**In-Service Learning Objectives for Training on
Crimes Motivated by Bias**

In 2023, the Minnesota Legislature amended statute 626.8469 to include training in "Crimes Motivated by Bias" (§626.8451.1) as mandated in-service training for peace officers in the State of Minnesota. The statute requires the chief law enforcement officer of every state and local law enforcement agency to provide in-service training in "Crimes Motivated by Bias" beginning August 1, 2023. The training must comply with the learning objectives developed and approved by the Minnesota Board of Peace Officer Standards and Training; and must be provided through courses approved by the board for continuing education credit(s).

These learning objectives are intended to assist peace officers in identifying, responding to, and reporting incidents committed in whole or in substantial part because of the victim's actual or perceived race, color, ethnicity, religion, sex, gender, sexual orientation, gender identity, gender expression, age, national origin, or disability as defined in section 363A.03, or because of the victim's actual or perceived association with another person or group of a certain actual or perceived race, color, ethnicity, religion, sex, gender, sexual orientation, gender identity, gender expression, age, national origin, or disability.

Learning Objectives

1. **Discuss and explain how to distinguish crimes motivated by bias from other crimes.**

    A. Explain how Minnesota state law defines a crime motivated by bias, to include crimes against persons and property crimes.

    B. Explain the legal difference between behaviors motivated by bias and crimes motivated by bias; and, discuss civil remedies for bias incidents that do not rise to a criminal level.

    C. Identify and discuss historical and current hate/extremist groups and the symbols/symbolic objects associated with these groups.

    D. Identify and discuss perpetrator motivations to commit crimes motivated by bias and context indicators that identify victims of crimes motivated by bias.

2. **Identify strategies that focus on understanding and assisting victims of crimes motivated by bias, to include:**

    A. How incidents and crimes motivated by bias affect victims, witnesses, families, and the community.

    B. Person-centered interview techniques that allow victims and witnesses to express their own thoughts, feelings, perceptions, and recollections.

    C. Identifying potential barriers that peace officers may encounter from victims/witnesses and identify appropriate strategies to address these barriers.

    D. How peace officers and law enforcement agencies can deter incidents or crimes motivated by bias and provide leadership and community support following an incident or crime motivated by bias.

3. **Ensure that crimes motivated by bias are accurately reported.**

    A. Explain and demonstrate how to report crimes motivated by bias as required by §626.5531, subd.1.

    B. Identify how to refer civil incidents to the appropriate agency or community resource.

Approved by the MN POST Board on July 27th, 2023