

# AGENDA ITEM # \_\_\_\_\_

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City of Madison, Wisconsin

REPORT OF: EOC Ad Hoc Committee on Alcohol  
Licensing and Traffic Stops of African Americans

AUTHOR: EOC Ad Hoc Committee

DATED: April 10, 1997

Date Council Action Required:

TO THE MAYOR AND COMMON COUNCIL:

The Madison Equal Opportunities Commission (EOC) on June 12, 1996, created the Ad Hoc Committee on Alcohol Licensing and Traffic Stops of African Americans. The creation of this committee was prompted by both community members' and EOC commissioners' questions regarding seemingly differential treatment and disparate impact on members of our community in two areas:

1. ~~Alcohol license enforcement of bars which cater to a significant African American clientele, and~~
2. Traffic law enforcement of motorists who are African American

The mission statement of our subcommittee reflects these concerns.

### Mission

The Ad Hoc Committee will:

- ▶ Address and respond affirmatively to concerns raised by community members that Madison Police actions have a discriminatory impact on alcohol licensed establishments that have a significant number of non-White clientele.
- ▶ Address and respond affirmatively to concerns raised by community members that Madison Police actions have a discriminatory impact on traffic enforcement procedures affecting non-White persons.
- ▶ The committee will gather and review data from the Alcohol License Review Committee (ALRC), Madison Police Department records, City Attorney records, patrons and community groups and relevant sources.
- ▶ Provide a forum for community input.
- ▶ Assess the impact of current processes and standards.
- ▶ Provide written report and recommendations to EOC.

The EOC established this subcommittee under the powers and duties of the Equal Opportunities Commission, as expressed in Madison General Ordinances, Section 3.23(9)(b):

Presented May 6, 1997  
 Referred Affirmative Action Commission, ALRC,  
Police and Fire Commission, Public Safety Review  
Commission, Police Chief Williams  
 Rereferred \_\_\_\_\_  
 Reported Back \_\_\_\_\_  
 Adopted \_\_\_\_\_ POF \_\_\_\_\_  
 Rules Susp. \_\_\_\_\_ Tabled \_\_\_\_\_  
 Public Hearing \_\_\_\_\_  
 ID Number \_\_\_\_\_

"The Equal Opportunities Commission shall have the following powers and duties:

- "1. To study the existence, character, causes and extent of the denial of equal opportunity because of sex, race, religion, color, national origin or ancestry, age, handicap, marital status, source of income, arrest record or conviction record, less than honorable discharge, physical appearance, sexual orientation, political beliefs or the fact that a person is a student as defined herein, in the City of Madison.
- "2. To informally recommend solutions to individual problems that may arise which involve the denial of equal opportunities because of sex, race, religion, color, national origin or ancestry, age, handicap, marital status, source of income, arrest record or conviction record, less than honorable discharge, physical appearance, sexual orientation, political beliefs, or the fact that such person is a student as defined herein.
- "3. To disseminate information and provide technical assistance, consultation, training programs and other techniques to educate the people of the City of Madison and to aid both private and public agencies to use their resources to promote equal opportunities for all persons."

We, as EOC Commissioners, recognize that some individuals have questioned the EOC's powers and duties. This is not the first time such an issue has been raised. Then-Chief of Police David Couper raised similar questions of the EOC's role in 1975. On July 28, 1975, then-City Attorney Henry Gempeler and then-Assistant City Attorney Helen E. Gibson responded in a memo which states, in part:

~~"As you know, the Equal Opportunities Commission has other responsibilities besides the processing of complaints. Subsection (10)(b)(1) (current 3.23 (9)(b)) gives the Commission power to study the existence, character, causes and extent of the denial of equal opportunity because of sex, race, etc. If the commission has reason to believe that 'Police misconduct' may apply differentially to minorities, or other groups protected by the Ordinance, they have the power and duty to make a study of the problem and to recommend solutions to the appropriate authorities."~~

The MEOC Commissioners who make up the Ad Hoc Committee on Alcohol Licensing and Traffic Stops of African Americans are:

- ▶ Vance Gathing
- ▶ Eric Hands
- ▶ Ald. Barbara Vedder
- ▶ Vicki Washington
- ▶ Bert Zipperer

The following is our report.

## 1. The Process Used by the Committee

The Committee held a series of public meetings to gather information about the issues from representatives of the Madison Police Department, the City Attorney's Office, the ALRC and The Capital Times. Public hearings were held in the neighborhoods most directly impacted by these issues in order to collect information from citizens concerning perceptions and experiences with police traffic stops and alcohol enforcement. In addition, the Committee reviewed substantial relevant documentation and data from the Madison Police Department, ALRC, The Capital Times, City of Madison Ordinances, police policies and selected articles and research relating to police policies and procedures from other jurisdictions. While this data may not meet academic standards of statistical validity, the information nonetheless is probative and relevant.

2. Alcohol License and Enforcement Process: Findings and Recommendations

In considering this issue, the Committee held a series of meetings during which it received statements from various representatives of the Madison Police Department, City Attorney's Office and the ALRC. The speakers described the process they follow in determining enforcement of the Alcohol Beverage Ordinance. In addition, the Committee reviewed various documents including police reports and other relevant materials. As a result of evaluating all information collected and made available to it, the Committee made the following findings and identified the following areas in need of improvement.

a. *Findings*

- i. The current point system for alcohol beverage violations provides an objective standard for determining which license holders should be subject to suspension or revocation procedures. The use of this point system is restricted to violations of Chapter 3 (Discrimination), Chapter 9 (Non-Alcohol Nights) and Chapter 38 (Alcohol Beverage Violations) of Madison General Ordinances.
- ii. There is a lack of explicit standards and criteria to be used in the exercise of discretion at critical stages in the decision-making process as related to disorderly house violations; that is, the Police Department when making referrals to the City Attorney's Office, and the City Attorney when making a determination to institute formal action.
- iii. The lack of such standards creates a situation where the process invites disparate impact in the exercise of judgment;
- iv. Proprietors of licensed establishments lack information about the expected standards of behaviors, the impact of violations and the progressive disciplinary process (i.e., security plan, formal expression of concern, suspension, revocation and non-renewal); and
- v. In some cases, the security plans mandated by the ALRC failed to consider the economic impact of the requirements stipulated by the Plan without consideration of the relative egregiousness of the offenses.
- vi. In some cases subjective criteria and standards that are not neutral and reflect cultural bias, adversely impact certain groups.
- vii. The majority of enforcement actions are reactive precipitated by police calls and citizen complaints.

b. *Recommendations for Alcohol Licensing*

The ALRC point system appears to be an objective system that defines standards to be equitably applied to all establishments. Therefore, it is recommended that:

- i. The Madison General Ordinances be amended to extend the application of the point system to include offenses which constitute a disorderly house violation (drug offenses, weapons violations, fights and other disorderly conduct, sexual assaults, batteries, etc.).
- ii. Steps be taken to assure that the point system and other relevant information is clearly and systematically communicated in writing to all licensed establishments.

- iii. Recommend that Madison Police Department establish and implement a process of systematic unannounced inspections of all licensed establishments.
- iv. While the Committee recommendations have focused on matters related to the point system, a license holder orientation or informational packet outlining all relevant requirements and mandates would be a proactive step to enhance compliance on an ongoing basis.

### Traffic Stops Findings and Recommendations

The Capital Times article cited compelling information showing that Black people who make up four (4) percent of the City of Madison's population received more than 13 percent of the traffic citations between January 1994 and October 1995. The Madison Police Department indicated that certain neighborhoods are targeted for increased drug and gang law enforcement activities specified in federal grants. They offered this as an explanation for the disproportionate number of African Americans being stopped and cited for traffic violations in certain areas of the City.

Citizens making statements during the public hearings expressed with great passion and conviction their beliefs that they were being stopped without justification, and said they were not provided reasons for being detained when no citations were issued. They believed that disparate treatment occurred because of their race, i.e., African American/Hispanic. Many speakers, with passive resignation, expressed great hopelessness toward ever improving the situation. In general, many expressed fear, humiliation, distrust and anger regarding treatment of racial minority group members by the Madison Police Department and other area law enforcement agencies. Some speakers described how they teach their children to be very cautious of the Police and to avoid driving through certain neighborhoods. They explained that they viewed these behaviors as survival skills for their children.

#### a. Findings

- i. Data presented by both the Madison Police Department and The Capital Times confirm that African Americans are being stopped in much higher proportion than their numbers in Madison.
- ii. Citizens explained that they were not provided reasons why they were stopped and detained by the police when no citations were issued.
- iii. Citizens expressed a lack of knowledge about police jurisdiction, i.e., which police department the officer who stopped them represented.
- iv. Citizens described a lack of knowledge about the complaint processes regarding police behavior, and how to learn the outcome of complaints made.
- v. The Madison Police Department does not maintain written data on traffic stops where no citations are issued. This lack of data prevents effective assessment of police performance in these situations.

b. *Recommendations*

As a result of these findings, the Committee recommends that:

- i. The Madison Police Department provide user-friendly informational brochures to explain both the internal Madison Police Department and the Madison Police and Fire Commission procedures to redress complaints about police behaviors. The brochures should include an explanation of how the person will be notified of the results of the complaint. Brochures should be widely disseminated (grocery stores, libraries, convenience stores, squad cars, etc).
- ii. Establish a City of Madison "Hot Line" where people can express concerns about police behavior, as well as learn about the complaint processes.
- iii. The Madison Police Department establish a policy requiring officers to provide business cards with their badge number for stops where no citation is issued.
- iv. The Madison Police Department keep permanent records of traffic stops where no citation is issued. The records kept should not reveal the identity of the person(s) stopped, but contain demographic information including, but not limited to, date, time, location, race and ethnicity, identity of officer, reason for stop, etc. Sufficient data would be retained to allow an assessment of traffic stops to be made in the future.
- v. At least annually, the City of Madison Public Safety Review Board review traffic stop data and publish a detailed annual report regarding traffic stops.

4. **Diversity Education - A Proactive Strategy**

a. *General Considerations*

After assessment and review of various statements and perceptions during the series of meetings and interaction with representatives of the Police Department, City Attorney's Office, ALRC and citizen participants, the Ad Hoc Committee believes there is a need for ongoing effective diversity education. The Ad Hoc Committee urges implementation of this recommendation.

Multicultural education designed for the Madison Police Department and ALRC should provide a positive opportunity to explore the impact of culture, race, gender and other social conditions on law enforcement officers, commission members, their work environments and communities served. Multicultural education will help them break through the barriers of thinking in stereotypical ways, i.e., from a monocultural perspective.

b. *Recommendations*

Given the increasing diversity of the population living in the City of Madison, the Ad Hoc Committee recommends ongoing diversity education for both the Madison Police Department and the ALRC. These educational experiences will greatly improve operations, and police interactions with both internal and external constituencies, and stakeholders.

Attached is a description of a comprehensive diversity training program.

The report of the Ad Hoc Committee was reviewed by the Equal Opportunities Commission and approved at its April 10, 1997 meeting.

## Addendum

# Diversity Training

Effective diversity education that results in long-term systemic change is multicultural in perspective. The major theoretical underpinning of effective multicultural education is the belief that changing negative thoughts, behaviors and feelings about people who are culturally different requires not only new information about those groups, but also affective and behavioral change.

In this context multiculturalism is defined as "a process of change by which we learn to recognize, understand and appreciate our own cultural identities, as well as the similarities and differences of people from other cultural groups." Those characteristics can include: race, ethnicity, gender, sexual orientation, socio-economic status/class, job status, religion, physical abilities and veterans status, among others.

This approach enables participants to examine the impact of their beliefs and values (i.e., culture) on their lives and how they respond to others who are different. This learning occurs through utilization of various theories, using both didactic and experiential modes. Educational activities combine cognitive (thinking), affective (feeling) and behavioral (doing) learning techniques.

It is critically important that the multicultural educational experiences provide a safe, nonjudgmental learning environment. Participants should be free to take ideas that are helpful, discard those that may not be, and acknowledge that there are many other perspectives that participants will bring with them. In addition, a confidentiality contract from group members is critical to success of any multicultural educational effort. This contract states that people will not discuss, outside the training, anything that they learn of a personal nature about any other group member. Such agreements help participants feel safe to reveal personal attitudes and experience should they chose to do so.

Other safeguards include an assumption that the feelings, attitudes, values and beliefs that people hold about those of other races and cultural groups are learned. Given that assumption, blame and guilt are not useful, and in fact are counterproductive to change. Thus, the learning experience should not allow for blame or accuse whites for racism, men for sexism, etc., nor blame the victims of these "isms" for the presence of racism, classism, sexism, etc.

### *Educational Components*

Multicultural Education emphasizes the impact of difference - race, gender, class, age, sexual/affectual orientation, religion, military experience and physical ability. It is highly recommended that "Race" as a target variable be the focus of at least one of the multicultural educational experiences. The workshop should be structured to allow for both theoretical and experiential education that will provide participants with concrete strategies for:

- ▶ Identifying personal prejudice and misinformation;
- ▶ Identifying institutional racism and other forms of systemic oppression and discrimination;
- ▶ Changing dysfunctional intra-racial and inter-racial behaviors;
- ▶ Understanding the personal effects of systemic oppression - e.g. racism in both Whites and people of color; sexism, in both men and women; ageism, in the young, middle-aged and elders, etc.
- ▶ Incorporating information regarding current issues, problems and methods important to exploring multicultural issues.

### *Workshop Objectives*

1. Assess participants' current awareness regarding the role of culture in their work.

2. To have participants become aware of their own racial and cultural script histories.
3. To help participants learn to identify and change dysfunctional inter-racial and cultural attitudes and behaviors.
4. To promote a cooperative and pluralistic work and community environment.

*Training Phases*

- I. Assessment
  - Identify Current Traditions Used by Participants
- II. Uncovering Current Assumptions About People of Other Races & Cultures
  - Racial and Cultural History Exercises
  - Theory and Presentation
  - Application Level
- III. Uncovering and Changing Personal Level Racism and Internalized Oppression and Other "Isms"
  - Racial Script Work
  - Caucusing and Alliance Building
  - Practicing How to Take a Stand for Multiculturalism
- IV. Applying New Information
  - Increasing the Value for Multiculturalism Among Predominantly White and/or Male Staff Members
  - Planning for Multicultural Organization
  - New Directions

# Council delays vote on racial report

## NAACP backs EOC proposals

By Pat Schneider

The Capital Times

The Madison chapter of the NAACP is calling on city officials to adopt new strategies to lift the taint of racism in traffic stops and enforcement of alcohol license laws.

Lamar Billups, a member of the board of directors of the local NAACP, urged City Council members Tuesday to adopt the recommendations of a special committee of the city's Equal Opportunities Commission that studied the role of race in those functions.

"The mere specter of race-based decision-making should alert the City Council that something needs attending to," said Billups, a special assistant to UW-Madison Chancellor David Ward.

As to racism in stops by police, "even the appearance of inappropriety erodes respect and confidence," he said.

"Left unattended to, ignored, or swept away, this is a disaster waiting to happen," said Billups.

In the local NAACP's first comment on the issue, Billups appeared before the City Council as its members were scheduled to vote on a provocative EOC report, including recommended remedies for police and alcohol license officials.

The City Council delayed action on the report Tuesday, in part because Police Chief Richard Williams is on bereavement leave until next month following the death of his wife on Thanksgiving Day. A response from the ALRC also had not yet been received.

The EOC formed the Ad Hoc Committee on Alcohol Licensing and Traffic Stops of African Americans in June 1996 following reports in The Capital Times that black motorists are stopped by Madison police in numbers greater than their proportion in the population and of complainants that alcohol license regulations are more stringently enforced against establishments that draw a mostly minority clientele.

Following a series of meetings where members of the public were

invited to share their experiences, committee members issued a report and recommendations in April.

Recommendations include that the city:

■ Begin keeping permanent records of traffic stops where no citations are issued by the Police Department.

■ Establish a policy whereby officers provide business cards with their badge numbers to motorists stopped but not cited.

■ Set up a hot line where people can report concerns about police behavior and learn about the department's complaint process.

■ Amend city ordinances to extend a point system now used for technical liquor-law license violations to "disorderly house" violations like drug offenses, weapons violations, fights, disorderly conduct and sexual assaults.

Bert Zipperer, a member of the EOC committee, on Tuesday took City Council members to task for ignoring the issue.

"I'm kind of angry and I'm kind of disappointed," said former alderman Zipperer. "We've been working on this for 16 months. I'm confused about the silence of

every elected official in this room."

The race report has been coolly received by city officials, who say that its findings are based on anecdotal evidence and not backed up by hard data.

Williams, who reported in an interdepartmental memo that the witnesses on which EOC members were sometimes subjects of active criminal investigations or convicted felons.

Williams criticized the report as unnecessarily negative and promised to oppose it before the council unless "the tone and balance" were changed.

Mayor Sue Bauman said she had "some real concerns with the way the report was done." His reliance on such testimony as that of felons has shaken the report's credibility within the Police Department and caused morale problems among white and black officers, she said.

"They don't want to be painted with the same broad brush" of being racist, said Bauman.

She acknowledged that a perception of harsher treatment of

**'Sometimes whether you're black, green, white or yellow, you're in the wrong place at the wrong time.'**

MAYOR SUE BAUMAN

blacks by police exists — and is important. Yet she expressed doubt that the perception is grounded in reality.

She pointed out that Billups has filed a complaint with the Police Department over his treatment by officers when he was stopped and questioned near his home in connection with a burglary.

"Sometimes whether you're black, green, white or yellow, you're in the wrong place at the wrong time," said Bauman.

"I want to work through the recommendations and realities and figure out how to put the right spin on it," said Bauman. "We need to frame it in a positive way."

## Man faces \$7,475 in unpaid fines

By Tim McLaughlin

The Capital Times

If there were a city ordinance for procrastination, Michael E. McCray, a well-known parhandler on State Street, would surely get a ticket.

But then again, another ticket for the 34-year-old Madisonian

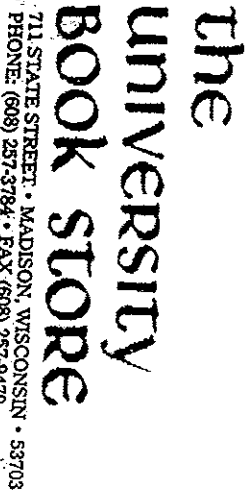
wants to McCray was going to take some time.

McCray, who doesn't have a permanent address, isn't expected to come up with the thousands of dollars he owes in municipal court. Instead, he's expected to pay his municipal court debt by serving 179 days in the county jail.

tucked in his waistband. They also recovered the student's wallet. Riddle was arrested without incident, said Lt. Ross Fleming of the Madison Police Department.

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**Quick rob:** A 21-year-old man and a 15-year-old Memorial High



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Why the City Council Should Enact  
the E.O.C. Report on Alcohol Licensing and Traffic Stops of African Americans

Submitted by E.O.C. Committee members:

Vance Gathing

Eric Hands

Aldersperson Barbara Vedder

Vicki Washington

Bert G. Zipperer

In the City of Madison, as well as nationwide, the reality of racial bias is a fact of life. For those of us who are white European-Americans, it is possible to rationalize, ignore or explain away this "phenomenon." For those of us who are people of color, this potential bias must be faced on a regular basis.

When I am stopped for a traffic violation I may not assume my race has anything to do with the police officer's decision -- if I am white. But if I am a person of color, the question remains: did race play a role in the police decision to stop my vehicle?

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And when community members question the police because they believe that racial bias occurs, can the police produce data to prove their impartial administration of law enforcement? Can they show data on the race of drivers who are stopped and detained for a period of time, but not given a citation? No -- there is absolutely no data collected on the numerous traffic stops of Madison police, or any police department in the state of Wisconsin. Why not? Routinely in the city of Madison, the vehicle's license plate number and the driver's license number are both entered into the squad car's computer system to verify the records of the vehicle and driver. Yet no demographic data is systematically kept of this computer work. And so, the question remains.

Among many community members, and throughout our nation, a belief exists that the race and skin color of a vehicle's occupants determine the likelihood of a traffic stop by police. This belief is so prevalent that it has a name: being charged with "D.W.B. -- Driving While Black." As a matter of fact many people of color, when told about this committee's assignment, responded that "that's not news to anybody who's non-white." What can be done to ensure fair, equitable law enforcement for all community members?

In mid-1996 the Madison Equal Opportunities Commission (E.O.C.) created an Ad Hoc Committee on Alcohol Licensing and Traffic Stops of African Americans. Our goal was to examine the persistent expression of a perception among some of our community members that the enforcement of alcohol licensing and traffic laws are unfair and racially biased in the city of Madison -- and offer recommendations for changes.

Our committee met over the course of many months and heard from the Madison Police Department, other city agencies, and numerous community members. We reviewed extensive data supplied to us by city agencies, especially the police. We then issued a report (in April, 1997) with various findings and several recommendations to improve the objective enforcement of alcohol licensing. (These recommendations, which we will not detail here, are now before the city's Alcohol License and Review Commission.) We also focused on traffic stops by Madison police. (These recommendations are now being considered by the City of Madison's Public Safety Review Board.)

Our committee's findings include:

- (A) African Americans are given traffic citations in much higher proportion than their numbers in Madison;
- (B) Community members repeatedly told us --
  - a. they were not provided reasons for many traffic stops where citations were not issued,
  - b. they were unsure why they were stopped,
  - c. they were unsure which area police agency had stopped them (in our metropolitan area it could be the City of Madison, Town of Madison, Dane County Sheriff's Department, Capitol Police, University Police, Wisconsin State Patrol, or neighboring municipality),
  - d. they lacked knowledge about complaint processes, and
  - e. they were unsure how to learn the outcome of any complaints made (and many told us they did not believe anything will come of a complaint against the police); and
- (C) The Madison Police Department keeps NO records on traffic stops where no citations are issued.

We need to emphasize that we are not accusing the Madison Police Department of wrongdoing. But, equally, we have a duty to all community members to ensure that their concerns and experiences are clearly addressed. Our report reflects this balance.

The Madison Police Department has been a national leader since the 1970's in implementing community partnerships which are essential to effective policing. We can be proud of the accomplishments of our police force. Now our committee has given recommendations in three general areas of concern to assist the police in their partnerships with all community members.

## Complaint Procedures

(1) Require Madison police officers to provide drivers with official business-type cards with their badge numbers for all traffic stops, especially when no citation is issued. In this way drivers will know the police department and officer responsible for any traffic stop -- if they are dealing with the City of Madison's police;

(2) Widely disseminate user-friendly brochures to explain all procedures to redress complaints about police behaviors. Explain how to complain and how the person will be notified of the results of the complaint;

(3) Establish a "Hot Line" where people can call to learn about complaint procedures or express concerns about police behaviors -- this hot line provides a medium which may be perceived as more neutral and available 24 hours a day;

## Data Collection

(1) Keep permanent records of traffic stops where no citations are issued. This would not include the driver's or officer's identity, but would include certain key demographic data to allow department-wide assessments of performance and impartiality;

(2) At least annually have an appropriate City Council committee review and publicly report on traffic stop data.

## Diversity Education

All city agencies -- including the Madison Police Department, Equal Opportunities Commission, and all others -- need to incorporate ongoing, effective, multi-cultural education, in order for us all to responsibly deal with our public responsibilities.

These recommendations are made in hopes of assisting our police and all community members. Currently the police department is unable to defend itself from charges of racial bias in traffic stops. Many community members see traffic stops as harassment, intimidation, or worse. If data on traffic stops were available today, the MPD could show comprehensive data on the practices of our police force. They would have data to prove the excellence of our police -- or to point up issues for improvement. But they do not keep such data.

Why would MPD not want to have data to defend itself with? Why would they insist that the best policy is no data? And why -- given that computer systems now link our squad cars and police office files -- should this requirement be any burden whatsoever? The work is already being done. Now, we simply need some form of

\computer program to capture the pertinent demographic data every time a traffic stop is reported, when vehicle license or driver's license numbers are entered on the MPD computer system, and when police are going about their everyday duties.

Is this something extraordinary? No. As a matter of fact, Congressperson John Conyers (D-Michigan) has introduced a bill in the U.S. House of Representatives titled the "Traffic Stops Statistics Act" (H.R. 118). This would require all police to collect data on each traffic stop including:

- race and age of driver;
- traffic infraction alleged to warrant the stop;
- citations issued;
- was the vehicle searched;
- rationale for any search; and
- results of any search.

This data would then be forwarded to the Attorney General's office for research purposes (the identities of the drivers and officers would be concealed).

Meanwhile a lawsuit has been brought against the state police of Maryland for racial bias in traffic stops along Interstate Highway 95. As part of the settlement of this lawsuit, police are providing data on the race of people stopped, searched or cited for violations along a stretch of I-95.

Some national reviews indicate that possibly as many as 75% of people stopped nationwide by highway police are members of minority racial groups -- and perhaps in 7 out of 10 cases no citation is issued during the stop.

Can we pro-actively address the concerns of Madison community members now? Can we document the objective, impartial practices of our police force? Can we take steps to improve our city policies and procedures in order to ensure justice for all? Or shall we ignore the beliefs and concerns of our community members?

Thirty years ago another commission, the federal Kerner Commission on Civil Disorders, issued its report which stated:

"This is our basic conclusion: Our nation is moving toward two societies, one black, one white -- separate and unequal. . . . The first priority is order and justice for all Americans. . . . We speak of us -- for the freedoms and opportunities of all Americans are diminished and imperiled when they are denied to some Americans. . . . The most important step toward domestic peace is an act of will; this country can do for its people what it chooses to do."

As many individuals told our committee, "I don't know why I'm bothering to tell you about these problems. We all know that nothing is going to change. It never

does." And unless the Madison Common Council and Mayor insist on change, these people will be proven correct. Will nothing change? Or will we pro-actively address a difficult situation before it is more of a crisis?

Our committee's hope is that we will take one more step, as a community which is a national leader, to ensure that justice, freedom and opportunity are not denied to any of our community members. Our report outlines some steps toward that goal. And while we make no charges of racial bias and issue no findings of fault, we also must keep in mind that "justice must not only be done; it must be seen to be done -- and documented."

*For a copy of our report contact the Madison Equal Opportunities Commission or the City Clerk's office. To contact your Alderperson ~~on~~ the Madison Common Council call 266-4071. Or you may call Mayor Bauman at ~~266~~ 4611. This issue will be voted on by the full Common Council sometime this auttumn.*

