

Minneapolis, MN  
 Procedural Justice Training, Module 1  
 Training Dates: 2/8/2016 to 4/14/2016

To assess the impact of training conducted as part of the National Initiative for Building Community Trust and Justice, the Urban Institute worked with the Minneapolis Police Department to systematically survey officers who went through the Procedural Justice, Module 1 training. At the beginning of each class, the department's instructors requested the officers take a short 11-item survey that measured their perceptions on procedurally just behaviors and attitudes. The officers completed the survey in-person in a group setting, on a paper and pen survey. At the conclusion of the one-day training, the instructors repeated the process with a longer survey that measured the same 11-items as well as overall perceptions of the instructor and training. The instructors entered the responses of the paper surveys using the online Qualtrics survey software platform.

According to entered survey data, a total of 731 pretests and 779 posttest surveys were administered for classes held between February 2<sup>nd</sup> and April 14<sup>th</sup>, 2016. Data were group to the class level for better estimates of the officers' perceptions. The results of the measured dimensions are detailed below.

## Sample

Table 1 below details the number of surveys taken by each class before and after the trainings were conducted.

**TABLE 1**

Sample Sizes by Class Date

Class Date	Pretest	Posttest	Total	Class Date	Pretest	Posttest	Total
2/08/2016	22	23	45	3/15/2016	12	15	27
2/09/2016	23	22	45	3/16/2016	18	18	36
2/10/2016	23	23	46	3/17/2016	21	20	41
2/11/2016	23	23	46	3/21/2016	19	20	39
2/16/2016	20	19	39	3/22/2016	15	19	34
2/17/2016	21	22	43	3/23/2016	23	22	45
2/18/2016	20	21	41	3/24/2016	24	25	49
2/22/2016	24	25	49	3/28/2016	16	7	23
2/23/2016	25	25	50	3/29/2016	16	16	32
2/24/2016	0	24	24	3/30/2016	13	12	25
2/25/2016	20	21	41	3/31/2016	17	17	34
2/29/2016	25	25	50	4/04/2016	12	12	24
3/01/2016	18	20	38	4/05/2016	12	13	25
3/02/2016	18	25	43	4/06/2016	8	8	16
3/03/2016	21	25	46	4/07/2016	26	26	52
3/07/2016	25	26	51	4/11/2016	11	12	23
3/08/2016	21	26	47	4/12/2016	12	13	25
3/09/2016	20	22	42	4/13/2016	16	20	36
3/10/2016	28	27	55	4/14/2016	27	26	53
3/14/2016	16	14	30	Total	731	779	1,510

## Perceptions of the Training

TABLE 2

Training Scale & Items

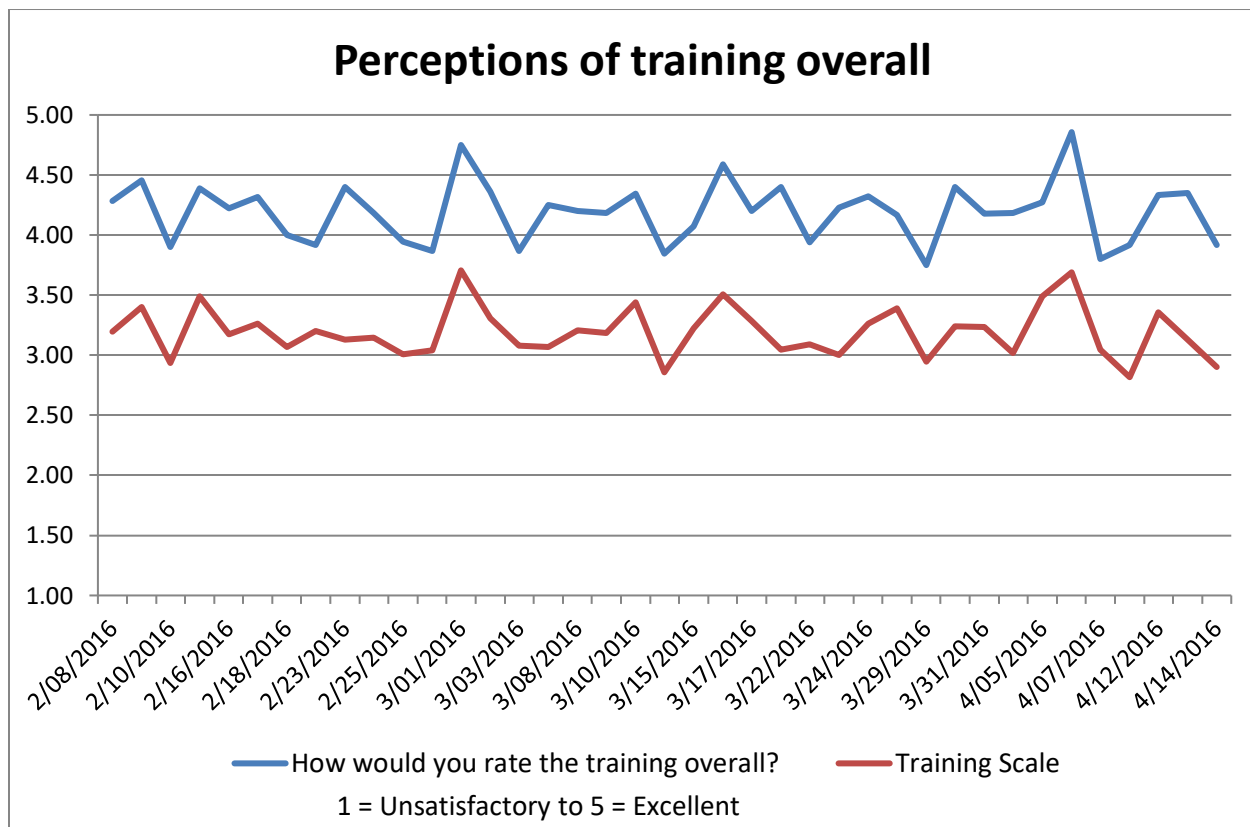
	Average
<b>Training Scale</b>	3.19
The training met my expectations for learning.	3.36
I learned new information from the training that will help me in my job.	3.02
I learned new strategies and skills from the training that will help me in my job.	2.97
The training will help me perform my job more effectively.	3.07
The training was relevant to my job duties.	3.37
I expect to apply much of what I learned from this training to my work.	3.22
I would recommend this training for other police officers.	3.23
My organization will benefit from having completed this training.	3.24

Source: Urban Institute analysis of training surveys from police officers in Minneapolis.

Sample Size – 769

Scale Alpha: .95

Items coded as 1 = Strongly Disagree to 5 = Strongly Agree





## Perceptions of the Instructor

TABLE 3

### Instructor Items

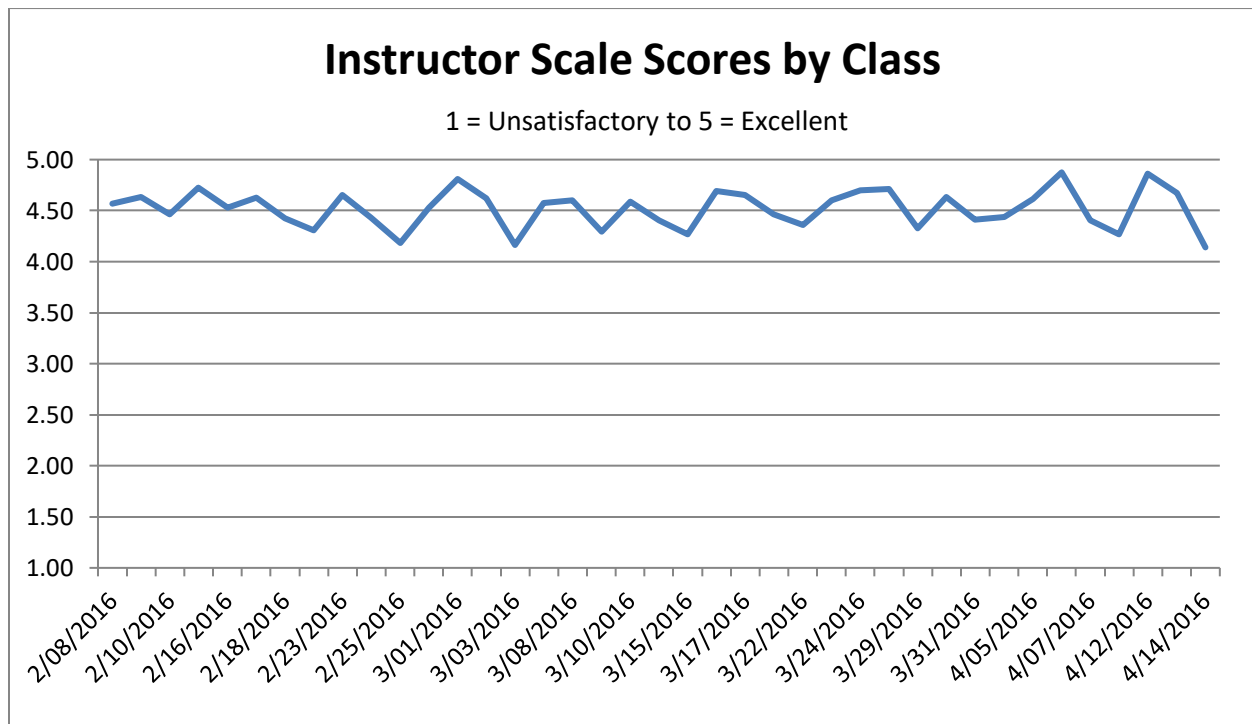
	Average
<b>Instructor Scale</b>	4.51
The instructor used relevant examples	4.41
The instructor responded to questions	4.54
The instructor knew the subject matter	4.56
The instructor used audience participation	4.54

Source: Urban Institute analysis of training surveys from police officers in Minneapolis.

Sample Size – 748

Scale Alpha: .94

Items coded as 1 = Unsatisfactory to 5 = Excellent



## Procedural Justice - Neutrality

TABLE 4

Mean Difference on Neutrality Scale & Items

	Pretest	Posttest	Diff.
<b>Neutrality Scale</b>	3.33	3.55	***
It is important to give everyone a good reason why we are stopping them.	3.33	3.54	***
If people ask why we are treating them as we are, we should explain our actions as soon as we can.	3.29	3.53	***
When dealing with citizens' concerns, officers need to explain what will happen next, when they are done at the scene.	3.18	3.47	***
It is very important that officers appear neutral in the application of legal rules.	3.51	3.67	***

Source: Urban Institute analysis of training surveys from police officers in Minneapolis.

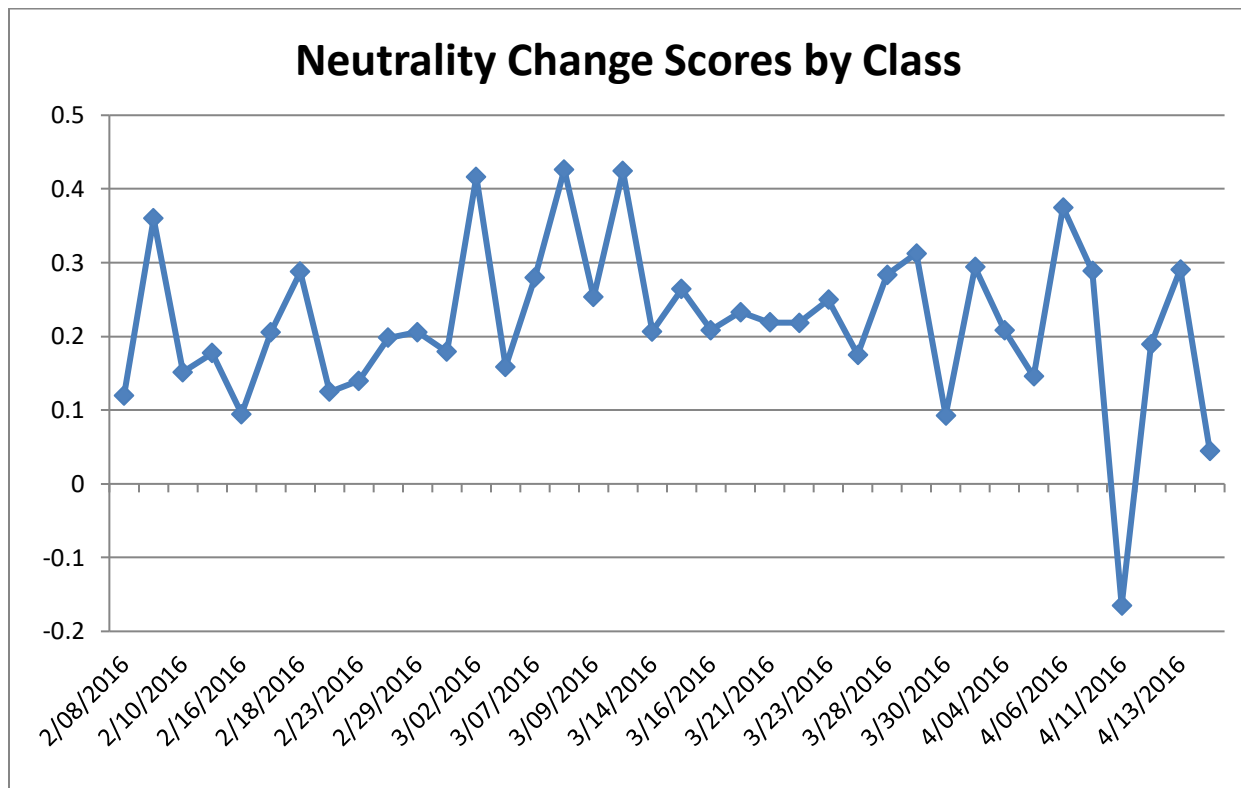
Pretest Sample Size – 728; Posttest Sample Size – 766

Pretest Scale Alpha: .78, Posttest Scale Alpha: .85

Items coded as 1 = Strongly Disagree to 4 = Strongly Agree

Note: tests of statistically significant differences were assessed using two-tailed t-tests;

significant differences are noted by: †p<0.10, \*p<0.05, \*\*p<0.01, \*\*\*p<0.001



## Procedural Justice - Respect

TABLE 5

Mean Difference on Respect Scale & Items

	Pretest	Posttest	Diff.
<b>Respect Scale</b>	3.26	3.44	***
Officers should at all times treat people they encounter with dignity and respect.	3.41	3.54	***
People should be treated with respect regardless of their attitude.	2.78	3.11	***
It is important that we understand, follow, and protect the rights of the people with whom we come into contact.	3.58	3.67	**

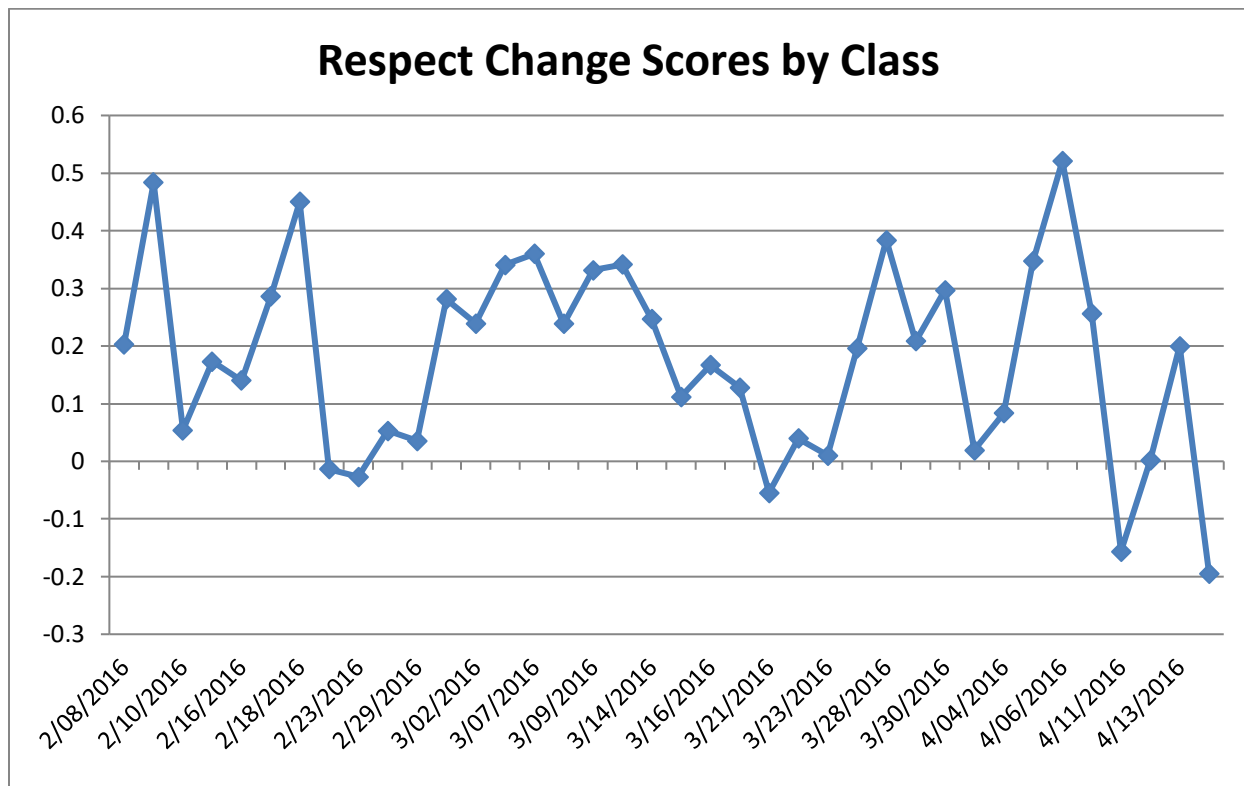
Source: Urban Institute analysis of training surveys from police officers in Minneapolis.

Pretest Sample Size – 729; Posttest Sample Size – 764

Pretest Scale Alpha: .66, Posttest Scale Alpha: .73

Items coded as 1 = Strongly Disagree to 4 = Strongly Agree

Note: tests of statistically significant differences were assessed using two-tailed t-tests; significant differences are noted by: 'p<0.10, \*p<0.05, \*\*p<0.01, \*\*\*p<0.001



## Procedural Justice - Trust

TABLE 6

Mean Difference on Trust Scale & Items

	Pretest	Posttest	Diff.
<b>Trust Scale</b>	2.66	3.05	***
Police have enough trust in the public for them to work together effectively.	2.45	2.92	***
Officers should treat citizens as if they can be trusted to do the right thing.	2.86	3.18	***

Source: Urban Institute analysis of training surveys from police officers in Minneapolis.

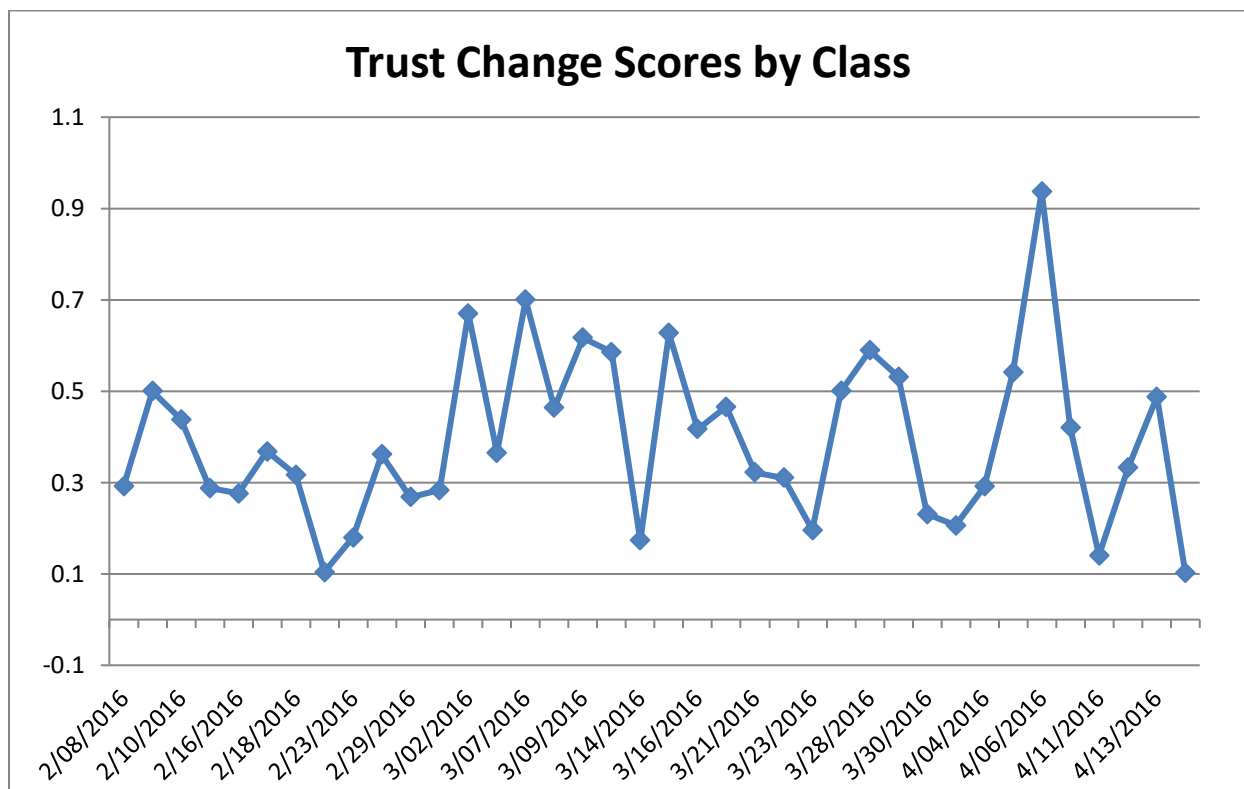
Pretest Sample Size – 723; Posttest Sample Size – 761

Pretest Scale Pearson r: .37\*\*\*, Posttest Scale Pearson r: .55\*\*\*

Pretest Scale Alpha: .54, Posttest Scale Alpha: .71

Items coded as 1 = Strongly Disagree to 4 = Strongly Agree

Note: tests of statistically significant differences were assessed using two-tailed t-tests; significant differences are noted by: 'p<0.10, \*p<0.05, \*\*p<0.01, \*\*\*p<0.001



## Procedural Justice - Voice

TABLE 7

Mean Difference on Voice Scale & Items

	Pretest	Posttest	Diff.
<b>Voice Scale</b>	3.15	3.45	***
Listening and talking to people is a good way to take charge of situations.	3.24	3.52	***
Officers need to show an honest interest in what people have to say, even if it is not going to change anything.	3.05	3.38	***

Source: Urban Institute analysis of training surveys from police officers in Minneapolis.

Pretest Sample Size – 727; Posttest Sample Size – 763

Pretest Scale Pearson r: .52\*\*\*, Posttest Scale Pearson r: .61\*\*\*

Pretest Scale Alpha: .68, Posttest Scale Alpha: .76

Items coded as 1 = Strongly Disagree to 4 = Strongly Agree

Note: tests of statistically significant differences were assessed using two-tailed t-tests; significant differences are noted by: 'p<0.10, \*p<0.05, \*\*p<0.01, \*\*\*p<0.001

