

Date of Hub: April 12, 2018

Hub Organizer: LULAC

Facilitator: **Auria Ramirez-Valera**

Notetaker: **Norma Alma Ortega**

#### **Chapter 4: Community Oriented Policing Use of Force and Deadly Force Practices**

How many findings did you cover: 5

##### **Finding #10 and Recommendations:**

The MPD needs to walk through the community to create connections with the community.

They need to walk to create forces and connections with the community if they walk they will face to face the prostitutes, drug addicts, and to get to know the residents of the neighborhood. And they will get to know what is happening in the neighborhood.

There should be classes to create a security plan so they can interact with the community. Someone with more experience in public speaking regarding community involvement to better our community. There is a lot of frightened in our community regarding the police dept. because of all the stories going around.

There should be training regarding neighborhoods as to how are they integrated. MPD does not have enough education or sufficient formation because they are too young.

Why are they too young? A= because they can brain wash them easily.

The Latino Community is scare of the MPD.

MPD could come to our schools and get involve with the community, to invite a police officer is very difficult and it should have been easier.

##### **Finding #11 and Recommendations:**

They should be more involved. They need to be involved with the community, our taxes pay their salary.

##### **Finding #12 and Recommendations:**

The police officers are not involve with the community.

MPD must involve more with the community and to do their job better also there should be police in parks.

At the park on 35th and Burnham, is always young kids doing drugs and drinking alcohol (very drunk) and they are places for young kids to play around.

MPD just heard our accent and don't take our calls for help as fast as if we were white, we feel discriminated because we are Latinos.

**Finding #13 and Recommendations:**

They need to be updated and follow up Wisconsin's regulations as they are changing, if the administration is not doing anything their job then it should be change otherwise why are they there?

**Finding #14 and Recommendations:**

It is evident there is a lot of racism.

I don't trust the police. Even the Latino police they are the worse with our own Latino community compared to White police officers.

Some officers know about the racism in our community.

I never had any troubles with the police but I do believe there is a lot of racism in our community.

A good police officer would help the community and to other police officers.

We also need to put our feet in their shoes; they need training about racism and about our culture to give us importance.

They should be involved with the community and help, they need better training.

They are police officers that feel better than civilians.

They must have compassion otherwise; they should not be police officers.

They should be present at community events.

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Facilitator: **Cristina Salazar**

Notetaker: **Guadalupe Vega**

**Chapter 6: Citizen Stop and Search Practices**

How many findings did you cover: 4

**Finding #33 and Recommendations:**

More diversity in the MPD

Only be arrested if there is a real crime happened. (Usually people of color is been racial profile)

**Finding #34 and Recommendations:**

Better training for MPD on how or why to arrest someone. A good relationship between MPD and the community.

**Finding #35 and Recommendations:**

Create a process or protocol when it comes to get them out of their vehicles. (traffic violation). Being very careful when they are minors presents at the stop.

**Finding #36 and Recommendations:**

Define the time that MPD should have for a traffic violation and specify why they are been arrested.

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Facilitator: **Patricia Kraker**

Notetaker: **Celia Zarate**

### **Chapter 3: Recruitment, Hiring, and Personnel Practices**

How many findings did you cover: 3 with additional recommendations

#### **Finding #1 and Recommendations:**

In regards of treated every one equal for Latinos and Afro- Americans

Mrs. Maria Vitrio experienced a bad treatment from an officer while a white person crush into her car and the police didn't give her the importance she deserved. She felt discriminated by the police officer.

To this situation she propose to hire more bilingual officers due to fear and lock of language (English) she couldn't communicate better with the officer.

The process to put a complaint is very difficult if they don't have someone to speak Spanish as well.

#### **Finding #2 and Recommendations:**

MPD should select their possible candidates to became police officers (Hiring) knowing that they must are ethical and train them well on how to treat the community better.

Create a manual for recruitment and hiring, setting practices, rules and regulations as well as resources specifics for every community

#### **Finding #7 and Recommendations:**

Promote and recognize the good police officers, those who do their job consciously and diligently, to motive them to continue the good work.

#### **Recommendations:**

Create a manual with phone numbers (like a directory) to be very specific who, where and how to connect with MPD depending of the matter, something easy to understand. For example, if a person wants to submit an anonymous complain because a hookers house or drug dealer house, etc... they will know who and how to contact them, this manual (directory) must be in Spanish and English.

#### **Recommendations:**

Manage the time that takes from a call to the report to the scene, actually takes too long or they don't show up at all. Normally after an emergency call it could take 3 to 4 hours for them to show up and an top of it they is no follow up in this regard.

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Facilitator: **Jaime Alvarado**

Notetaker: **Ronda Zarate**

## **Chapter 5: Use of Force and Deadly Force Practices**

How many findings did you cover: 16

### **Finding #15 and Recommendations:**

They need to have mandatory meetings, we pay taxes, and we pay for training that most don't use.

### **Finding #16 and Recommendations:**

They would like (implicit bias) for all training.

### **Finding #17 and Recommendations:**

It is incredible that there is no guidelines on excessive force. The lack of officers doing their jobs that in turn let the criminals taking advantage of things.

### **Finding #19 and Recommendations:**

It seems like most officers do not do or do not take their job seriously. They take the law into their own hands.

### **Finding #20 and Recommendations:**

For every investigation, they should seek video (if there is any)

### **Finding #21 and Recommendations:**

When the internal affairs investigate their officers, it should be tape.

### **Finding #22 and Recommendations:**

They need to have guidelines for everything they do.

### **Finding #23 and Recommendations:**

Internal affairs need to have guidelines and their reports need to be complete they started them on time but not finishing them.

### **Finding #24 and Recommendations:**

They need to hire staff to make sure files are completed

### **Finding #25 and Recommendations:**

They need to do their jobs and video tape everything they do that way there is evidence is property follow

### **Finding #26 and Recommendations:**

They need to keep their body camera on at all times

**Finding #27 and Recommendations:**

They should review the tapes for training on how to conduct themselves; also, officers should participate on reviewing the tapes to learn from them.

**Finding #28 and Recommendations:**

The public should have the right to review the data

**Finding #29 and Recommendations:**

The commission should review all data where an officer used his weapon.

**Finding #30 and Recommendations:**

We should have data for not just the region but also the entire state.

**Finding #31 and Recommendations:**

The police should be reporting data on all involved.