

Date of Hub: March 3, 2018

Hub Organizer: Voces de la Frontera

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Chapter 3: Recruitment, Hiring, and Personnel Practices

Chapter 4: Community Oriented Policing Practices

Chapter 5: Use of Force and Deadly Force Practices

Chapter 6: Citizen Stop and Search Practices

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

How many findings did you cover: 12

Findings #1 and Recommendations:

We need to have racial and ethnic and gender diversity in the department. There should be a committee within MPD that is diverse and that is trying to make MPD as a whole more diverse. The police should have someone trying to train them about how to work with the Latinx community.

Findings #2 and Recommendations:

There is no plan to create diversity, there are no benchmarks. MPD needs to establish benchmarks for hitting diversity goals and have strategies for meeting them. The city is majority Black and Latinx, MPD should reflect this. MPD does not seem to have a process for developing and recruiting people from within the community. They certainly don't appear to have a strong program. The city needs to create goals and then benchmarks to meet those go

Findings #6 and Recommendations:

MPD needs to create plans for recruitment and professional development of officers. Evaluation measures need to be part of this plan, and the plan needs to be based on an equity and civil rights-based framework. MPD needs to collaborate with community organizations in crafting this.

Findings #10 and Recommendations:

The Milwaukee Police Department should work with community organizations on drafting policies governing their interactions with marginalized communities and ensure any proposed changes to existing policies are made in a transparent fashion that allows groups that represent affected constituencies the opportunity to provide meaningful input; for example issues particularly affecting Black community members, immigrant communities, or LGBTQ people.

Given the diversity of our city, we need to amend Standard Operating Procedure #130 on immigration to include language that upholds Constitutional rights by ensuring MPD officers do not investigate immigration status or collaborate with ICE unless any request to do so is accompanied by a judge's warrant.

There should be a clear rule that MPD officers will never ask someone their immigration status, whether they're arrested or not, and regardless of the crime, and then there needs to be a campaign to make sure community members know they will never be asked about their status, so they will not be afraid that being stopped by police or coming forward to report crime or seek services will lead to deportation and separation from their family.

Findings #11 & 12 and Recommendations:

Community liaisons should be mandated to be out in the community, in order to create relationships with community members.

There should be more police officers on foot.

Police officers should be visible and open to engage in conversation.

Police officers should be respectfully present at community gatherings, meeting

Findings #17 and Recommendations:

When police commit unjustified or illegal violence, they should be treated and judged the same way any other community would be, and if appropriate, arrested immediately. There should be accountability, and a clear, written set of consequences for use of force.

Use of force should be investigated federally by the Department of Justice, not by neighboring police departments. Evidence (pictures, videos) should be gathered by independent investigators, not by MPD.

Records related to use of force incidents should be open to the public, just like our court records are public. We have a right to know which of police officers are abusing their power.

Police need to be questioned immediately after incidents.

Community members should be informed of exact process that is taken following unjustified or unnecessary violence by MPD officers.

Findings #20 and 26 Recommendations:

Police officers should never be able to turn off their body cameras and supervisors should review footage after shifts.

Findings #29 Recommendations:

Records related to use of force incidents should be open to the public, just like our court records are public. We have a right to know which of police officers are abusing their power.

There is a lot of information that the public does not know about police violence and use of guns. How are

police being held accountable for unnecessary, unjustified violence? How many times firearms are being used? Is this being documented? Do police officers have to report when firearms are used?

There should be an annual report should be done on how many times police officers had to use firearms, what the reasons were, what happened to the victims,

Findings #33 Recommendations:

We need to have policies that prevent police from profiling drivers and stopping them or checking their plates when there has not been no driving infraction. MPD needs to have standards for what qualifies as justifiable stops, and there needs to be accountability for officers who make unnecessary or discriminatory stops. This should be part of broad professional development and ongoing evaluation standards, similar to those teachers are subject to.

We need standards and an accountability system. This ties into the need for professional development, evaluation, and promotion standards for officers. If these standards aren't being met, we must make the officer take responsibility and be held accountable. Supervisors need to intervene with officers who aren't stopping people for the right reasons and say, you need this type of training to resolve the problem, for example cultural training. In addition, the community needs to be involved in crafting this process. There should be evaluations for police the same way there are evaluations for teachers, and community organizations need to be part of creating the evaluation standards.

There needs to be an explicit system that says how officers will be promoted, and that incentivizes building trust with community members and de-incentivizes things like biased traffic stops. The community needs to be part of creating this evaluation process.

Recommendation for Chapter 7:

The development of the professional & equitable standards should include grass roots local organizations, as well as, research-backed information, and should have a process to receive direct community input. A budget should be dedicated to these processes. The community should define what equitable practices & process look like in police actions such as traffic stops.

There needs to be accountability, an evaluation process that leads to promotion, demotion, or termination. Professional Development, Evaluation & Promotion practices should be transparent.

MPD should be annually audited by the federal government and the local community. The auditing process should include complains and annual reports.

Whoever creates the standards for accountability, professional development, and evaluation for MPD should conduct a survey of systems used nationwide in similar urban areas. Other cities' systems should be compared to ideas from the community in Milwaukee. The top two systems can be presented to grassroots organizations for them to have a chance to provide feedback and decide on what MPD's new standards look like.

Findings #44 Recommendations:

If we want community organizations and community members to be involved, MPD needs to ensure there will not be retaliation for complaints. There needs to be a broadly publicized, useful complaint process.