

Date of Hub: March 26, 2018

Hub Organizer: Safe and Sound

Facilitators: **Bree Spencer**

Notetaker: Vanessa Var-Ramos

Chapter 3: Recruitment, Hiring, and Personnel Practices

How many findings did you cover: 7

Note:

Community members want FPC/MPD to prioritize findings 2, 6, 8

Community members want FPC/MPD to prioritize findings 1 & 2

Finding #1 and Recommendations:

Race demographics in Milwaukee.

Many MPD officers are Caucasian. This make-up does not reflect the number of minority citizens that it serves.

- Short older white men vs. African-American (AA), Hispanic, and Hmong communities.
- Predominantly white officers in AA areas. Need more diversity in neighborhoods.
- Compare MPD officer responses to Potawatomi vs. officers responding to a call at North 45th Street.
- Officers of color will form a different type of relationship with the community. Having more diverse officers is helpful.

We need to look at structure of all departments. Responses should be at all ranks.

- Look at numbers: how many Chiefs, Assistant Chiefs, Captains
- How do you get a balance of races without landing in court?

MPD does not have a fair racial demographic per neighborhood.

- There is a disconnect with officers and residents.
- Many officers are only there to do 9 to 5 job and leave when their shift is done.

What is the process to become an officer? Has this been reviewed in the last year?

Community policing is critical. Police consider the residents as people.

There should be monetary incentives for officers to live in the neighborhoods that they serve.

Chief of police throughout Wisconsin are overwhelmingly Caucasian, middle aged men.

Women make up half the population, however less women apply because it is a tough misogynist job.

Can you teach compassion when so many people are treated like criminals?

How do officers work with people who suffer from mental illness and do not take medication?

- What are HIPPA laws when it comes to law enforcement?
- Is there a mental health process?
- CIT training is important for officers.

What are HR policies? Is there a background check for officers?

Finding #2 & #3 and Recommendations:

MPD facing officer shortage. Why can't they expedite a thorough recruitment process that includes a detailed background check.

Recruitment process – put time and energy into recruiting.

- Quality candidates may apply for a position if benefits are highlighted.
- Need career development.
- MPC and FPC should work together in cohesive efforts to strengthen departments.
- Common Council and Mayor play a significant role in recruitment/involve all vital departments.

Some of our participants at our first session were surprised by finding #3.

Lack of collaboration.

Various organizational issues in departments.

Difficult to find quality candidates without knowing specific job duties.

MPD and FPC must prioritize recruitment efforts.

Existing police officers do not have a clear path to further their career/lack of career development and growth.

Finding #4 and Recommendations:

FPC and MPD websites are outdated.

MPD should look into FPC's process for scheduling training opportunities. Attending training sessions allow candidates to be prepared for job opportunities.

Research FPC and paramedics training at Serb Hall once a person is hired.

Marketing efforts should be different for recruiting MPD positions.

Allow the community to become more involved as a spectator.

MPD manpower. Not enough officers can respond to calls.

How is advertising handled?

Does the person making a hiring decision have access to an applicant's medical records?

Finding #5 and Recommendations:

Answered: Yes – Recruiting:

- Are police recruiters basing their recruiting efforts on the job description? Recruitment efforts are not clear.
- Are recruiters' full-time members of staff?
- A participant explained that some recruiters may be working in a police officer role, and also in a recruiter capacity.
- Unfair recruiting practices: why does Person A get recruiters instead of Person B?
- Participants questioned the integrity of hiring process.
- Candidates aspire to bring their qualities to the position.
- Departments must communicate better. Officers are hired to protect and serve the people. **Lack of Strategy – Findings #2 and #8**

Recruitment must become a diverse body so that candidate pools can move up the ranks evenly starting at entry-level position.

What is the process when making decisions of officers responding to diverse neighborhoods?

Gender is lacking.

- Need more female officers.
- Women bring something different to the job/some men are too macho.

Milwaukee's Hmong population is growing. Need to focus on merging Latinos and Hmong communities.

Finding #6 and Recommendations:

Facebook and Instagram should be used more for recruitment purposes.

External input from community is needed.

Discussed monthly crime meetings in each district. Create a forum where captains can share vital information with community members and access crime stats.

How departments work - there can be challenges when captains do not bring back information to officers.

What mechanism are currently in place? How can it be maximized to share and exchange vital information?

There is a lack of complaint process.

Have can MPD and FPC access community groups and stakeholders for recruitment purposes?

Wisconsin is calling out for help in juvenile justice system and adult criminal justice system. We still need to have hope in our communities.

Culture of MPD is a problem, but it is difficult to change. It must change!

Departments have been doing things the same way for a long time without making changes.

MPD is unhappy with how things have been running for a long time.

Milwaukee is ready for a change.

Finding #7 and Recommendations:

There are positions that are based on favoritism

One of our participants shared that she's an employee at Potawatomi and they incorporate a favoritism process. If employee(s) suspects that a supervisor/manager is displaying favoritism, employees can bring the supervisor into a meeting. After a discussion, supervisors can be overruled by consensus.

How are we prioritizing FPC & MPD promotional opportunities?

Specialty assignments – why are certain people picked and not others?

One of our participants explained that he wants to be a part of the change in Milwaukee. He wants a leader who doesn't want to kill him. Next police chief should listen to the people and value the DOJ report.

Date of Hub: March 26, 2018

Hub Organizer: Safe and Sound

Facilitators: **Selma Aly**

Notetaker: Sarah Flaschberger

Chapter 4: Community Oriented Policing Practices

How many findings did you cover:

Finding and Recommendations: General Discussion

32nd and Juneau resident and one of the things she's observed as a long time resident is an us vs. them attitude. Police often respond to calls to her as what do you expect living in this area

Witnessed a domestic violence situation and when the cops are called residents, who happened to be African American, do not want to talk to the cops. A part of the reason was that those cops had stopped them on numerous times in the past

Must discuss ideas of community policing based on residents' input; need to have the same definition of community policing

What is community policing?: (question posed by facilitator)

- ✓ lucky in the 3rd district, have had 2 or 3 community liaison officers; have let them know details that they were concerned about; knock and talks; community oriented policing is good for the community if they can engage something before it gets out of control instead of waiting until it gets out of control with shootings, etc.; residents also cannot blame police for everything because we work together; An award won and it was because they had engaged the community
- ✓ Community and police acting together; sometimes it has happened and other times it has not; residents have complained about when they call the police, they are afraid of retaliation from those they have called the police on; have been told to call anonymously and they do but they still get a knock on their door from cops; went to a crime and safety meeting for a shooting at a school and an officer aggressively told a resident that no one in your community calls the police in response to a question; believes that residents should be able to ask the police questions without being attacked; some people do call the police (in a group chat that works together) others don't; wants to be able to go to the police without feeling attacked
- ✓ From her perspective, department wide policing is actually community policing; some areas need a better strategy around how to increase peace; good community policing only happens when that policing goes community because there are so many hot spots; if there isn't an association or something organized with their specific concerns nothing gets done; the need for multiple institutions to work together; what's the strategy to make sure that the social workers come at the same time as the police; so you know that this police officer is trained for domestic issues

References a newspaper article from a few weeks ago that implied that Milwaukee may be losing community liaison officers and that she hopes not because her area has really benefitted from CLOs—discussion ensues about funding for CLOs

Gap in trust between white and non-white residents: doesn't agree with the choice of terms "white" and "non-white" because it implies that the trust issue is flipped between both groups; sometimes black people treat each other; sometimes the neighborhoods we are talking about are black neighborhoods who do not trust each other; separating by race invalidates things needed for neighborhoods; those words can erode the trust; it's too complex to say white and non-white; Feels like the findings are vague and doesn't know what the solution could be

Facilitator poses a question about trust between neighbors; uses the word "transient" and a resident responds to this: Transient; in my community I have a block a home owners I trust and also long term renters I trust; the shorter term renters are the problems in the community; they come in and they come out; they are not invested in our community; saw trash in the alley and this lets you know who is invested in the community and who is not invested; I have a white neighbor and he communicates well but he does have a fear; she has told him to call the police and he says I'm the only white guy on the block and they will know it

is me who called the police; so he won't call but wait for others to call; he is fearful that he will be singled out as a white man in the community.

Community policing: have abandoned it to an extent and it has become reactive so police officers are not there on a regular basis instead of just being around and knowing the neighborhood and being a part of the neighborhood; difference between past and present community policing; someone speaks about PeppNation and the presence of officers on the regular in Sherman Park just to be around and how there was some noticeable change from that interaction even seeing youth walk up to officers and asking for specific officers

Blue line in community policing: good officers and bad apples; we never talk about the actual justice system after the arrest; that has not helped; needs to see a correlation between how we arrest and how we sentence; our expectation of trust can only go as far as what they witness in terms of the whole justice system and not just the arrests

How do we understand community norms; we place police in the position to enforce norms and if it isn't racial it's definitely social; feels the cops sometimes makes things worse; story about kids who sit on her step because of where it is located and neighbors kept calling and complaining; cultural differences and norms; suggestion would be not to do stop and frisk; stop and spread them

Solution: if we set up a place in the police department where different neighborhoods community events; set up an event where an officer has to attend 2 to 3 events each year so that there is a way to hold officers accountable and slowly there will be a trust built between officers and residents

Issue with retirement; a lot of African Americans are retiring at 40 years old and then there are young 20 year old whites who are being hired and they are the age of the people they are serving.

Date of Hub: March 26, 2018

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Facilitators: **Damien Smith**

Notetaker: Charmane Perry and Danielle Johnson

Chapter 5: Use of Force and Deadly Force Practices

How many findings did you cover: 7

Findings #15, 16, 17, 18, 24, 27, 31 and Recommendations:

Training

Where are the CIT officers in the community? Why don't we see them? How can we make the CIT visible in the community, so residents know they're there?

They should be receiving training more frequently rather than just once for their entire career.

A lot of residents have never heard of CIT.

Resident believes the department is structured in racism.

Residents feel that police officers are often patrolling the neighborhood they don't live in or don't know at all.

Are white police officers afraid of black residents?

Black residents feel like no one is fighting or advocating for them

Does the Police department require diversity and race training?

There needs to be more recruiting happening within the city and central city allowing for more diverse cadets and police officers.

MPD has a lack of knowledge about the laws when working with residents and the community.

MPD officers need more training and structure in place.

Crisis intervention structure should be created, implemented and enforced by federal and state law. The systems need to be unified.

Investigations

Officers need to be seriously penalized for not following protocol.

There needs to be a strict timeline for use of force investigations.

There needs to be a strict timeline to design use of force investigation protocol.

The investigations should be based on evidence and facts rather than discretion.

Police officers make too many decisions are based on emotions and not critical thinking.

Law enforcement need to be accountable throughout the process of a use of force investigation.

Community members and stakeholders should be a part of the decision-making process when creating this structure for investigations.

Law enforcement should look into each officer investigated during a use of force investigation. It is an easy way to determine patterns for a bad officer. MPD look into residents' backgrounds, so why shouldn't they do the same internally?

Police officers investigating other officers does not work.

Officer involved shootings need to be investigated by the Wisconsin DOJ

There should be less focus on MPD and prosecution, and more on services in the community

Date of Hub: March 26, 2018

Hub Organizer: Safe and Sound

Facilitators: **Josh Jenkins**

Notetaker: Grace Arend

Chapter 6: Citizen Stop and Search Practices

How many findings did you cover: 4

Finding #33 Recommendations:

Stop, stopping people for illegal tint, smell of marijuana, not having a seatbelt

Getting pulled over for "loitering" sitting in a stopped vehicle too long, doesn't happen to white people

Problem is, with illegal tint, police cannot determine if it is illegal unless car is stopped, investigated, lawyer: has not had any white people stopped for illegal tint

Officers make assumptions, young people have tint out of safety, they don't want other people in their neighborhoods to be able to see in their car, to the officers everyone in the community is "one in the same"

- Opposite logic of youth and police officers

Legalize "smell of marijuana", look at where people are arresting for "smell of marijuana, know people who grow marijuana on the east side, they have nothing to worry about, so why are black people getting stopped for just smell of marijuana

Its so wrong to be making black felons out of marijuana, so wrong to use resources to pull over cars to smell like weed

SOLUTION: Ban people for smell of marijuana and tint

So many people facing prison for such a small thing

This reflects the experience of resident participant

As a resident, have stay away from being out during high traffic times to avoid these stops

Officers should call out other officers for doing this, use peer pressure

Residents feel protective over their loved ones, want to get in the face of the police officers because they will do anything to protect those they care about, know to stay there when there is interaction with police officers with as many eyes on the situation as possible

Educate the community on reasonable justification, more people who know these details, more eyes equal more accountability

How do we address over-policing? Effort to strengthen the relationships between police and residents

Captains should come to crime & safety meetings! Need more support and faith from upper levels of police department

Positive comments on crime & safety meetings, citizens can voice their opinions and have a say on what their neighborhood is

Finding #34 Recommendations:

Does accountability need to go through a public entity?

What does the mechanism to review data look like?

How do we keep POs accountable: reassign to desk duty

People don't file a complaint, or they do and there isn't any feedback, so they feel like their feedback is not appreciated or heard

Bring these people together so they can understand how they are affecting the community

Cannot have an officer demoralizing the community spirit

Need top-down change

SOLUTION: Officer has to come and answer to community, hear from the community, needs to attend training on how not to demoralize communities

Accountability: if you start taking officers pay, they may become disgruntled, still believe that people become police officers because they want to do the right thing, it is a very hard job, and can tear people down, group think, only happens if people around them are allowing behavior, so taking away pay might encourage worse behavior

Best approach is to assume officers would rather do right from wrong, ideas of what's right and ways to effect change may look different from PD to residents

Don't further upset officers, but there needs to be consequences for action

SOLUTION: Maybe remove officer from situation, especially if officer is really burnt out, off the street, include retraining and reintegration into the community

Continue the conversation on race, and how it affects everything, subtle and explicit

Ongoing training, 23 weeks is not long enough for police-training, should be a yearlong training, contract based, look at what other communities doing, bachelor's degree training? Is associates degree or equivalent enough?

Ongoing cultural competence training

Community groups should be involved in training, especially cultural competence, they have experience in the neighborhood, will need to work with them, and know what is needed

Community groups can welcome to neighborhood, more partnerships

Police officers have to be from the community,

Police should not be harassing people on the street without cause

Can't believe there is anyone saying they can't do this, because of how common it is

Doesn't feel that that community is informed enough to know that this is not right, and that there is something they can do about it

SOLUTIONS: Hold police officers accountable, include more cultural competence training so officers understand why they cannot stop one race for the same thing

SOLUTION: For a prejudiced officer known for doing this, mental evaluation, needs to be taken off the streets, Officer cannot be competent at his job if he is prejudiced, and he will not be able to help everyone,

Officers abuse goes back to unfair hiring practices, hiring people from rural Wisconsin, they don't understand the city, officers and residents are fearful in this situation

Want more officers who are familiar and comfortable in the community

What should officers attend to understand within the community so they understand more about the community

- Juneteenth, speak to the adults not just the kids
- Go to the schools, high schools, see who wants to be a cop, and show them how to be good cops
- Elementary and middle as well, all ages are aware of what is going on
- Officers would be required to attend, 7 events yearly, or quarterly
- Parades
- Community meetings,

Police should be the ones to teach residents their rights they have with police officers, residents and police can start working together

Residents training with police officers as well, nonprofits and community groups,

Representatives from all groups in the community visible in the community

Citizens should be able to see what MPD training is.

Finding #35 Recommendations:

How often do you see white women on the curb? It is about shaming and putting boys in their place, in some countries it is against the law to force people to sit on curb

Suspected homicide okay, otherwise curbing should not be used

It feels so over the top and out of line, Police logic is fear, but there must be other ways to combat this

How do we dissipate fear from police officers, when they talk about their fear, the police get whatever they want

Shorewood: Even there the black women would be stopped, but as soon as they knew them the police would relax, officers in all neighborhoods need to get to know the residents they serve

GOAL: Strengthen relationships within the community, more relationships and better practices, understanding who the police should know in the community

Police more engaged within the community

Look at how other municipalities address curbing, there must be better options

Even from a police standpoint, it feels like there is a better strategy to keeping officers safe

Race plays a huge part in curbing

Long-term solution: Need to find ways to address police officer's fear

More training, including training residents on how to react to police officers & know their rights

So used to seeing it residents did not know that police officers were not supposed to use curbing

Said they only ever see black men, no women, curbing

Residents should hold officers accountable, post on social media, more eyes!

Educate the community on what is wrong and what isn't right, everyone should know what they deserve when interact with police officers

A lot more education for police officers, 23 weeks isn't enough training, ongoing training, new courses yearly

Need to improve their trust with community & officers

Mental evaluation yearly, development, trauma could affect how they view others

What should the consequences be for the officer: Officer should be fired, you should know the rules of the job, and you have to follow the rules at other jobs, police should be no different, there should however be an investigation

A female resident stated that she is afraid of being pulled over by an officer, goes to a well-lit area to be pulled over, must be worse for men who are curbed

Lack of Accountability/Poor Use of Resources: 34, 36

Finding #36 Recommendations:

I don't buy it because I have been pulled over and it didn't take that long (from a white male, implying it probably takes longer for people who don't look like him)

Seems like they will get another grant to do something they should already be doing well, I don't like throwing money at an organization that isn't doing well

They should not take 40 minutes, 15 mins max,

Is it really the technology or are there other real reasons it is taking long

Rodriguez case

Police officers are using this as an excuse to not work or bug residents, one resident had an officer tell her it had only taken him 30 seconds to run her plates when we had had her pulled over for about 30 minutes

Police officers start finding reasons to arrest residents, easy way to work, avoiding real situations they need to be responding to

Only should be giving a ticket for why you have been pulled over

10-15 mins max

Do more important work like this

Residents should have cameras

SOLUTION: anything over 30 minutes you aren't getting paid, you need to justify why you are making these long stops

Sheriffs can be bad at this, as well as captains

No one picks up with you call the sheriff department

It is a big deal to call once, make it time consuming residents

If it is a real problem, the technology should be improved, all of their vehicles need to be equipped to do traffic stops if they are going to stop residents

Date of Hub: March 26, 2018

Hub Organizer: Safe and Sound

Facilitators: **Araceli Arevalo, Maritza Ugarte, and Elizabeth Banks**

Notetaker: Amanda Garry Aliperta

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

How many findings did you cover: 9

Note: Top priorities –

- consistent complaint process and analyzing the data – taking every complaint.
- educating officers on SOP's and protocol,

First thoughts – in reading the report, related to finding 37 and 38, it seems like some of this should already be being done already. They've just been doing whatever they want to do. (Poor Policy)

Finding #37 Recommendations:

There should be a policy in place for dealing with ALL complaints.

There used to be a residency requirement for officers, they were our neighbors, they know us. Now there is no requirement, so they do not have a relationship with my son, my family.

Police officer partners should be speaking up when their partner is doing something that's not right.

Finding #38 Recommendations:

Every complaint should be completed; it's crazy that they don't complete the form for every complaint. It seems like complaints aren't taken seriously. It feels like we are not important enough for them to want to follow up on a complaint. It seems like what's the point of going to the police if they aren't going to do anything.

ALL complaints should be documented. Should prioritize this finding. Supervisors should be trained to accept and complete a complaint form for all complaints. Things can be biased. Every complaint should be followed through, and they should be tracking who is receiving a lot of complaints, so they can look for patterns.

Finding #42 Recommendations:

Complaint data should be analyzed so MPD can identify patterns and who is receiving a lot of complaints.

Finding #44 Recommendations:

People are afraid of issuing complaints against police officers; afraid of retaliation. She knows people who have filed complaints and they felt they were being watched more.

When people call for the police and they request that the police not come to the door, the police still come to the door. Then when the police left, people shot the house and cars and windows. People are afraid to call the police – it seems like the 911 dispatchers don't relay the information if the call wants to remain anonymous. Once police knock at the door, they feel like they are anonymous. Would prefer a call vs. a knock at the door. If you've requested to be anonymous, the police shouldn't come and knock on the door. Police should be aware of what it means for them to come to the door. Also the police should go to multiple houses so that it's not obvious who made the call.

Finding #49 Recommendations:

Officers should know the policies on everything in the department. When you are recruited, should be trained on EIP policies. Should be taught right from the beginning. For officers currently in the force, they should have ongoing training and refresher training courses.

Finding #50 Recommendations:

They should have this directive in place. We don't want dishonest officers. People's lives are on the line. If they aren't being truthful, that's not good. People don't always have good intentions.

Finding #52 Recommendations:

If I'm doing something good but not being acknowledged for it, I'll feel like I'm not doing a good job. If officers see someone doing a great job and not being acknowledged, they might wonder why they should

do a good job. Perhaps have a recognition event where the community recognizes them. Communicating with block clubs, neighbors, the community should be rewarded. Officers who stop and speak to people respectfully – some don't even stop and talk to anyone. Keep the same officers in the neighborhood so people know their officers and can get to know them. Transfer officers less so they can build a relationship with the community. Officer of the year recognition. Perhaps have recognition for officers by district, not across the whole department, so that more officers are recognized.

MPD should reward good behavior, but where is the good behavior? Would like to see courage to speak up about any crime, even if it's a member of law enforcement, who is doing something wrong. Would like to see integrity and honesty. If a police officer shoots and kills someone, the partner shouldn't just agree that the officer didn't commit a crime. Have the courage to speak up and say something, even if it's a peer doing something wrong. Not everyone is a criminal, you don't need to treat everyone like a criminal. Treat people with respect, don't talk down to people, talk to people like you're a human being. One person tried to help out at an accident, and the police officers were ignoring her, not showing respect. Consider more conflict resolution training, but can you really teach compassion? Consider hiring processes, screening.

Maritza recommended attending the chapter 3 conversation in the next session to get into more depth in these issues.

Most relevant finding: Poor Policy, especially related to complaints

People have been complaining, and its hard to make recommendations. It seems like they are just giving us things to do to keep us quiet.

The most important thing to the community is safety. We want to be safe dealing with the police, and we want our children to feel safe in dealing with the police. How can MPD and the community reconnect in a positive way instead of MPD seeing the community in a negative way. Would like to see an officer who is able to talk to the community about this report. It would be nice to hear from them. I would hope that there is someone working at Safe & Sound.

One participant has submitted multiple complaints to MPD and has received no response to any. She continues to submit even though she has not received a response to ensure she is doing her part.

MPD's complaint process needs to be completely overhauled. All complaints should be responded to, and MPD should be tracking and analyzing the data to find the problem officers.

Finding #53 Recommendations:

If people aren't reading or understanding things for Standard Operating Procedures via email, they aren't being implemented properly. Consider issuing a response receipt. Consider administering questions/a quiz to ensure people understand – make sure people know they must need to understand the new SOP. Consider talking through the SOP's in weekly meetings or trainings. Consider administering a quiz to ensure they understand the procedures. Having changes in SOP via email is odd.

Finding #55 Recommendations:

There should be a clear process for why certain officers are selected to go to certain trainings.

Many of these recommendations should already be in place.