

July 13, 2020

To the members of the Police and Fire Commissioners of the City of Madison,

The members of the African American Council of Church are thankful to the Police and Fire Commissioners of the City of Madison for allowing the community to have input on the selection of the next police chief for Madison, WI. The first request is that you all listen to the desires of the citizens and take them seriously. I have been a part of too many community discussions that are only that “a discussion,” which does not result in accurately hearing the concerns of the citizens effectively.

The members of the African American Council of Churches talked about some things we would like to see in the next Police Chief.

The next chief must have the ability to develop a vision for the agency and be genuinely effective in communicating that vision; not just desire to be there because it's the next step and keep things in place but implement the necessary changes to enhance the police force. The Chief must be someone who operates in honesty and integrity.

The next chief should have the intellectual capacities to lead a large institution. The new chief should hold a master's degree in public administration or a related field. The new chief should also have the appropriate level of experience that matches the demographics of the city of Madison.

Due to the African American community being extremely over-policed and arrested more than any other race the next Police Chief must be **intentional** about building and establishing trust with the African American Community. I would say by any means necessary. Here are a few things that could help:

- Develop an education fund for African Americans students in which small amounts are given to youth to help with books and smaller school expenses.
- Develop a pipeline that will allow African American students to become police officers.
- Develop a strategic plan to intentionally engage African Americans and make it a priority.

The next chief must be willing to accept the decision to reallocate funding from police department budgets. Must be willing to invest these funds in training & education of the police officers. This will ensure that the officers are culturally aware of the community they are policing.

The next chief must be dedicated to demilitarizing the force. As a veteran of the United States Army, I am amazed at the equipment that our local police have. I am also aware that weapons of war are currently on the streets of our cities. However, these weapons and tactics should not be used on peaceful citizens. The only time I see them is during protests.

The new chief must be able to select the best and brightest to serve as police officers. These officers must first be well-educated and then intensively trained. They must also be critical thinkers and able to grasp and act on the department's vision and the complexities of a free society. The chief must be willing to publicly denounce wrongdoings of police officer's poor conduct and behavior. The chief must also discipline officers appropriately when they fail to follow the standards of the department.

The new chief must be dedicated to demanding far more education and training of officers and follow the federal standards on de-escalation proposed by Sen. Harris.

The Justice in Policing Act of 2020:

- Prohibits federal, state, and local law enforcement from racial, religious and discriminatory profiling, and mandates training on racial, religious, and discriminatory profiling for all law enforcement.
- Bans chokeholds, carotid holds and no-knock warrants at the federal level and limits the transfer of military-grade equipment to state and local law enforcement.
- Mandates the use of dashboard cameras and body cameras for federal offices and requires state and local law enforcement to use existing federal funds to ensure the use of police body cameras.
- Establishes a National Police Misconduct Registry to prevent problematic officers who are fired or leave on agency from moving to another jurisdiction without any accountability.
- Amends federal criminal statute from “willfulness” to a “recklessness” standard to successfully identify and prosecute police misconduct.
- Reforms qualified immunity so that individuals are not barred from recovering damages when police violate their constitutional rights.
- Establishes public safety innovation grants for community-based organizations to create local commissions and task forces to help communities to re-imagine and develop concrete, just and equitable public safety approaches.
- Creates law enforcement development and training programs to develop best practices and requires the creation of law enforcement accreditation standard recommendations based on President Obama’s Taskforce on 21st Century policing.
- Requires state and local law enforcement agencies to report use of force data, disaggregated by race, sex, disability, religion, age.

- Improves the use of pattern and practice investigations at the federal level by granting the Department of Justice Civil Rights Division subpoena power and creates a grant program for state attorneys general to develop authority to conduct independent investigations into problematic police departments.
- Establishes a Department of Justice task force to coordinate the investigation, prosecution and enforcement efforts of federal, state and local governments in cases related to law enforcement misconduct.

The new chief must be willing to support and expand the use of the Community Restorative Court (CRC) that embraces a Restorative Justice Model. The mission of this program is very important: “Repair Harm, Reduce Risk and Rebuild Community.”

The new chief must support the establishment of an emergency response with a team of medical and crisis workers for those experiencing a mental health issue. He/she should encourage the courts to create a Mental Health Court based on national best practices. Many veterans suffer from PTSD. Due to their mental inability to process properly crimes are committed. This will also give the community assurance and confidence to call 911 when a family member is experiencing a mental health breakdown. Each week we have a prayer call for Mt. Zion Baptist Church. One of my member’s grandson was experiencing a mental health breakdown and she was afraid to call 911 because she feared that the police would kill or arrest her grandson.

The new chief must be data-driven, and not by the old crime statistics, but by real and meaningful data collection. The chief should be able to explain and understand the results of the data that is collected and the systems which have been improved. Collecting the proper data will help the chief make proper decisions for the betterment of the Madison Community.



The new chief must be supportive of a Community Advisory Board comprised of community leaders that will create recommendations and initiatives for the implementation of police reform. The chief must also be supportive of pre-arrest diversion programs.

Thank you for your time and consideration of the requests in this document.

Respectfully,

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