

Date of Hub: March 24, 2018

Hub Organizer: Metcalfe Park Community Bridges Association and Dominican Center

Facilitator: **Christie Johnson**

Notetaker: **Patricia Rogers**

Chapter 6: Citizen Stop and Search Practices

How many findings did you cover: 4

Finding #33 and Recommendations:

Dash and body cameras should be on the entire time of the stop

Traffic stop practices should be changed

Officers should be required to call in when a traffic stop is made, when it ends, the race and age of the individual and give a reason for the stop

MPD should keep record of who was stopped and why by race and age

Finding #34 and Recommendations:

Dash and body cameras should be on the entire time of the stop

A Pedestrian and Traffic Stop taskforce should be created and responsible for receiving all stop reports.

All reports should include race, age, reason for the stop and action taken:

1. Warning, 2. Ticket 3. Released 4. Arrested

Finding #35 and Recommendations:

Dash and body cameras should be on the entire time of the stop

“Curbing” individuals is a demeaning tactic used by MPD and therefore we strongly recommend “curbing” be prohibited as a means of containment.

There should be a written Stop Practice followed by MPD

If curbing is to be used; reports of “curbing” should show:

1. Who was curbed (age, race, and the reason for the stop)
2. Why curbing was used instead of another method of containment

Finding #36 and Recommendations:

Dash and body cameras should be on the entire time of the stop

Upgrade MPD's traffic stop information system

Place a time limit on traffic stops (15mins)

Officers should be required to call in when a traffic stop is made and when it ends

Traffic Stop tickets should be given to include:

1. the time of the stop and the time the stop was completed
2. the reason for the stop:
3. the finding:
 - a. warning, b. traffic violation, c. arrest
4. The ticket should be signed by driver and officer
5. A copy of the ticket is given to the driver for his/her records

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Facilitator: **Deshaun Ewing/ Barbara**

Notetaker: **Danielle McClendon**

Chapter 7: Systems for Supervision, Accountability, Organizational Learning, Remediation, and Discipline

How many findings did you cover: 16

Finding #37 and Recommendations:

All complaints should be investigated and add streamline procedures and criteria for who decides and include community members/leaders to create the process for IAD and MPD.

Finding #38 and Recommendations:

Some sort of Committee board or Community members/leaders board should be created to sit in and help decide the criteria and procedure. Every complaint should be filed and follow up regardless of its severity.

Finding #39 and Recommendations:

Create a sort of Committee board member from the community that will help assist in streamline procedures. The process developed may educate and inform the public.

Finding #40 and Recommendations:

This is good because it reduces the chances of retaliation.

Finding #41 and Recommendations:

Time lines are very necessary and should be evaluated according to each situation but a basic response time for each complaint regardless of its severity. After the initial response a more detailed explanation of further response times.

Finding #42 and Recommendations:

Create a true collaboration with organizations and businesses working on the same or similar issues to keep everyone inclusive and informed. This may solve or prevent issues if everyone is communicating.

Finding #43 and Recommendations:

Try to hire or identify an intern/retiree volunteer to only handle those issues and delegate a specific person or team to handle each particular complaint. Each district should handle its own complaints. The community should be informed of the process and procedures.

Finding #44 and Recommendations:

Keep members well informed and develop some sort of community group to interact with MPD and the public to assist in the distrust from citizens.

Finding #45 and Recommendations:

It should be equal punishment and IAD should step in with the process and procedures as well as gather the communities input.

Finding #46 and Recommendations:

Community members on all levels should be involved with creating policy and procedures or whomever this may affect. (youth, medical professions, elder, mental illness, block associations, special needs etc...)

Finding #47 and Recommendations:

Community members need to be involved when creating policies and procedures

Finding #48 and Recommendations:

Some appointed person, team or group should submit findings to organizations that work on these topics to help monitor and develop policy and follow trends to identify issues or to reward. It needs to be follow up as well.

Finding #49 and Recommendations:

Make sure everyone is aware of the policies from upper to lower management.

Finding #50 and Recommendations:

The staff should be fired and make them announce the information publicly and this should be put in the hiring process or contract.

Finding #51 and Recommendations:

This should be in the job description as well as policy for termination if a police officer is not credible.

Finding #52 and Recommendations:

All rewards should be consistent. Some community members believe no rewards because a job well done is the reward. Rewards would be the paycheck.

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Facilitator: **Felicia Wilkins**

Notetaker: **Destiny Johnson**

Chapter 4: Community Oriented Policing Practices

How many findings do you cover: 5

Finding #10 and Recommendations:

MPD needs training in school around cultural competences. They also need to be more active in the community, such as having conversations with the people in the community, not just when something is wrong but on a regular basis. Making engagement at community activities mandatory, 500 hours per year. Also these training records need to be public.

Finding #11 and Recommendations:

When an officer is made to do desk duty also require community service, the officer is not learning anything on desk duty.

Finding #12 and Recommendations:

Classes on racial profiling in the academy and continued training throughout the year. Time off without pay if these classes are not done. There should be a community evaluation of the officers yearly. Having the same officers work the same neighborhood so the community can get to know them. Make officer complaints public. After an officer has 4-5 complaints they should be made to go through training again.

Finding #12 and Recommendations:

All policies should be made public. All policies should be looked over every two years by a panel of civilians (a special committee).

Finding #12 and Recommendations:

MPD should engage with the community more by setting up events, block parties, meet and greets, community meals, etc. These events need to be advertised

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Facilitator: **Angela Pruitt**

Notetaker: **Annie Travis**

Chapter 3: Recruitment, Hiring, and Personnel Practices

How many findings do you cover: 8

Finding #1 and Recommendations:

Hire more African American officers, all officers need sensitive training in diversity and inclusion. Each officer should be from the city of Milwaukee, so they already have the trust and relationship with the community they are serving.

Finding #2 and Recommendations:

A written plan for the hiring process, a diverse balance but no limit on minorities on the force, and introduction to the league of martin as soon as they are hired.

Finding #3 and Recommendations:

Each job in each department should have a description and should be analyzed and evaluated yearly.

Finding #4 and Recommendations:

Positions should be open to the public, and people should be able to walk in the police stations to apply, Milwaukee

Finding #5 and Recommendations:

Discrimination against race, gender and preference while on and off duty should result in termination. They also need to be trained with working in the community professionally instead of harshly

Finding #6 and Recommendations:

We need the community to make them accountable moving up the ranks and not be bias, c=residents need to work with the police and be more of a team.

Finding #7 and Recommendations:

More Career development planning, have a written procedure for promotional opportunities.

Finding #8 and Recommendations:

Promotion should occur with community input, educate the community for special assignments.

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Facilitator: James Lindsey

Notetaker: Iyanura Lindsey

Chapter 5: Use of Force and Deadly Force Practices

How many findings do you cover: 17

Finding #15 and Recommendations:

Everyone need to know what the crisis intervention team training consist of. CIT should be a mandated training for all MPD employees and should be a written policy. The CIT should be a ongoing process like required continue education.

Finding #16 and Recommendations:

Internal Affairs Division supervisors and investigators should get formal mandated training on how to carry out a use of force investigation that is directed by written policies and procedures that are specific to the event.

Finding #17 and Recommendations:

Policies and procedures need to be put in place that are based on best practices on how to conduct an use of force and deadly force investigation. The procedure should go step by step.

Finding #18 and Recommendations:

IAD investigators should do their own collection of evidence and reviews. Take personal information views out of investigation and put in Policies and procedures that every investigator must follow. Each case should be investigated on it's own merit.

Finding #19 and Recommendations:

To eliminate inconsistencies and to know if evidence and documentation are done. There should be policies that direct the investigators to the steps and a checklist so they can document if items were collected and if not why.

Finding #20 and Recommendations:

Policies and procedures developed. It shouldn't be left up to individuals or supervisors on what should be collected. All evidence to the event should be collected and stored. The policies and procedures should be used to direct them on what need to be done.

Finding #21 and Recommendations:

Documentation of officer's interviews in an investigation by IAD should be done immediately. IAD should have rules and regulations on interviewing that pertains each everyone.

Finding #22 and Recommendations:

There should be a policy that every officer must follow when he or she is involved in a critical incident. The exact steps to take and the professionals he or she must see and be evaluated before returning to duty

Finding #23 and Recommendations:

Supervisors and commanding officers should conduct reviews on all use of force investigations and policies and procedures need to be made and followed.

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Supervisors and commanding officers should conduct reviews on all use of force investigations and policies and procedures need to be made and followed.

Finding #25 and Recommendations:

All witnesses to an involved use of force investigation should be recorded. That includes civilians and officers. The BWC purpose is to see the officer's and person's interactions. This is valuable because people's accounts of the same event can differ. We as taxpayers are paying for these BWC and have the right to see the good, bad or indifference.

Finding #26 and Recommendations:

The policy should be changed to: BWC Will always be worn and recording with all audio and video being captured. This is important because, everyone's interpretations of an event can be different. Therefore all video and audio should be captured.

Finding #27 and Recommendations:

A policy should be put in place and followed that all officer's recording are used when reviewing a case of use of force. All individuals record's should be together. The computer should be able to do this. We have been in the age of the computer for over 20 years.

Finding #28 and Recommendations:

AIM system needs to be updated, so update it. Whatever needs to be done to get the system working efficiently. All information should be able to stored together in the person's file or by event via the computer.

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Finding #30 and Recommendations:

Policy should be created if it's not in existence and followed that all evidence be in one file. Physical evidence that can't fitted in a file, there should be a reference made in the file to tell the location and the person responsible for the collection of items.

Finding #31 and Recommendations:

The PFC should start back the annual report on MPD firearms discharges so they can be more transparent.