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POLICE CIVILIAN OVERSIGHT BOARD CY 2020-2021

CREATION OF THE POLICE CIVILIAN OVERSIGHT BOARD

The ad hoc committee on Madison Police Department (MPD) Policy & Procedures made the recommendation to hire the OIR Group to do an [audit of the MPD policy and procedures](#). It was this report that led to the creation of the alder workgroup. Members of the workgroup included: Shiva Bidar, Rebecca Kemble & Donna Moreland.

The workgroup made the recommendation to create the Office of Independent Monitor (OIM) and the Police Civilian Oversight Board (PCOB).

PROCESS TO SELECT MEMBERS

Potential members were first nominated by nine community organizations within Madison. Potential members were also accepted from the public via self-submitted applications and appointed by the Mayor's office and the Common Council. The Common Council confirmed those selected on October 6, 2020.

INAUGURAL MEMBERS

Keetra Burnette* – Chair – Mayoral Appointee
Shadayra Kilfoy-Flores* – Vice Chair – Community Response Team
Ankita Bharadwaj* – Outreach LGBT+ Community Center
Anthony Cooper – Common Council Appointee
Ananda Deacon – Freedom, Inc.
Joshua Hargrove - JustDane
Jacquelyn Hunt - YWCA
Rachel Kincaide – National Alliance on Mental Illness (NAMI)

ORDINANCE

The City of Madison
Common Council
votes to create the
Office of the
Independent Monitor
and Police Civilian
Oversight Board in
June of 2020.
Ordinances [5.19](#) The
Office of The
Independent Monitor
and [5.20](#) Police
Civilian Oversight
Board were adopted
on September 15,
2020

Isadore Knox Jr.* - NAACP
Maia Pearson* – Urban Triage
Yessenia Villapondo-Torres - UNIDOS
Keith Findley – 1st Alternate; Mayoral Appointee
Sheray Wallace – 2nd Alternate; Mayoral Appointee

*Member of the Executive Sub-Committee

INAUGURAL YEAR

The first meeting for the PCOB was held on November 30, 2020. Training for the members took place at this meeting. Training included Open Meetings Law, Robert's Rules of Order and the ordinance that created them.

The PCOB spent the next several meetings establishing policies for their meetings including a policy on public participation. The Board approved an increase of the Executive Sub-Committee to five to include the Vice Chair and one additional Board member. The board also created and approved a Childcare Reimbursement process to reduce the barrier of childcare costs for members who are participating in meetings.

In January of 2021, the board was introduced to the National Association of Civilian Oversight of Law Enforcement (NACOLE). This introduction established a training schedule for the members. Members received training on the principles of civilian oversight of law enforcement.

In February of 2021, the discussion began regarding the recruitment of the Independent Police Monitor (IM). As a part of this, members received an overview and training on the City of Madison hiring process. In order to facilitate the equitable hiring for this position, the board created an equity task force. The Equity Task Force was tasked with using the City of Madison's Equitable Hiring Tool to review and assess the position description used to recruit our IM; present recommendations to full PCOB for approval, prior to advancing the position description to Common Council for action; and draft supplemental essay questions to be included with job posting.

The position for the IM went live on the City of Madison jobs website in July of 2021. The process continued with a review of the applications and multiple interviews after the posting came down. The full board completed their final interview of the candidate in November of 2021. There were two finalists from this recruitment but neither were hired.

Beginning in June of 2021, Local Voices Network (Cortico) was hired to support the development work for the OIM. In November of 2021, Board members facilitated recorded community conversations using Cortico's platform. These conversations were later compiled into a report released in December of 2022.

On June 17, 2021; PCOB Chair Keetra Burnette and Vice-Chair Shadayra Kilfoy Flores participated in a [Virtual Press Briefing](#) with Mayor Satya Rhodes-Conway

2020-2021 BY THE NUMBERS

PCOB Full Board Meetings	21
PCOB Executive Sub-Committee Meetings	12
PCOB Leadership Meetings	12
PCO Equity Task force Meetings	7

A Special thanks to Karen Kapusta-Pofahl, PhD, MPA for providing key support to the PCOB.