

Date of Hub: March 20, 2018

Hub Organizer: Milwaukee County Office of African American Affairs

Facilitators: **Nikotris Perkins**

Notetaker: Evans M. Gant

Chapter 4: Community Oriented Policing Practices

How many findings did you cover: 3

Finding and Recommendation:

12.

Looking at cultural sensitivity, there is an evaluation that refers to community policing. The resident requirement should be brought back to encourage residents from communities to be officers where they actually live.

There needs to be continuous training, certification, and accountability of not just patrol officers, but higher ranking officers as well.

It would be great to know what community policing officers actually do, in an attempt to gain a greater understanding of how police officers can and should be an asset to communities.

More increased exposure to police officers through stronger citizen academies, potential ride along sessions, and programming that may allow for interaction between officers and residents with misdemeanors, to lower barriers as they relate to tension with MPD and surrounding municipalities. In reference to restorative justice, the aim of the officer should be less punitive from a corrective perspective. If they could potentially be taught when to be restorative, not treating every situation alike. Understanding that they have more than one option.

If there could be an assessment to the fidelity of policing the community. It would be great to have calls made to officers where they are blind to some of the specifics of the call, and be graded from a community policing perspective. It will allow for a greater understanding of their integrity as an officer. If the officer doesn't know when they may be assessed, they may be more prone to respond more ethically. It was mentioned that community oriented policing is conducted for recruits, but it doesn't carry over to the officers when they are officially on duty.

Problem-oriented and community-oriented policing was interpreted in different ways in the group. Injecting community policing is actually injected by adding value to the things that community policing is supposed to promote, as opposed to data driven policing.

In order to really help somebody, there needs to be a greater understanding of the community that is being patrolled. Oftentimes by no fault of their own, some officers aren't allowed that time to interact with the community, which doesn't allow for the restorative justice platform.

Finding and Recommendation:

13.

Currently, the FPC meets bi-weekly, and there are currently 121 current operating procedures, and with a larger detailed staff, there is the potential to address and review the policies.

There should be a prioritization listing: Training, education, procedure, operational policy, etc., which would allow for the potential review of pressing issues which are being postponed or laid over

Are there any incentives for actions to be carried out as a FPC commissioner. Should there be greater incentives which may increase the productivity of the FPC.

Could there be a separate sub-committee that could address the topics that the FCP may not be able to address in a timely manner.

MPD should conduct in service trainings

Conduct bi-annual surveys of the general public on their attitudes of officers and their services. It was voices that community surveys relay that there is a service gap towards non-White residents.

People should be demanding the engagement of a practice that actually addresses the issues of crime.

**Finding and Recommendation:**

14.

How can trust among White residents towards police officers be increased?

All police officers should be required to take the "Unlearning Racism" training through the YMCA, as a part of their police officer certification.

Youth engagement with police officers in communities needs to grow, in an attempt to improve relations, and increase the number of individuals whom would like to pursue law enforcement.

Make the police more accountable and really work to get greater representation of the people whom reside in communities

"Stop it, be kind, unlearn, and do better."

Recommend that the psychological evaluator or the process becomes more diversified and updated, and is better correlated towards people whom reside in the communities where they reside, as opposed to traveling to Brookfield for a psychological assessment.

Maybe a contract should be drawn with Manpower to evaluate the MPD recruitment process and render suggestions to streamline the process for the better.

It would be great to know how implicit bias is rated.

There should be an evaluation of the citizen complaint process, as well as how it escalates, in regards to a written process or policy. There was a process where citizen complaints had to be heard by the FPC,

which is not regularly conducted, is morbidly slow, and is extensive. Allegedly, it does not currently go before the FPC, but should be reinstated, to include a hearing examiner, and shouldn't be halted at the suggestion of the Fire or Police Chief.

MPD should have a full-time racial equity officer, whom could assess the fidelity of the officers and their process as it relates to community policing.

Publicize the officers that are actually doing things right, and have officers come in to speak to recruitment candidates regarding the realities, responsibilities, and accountability of the position.

Date of Hub: March 20, 2018

Hub Organizer: Milwaukee County Office of African American Affairs

Facilitators: Sarah McLaughlin

Notetaker: Jacquelyn Boyd

#### **Chapter 4: Community Oriented Policing Practices**

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##### Finding and Recommendation:

10. Input from the community on a continual feedback loop, and follow-up.

That every Officer should be a CLO, and this should be part of their job description.

Everyone is a human being and should be treated with dignity through out the iteration.

Trauma enforced care should be part of a training for CLO's and Police Officers.

Requirements for Officers performance eval. should be some of community engaging, requiring quality time with measurable accountability.

Cultural competency and evaluation of an Officer after a tarmac experience, should be gaged and evaluated more closely thought out he Officer career. Immediately following the experience and monitored each year.

It's very helpful to have active and retired Police Officer's to share. Transparency will help with the relationship building.

##### Finding and Recommendation:

11. There is lack of engagement in the community. Citizens feel that Police Officer's don't know or understand the community in which they work.

Being one team and going one direction, the group felt that all departments, including administration should be required to do some type of community engaging. It should be part of the job (training) and in an SOP.

Collaboration and partnerships with other groups in the community. Marketing strategies. Helps with trust building.

Share MPD's success stories and surveys, blogs, facebook, with our LEO!

MPD should navigate simple source of marketing through their own department.

**Finding and Recommendation:**

13. This finding was tabled and we were all in agreement that this is ok.