

# **HMONG POLICE NUMBERS AND DEPLOYMENT IN MINNEAPOLIS AND SAINT PAUL**

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## **SUMMARY**

The purpose of this research is to investigate the numbers and deployment of Hmong police officers in both Minneapolis and St. Paul.

This report will show that the numbers, deployment and scheduling of Minneapolis Hmong police officers are inadequate in meeting the responsibilities of the Minneapolis Police Department towards Minneapolis' Hmong population.

According to the latest census, the Hmong consist of 2.51% of the total Minneapolis population<sup>1</sup>. However, only 0.91% of the Minneapolis police force are Hmong officers<sup>2</sup>. In north Minneapolis, Hmong residents make up 10.79% of the population<sup>3</sup>, but only 1.53% of the police officers serving this area are Hmong<sup>4</sup>. In Minneapolis, 72.8% of Hmong residents live in north Minneapolis but only 25% of the Minneapolis Police Department's Hmong officers are assigned to the 4<sup>th</sup> Precinct, and all the 4<sup>th</sup> Precinct Hmong police officers are assigned to the night shift<sup>5</sup>. In other words, 6,985 Hmong residents live in north Minneapolis but there are only 2 Hmong officers assigned to this area<sup>6</sup>. This means that there are no 4<sup>th</sup> Precinct Hmong officers available to assist Hmong residents during the daytime and early evening hours when Hmong families usually need police assistance.

Seventy-five percent of all Minneapolis Hmong police officers serve in the 1<sup>st</sup> and 5<sup>th</sup> Precincts<sup>7</sup> which are located in central and southwest Minneapolis. However, 0.38% of the Minneapolis Hmong population live in the 1<sup>st</sup> Precinct<sup>8</sup>, and only 2.56% of the Hmong population live in the 5<sup>th</sup> Precinct<sup>9</sup>. Six Hmong officers are assigned to precincts with a total of 263 Hmong residents<sup>10</sup>.

## **BACKGROUND AND QUESTIONS**

This research came about as a result of a recently arrived Hmong family being terrorized by neighborhood youth. The family repeatedly requested to meet with a Minneapolis Hmong police officer in the 4th Precinct. This request was never met<sup>11</sup>.

Hmong families believe that it is essential to have Hmong officers because many elderly Hmong as well as many families who have recently arrived in America speak limited English. A Hmong officer would be able to overcome this language barrier and effectively assist Hmong residents with their needs<sup>12</sup>.

The Minneapolis Police Department's inability to provide a Hmong officer led north Minneapolis Hmong residents to do an investigation of the number and deployment of Hmong police officers. These are questions residents raised when they discussed this incident and the Minneapolis police.

1. How many Hmong police officers total are on the Minneapolis force?
2. How many Minneapolis police officers including Hmong are assigned in each precinct?
3. How many Hmong police officers total are on the St. Paul police force?
4. How many Minneapolis police officers including Hmong are assigned to each precinct?
5. How many other immigrant police officers are on the Minneapolis force?  
Where are they stationed?
6. How many other immigrant police officers are on the St. Paul police force?  
Where are they stationed?
7. How do the Minneapolis and St. Paul police forces recruit their officers?
8. How do the Minneapolis and St. Paul police forces recruit and retain their immigrant officers?

The following are the answers that we have found to the above questions.

### **GENERAL HMONG POPULATION AND HMONG POLICE IN MINNEAPOLIS**

In Minneapolis:

Total population: 382, 618<sup>13</sup>

Total population of Hmong residents: 9,595<sup>14</sup>

Hmong residents consist of 2.51% of the Minneapolis population<sup>15</sup>.

Hmong officers make up 0.91% of the Minneapolis police force<sup>16</sup>.

### **NUMBERS AND DEPLOYMENT OF MINNEAPOLIS POLICE OFFICERS**

Minneapolis Police Force:

Total officers: 879<sup>17</sup>

White officers: 717<sup>18</sup>

Black: 66<sup>19</sup>

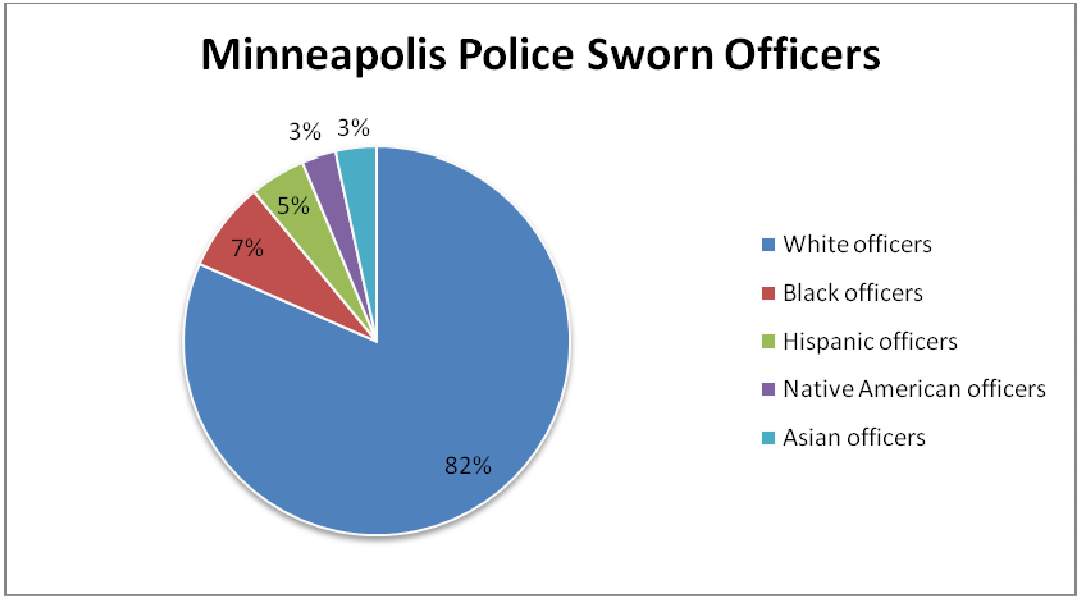
Hispanic: 41<sup>20</sup>

Native American: 25<sup>21</sup>

Asian: 30<sup>22</sup>

Total Sworn Minorities: 162<sup>23</sup>

Percentage of Sworn Minorities: 18.43%



**Precincts:**

- 1<sup>st</sup> Precinct: 113 sworn officers on duty<sup>24</sup>
- 2<sup>nd</sup> Precinct: 82 sworn officers on duty<sup>25</sup>
- 3<sup>rd</sup> Precinct: 128 sworn officers on duty<sup>26</sup>
- 4<sup>th</sup> Precinct: 131 sworn officers on duty<sup>27</sup>
- 5<sup>th</sup> Precinct: 101 sworn officers on duty<sup>28</sup>

**NUMBERS AND DEPLOYMENT OF HMONG POLICE OFFICERS IN MINNEAPOLIS COMPARED TO MINNEAPOLIS HMONG POPULATION**

Total Hmong officers: 8 officers, 1 park police<sup>29</sup>

**Precincts that Hmong officers serve:**

- 1st Precinct/ Downtown Minneapolis: 1<sup>30</sup>
- 2nd Precinct/ Northeast Minneapolis: 0<sup>31</sup>
- 3rd Precinct/ Southeast Minneapolis: 0<sup>32</sup>
- 4th Precinct/ North Minneapolis: 2<sup>33</sup>
- 5th Precinct/ Southwest Minneapolis: 5<sup>34</sup>
- \*Park Police: 1 (has arresting power only in park areas)

Hmong officers make up 0.91% of the Minneapolis police force<sup>35</sup>.

**Population in each Minneapolis Police Precinct:**

**4th Precinct:**

Total population: 64,681 <sup>36</sup>

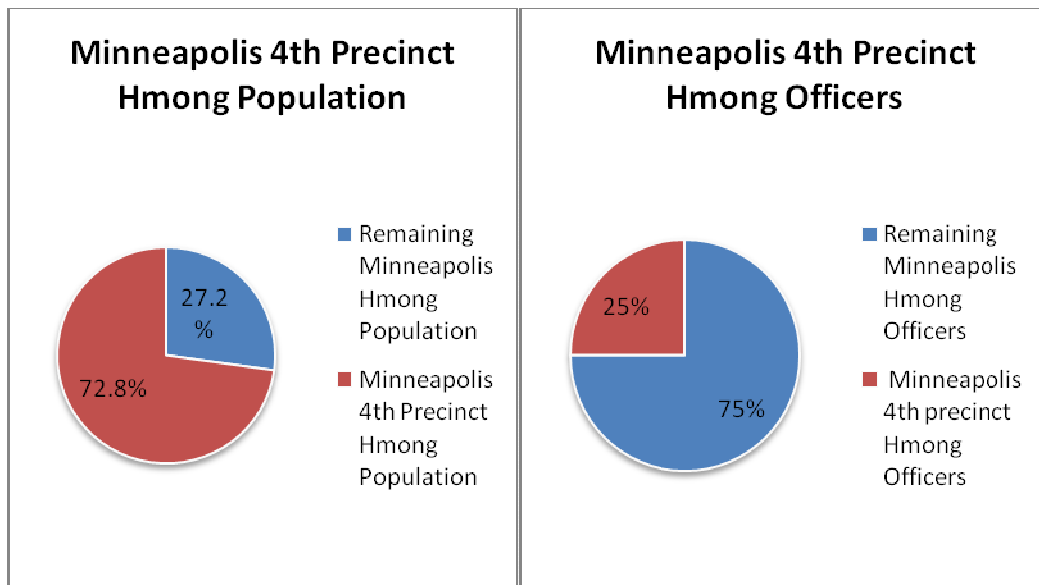
Total Hmong population: 6, 985 <sup>37</sup>

25% of Minneapolis Hmong officers serve in the 4th Precinct<sup>38</sup>

72.8% of Minneapolis Hmong residents live in the 4th Precinct<sup>39</sup>

Hmong residents make up 10.79% of 4th Precinct population<sup>40</sup>

Hmong officers make up 1.53% of the 4th Precinct police<sup>41</sup>



Minneapolis police precincts have morning, evening, and overnight shifts. The two Hmong officers working in the 4th Precinct both have night shifts that make it impossible for them to assist and communicate with Hmong residents during the daytime when most need help<sup>42</sup>.

**5th Precinct:**

Total population: 98,251 <sup>43</sup>

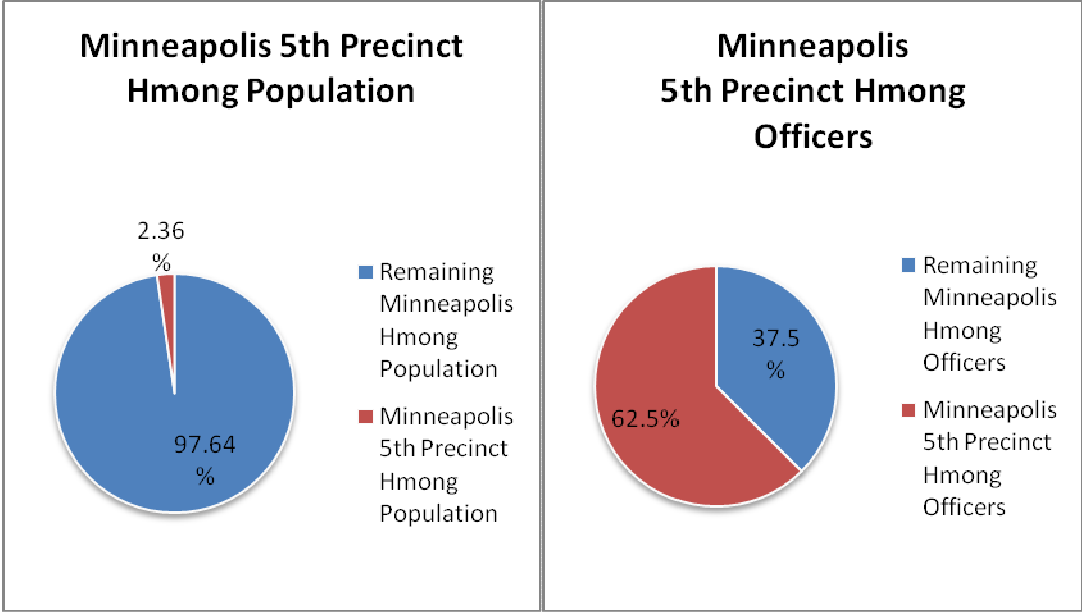
Total Hmong population: 226 <sup>44</sup>

62.5% of Minneapolis Hmong police officers serve in the 5th Precinct<sup>45</sup>

2.36% of Minneapolis Hmong residents live in the 5th Precinct<sup>46</sup>

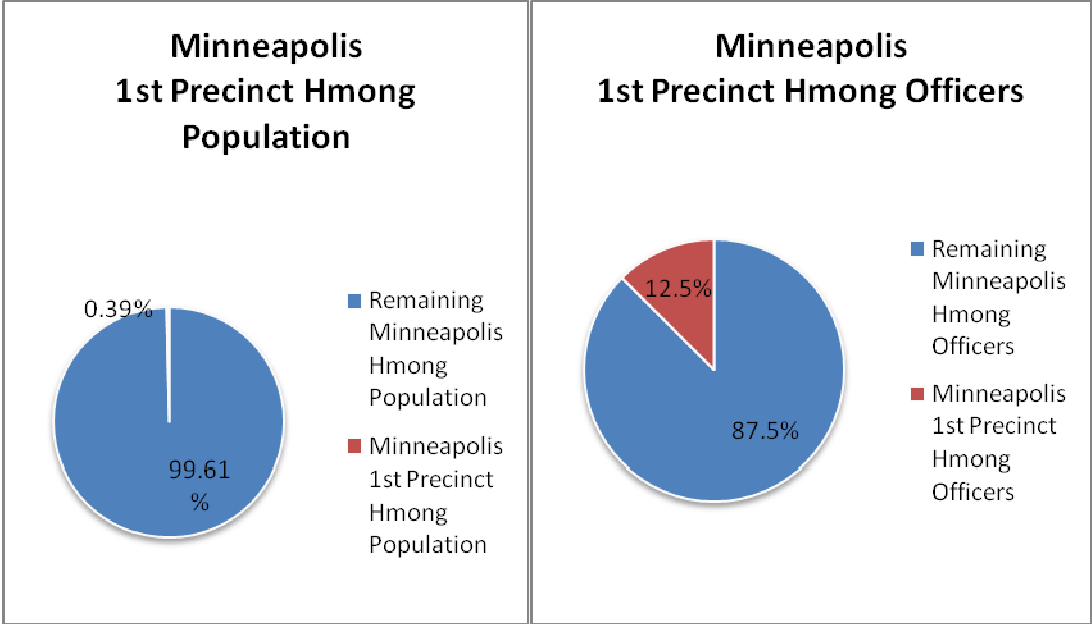
Hmong residents make up 0.23% of the 5th Precinct population<sup>47</sup>

Hmong officers make up 4.96% of the 5th Precinct police<sup>48</sup>



1st Precinct:

Total population: 27,746<sup>49</sup>  
 Total Hmong population: 37<sup>50</sup>  
 12.5% of Hmong officers serve in the 1<sup>st</sup> precinct<sup>51</sup>  
 0.39% of Minneapolis Hmong residents live in the 1<sup>st</sup> precinct<sup>52</sup>  
 Minneapolis Hmong residents make up 0.13% of the 1<sup>st</sup> Precinct<sup>53</sup>  
 Hmong officers make up 0.89% of the 1<sup>st</sup> Precinct police<sup>54</sup>



2nd Precinct:

Total population: 62,808 <sup>55</sup>

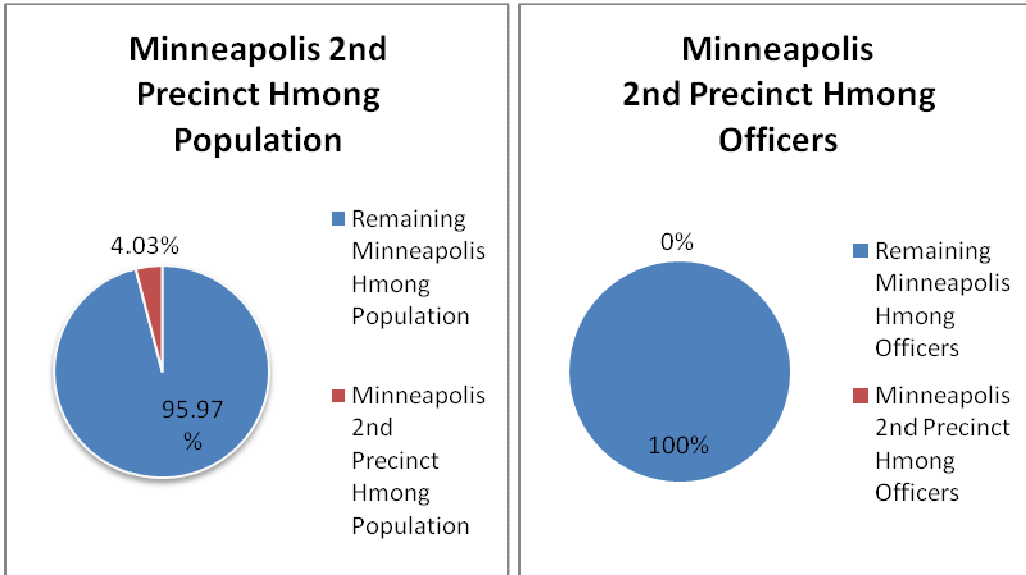
Total Hmong population: 387 <sup>56</sup>

0% of Hmong officers serve in the 2<sup>nd</sup> precinct<sup>57</sup>

4.03% of Minneapolis Hmong residents live in the 2<sup>nd</sup> precinct<sup>58</sup>

Hmong residents make up 0.62% of the 2nd Precinct<sup>59</sup>

Hmong officers make up 0% of the 2nd Precinct police<sup>60</sup>



3rd Precinct:

Total population: 119,213 <sup>61</sup>

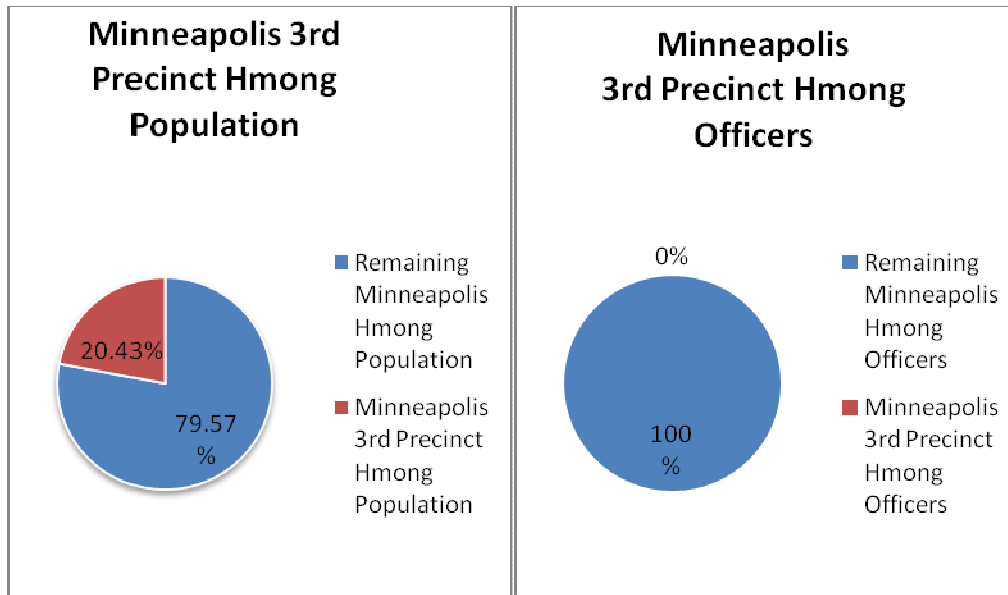
Total Hmong population: 1,965 <sup>62</sup>

0% of Hmong officers serve in the 3<sup>rd</sup> precinct<sup>63</sup>

20.43% of Minneapolis Hmong residents live in the 3<sup>rd</sup> precinct<sup>64</sup>

Hmong residents make up 1.65% of the 3rd Precinct<sup>65</sup>

Hmong officers make up 0% of the 3rd Precinct<sup>66</sup>



### **IMPORTANCE OF HAVING MORE HMONG POLICE OFFICERS**

Recruiting more Hmong officers into the Minneapolis Police Department, and deploying them into the neighborhoods where most Hmong residents live is essential to building communication, cooperation and trust between the MPD and the Hmong community. It is also necessary to more effectively meet the needs of Hmong residents in areas such as language and cultural sensitivity.

In interviews for writing this report, all of the Hmong families interviewed described crimes committed against them or against relatives and Hmong friends which were never reported to police<sup>67</sup>. The most common reason for not reporting these crimes was that these Hmong individuals spoke little to no English; consequently many were too intimidated to request assistance from the police<sup>68</sup>. Many Hmong residents also indicated that they felt more comfortable talking with a police officer who shared their culture<sup>69</sup>.

Families have also said that the lack of Hmong police officers in north Minneapolis has lessened their trust in the Minneapolis Police Department<sup>70</sup>. Some north Minneapolis Hmong residents have said that their confidence in the Minneapolis police force was further shaken when Fong Lee was killed by a Minneapolis police officer<sup>71</sup>. Many Minneapolis Hmong were further distressed when Minneapolis police mistakenly raided the Khang family house looking for drug dealers and engaged in a shootout with the father where 22 bullets were fired<sup>72</sup>. Six children were in the house<sup>73</sup>. Many more Hmong residents expressed anger and a further erosion of trust in the Minneapolis Police Department when officers who participated in the raid were given awards for bravery and for being “shot in the line of duty”<sup>74</sup>.

Some residents have argued that if a Hmong police officer had participated in the drug raid at the Khang house, the shootout may have been prevented<sup>75</sup>. The police were on an assignment to raid

an alleged drug house occupied by African Americans<sup>76</sup>. Both Khang relatives and Khang family attorney Thomas Heffelfinger have said that at the time of the raid, the Khang household had numerous Hmong cultural identifiers, including shoes out the door, shamanistic gold metallic foil and red rectangles on the door, pictures on the wall with Hmong uniforms and Hmong traditional clothing, a Hmong shamanistic altar, a picture of General Vang Pao, and a rice cooker in the kitchen<sup>77</sup>. Upon seeing these Hmong cultural indicators, a Hmong police officer would have likely realized that they were in a Hmong house, and not in an African American home<sup>78</sup>. In addition, a Hmong police officer would have been able to communicate immediately with the Hmong father, when the father first challenged the police in the Hmong language<sup>79</sup>. Perhaps, the Hmong officer could have stopped the raid *before* the 22 bullets were fired.

### **GENERAL HMONG POPULATION IN ST. PAUL**

In St. Paul:

Total population: 271,203<sup>80</sup>

Total population of Hmong residents: 24,389<sup>81</sup>

### **ST. PAUL HMONG**

Hmong people consist of 8.5% of the St. Paul population as of 2000<sup>82</sup>

Hmong officers consist of 3.0% of the St. Paul police force as of 2009<sup>83</sup>

### **NUMBERS AND DEPLOYMENT OF ST. PAUL POLICE OFFICERS**

St. Paul Police Force:

Total officers: 431<sup>84</sup>

White officers: 305<sup>85</sup>

Black: 56<sup>86</sup>

Hispanic: 36<sup>87</sup>

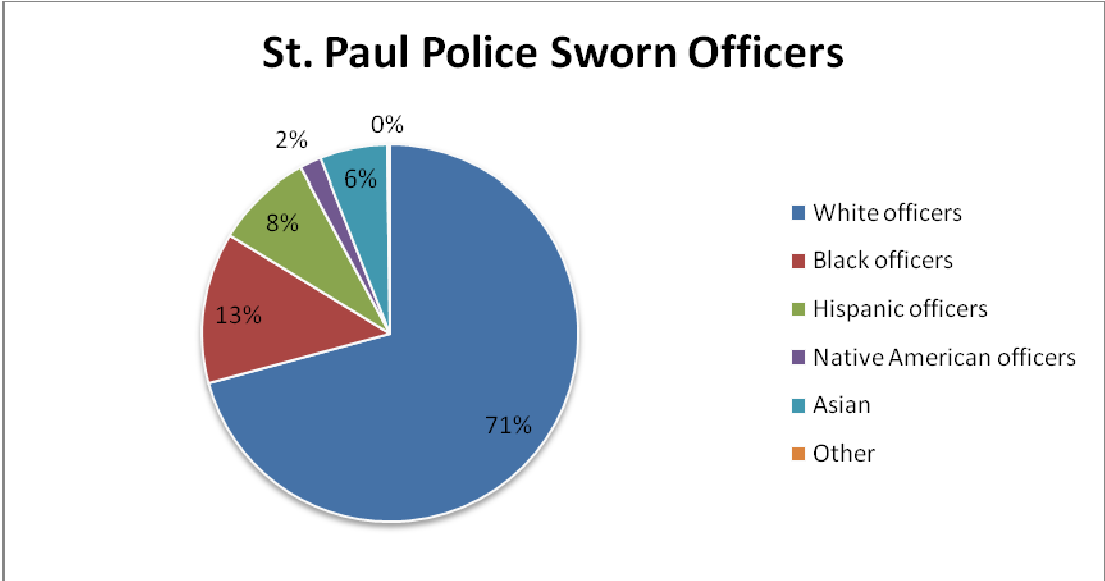
Native American: 8<sup>88</sup>

Asian: 25<sup>89</sup>

Other: 1<sup>90</sup>

Total sworn minorities: 126<sup>91</sup>

Percentage of sworn minorities: 29.0%



**NUMBERS AND DEPLOYMENT OF HMONG POLICE OFFICERS IN ST. PAUL COMPARED TO ST. PAUL HMONG POPULATION**

Total Hmong officers: 13 <sup>92</sup>

The St. Paul police department said that it does not officially track Hmong officers and their locations. Therefore, we cannot report how many St. Paul police are deployed in each district<sup>93</sup>.

Population of Hmong in each St. Paul district:

St. Paul western district:  
 Total population: 132,047 <sup>94</sup>  
 Total Hmong population: 5,166 <sup>95</sup>  
 Hmong residents make up 3.9%<sup>96</sup>

St. Paul central district:  
 Total population: 61,425 <sup>97</sup>  
 Total Hmong population: 6,358 <sup>98</sup>  
 Hmong residents make up 10.4%<sup>99</sup>

St. Paul eastern district:  
 Total population: 93,679 <sup>100</sup>  
 Total Hmong population: 12,865 <sup>101</sup>  
 Hmong residents make up 13.7%<sup>102</sup>

## **NUMBER OF IMMIGRANT POLICE OFFICERS IN MINNEAPOLIS AND ST. PAUL**

The number of immigrant officers for St. Paul and Minneapolis could not be found. Both departments do not track immigrant status, however general race identification is tracked<sup>103</sup>. They are as follows for both: Black, Caucasian, Hispanic, and Asian<sup>104</sup>. These categories do not indicate certain sub groups such as Hmong, Somali, etc. Except for the Hmong officers in Minneapolis, we cannot answer where specific minority officers may be stationed in the Twin Cities.

## **HMONG AND MINORITY RECRUITMENT STRATEGIES IN MINNEAPOLIS AND ST. PAUL POLICE DEPARTMENTS**

Both the Minneapolis and St. Paul Police Department say that recruitment strategies include, but may not be limited to: visiting local high schools, recruiting at colleges with a law enforcement program, and attending major community events<sup>105</sup>. Minority officers are mainly recruited once they have demonstrated an interest in being a police officer; this can be expressed through enrolling in a law enforcement program at a college or participating in a program such as the Community Service Officer program<sup>106</sup>. This is a vigorous program in which prospective police officers may partake. It permits these individuals to get a personalized experience of crime in the community and how to effectively interact with community members. In addition, this program also allows people to become more familiar with how the police force functions as a whole. The program may also provide access to college level classes to an Associate of Arts Degree level in Law Enforcement (or an approved alternative), as well as paid job training<sup>107</sup>.

## **CONCLUSION**

The numbers, deployment, and scheduling of Hmong police officers in Minneapolis do not meet the needs of the Hmong community. There are no 4<sup>th</sup> Precinct Hmong officers working the day shift where 72.8% of the Hmong population live<sup>108</sup>. Most Hmong residents we surveyed say they have never met a Hmong MPD officer<sup>109</sup>.

North Minneapolis Hmong residents held a community meeting on April 24, 2009. In that meeting, there was a unanimous vote indicating a desire for more Hmong officers on the Minneapolis Police Force, more Hmong officers stationed in the 4th Precinct where a majority of the residents live, and at least one Hmong officer on active duty during day time hours in the 4th Precinct.

Minneapolis Hmong residents have stated that they desire to work with city officials to help develop strategies for recruiting more Hmong officers, such as reaching out to Hmong populations at events such as Hmong soccer tournaments, Hmong New Year, Hmong shopping centers, and schools with a high Hmong population.

In conclusion, more Hmong police officers in Minneapolis are needed, especially in areas where most Hmong residents live.

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<sup>1</sup> U.S. Census Bureau. "Minneapolis city, Minnesota." Web page. 2000. 21 February 2009.  
<[http://factfinder.census.gov/servlet/ACSSAFFacts?\\_event=Search&geo\\_id=&\\_geoContext=&\\_street=&\\_county=minneapolis&\\_cityTown=minneapolis&\\_state=04000US27&\\_zip=&\\_lang=en&\\_sse=on&pctxt=fph&pgsl=010](http://factfinder.census.gov/servlet/ACSSAFFacts?_event=Search&geo_id=&_geoContext=&_street=&_county=minneapolis&_cityTown=minneapolis&_state=04000US27&_zip=&_lang=en&_sse=on&pctxt=fph&pgsl=010)>

Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>2</sup> Minneapolis Police Department. *Minneapolis Police Department Comprehensive Diversity Plan*. Ed. Minneapolis Police Department. 1 Vol. Minneapolis, Minnesota: Minneapolis Police Department, 2008. Print.

First, second, third, fourth, and fifth precinct desk visits. Personal interviews. June 2009 and August 2009.

<sup>3</sup> Minnesota Child Response Initiative. *Geo-Mapping Project in Minneapolis*. Minnesota Child Response Initiative, 2002. Print.

Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>4</sup> Fourth Precinct desk visit. Personal interview. June 2009.

Information obtained from Professional Standards Bureau. Personal email. February 2, 2009.

<sup>5</sup> First, second, third, fourth precinct desk visits. Personal interviews. June 2009 and August 2009.

Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>6</sup> Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

Fourth Precinct desk visit. Personal interview. June 2009.

<sup>7</sup> First, second, third, fourth, and fifth precinct desk visits. Personal interviews. June 2009 and August 2009.

<sup>8</sup> Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>9</sup> Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>10</sup> First and Fifth precinct desk visits. Personal interviews. June 2009 and August 2009.

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<sup>11</sup> Yang, Yia and Clark, Jay. Personal interview. January 2009.

<sup>12</sup> Minneapolis Hmong participants. Personal interview. January 2009- August 2009.

<sup>13</sup> U.S. Census Bureau. "Minneapolis city, Minnesota." *U.S. Census Bureau*. 2000. Web.  
<[http://factfinder.census.gov/servlet/SAFFAFFacts?\\_event=&geo\\_id=16000US2743000&\\_geoContext=01000US|04000US27|16000US2743000&\\_street=&\\_county=minneapolis&\\_cityTown=minneapolis&\\_state=04000US27&\\_zip=&\\_lang=en&\\_sse=on&ActiveGeoDiv=&\\_useEV=&pctxt=fph&pgsl=160&\\_submenuId=factsheet\\_1&ds\\_name=ACS\\_2007\\_3YR\\_SAFF&\\_ci\\_nbr=null&q\\_r\\_name=null&reg=&\\_keyword=&\\_industry=>](http://factfinder.census.gov/servlet/SAFFAFFacts?_event=&geo_id=16000US2743000&_geoContext=01000US|04000US27|16000US2743000&_street=&_county=minneapolis&_cityTown=minneapolis&_state=04000US27&_zip=&_lang=en&_sse=on&ActiveGeoDiv=&_useEV=&pctxt=fph&pgsl=160&_submenuId=factsheet_1&ds_name=ACS_2007_3YR_SAFF&_ci_nbr=null&q_r_name=null&reg=&_keyword=&_industry=>)>

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<sup>14</sup> Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>15</sup> U.S. Census Bureau. "Minneapolis city, Minnesota." *U.S. Census Bureau*. 2000. Web.  
<[http://factfinder.census.gov/servlet/SAFFacts?\\_event=&geo\\_id=16000US2743000&\\_geoContext=01000US|04000US27|16000US2743000&\\_street=&\\_county=minneapolis&\\_cityTown=minneapolis&\\_state=04000US27&\\_zip=&\\_lang=en&\\_sse=on&ActiveGeoDiv=&\\_useEV=&pctxt=fph&pgsl=160&\\_submenuId=factsheet\\_1&ds\\_name=ACS\\_2007\\_3YR\\_SAFF&\\_ci\\_nbr=null&qtr\\_name=null&reg=&\\_keyword=&\\_industry=>](http://factfinder.census.gov/servlet/SAFFacts?_event=&geo_id=16000US2743000&_geoContext=01000US|04000US27|16000US2743000&_street=&_county=minneapolis&_cityTown=minneapolis&_state=04000US27&_zip=&_lang=en&_sse=on&ActiveGeoDiv=&_useEV=&pctxt=fph&pgsl=160&_submenuId=factsheet_1&ds_name=ACS_2007_3YR_SAFF&_ci_nbr=null&qtr_name=null&reg=&_keyword=&_industry=>)

Myott, Eric, Institute on Race and Poverty. Personal email correspondence. 09 April 2009.

<sup>16</sup> Minneapolis Police Department. *Minneapolis Police Department Comprehensive Diversity Plan*. Ed. Minneapolis Police Department. 1 Vol. Minneapolis, Minnesota: Minneapolis Police Department, 2008. Print.

First, second, third, fourth and fifth precinct desk visits. Personal and phone interviews. June 2009 and August 2009.

<sup>17</sup> Minneapolis Police Department. *Minneapolis Police Department Comprehensive Diversity Plan*. Ed. Minneapolis Police Department. 1 Vol. Minneapolis, Minnesota: Minneapolis Police Department, 2008. Print.

<sup>18</sup> Minneapolis Police Department. *Minneapolis Police Department Comprehensive Diversity Plan*. Ed. Minneapolis Police Department. 1 Vol. Minneapolis, Minnesota: Minneapolis Police Department, 2008. Print.

<sup>19</sup> Minneapolis Police Department. *Minneapolis Police Department Comprehensive Diversity Plan*. Ed. Minneapolis Police Department. 1 Vol. Minneapolis, Minnesota: Minneapolis Police Department, 2008. Print.

<sup>20</sup> Minneapolis Police Department. *Minneapolis Police Department Comprehensive Diversity Plan*. Ed. Minneapolis Police Department. 1 Vol. Minneapolis, Minnesota: Minneapolis Police Department, 2008. Print.

<sup>21</sup> Minneapolis Police Department. *Minneapolis Police Department Comprehensive Diversity Plan*. Ed. Minneapolis Police Department. 1 Vol. Minneapolis, Minnesota: Minneapolis Police Department, 2008. Print.

<sup>22</sup> Minneapolis Police Department. *Minneapolis Police Department Comprehensive Diversity Plan*. Ed. Minneapolis Police Department. 1 Vol. Minneapolis, Minnesota: Minneapolis Police Department, 2008. Print.

<sup>23</sup> Minneapolis Police Department. *Minneapolis Police Department Comprehensive Diversity Plan*. Ed. Minneapolis Police Department. 1 Vol. Minneapolis, Minnesota: Minneapolis Police Department, 2008. Print.

<sup>24</sup> Information obtained from Professional Standards Bureau. Personal email. February 2, 2009.

<sup>25</sup> Information obtained from Professional Standards Bureau. Personal email. February 2, 2009.

<sup>26</sup> Information obtained from Professional Standards Bureau. Personal email. February 2, 2009.

<sup>27</sup> Information obtained from Professional Standards Bureau. Personal email. February 2, 2009.

<sup>28</sup> Information obtained from Professional Standards Bureau. Personal email. February 2, 2009.

<sup>29</sup> First, second, third, fourth and fifth precinct desk visits. Personal and phone interviews. June 2009 and August 2009 .

<sup>30</sup> First precinct desk visit and phone call. Personal interview. June 2009

<sup>31</sup> Second precinct desk visit. Personal interview. August 2009.

<sup>32</sup> Third precinct desk visit. Personal interview. June 2009.

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<sup>33</sup>Fourth precinct desk visit. Personal interview. June 2009.

<sup>34</sup>Fifth precinct desk visit. Personal interview. June 2009.

<sup>35</sup>First, second, third, fourth and fifth precinct desk visits. Personal and phone interviews. June 2009 and August 2009.

Minneapolis Police Department. *Minneapolis Police Department Comprehensive Diversity Plan*. Ed. Minneapolis Police Department. 1 Vol. Minneapolis, Minnesota: Minneapolis Police Department, 2008. Print.

<sup>36</sup>Minnesota Child Response Initiative. *Geo- Mapping Project in Minneapolis*. Minnesota Child Response Initiative, 2002. Print.

<sup>37</sup>Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>38</sup>First, second, third, fourth and fifth precinct desk visits. Personal and phone interviews. June 2009 and August 2009.

<sup>39</sup>Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>40</sup>Minnesota Child Response Initiative. *Geo- Mapping Project in Minneapolis*. Minnesota Child Response Initiative, 2002. Print.

Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>41</sup>Fourth precinct desk visit. Personal interview. June 2009.

Information obtained from Professional Standards Bureau. Personal email. February 2, 2009.

<sup>42</sup>Minneapolis Hmong individual families interviewed. Personal interview. January 2009- August 2009.

<sup>43</sup>Minnesota Child Response Initiative. *Geo- Mapping Project in Minneapolis*. Minnesota Child Response Initiative, 2002. Print.

<sup>44</sup>Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>45</sup>First, second, third, fourth and fifth precinct desk visits. Personal and phone interviews. June 2009 and August 2009.

<sup>46</sup>Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>47</sup>Minnesota Child Response Initiative. *Geo- Mapping Project in Minneapolis*. Minnesota Child Response Initiative, 2002. Print.

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<sup>48</sup> Fifth precinct desk visit. Personal interview. June 2009.

Information obtained from Professional Standards Bureau. Personal email. February 2, 2009.

<sup>49</sup> Minnesota Child Response Initiative. *Geo- Mapping Project in Minneapolis*. Minnesota Child Response Initiative, 2002. Print.

<sup>50</sup> Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>51</sup> First, second, third, fourth and fifth precinct desk visits. Personal and phone interviews. June 2009 and August 2009.

<sup>52</sup> Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>53</sup> Minnesota Child Response Initiative. *Geo- Mapping Project in Minneapolis*. Minnesota Child Response Initiative, 2002. Print.

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<sup>54</sup> First precinct desk visit. Personal interview. August 2009.

Information obtained from Professional Standards Bureau. Personal email. February 2, 2009.

<sup>55</sup> Minnesota Child Response Initiative. *Geo- Mapping Project in Minneapolis*. Minnesota Child Response Initiative, 2002. Print.

<sup>56</sup> Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>57</sup> First, second, third, fourth and fifth precinct desk visits. Personal and phone interviews. June 2009 and August 2009.

<sup>58</sup> Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>59</sup> Minnesota Child Response Initiative. *Geo- Mapping Project in Minneapolis*. Minnesota Child Response Initiative, 2002. Print.

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<sup>60</sup> Second precinct desk visit. Personal interview. June 2009.

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<sup>61</sup> Minnesota Child Response Initiative. *Geo- Mapping Project in Minneapolis*. Minnesota Child Response Initiative, 2002. Print.

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<sup>63</sup> First, second, third, fourth and fifth precinct desk visits. Personal and phone interviews. June 2009 and August 2009.

<sup>64</sup> Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

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<sup>66</sup> Third precinct desk visit. Personal interview. June 2009.

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<sup>67</sup> Minneapolis Hmong individuals and families interviewed with the exception of participant F. Personal interview. January 2009- August 2009.

<sup>68</sup> Minneapolis Hmong individuals and families interviewed. Personal interview. January 2009- August 2009.

<sup>69</sup> Minneapolis Hmong individual families interviewed. Personal interview. January 2009- August 2009.

<sup>70</sup> Minneapolis Hmong individuals and families interviewed with the exception of participants I, J, K and P. January 2009- August 2009.

<sup>71</sup> Minneapolis Hmong participants A, R , and S. Personal interview. February 2009.

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<sup>72</sup> Minneapolis Hmong participants A-K, S, and R. Personal interviews. February 2009.

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<sup>73</sup> “Minneapolis police: a mistake, an apology and then medals.” Star Tribune 30 July 2008. 25 June 2009. <<http://www.startribune.com/local/26083024.html?elr=KArksUUUoDEy3LGDio7aiU>>

<sup>74</sup> “Minneapolis police: a mistake, an apology and then medals.” Star Tribune 30 July 2008. 25 June 2009. <<http://www.startribune.com/local/26083024.html?elr=KArksUUUoDEy3LGDio7aiU>>

<sup>75</sup> Minneapolis Hmong participants A, R, and S. Personal interviews. February 2009.

<sup>76</sup> “Botched raid costs Minneapolis 600,000 .” Star Tribune 13 December 2008. 25 June 2009. <<http://www.startribune.com/local/36059839.html?elr=KArksUUUoDEy3LGDio7aiU>>

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<sup>79</sup> “Minneapolis police: a mistake, an apology and then medals.” *Star Tribune* 30 July 2008. 25 June 2009.  
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<sup>81</sup> U.S. Census Bureau. “St. Paul city Minnesota”. Web page. 2000. 21 February 2009.  
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<sup>83</sup> St. Paul Police Department. Interviews. January 2009- February 2009.

<sup>84</sup> St. Paul Police Department. Interviews. January 2009- February 2009.

<sup>85</sup> St. Paul Police Department. Interviews. January 2009- February 2009.

<sup>86</sup> St. Paul Police Department. Interviews. January 2009- February 2009.

<sup>87</sup> St. Paul Police Department. Interviews. January 2009- February 2009.

<sup>88</sup> St. Paul Police Department. Interviews. January 2009- February 2009.

<sup>89</sup> St. Paul Police Department. Interviews. January 2009- February 2009.

<sup>90</sup> St. Paul Police Department. Interviews. January 2009- February 2009.

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<sup>95</sup> Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

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<sup>103</sup> St. Paul Police Department. Interviews. January 2009- February 2009.

<sup>104</sup> St. Paul Police Department. Interviews. January 2009- February 2009.

<sup>105</sup> St. Paul Police Department. Interviews. January 2009- February 2009.

MPD Recruitment office. Email and phone conversation. March 01, 2009.

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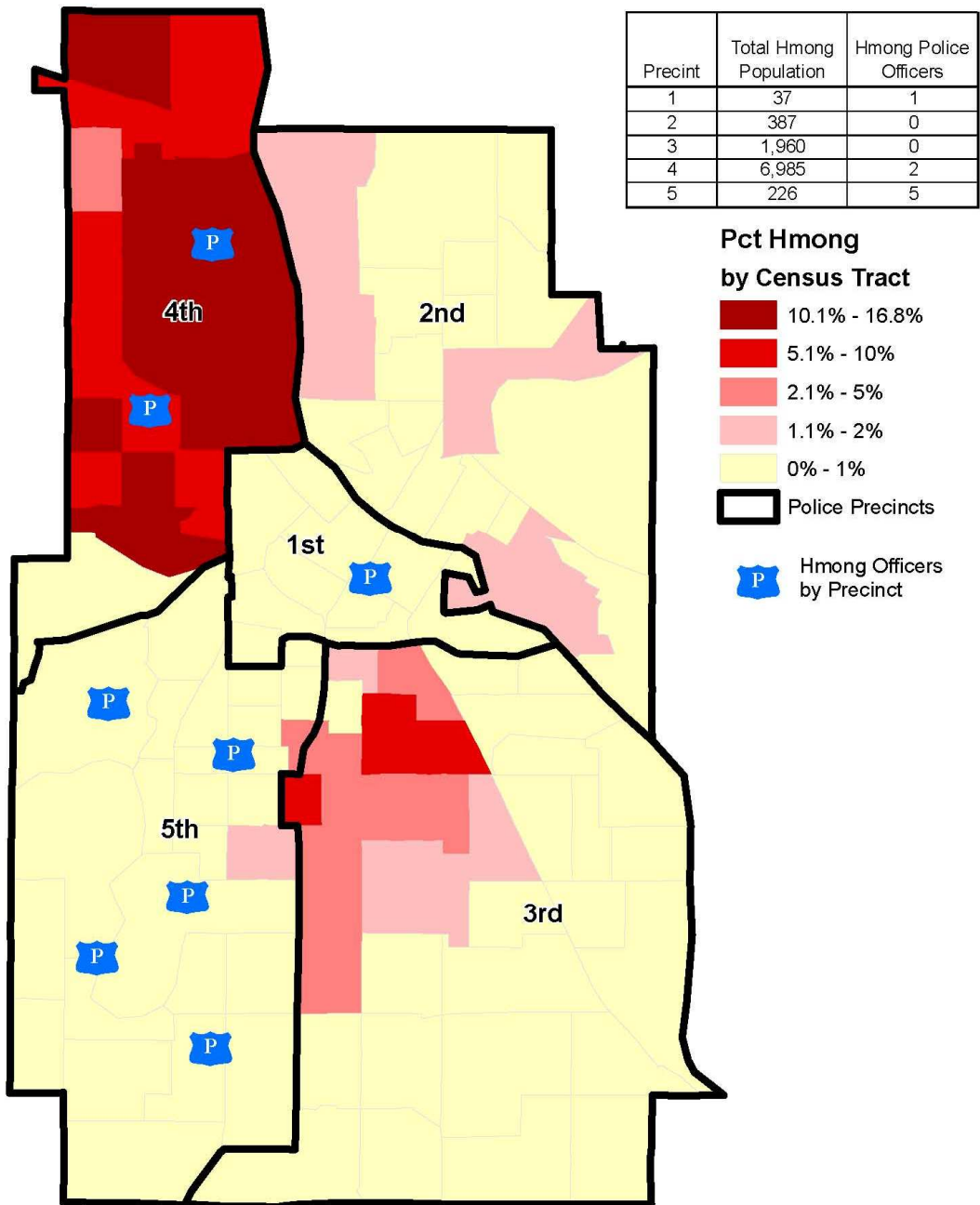
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<sup>107</sup> MPD Recruitment office. Email and phone conversation. March 01, 2009.

<sup>108</sup> Myott, Eric, Institute on Race and Poverty. Personal email correspondence and map service: *Census Boundaries of Police Precincts in Minneapolis and Saint Paul 2000*. 09 April 2009.

<sup>109</sup> Minneapolis Hmong individual families interviewed. Personal interview. January 2009- August 2009.

## Percentage Hmong Population in Minneapolis, 2000



Data Source: U.S. Census, 2000

Map Created by CURA staff, 6/09