From:	Gregory Gelembiuk [gwgelemb@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.