

**1 DESCRIPTION OF SERVICES/COMMODITIES**

1.1 Background

The City seeks bids for an expert(s) to conduct a comprehensive review of Madison Police Department's culture, training, policies and procedures and obtain an understanding of the current status of the Madison Police Department and identify areas for improvement, particularly in the areas of racial disparity, implicit bias, use of force, dealing with people with mental health problems or who are under the influence of alcohol or other drugs, the rights of civilian witnesses, disproportionate contact with youth of color, culturally-related behavioral variations.

1.2 Contract Term

The term of the contract is for 6 months with a possible extension if needed. The final report should be completed and submitted to the MPD Policy Review Committee by June 2016 unless an extension is requested by the expert and committee.

1.3 Expert(s) Experience

The expert(s) should have extensive experience in community policing, law, problem oriented policing, racial disparities, restorative justice and implicit bias.

1.4 Rules of Conduct

Shall conduct business in an ethical manner that will keep the confidence of the community and Madison Police Department.

1.5 Responsibilities

The expert(s) will thoroughly review the Madison Police Department policies, procedures, culture and training by:

1. Conducting an assessment of MPD Policy Manual and Code of Conduct, interviews of staff, survey the culture of the organization through discussions and other means to gain the knowledge needed for recommendations. (Meet with MPPOA Union, Diversity and Inclusion Team, Unconscious Bias group, Amigos en Azul, Neighborhood Officers, Educational Resource Officers and any other groups within MPD)
2. Meet with training staff to review procedures of training and policy surrounding use of force, implicit bias, mental health and AODA.
3. Community engagement with community leaders who are representative of the African American, Asian, Latino, Native American, and LGTBQ communities as well as a diversity of ages, youth advocacy and AODA.
4. Attend the MPD Policy Review Committee meetings to provide status updates
5. Review past and present MPD Trust Based Initiatives
6. Review the Race to Equity report and related Police data to identify racial disparity in areas such as traffic stops, arrests and/or contacts.
7. Examine use of force trends, reporting, de-escalation, training, discipline and how MPD tracks data.
8. Review MPD Mental Health Liaison Program
9. Presentation to Committee, Mayor and Common Council on final recommendations