. We know Chief Rondo that you have been connected to the community for a very long time. This is not about a personal attack against you. We want to know the names of the officers who were responsible for killing Thurman Blevins.
	Protestors	That's right! Now!
02:05:53:19	Nekima Levy-Pounds	[Indecipherable] Let it be released- We want to see a release of the footage, and we know that you have limited capacity in that regard because it's now a BCA investigation. But we're asking you Chief, to use your influence so that the BCA releases the information that they have -
02:06:13:12	Chief Rondo	Well, this is- this is my community and it's important. I, I serve the people and it's important for me to listen and hear from them and uh a lot of people going through some pain right now.
02:06:26:22	TITLE CARD	Five weeks later the body camera footage is released
02:06:31:20	Officer Justin Schmidt	He's got a gun. Put your fucking hands up now! Stop! Put your fucking hands up! Put your hands up! I will fucking shoot you!
	Thurman Blevins	Why! Why!
	Schmidt	Stop!
	Blevins	[Indecipherable] Come on, man. Come on, man.
	Schmidt	Put your hands up!
02:06:50:03	Blevins	I didn't do nothing, bro.
	Schmidt	You got a gun, motherfucker.
	Blevins	I don't! [Indecipherable]
02:06:53:01	Schmidt	Yes, you do!

02:06:59:08	Blevins Schmidt Blevins Schmidt Blevins Schmidt Blevins	[Indecipherable] Put it down! [Indecipherable] Put it down! I will fucking shoot you! Don't shoot me please! Put your hands up! Please don't shoot me!
02:07:44:13	Alice White	Like I always wonder, if that was a white guy, would they have been shot. I always wonder that. And it's not just because of police, it's because of this country and what it's been founded upon. I don't know. I don't know. Like I might have responded that way because there was a gun involved.
02:08:11:01	Alice White	I didn't watch the video. I really try to stay as neutral as I can. Because I think I have a propensity to sway towards the people who look like me. And I don't want that. I don't want that to overshadow my ability to do my job professionally and legally. So I really just I go to work and I do what I'm doing for that day and I go home and I'm a mom.
02:08:49:06	Alice White	So, that's how I survive.
02:09:00:14	TITLE CARD	Prosecutors do not bring charges against the officers because Thurman Blevins was carrying a gun. Other people still hold the officers accountable because of their aggressive pursuit.
02:09:20:19	Patrick Tinsley	2 am. It's bar closing hour.
	Erin Grabosky	Mmhm. It's the- probably the last nice weekend of the summer. Doesn't look too busy.
02:09:33:00	Citizen	Excuse me. [Indecipherable] And there's a guy, in between two cars.
	Erin Grabosky	OK.
02:09:38:18	Patrick Tinsley	OK. Call out a suspicious person.



02:09:50:07	Erin Grabosky	Squad 121 can you put us out with a suspicious person 500 block up first avenue north.
	Patrick Tinsley	And here we go.
	Hoover	She gonna tell me I [indecipherable] put her hands on me.
	Harassed Woman 1	Nobody ever touched you.
02:09:53:21	Harassed Woman 2	You're harassing us.
	Erin Grabosky	Okay, then why don't we go get going. Come on let's get going then.
	Hoover	Ma'am I'm not going to move nowhere. You don't have no right, I haven't done nothing.
02:10:01:21	Erin Grabosky	I'm telling you to move
	Hoover	Ma'am I was going this way!
02:10:04:17	Patrick Tinsley	Listen you're causing a disturbance.
	Hoover	How [indecipherable]
	Patrick Tinsley	You can walk away, or you can get cited. You can walk away, or you can get cited.
	Hoover	I'm going this way!
	Erin Grabosky	Okay then let's go this way. Here you go. Here you go.
	Patrick Tinsley	Walk.
02:10:13:03	Erin Grabosky	Here you go.
	Hoover	Thank you!
	Patrick Tinsley	Walk!
02:10:16:13	Hoover	I'm not the motherfucker you want to fuck with. I'm [indecipherable]. My name is Hoover.

02:10:21:11	Erin Grabosky	Nice to meet you Hoover. Let's get going.
	Hoover	I'm a devil!
	Erin Grabosky	Okay, let's get going.
	Hoover	[Indecipherable] You took my kids to jail. [Indecipherable]
	Erin Grabosky	121 go for it.
	Patrick Tinsley	Alright.
	Hoover	[Indecipherable]
	Erin Grabosky	Go!
02:10:38:00	Patrick Tinsley	Listen.
	Hoover	I didn't do nothing!
	Patrick Tinsley	Walk over to the squad. We told you to walk away you did not walk away.
	Hoover	I was trying to but the girl hit me!
	Patrick Tinsley	No, you were not trying to. No one just hit you.
02:10:46:03	Hoover	The girl pushed me. And I was telling her, I don't do nothing!
	Erin Grabosky	It's all on body camera. Which is why you're gonna be receiving a citation for disorderly conduct
	Hoover	[Indecipherable]
	Erin Grabosky	because you continued that behavior as you walked down the street.
02:11:05:17	Erin Grabosky	Go ahead and grab your stuff off the hood of the squad and you're free to go.
02:11:23:17	Erin Grabosky	Sorry I pushed him by the way. I thought that we were gonna push him off, not cite him.
	Patrick Tinsley	

	Erin Grabosky	He kept- like he, made a movement to come back towards us, which was telling me that he wasn't going to listen.  Yeah no he wasn't set to.
02:12:00:20	LOWER THIRD	BILL GRABOSKY ERIN'S FATHER AND RETIRED POLICE OFFICER
02:12:02:05	Erin Grabosky	So we actually just had a complaint saying that I used excessive use of force. And, it came out that I was the number one female in the precinct for using use of force and that was just because of mace, and because I would always report the mace that I used and a lot of people would just not create a report.
02:12:24:08	Bill Grabosky	You know I- I worry about you. You know, they talk about the PTSD with police officers. Now you're three years in you've got 31 years to go before you retire. You know, how's this going to affect you?
02:12:38:20	Erin Grabosky	I guess overall, like, this job is obviously more stressful than other jobs, but I don't think there's been any, like, calls that I've had yet- but I haven't had anything that would be considered traumatic.
02:12:50:19	Erin Grabosky	So, I don't really remember most of the things so, I don't know.
02:12:54:22	Bill Grabosky	Are you the same person you were three years ago when you first started.
02:12:58:20	Erin Grabosky	No.
02:13:00:05	Bill Grabosky	Okay, what's changed?
02:13:03:07	Erin Grabosky	I don't know, I don't take no bullshit.
02:13:16:11	Police Radio Transmission	6159
02:13:36:23	TITLE CARD	APRIL 30 2019
02:13:43:12	Newscaster	Mohamed Noor the defendant was very stoic. The jury reached their verdict guilty on third degree murder and second-degree manslaughter.
02:13:54:21	Title Card	Mohamed Noor is the first police officer in decades to be convicted for the death of a citizen in Minnesota.
02:14:03:04	Frank Vascellaro	Minneapolis will pay a record 20-million-dollar settlement to the family of Justine Rusczyk Damond. The payment comes three days after former police officer Mohamed Noor was found guilty of murder.
02:14:13:18	Newscaster	Mayor Jacob Frey and members of the Minneapolis City Council talked about how an unprecedented conviction of a former police officer led to a record settlement.

02:14:22:18	Mayor Frey	This is not a victory for anyone, uh, but rather a way for our city to move forward.
02:14:32:00	Protestors	What do we want? Justice! When do we want it? Now! Who do we want justice for? Jamar!
02:14:44:09	Title Card	Four years after Jamar Clark was killed, his family receives a settlement from the city for \$200,000
02:15:14:11	Melissa Chiodo	In Minneapolis I- I guess I became disappointed with the police department. And when I was looking at taking everything I've learned from Minneapolis- taking all that and going somewhere else and sharing that knowledge, it- it brought back a- a spark that I didn't know was gone.
02:15:35:14	Melissa Chiodo	Someone I knew called me up and said hey, Inver Grove Heights is hiring a police chief. And so I decided I'm going to go for it.
02:15:48:17	Melissa Chiodo	Chief Harteau did inspire me to- to do this. Had it not been for her I- I don't know if I would have gone for it.
02:16:01:23	Melissa's Daughter	There's my Mommy!
	Melissa Chiodo	Hey baby.
02:16:06:16	Melissa Chiodo	20 years ago I just saw myself as being a patrol officer till I retired.
02:16:17:02	CJ	Looks good on you. It looks better than the other one. It looks good on ya. How you doing, Chief?
02:16:24:09	Melissa Chiodo	I, Melissa Chiodo, do solemnly swear that I will support...
02:16:27:02	Melissa Chiodo	Policing is different in the 21st century. It's hard to see the future, but I can hopefully make a difference.
02:16:45:00	TITLE CARD	ONE YEAR LATER
02:17:04:12	Protesters	George Floyd. George Floyd I can't breathe!
02:17:10:11	TITLE CARD	MAY 2020
02:17:11:05	Protesters	George Floyd. I can't breathe!
02:17:17:07	Newscaster	By the afternoon, nearly everyone had seen the video. Frustration was evident as peaceful protest grew to huge numbers by the late afternoon. The protests began to take shape just as the city announced that all 4 officers involved had been fired.
02:16:19:15	Newscaster:	

02:17:41:01	Chief Rondo	<p>Why did you decide to that firing the officers would happen as quickly as it did? Many departments do not fire officers that fast?</p> <p>In my mind this was a violation of humanity. I did not need days or weeks or months or processes or bureaucracies to tell me what occurred out here last Monday was wrong.</p>
02:17:52:16	Nekima Levy-Pounds	<p>I salute the Chief for taking that bold step. That has never happened before in Minneapolis. If we are going to change the culture that's what it's going to take.</p>
02:18:03:06	Newscaster	<p>Organizers led a march to the 3<sup>rd</sup> precinct calling for criminal charges. All of it evidence of the anger over George Floyd's death.</p>
02:18:32:16	CJ	<p>I have had many moments where I have thought about whether it would have been different if I were still the commander at the 3<sup>rd</sup> precinct. Based on who I knew was coming in to replace me, I was afraid we were going to lose some of that progress. Because it was the person who had been there as the inspector before I came in. I don't know what the future of policing looks like in Minneapolis, I know that it needs to look very different than what it looks like now.</p>
02:19:07:22	Newscaster	<p>The calls for Minneapolis Police Federation President Bob Kroll to resign are getting louder and louder.</p>
02:19:14:02	Nekima Levy-Pounds	<p>Fire Bob Kroll</p>
02:19:16:16	Protesters Newscaster	<p>Fire Bob Kroll</p> <p>His former boss, Janeé Harteau calling on him to turn in his badge. This after Kroll wrote a letter to union members calling George Floyd a violent criminal and referring to recent protests as a terrorist movement.</p>
02:19:23:00	TWEET	<p>A Disgrace to the badge!</p>
02:19:42:02	Newscaster	<p>Today a majority of Minneapolis city council members revealed their plan to defund and dismantle the police department.</p>
02:18:36:07	Lisa Bender	

02:19:49:13	Lisa Bender	Our commitment is to end our city's toxic relationship with the Minneapolis Police Department. To end policing as we know it.
02:19:59:22	Nekima Levy-Pounds	There are some folks who believe that the problems are so bad that it is not possible to reform the police department. But if they were serious, they would be talking to the Black community, those who understand that there are a number of social issues that impact some of the levels of violence and crime that we experience. So, it shouldn't be a zero-sum game. We shouldn't have to choose between no police and extremely violent police.
02:20:39:23	Nekima Levy-Pounds	And so now with the world watching, my hope is that this is a wake-up call, that this is a reckoning. We need a paradigm shift.
02:20:53:13	Janeé Harteau	What I learned is intention isn't enough. Actions in a broken system isn't enough. If we want to make real progress in police reform I do believe we have to start over with a blank slate. What is it communities really need? They need jobs, they need affordable housing, they need all their basic needs met. When we fix all of these things, guess who we are not going to need as much? The police. What is it we want police to look like in the 21 <sup>st</sup> century?
02:21:40:07	Alice White	I sat at my desk and cried uncontrollably. I've never cried at work.
02:21:50:11	Darah Ross	It just hurt...yeah.
	Alice White	I didn't know you watched it.
02:21:59:22	Darah Ross	Uh huh. Everybody saw it. It was all kinda at once that everybody saw it. It started and I like closed it. And I was like, wait, wait. Cause obviously this is going to cause something really, really big. And I didn't watch it cause he started crying for his mom and I just clicked it off... Yeah. It was a lot.
02:22:36:10	Alice White	Do you feel embarrassed sometimes that.. of my job?

<p>02:22:50:23</p>	<p>Darah Ross  Alice White  Darah Ross  Alice White</p>	<p>I'm supporting Black Lives Matter and the riot and stuff, I support it all but it's like I support my mom. So.</p> <p>There's so many days that I'm just like, what am I doing?</p> <p>Yeah</p> <p>Why am I doing this? And then I'll get 300 messages saying we need you. Please don't quit, stick it out. And I'm like, okay I'm in the right place. It kind of centers me and makes me realize and remember like, remember why you started.</p>
<p>02:23:19:08          02:23:47:06</p>	<p>Darah Ross          Alice White          Darah Ross</p>	<p>If you wouldn't have become a cop what would you have become?</p> <p>I don't know. Like this is all I ever had planned. After George Floyd's murder it's given me a lot more courage and strength to stand up. Now my brain is like, you will not tolerate any bullshit. None.</p> <p>I'm glad you're a sergeant, teaching those groups of cops, so hopefully when they become sergeants they are like you. And then the next ones and the next ones and hopefully it just clears out the bad ones.</p>
<p>02:24:03:04</p>	<p>Alice White</p>	<p>Yeah, that's part of the reason I stay.</p>
<p>02:24:09:07    02:24:16:03    02:24:36:07</p>	<p>Alice White    Officer    Alice White    Alice White</p>	<p>Alright, so my biggest thing is, just make sure somebody on (indecipherable) but make sure they don't need medical attention.</p> <p>You asked your guy on VW to see if he needs medical attention right?</p> <p>You processing? Okay... Sounds good.</p> <p>You're good? Okay, Alright. You're welcome.</p>