



City of Madison
Agenda
CCOC Subcommittee on
Police & Community Relations

City of Madison
Madison, WI 53703
www.cityofmadison.com

Thursday, October 6, 2016

11:45 a.m.

Room LL-110
Madison Municipal Building
215 Martin Luther King, Jr. Boulevard

**NOTE: POSSIBLE QUORUMS OF THE COMMON COUNCIL
AND COMMON COUNCIL ORGANIZATIONAL COMMITTEE MAY EXIST AT THIS MEETING**

NOTE: ALD. MARSHA RUMMEL & ALD. SHIVA BIDAR-SIELAFF WILL BE
PARTICIPATING IN THE MEETING VIA CONFERENCE CALL

If you need an interpreter, translator, materials in alternate formats or other accommodations to access this service, activity or program, please call the phone number below at least three business days prior to the meeting.

Si necesita un intérprete, un traductor, materiales en formatos alternativos u otros arreglos para acceder a este servicio, actividad o programa, comuníquese al número de teléfono que figura a continuación tres días hábiles como mínimo antes de la reunión.

Yog hais tias koj xav tau ib tug neeg txhais lus, ib tug neeg txhais ntawv, cov ntawv ua lwm hom ntawv los sis lwm cov kev pab kom siv tau cov kev pab, cov kev ua ub no (activity) los sis qhov kev pab cuam, thov hu rau tus xov tooj hauv qab yam tsawg peb hnuv ua hauj lwm ua ntej yuav tuaj sib tham.

Contact: Lisa Veldran, Legislative Administrative Assistant, 266-4071 or lveldran@cityofmadison.com

Members: Ald. Shiva Bidar-Sielaff, Ald. Marsha Rummel, Ald. Sheri Carter, Ald. Denise DeMarb and Ald. Rebecca Kemble

Staff: Heather Allen, Council Legislative Analyst, Capt James Wheeler, MPD Representative, Lisa Veldran, Council Administrative Assistant

1. Call to order

2. Public Comment

The work group shall not take action on a matter raised in the public comment portion of the meeting unless that matter is otherwise on the agenda. Members of the public who comply with applicable rules shall be permitted at least three (3) minutes to speak. If the speaker requires an interpreter, either because of his/her limited English proficiency or because of a disability, he/she shall be allowed no less than six (6) minutes.

3. Disclosures & Recusals

Members of the work group should make any required disclosures or recusals under the City's Ethics Code.

4. Discussion: Draft Community Engagement Plan – Heather Allen

5. Discussion: Proposed Presentation Schedule for Future Meetings – Heather Allen, Capt. Jim Wheeler

October 17, 2016 Meeting

- Presentation by CA Mike May on Role of Council and Madison Police Department Policy

October 26, 2016 Meeting

- Presentation by MPD on tools used by police, policies: use of force, training content, de-escalation (discipline and investigation)
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TBD Meeting

- Discussion with Ad Hoc Committee on MPD Policy, Presentation on United Way/MPD Task Force Report, Department of Justice Report
6. Discussion: Future Presentations from Outside Groups | Prioritization – ACLU, CRT, Rep. Chris Taylor, Colleen Clark (County Effort to Reduce Disparities in Arrests), etc.
 7. Adjournment

From: Gregory Gelembiuk [mailto:gwgelemb@wisc.edu]
Sent: Wednesday, October 05, 2016 1:23 PM
To: Veldran, Lisa
Subject: Comments for 10/6/16 CCOC Subcommittee on Police/Community Relations Meeting

Dear Members of the CCOC Subcommittee on Police & Community Relations,

This is a short e-mail on a topic I plan to briefly address during the public comment period at Thursday's meeting.

As I'd mentioned in a prior e-mail (written on 9/25, to all alders), I have some concerns about the body cameras pilot program specified in the 2017 Capital Budget. My understanding is that Alder Eskrich plans to introduce an amendment, when the Capital Budget comes before the Council, to remove funding for this item.

If a pilot program is initiated this year, I believe it's critical that the framework, including the policies governing use of the cameras, be developed by an appropriate civilian oversight body (with a clear commitment from MPD to strict enforcement of the policies). That's important for multiple reasons, both practical and political.

I've been in communication with Adler McKinney about a potential amendment to the Capital Budget (specifically to the project narrative for the body camera item), and she's interested in sponsoring such an amendment.

Here is some potential language, which I shared with her, for the amendment (the added verbiage is underlined).

Agency: Police Department
Project: Police Body Cameras

Amendment:

Amend the final sentence to the project narrative to read:

The pilot program will take place in the North Police District upon development of a framework for the pilot, including but not limited to policies and practices, by the Madison Police Department Policy & Procedure Review Ad Hoc Committee, and adoption of a resolution by Common Council to proceed.

Discussion:

Part of the charge of the Community Policing and Body Camera Ad Hoc Committee was to develop policies for a body worn video pilot. This task was not completed, given a decision that, before body worn video implementation, measures to address community distrust of the police needed to be pursued. This led to the creation of the Madison Police Department Policy & Procedure Review Ad Hoc Committee. Members of the Community Policing and Body Camera Ad Hoc Committee, including the Chair and Vice Chair, were merged into the Madison Police Department Policy & Procedure Review Ad Hoc Committee when it was created. The task of developing body worn video policies for a pilot should now be completed by the merged committee. Given the complexity and sensitivity of the policy issues involved, including issues of civil rights and privacy, it is desirable that the framework be developed by a body representing the community and including representatives of vulnerable and marginalized communities.

Annual Impact:

The proposed amendment will have no impact on the operating budget.

Alder McKinney indicated that it may be desirable to include a role for the Public Safety Review Committee. Here is an alternate that seeks to accommodate that:

Amendment:

Amend the final sentence to the project narrative to read:

The pilot program will take place in the North Police District upon development of a framework for the pilot, including but not limited to policies and practices, by the Madison Police Department Policy & Procedure Review Ad Hoc Committee in consultation with the Public Safety Review Committee, and adoption of a resolution by Common Council to proceed.

Sincerely,

Dr. Gregory Gelembiuk

City of Madison Racial Equity and Social Justice Community Engagement Continuum

The continuum provides details, characteristics and strategies for five levels of community engagement. The continuum shows a range of actions from county-led information sharing that tends to be shorter-term to longer-term community-led activities. The continuum can be used for both simple and complex efforts. As a project develops, the level of community engagement may need to change to meet changing needs and objectives.

The level of engagement will depend on various factors, including program goals, time constraints, level of program and community readiness, and capacity and resources. There is no one right level of engagement, but considering the range of engagement and its implications on your work is a key step in promoting community participation and building community trust. Regardless of the level of engagement, the role of both the City of Madison and community partners as part of the engagement process should always be clearly defined.

Levels of Engagement				
<p style="text-align: center;">City Informs</p> <p>City of Madison initiates an effort, coordinates with departments and uses a variety of channels to inform community to take action</p>	<p style="text-align: center;">City Consults</p> <p>City of Madison gathers information from the community to inform city-led projects</p>	<p style="text-align: center;">City engages in dialogue</p> <p>City of Madison engages community members to shape city priorities and plans</p>	<p style="text-align: center;">City and community work together</p> <p>Community and City of Madison share in decision-making to co-create solutions together</p>	<p style="text-align: center;">Community directs action</p> <p>Community initiates and directs strategy and action with participation and technical assistance from the City of Madison</p>
Characteristics of Engagement				
<ul style="list-style-type: none"> • Primarily one-way channel of communication • One interaction • Term-limited to event • Addresses immediate need of City and community 	<ul style="list-style-type: none"> • Primarily one-way channel of communication • One to multiple interactions • Short to medium-term • Shapes and informs city projects 	<ul style="list-style-type: none"> • Two-way channel of communication • Multiple interactions • Medium to long-term • Advancement of solutions to complex problems 	<ul style="list-style-type: none"> • Two-way channel of communication • Multiple interactions • Medium to long-term • Advancement of solutions to complex problems 	<ul style="list-style-type: none"> • Two-way channel of communication • Multiple interactions • Medium to long-term • Advancement of solutions to complex problems
Strategies				
<p>Media releases, brochures, pamphlets, outreach to vulnerable populations, ethnic media contacts, translated information, staff outreach to residents, new and social media</p>	<p>Focus groups, interviews, community surveys</p>	<p>Forums, advisory boards, stakeholder involvement, coalitions, policy development and advocacy, including legislative briefings and testimony, workshops, community-wide events</p>	<p>Co-led community meetings, advisory boards, coalitions and partnerships, policy development and advocacy, including legislative briefings and testimony</p>	<p>Community-led planning efforts, community-hosted forums, collaborative partnerships, coalitions, policy development and advocacy, including legislative briefings and testimony</p>

Adapted from *Community Engagement Guide: A tool to advance Equity & Social Justice in King County*

Draft Community Engagement Plan for the
Common Council Organizational Committee
Subcommittee on Police and Community Relations

The Common Council Organizational Committee Subcommittee on Police and Community Relations (the Subcommittee) held its first meeting on September 14, 2016 and confirmed the following objectives:

- a) Provide a forum for residents and members of the Council to discuss police and community goals, priorities and interactions. Build a deeper understanding of policing for elected officials and members of the public; and,
- b) Explore models and options from other communities related to policing and other police policies; and,
- c) Provide a forum for information sharing regarding police training, policies, data and trends including detailed presentations from the MPD related to policing; and,
- d) Make recommendations to the Council on short-term policy, procedure and training while waiting for the results of the Ad Hoc Review of Police Policies and Procedures.

The Subcommittee reaffirmed a commitment to an effective public process with robust public dialogue. In particular the Subcommittee selected a desired level of engagement which facilitates community members shaping city priorities and plans. (See attached community engagement continuum). This plan is a draft framework intended to be as a living document and a resource for the Subcommittee.

Background

People of color, especially young people of color get their media and information via the web and particularly social media more than other groups. People of color and low income people are less likely to attend public meetings held in government buildings downtown on weekday evenings than higher income white people. Some members of the public especially those in leadership roles express fatigue at the idea of yet another focus group or stakeholder meeting without a clear plan to utilize the input. Residents have voiced concerns that this Subcommittee which complements the Police and Fire Commission, the Public Safety Review Committee and the Ad Hoc Police Policy and Procedures Committee is not separate and distinct in the eyes of the members of the public.

Reports from the Madison Police Department illustrate that arrests of African Americans are significantly higher African Americans in the City population. In 2015, 41% of adults arrested were African American, while African Americans represented less than 8% of the population in 2010. National statistics demonstrate that more frequent contact with police can be linked with negative consequences for residents. There are a number of individuals and organizations who are dedicated to issues pertaining to policing in Madison and that this work and information may be useful to the Subcommittee.

Serving as a police officer is a difficult and dangerous job, one that has come under increased pressure in recent years. Madison residents and elected officials want to be safe and support Madison Police Officers in their effort to do their jobs. It will be essential to learn from officers and others about serving as an officer in uniform.

Proposed Steps to Improve Public Engagement

1. Utilize websites, videos and social media strategies to communicate information about the Subcommittee. Provide opportunities for the public to engage through a web contact form/email. The planned website on the Common Council page will allow for input from members of the public to share their views. The Subcommittee meetings will also be videotaped to allow for convenient viewing of the content.
2. Adapt ground rules at Subcommittee meetings to allow for greater flexibility and a more welcoming dialogue.
3. Coordinate regularly with the Ad Hoc Committee on Police Procedures and Training to ensure that the work of the two bodies is complementary rather than duplicative.
4. Learn as much as possible from police officers, trainers and legal authorities about the day to day operations of the police department as well as the framework of laws and policies which govern MPD. Seek to understand the goals and the limitations of police work.
5. Clarify the purpose of the Subcommittee and its relationship with the other police related committees in Madison, especially the on-going work of the Ad Hoc Review Committee on Police Policies and Procedures. The role of the Subcommittee should be clearly communicated on the website, as well as verbally whenever the Subcommittee is discussed.
6. Clarify how all resident input will be considered in the Subcommittee's work. Explain what participants can anticipate at key milestones and at the conclusion of the committee.
7. Schedule meeting times and locations to provide maximal access to low income communities young adults and people of color.
8. Reduce the potential for participation fatigue by focusing on relationship building and dynamic conversations rather than traditional focus groups or listening sessions. Instead, gather information from materials released by local groups related to Subcommittee issues and analyze that material. Participate in local meetings hosted by community organizations related to policing, listen and gather feedback there. Identify themes and priorities that are repeated, though do not fail to notice rarely mentioned but important concerns. Maintain a database of the information shared through this participation.

Identify individuals and organizations discussing and working on policing in the community. Build authentic relationships with these groups. Assign a committee or staff member to connect with the various groups and report back to the committee about their concerns.

Conclusion:

The Subcommittee Community Engagement Plan will serve as a living document with regular updates and amendments. The Community Engagement Plan will serve as a reference for the Subcommittee, reminding members of their commitment to transparent and authentic engagement with the public (without creating an undue burden on those most impacted by policing). The Community Engagement Plan is a recognition that the Subcommittee is here to learn and committed to listening.

Discussion Draft