

Date of Hub: March 19, 2018

Hub Organizer: MICAH, NAACP, Felmer's Chaney Adv. Board

Facilitators: **Jaime Alvarado**

Notetaker: Sharyl McFarland

Chapter 3: Recruitment, Hiring, and Personnel Practices

How many findings did you cover: 8

Finding #1 and Recommendations:

Involve the community, also involved and recruit the input of Churches, NAACP, and Social Services to help the MPD and FPC to bring diversity to this job that is suppose to serve the people. Encourage current Officers of color and others to help recruit individuals who live in the community.

Finding #2 and Recommendations:

Get a strong strategic plan and get it out to the public. Visual policies and procedures should be available to the public at all times. Part of the problem is the time frame in the application process when applying for a job with the MPD and FPC. This time frame should be shortened. A 6-month time frame is too long for someone who already does not have a job.

Finding #3 and Recommendations:

While the current activity of the MPD and the FPC is shocking and unacceptable; we would like to see you get something concrete into place to create fairness in new job descriptions, new policies, procedures and requirements for all duties performed by everyone operating and representing these agencies. We would like for those who are in authority to be held accountable for their actions and non actions. Liaisons could speak for and to the community about their needs and wants. Media coverage would be helpful in spreading the word around these activities.

Finding #4 and Recommendations:

This status quo is unacceptable. We would like to see diversity within the MPD. We feel transparency and accountability is needed to build a bridge of trust, that's currently missing between the community and the MPD. We would like to see ethical consistent standards within all departments allowing an equal playing field for all who would want to apply for positions. Job openings should be publicized. We would like to see budgeting put into place for marketing job openings through MPD and FPC.

Finding #5 and Recommendations:

We feel that the recruiters need to have a commitment to diversifying and ethical cultural training, so that personal biases do not stand in the way of fair practices.

Finding #6 and Recommendations:

They should consider getting a racially diverse Committee of four or more people to help communications between the MPD, the FPC and the community.

Finding #7 and Recommendations:

Each person being considered for promotion should have conditions and goals to achieve, that will warrant the promotion. Do not promote anyone on the basis of friendship or personal relationships. Have a defined system in place. Having a system will bring about more positive behavior with in the MPD

Finding #8 and Recommendations:

The Academy should address all issues of training and development. Mentoring employees should be a process in place in order to get promoted. Examine outcomes of all strategies. Sensitivity training should be included for MPD and FPC to make healthier departments and communities.

Date of Hub: March 19, 2018

Hub Organizer: MICAH, NAACP, Felmer's Chaney Adv. Board

Facilitators: **Joyce Ellwanger**

Notetaker: Barbara Robinson

Chapter 3: Recruitment, Hiring, and Personnel Practices & Chapter 5: Use of Force and Deadly Force Practices

How many findings did you cover: General Discussion

Finding and Recommendations:

Recruitment:

There is no strategy or plans in place. That is a problem. There should be declared goals.

Retired Police Officers should partner up with candidates and walk with them up to recruitment.

There should be active training going on to make sure there is an active plan in place. Outreach does not seem to be effective.

Finding and Recommendations:

Criteria and Characteristic:

Peoples mind set need to change. Some citizens think that things are repetitive and nothing is changing.

The Chief of Police should be present at all community meetings to answer citizens questions and address their concerns.

Resumes should show active of Community involvement.

The Candidates should know how to interact with people, talk with people and be unbais.

Candidates should have supporting documents, written or spoken in their behalf for recommendation.

Candidates should live in the communities in the city and stay connected with what is going on.

Have more of a relationship with their communities

Finding and Recommendations:

Use of Force

Be able to discern the different types of behavior and ability to de-escalate a situation.

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Facilitators: **Mary Warren**

Notetaker: Dennis Jacobsen

Chapter 4: Community Oriented Policing Practices

How many findings did you cover: 5

Finding #10 and Recommendations:

MPD and FPC should develop a formal, Department-wide strategy that guides officers, supervisors, and commanders in its community building efforts and post the strategy on-line, in community centers, and among community groups. The posting should include contact info for a person in MPD who could provide further information.

Finding #11 and Recommendations:

Have each police officer report monthly on how they have engaged in community service that month. Conduct mandatory, ongoing training for police on how to do better at building interpersonal, interracial, community relations.

Finding #12 and Recommendations:

Establish a task force in each District consisting of police and community residents to develop interpersonal skills of police officers for care, safety, and nurture in community policing activities.

Finding #13 and Recommendations:

Mayor of Milwaukee should allocate funds to conduct annual review of policies by FPC. Utilize community justice students and professors in local universities to assist FPC in conducting annual review of policies. Encourage all police to participate in community conversations.

Finding #14 and Recommendations:

When a stop occurs, if person is not arrested, officer should give business card with their name and District phone number to the person stopped.

Target practice utilizes black silhouettes which may subliminally suggest African Americans as targets. Consider changing the appearance of targets.

MPD should review community policing policies that appear to be working in Cincinnati

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Facilitators: **Jon Olsen**

Notetaker: Connor Williams

Chapter 4: Community Oriented Policing Practices

How many findings did you cover: 5

Finding # 10 and Recommendation:

Problem with how officers view themselves. Would be good for them to view themselves as sheep dogs, protecting everyone. Too militaristic at present. Military does not equal police. Military does not build community. Police should act like sheep dogs.

Struck by what investigators found. What process did they use? Interviews, review of policy, analysis of history? What is the origin of this statement? If it is true then why does MPD not have a strategy for community building. Strategic plan needs a governing body. Fire and Police Commission (FPC) should come up with the strategic plan. Cannot blame MPD, this is the responsibility of FPC. Who is supposed to formalize this plan? Who has this responsibility? It is not clear.

I came to listen, I don't know much about MPD and FPC. We need strategies in place. If we get in trouble there are laws and regulations, MPD also needs regulations. Time to question what is going on.

Finding # 11 and Recommendation:

Not worded properly. They should not expect administrative officers to be responsible for community policing activities. MPD cannot hold all employees accountable. Need to determine who should be responsible. Need to define what a member is.

Entire hierarchy of MPD – define who is responsible for the policy and the implementation of policy. Can't hold all members responsible for all policies.

I don't care what Carol in Human Resources department is doing. I am concerned with officers and commanders to be engaged in the community policy activities. Need for cultural change. Most people want to do the right thing. Are they aware of their impact? Issue of dehumanization, everyone is part of the community. See each other as full human beings.

Finding # 12 and Recommendation:

What is community policing? Need to define what this is. It means having a conversation with people, build trust. Mr. Jones gets to know officer Smith. Has to be more than just a few community liaison officers. Need a cultural shift.

Years ago you used to see police officers on the beat who got to know members of the community. Feels like they are fearful of us, so both groups are fearful of each other. Kids run off because of fear. People do not get to know police officers, they get changed too quickly. Go to businesses, introduce yourselves. Should have relationships. Acknowledge the good that officers do. Nobody should have a reputation.

If I follow the statement to be true, need for a cultural understanding, take time. Reliance on community liaison officers to be engaged in community policing but really all MPD officers should be engaged in positive community engagement. Need to train officers in community policing. Need for FPC to lead on this issue and direct the leadership of MPD to make these changes. Disconnect in communication, how the chief sees his role. Need for chief to lead on community engagement. If community policing is where the top wants to go it needs to be the vision of the FPC and MPD leadership. Does the FPC have the power to create the vision for MPD? Need officers to walk the beat.

Finding # 13 and Recommendation:

If the chair of the FPC is not making sure that this happens they need to be replaced. The chair is supposed to make sure this happens. The citizenry is not holding the chair and the FPC accountable.

Should be a way for the community to hold the FPC accountable, someone to stand up for the people, hold them accountable.

It is not right for this not to be done annually as is required. This is a failure and helps no-one. Doesn't help MPD, doesn't help the community. Embarrassing. Late once is okay but not doing it consistently is ridiculous.

Finding # 14 and Recommendation:

This does not mention MPD. What does this statement say? Does it mean that white people trust MPD more the non-white people do? Issue is treating people differently because they look different. Doesn't mean that you have to have African American police in African American neighborhoods.

Racism, there should not be a color issue. Everyone should be treated as and seen as a human being, should not depend on where you come from.

Raises more issues than it answers. What does this mean? There is a gap in the trust factor. White folks and non-white folks do not trust each other in Milwaukee. This finding makes me angry. Does not mention the MPD. Does it mean that white people trust the police and non-white people do not trust the police? Harold Breier said that an African American police officer can never arrest a white person on the south side. Unfortunate phrasing of finding. Makes no sense.

Date of Hub: March 19, 2018

Hub Organizer: MICAH, NAACP, Felmer's Chaney Adv. Board

Facilitators: Lynette McNeely

Notetaker: Lee Anderson-Tatum

Chapter 5: Use of Force and Deadly Force Practices

How many findings did you cover: 4

Finding #15 and Recommendations:

Increase capacity to deal with people with mental illness and domestic abuse in order to avoid arrest and help the individual seek treatment. There also need to be respect given to the families who have been infringed upon by Police Officer; seen as an issue of lack of proper training. Training with interaction with the population is a must.

Finding #16 & 17 and Recommendations:

There should be an established unbiased Safety and Transportation Board (tertiary entity) to look at what actually transpired in the incident. The State Safety Board would have the ability to set guidelines based on best practices that look at safety for the victim and perpetrator (looking at what was started on the 2004 Michael Bell case) in Kenosha.

Finding #18 and Recommendations:

Again we have the same systemic issue of self investigation that is why a third party entity needs to be established independent of all. The process should be able to give guidance on how to track the documentation along with other evidence and to be able to validate the completion of the investigation.

As we look at prevention we need to ask why are these things investigation that is why a third party entity needs to be established independent of all. The process should be able to give guidance on how to track the documentation along with other evidence and to be able to validate the completion of the investigation.

As we look at prevention we need to ask why are these things happening in the first place and what method can be used to make these situations better. The goal should be to eliminate police shootings of unarmed citizens therefore; an identification of practices and trends that allows these incidents to continue has to be achieved.

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Hub Organizer: MICAH, NAACP, Felmer's Chaney Adv. Board

Facilitators: **Fred Royal**

Notetaker: Troy Hawkins

Chapter 5: Use of Force and Deadly Force Practices

How many findings did you cover: 8

Finding #15 Recommendations:

There should be a set of guidelines for CIT investigators when they are notified of a Critical Incidence. Steps or Protocol that should be followed by any investigator once they are called onto scene; isolating the officer involved as to not corroborate with other officers or contaminate information. These steps or guidelines could then be distributed within the Milwaukee community so that people already know what this process is. These steps or guidelines should be periodically 'introduced' on a reoccurring basis to educate the community on the CIT investigators process.

We (community) need a description of what this process looks like? Make sure the CIT training is culturally relevant. A community Liaison person who works directly with the police communication can report directly to families of critical incidences for updates to answer any questions the families have regarding the handling of the investigation & officers involved.

Finding #16 and Recommendations:

When a critical incidence occurs, there needs to immediately be brought in a new FRESH 'set of investigator eyes', mainly from an outside state agency like the Wisconsin State Troopers & State Attorney Generals office to oversee the investigation of MPD officers. They should NOT be investigating themselves.

Finding #17 and Recommendations:

Once again, there should be specific steps or protocol for IAD supervisors to begin their investigation. Removal of officers involved from the scene. Outside state agency to work directly with or oversee the investigation. There should be some checks & balances so that MPD is not investigation their own. Blue Wall of Silence.

There should be civilians as part of the Investigation process to insure integrity. Retired Judges, medical personnel, crime scene investigators that could help to implement policy & procedures and ensure the integrity of the evidence collection process.

Finding #18 and Recommendations:

Blue Wall of Silence! MPD should not be investigating their own, there should come in immediately outside agencies to oversee the investigation.

There should be rules or policy for the engagement of body & dash cameras. Whether they are to be turned on in all situations or when it is permissible to turn them off. There should be repercussions for officers that do not follow procedures regarding body & dash cameras.

Finding #19 and Recommendations:

There should be only IT technicians who are trained in communication & videography responsible for video evidence collection. Manual describing steps to be taken for this data collection, perimeter around critical incidence where additional evidence can be collected from outside video sources: corner store, ATM's, or any other cameras in vicinity. Also have to be aware of HIPPA Laws in regard to Rights To Privacy regarding use of body cameras in Domestic Violence & Rape cases.

Finding #20 and Recommendations:

Same as #19

Finding #21 and Recommendations:

This could be a problem for CIT members because officers often Lawyer up after being advised from the union Reps. The Recommendation is that the officer involved be interviewed by outside state agency & Atty General office. There should also be adequate audio and video recordings of these interviews.

Finding #22 and Recommendations:

The MPD officers should not wait until there is a critical incidence before seeking supportive services! There should be MANDATORY recreational 'Downtime' because most officers see multiple tragedies in the course of a work week. Downtime activities could include: Yoga, Polati, hiking, golf, swimming or whatever the officer likes to for fun & exercise. Police department psychological services coordinator should be documenting hours that each officer spends relaxing, this can definitely affect the officers job performance & mindset.

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Facilitators: **Wendel Hruska**

Notetaker: Marilyn Miller

Chapter 5: Use of Force and Deadly Force Practices

How many findings did you cover: 10

Finding #27 and Recommendations:

MPD command should routinely review the involved officer(s)' use ... The first question was why wasn't this in place? The participant thought the answer might lead to how this could be corrected. Another added at what level should this happen and who should do the review? Someone else added that the reviews should be consistent. Another question: are there models the FPC can review? Is this a FPC responsibility? Are they equipped? Should there be more than one review? If the role of the FPC is to do the "community" side, do they need some training and preparation? Group had a lot of questions but agreed routine review should be instituted.

Finding #28 and Recommendations:

#28 First there has to be an assessment of where the data is best centrally located so that all who need to can access it, data is interlinked, and secure. There needs to be an increase in the professional staff and the resources needed to make this happen. One person questioned the role of the Milw. Police Academy in training people to meet this need. Someone noted that as in all groups, some police would be more suited to maintaining a system like this than being placed on the street. The police force needs to be more diversified in their assignments. If this is not possible, can this be outsourced?

Finding #29 and Recommendations:

One person suggested working backwards, what do we need to see and understand from this data, then set up a system that gives us that. The data should be standardized and make sense for multiple kinds and levels of users.

Finding #30 and Recommendations:

Why did the FPC end this practice? When was the last report? This needs to be re-instituted.

Finding #31 and Recommendations:

Members of the group did not agree with this. They said we need a source outside of the departments that can be objective and just. There is great suspicion of any officers assessing other officers. There is too much of an inside culture that exists between all of these bodies to trust one group's objective and just assessment of another. Group prefers that the FPC do the investigation shored up with the resources

they need, or a sub-task force of the FPC, if not outsource this to someone else, not other local law enforcement agencies.

Finding #32 and Recommendations:

Isn't there a public affairs officer who has this responsibility? A policy needs to be developed with community input. This is a great sore spot between the community and the Police Department. The public has no real understanding of why certain information can't be released and when it can be. Who/What defines what is critical info and what is timely? Perhaps some basic educational work needs to take place to help the public understand. There needs to be some balance. A policy needs to be vetted with input from the community.

Finding #33 & 34 and Recommendations:

First of all, there need to be goals set to reverse the traffic stop practices that disparately impact the African American community. Reversal goals should be set, and there needs to be accountability and repercussions when these are breached. There should be proper oversight and accountability. Steps need to be taken to address this impact. One of the things that can be looked at includes assigning police and captains to longer periods of time in a community so they get to know that community and the community gets to know them. There should also be racial balance/diversity wherever possible. What about community based policing? How does the community become valued and instrumental in helping address issues, concerns, practices, etc.?

Finding #35 and Recommendations:

The practice of "curbing" is offensive to the community. This takes the dignity of people who are already targeted based on the stop records. What other possibilities exist?

Finding #36 and Recommendations:

Where are the best practices in the country for this? We don't have to reinvent the wheel, but we can use examples of what works until we land on what works best for Milwaukee. Certainly, the police who have to use the traffic stop information system have ideas about how to make it more streamlined. These are the kinds of things that police who have the mind, eye and heart for solving these kinds of problems could work on. It would be very life giving to make solving some of these issues projects of police and community leaders working together.