



City of Madison
MINUTES - APPROVED
CCOC Subcommittee on
Police & Community Relations

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

Wednesday, September 14, 2016

7:00 p.m.

Room 260
Madison Municipal Building
215 Martin Luther King, Jr. Boulevard

Members Present:

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

Staff Present:

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

Website: <http://www.cityofmadison.com/Council/meetings/ccocPCR.cfm>

Handouts at Meetings: [Legislative File No. 44674](#)

Meeting Minutes: [Legislative File No. 44675](#)

Call to Order

Council President Pro Tem Marsha Rummel called the meeting to order at 7:07 pm

Election of Chair and Vice-Chair

Ald. Denise Demarb nominated Council President Prom Tem Rummel as chair and Ald. Shiva Bidar-Sielaff as vice-chair, seconded by Ald. Rebecca Kemble. Nomination was approved unanimously.

Public Comment

Gregory Gelembiuk, Community Response Team

Spoke

Mr. Gelembiuk spoke about training, models of policing and the handling of people by police (see attached comments in Legislative File No. 44674)

Carl Landsness

Spoke

Mr. Landsness spoke about connecting stakeholders around the issue of police and community relations and looking at ways of better policing.

Disclosures & Recusals

There were no disclosures or recusals from members of the subcommittee.

Review and Discussion of Subcommittee Charge:

The proposed Subcommittee on Police and Community Relations will seek to meet the following objectives:

1. *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.*

Ald. Bidar-Sielaff

How to build connection, need accessible location for these meetings, user friendly attachments, documents in different formats

Ald. Demarb

Need to understand where MPD training is today, work on benchmarks for comparison

Need to understand MPD Special Units, training, tools, patrols.

Ald. Rummel

Create a webpage for this specific subcommittee. Need to understand MPD mental health officers' role in the community.

Ald. Carter

Use libraries as future locations for the subcommittee meetings.

Ald. Kemble

Current use of force, history of changes, providing a fluid forum

Capt. Wheeler

Asked what types of information would the subcommittee like to hear.

Heather Allen

Suggested the following information

- Use of force policies
- Training content
- Discipline policies
- Investigation policies and practices
- De-escalation policies

2. Explore models and options from other communities related to policing and other police policies

Ald. Rummel

Heather Allen has been compiling a list of articles, should be shared with subcommittee, public. Subcommittee requested Heather Allen to provide a summary of "The President's Task Force on 21st Century Policing", United Way of Dane County's Special Community & Police Task Force Recommendations Regarding Police Use of Force and "Guiding Principles on Use of Force".

Ald. Kemble

Creating space for community input, concentrate on how to build relationships between MPD and the community and not focus so much on information.

Ald. Bidar-Sielaff

Format should be more like a conversation with the community, look at creating subcommittee ground rules to allow for more interaction with community members.

3. Provide a forum for information sharing regarding police training, policies, data and trends including detailed presentations from the MPD related to policing

Ald. DeMarb

Link to MPD website on webpage

Suggested that the subcommittee develop goals for the subcommittee to avoid "scope creep", provide updates to CCOC and the development of a final report to the Council.

Look at Dane County Sheriff and Madison Police Department practices

Use of social workers in policing

Share information with members of the Madison Police Department Policy & Procedure Review Ad Hoc Committee

Ald. Rummel

Possible Presentations / Information Needed: Community Resource Teams, Trauma Services, Critical Incident Stress Management (EAP)

Ald. Carter

Look at relationship between MPD, Capitol Police and UW Police

4. *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.*

Ald. Bidar-Sielaff

Priority: Use of force conversation.

Ald. Kemble

Steps in response training

Heather Allen

Council's authority in MPD policies, Police & Fire Commission and Mayor Roles

Discussion: Development of an engagement plan to be supported by RESJI

Heather Allen: Reviewed levels of engagement with the subcommittee (see attachment to Legislative File No. 44674). She noted that RESJI team could be a resource to the subcommittee.

Members discussed what level of engagement category the subcommittee fell into. There was agreement that the subcommittee fell into the "City engages in dialogue" category.

Ald. Bidar-Sielaff requested the team to come up with a framework for the engagement plan.

Ald. DeMarb suggested that there be the ability for the public to write to the committee and have staff collate the comments for future meetings.

Capt. Wheeler suggested bringing in people closest to the problems that have not been at the table, including victims of crimes.

Discussion: Information and other presentations which should be provided to the work group

Presentation Ideas

- ACLU
- Community Resource Team (CRT)
- State Rep. Chris Taylor
- United Way of Dane County / MPD (on their report)
- Colleen Clark Dane County Reduce Disparities in Arrests
- Madison Police Department Policy & Procedure Review Ad Hoc Committee Chairs

Discussion: Schedule/frequency of meetings

First meetings will consist of organizational committee work and drafting community engagement piece. Meet outside of downtown: libraries, Warner Park, ULGM

Adjournment

Ald. Denise DeMarb moved, seconded by Ald. Sheri Carter, to adjourn. Passed unanimously. Meeting adjourned at 8:23 p.m.

Veldran, Lisa

From: Gregory Gelembiuk [gwgeleb@wisc.edu]
Sent: Tuesday, August 02, 2016 4:52 PM
To: Veldran, Lisa
Subject: Written copy of testimony

Below is a written copy of my testimony.

Greg Gelembiuk

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All of the four objectives of the proposed subcommittee are quite valuable.

I think there are multiple examples of beneficial changes to policy, procedure, and training that could be implemented in the near-term, while waiting for the results of the review.

Some concrete examples:

1. Inserting de-escalation into MPD use of force policy, since there's currently no policy requirement for use of de-escalation. De-escalation provisions from the Denver Sheriff's Department could be used as one model.
2. Mandating implementation of an early intervention system, to flag officers at risk of misconduct or use of excessive force. An early intervention system with a good statistical model would be most beneficial, and University of Chicago's Data Science for Social Good is working with police departments on developing optimal early intervention systems.
3. Mandating that people who have been subjected to substantial use of force be given proper medical treatment, with an adequate explanation of their rights and options if they're uninsured.
4. Mandating implementation of Police Executive Research Forum recommendations to reduce use of deadly force.
5. Potentially implementing Edmonton Model mental health awareness training as an adjunct to current Crisis Intervention Training.
6. Mandating policy provisions such as that in the Philadelphia deadly force policy, which states: "Police officers shall ensure their actions do not precipitate the use of deadly force by placing themselves or others in jeopardy by taking unnecessary, overly aggressive, or improper actions. It is often a tactically superior police procedure to withdraw, take cover or reposition, rather than the immediate use of force."

These are just a few examples of beneficial changes that could draw widespread community support and that hopefully might not be overly controversial. I think there would potentially be a good degree of community consensus on reforms such as these.

For information sharing, I'll also note that the Community Response Team has compiled an extensive list of police reform experts, with different areas of subexpertise, who could be tapped for input.

Also, if Shiva is interested in serving on the subcommittee, I would suggest including her, given her involvement in policing issues to date.

From: Gregory Gelembiuk

Sent: Wednesday, September 14, 2016 10:05 PM

Subject: My testimony to 9/14/16 CCOC Subcommittee on Police & Community Relations

I'll start by noting that the Community Response Team has compiled a great deal of information on options - policing alternatives - that might be of interest to you. And we'd be happy to share such information upon request.

At the CCOC meeting at which this committee was set up, I provided a number of examples of beneficial changes to policy, procedure, and training that could be implemented in the near-term, while waiting for the results of the review.

Here I'll address a slightly different point. One objective of this committee is to "Explore models and options from other communities related to policing and other police policies". I'll mention some models and options that might be worth exploring.

First I'll note that there's enormous variation across cities in the U.S. in the rate of police use of deadly force. It has no correlation with levels of violent crime across cities. Many people are surprised to learn that. The enormous variation across cities is clearly driven by policy and training. We have a compilation of pertinent policy differences for use of deadly force across many U.S. cities. For example, the [Seattle Police Department](#) and the [Denver Sheriff Department](#) have detailed de-escalation policies that could serve as models [also, see new [draft Cleveland policy](#) here]. That's just one example.

Another point of interest is policing of people with mental health issues. One option, that appears to successfully reduce use of force, is the [Edmonton mental health awareness model](#) for training of officers [more details in links [here](#)]. I've been advocating this training pretty widely and that may be bearing fruit - today I found out that MPD is beginning to look into it. Another model of interest, especially for handling of resistant people in crisis, is that of NYPD. NYPD [policy](#) and training on this, including the procedures used by the NYPD Emergency Services Unit, greatly reduce the risk of use of deadly force for resistant people with mental health issues [a bit of additional relevant info [here](#) and [here](#)]. NYPD does have some major problems, but in this particular regard, it has better outcomes than MPD. The Eugene [CAHOOTS](#) program, which provides non-policing-based mobile crisis intervention, is another model of possible interest.

A few other models of potential interest in other areas include:

The Seattle [LEAD](#) pre-arrest diversion program that refers low-level offenders to case managers before any arrest is made. It's heavily used for drug offenses.

The Richmond [Office of Neighborhood Safety](#), a violence intervention program that's an offshoot of the [Cure Violence](#) approach.

The [Los Angeles Community Safety Partnership](#) - a [relationship-based community policing model](#) that's been successful in reducing both rates of arrest and levels of violent crime. Deliberately curtailing arrests for low level offenses appeared to be part of the key to creating some trust.

The [Newark Civilian Review Board](#), is another model worth exploring, related to oversight. One of its unique features is that the large majority its members are representatives chosen by civil rights and other community groups, especially groups representing communities most impacted. It's a partial move in the direction of community control.

I would be remiss if I didn't mention that it's also worth looking at models internationally. The recent Police Executive Research Forum [recommendations](#) for reducing use of deadly force in part grew out of examination of policies, procedures, and training in [Scotland](#).

Finally, on a slightly separate note, I would like to add that the Community Response Team supports calls for Community Control of the Police.

Thank you for your time.

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*

Racial Equity and Social Justice Initiative

Best Practices: Racial Equity Impact Analysis



Is:	Is NOT:
A systematic examination of likely impacts of decisions, policies, programs, practices and budgets on racial and ethnic groups or low-income populations	The “answer”
Used to minimize adverse consequences, prevent institutional racism and identify new options to remedy existing inequities	To be used for political or professional gain
An intentional pause	To stop a process or slow it down beyond recognition
Best used early in the process	Only applicable at the beginning and can be used to evaluate ongoing issues or programs
To be conducted with a variety of perspectives and stakeholders whenever possible	The only way to engage stakeholders
A way to raise the voice of traditionally marginalized communities	A way to create token representation in decisions
A way to raise awareness of racial and social justice issues in the community	A guarantee that decision makers will follow the recommendations

Best Practices

- Identify groups and individuals most likely to be impacted by the decision, policy, program, practice or budget. Find ways to involve them in the analysis.
- The analysis can be conducted in a variety of ways. Some examples include:
 - facilitated, full-group discussion
 - one-on-one conversations
 - small group meetings
- Create accountability by sharing the analysis widely with stakeholders, decision makers and the public. Be clear about how the process occurred, including who asked for the analysis, who participated, and identified missing elements such as data or stakeholder input.
- This is not a prescriptive or linear process. Adapt it to your needs and reach out for technical assistance as needed.