

From: [Matthew Braunginn](#)
To: [Police Civilian Oversight Board](#)
Subject: One-Time Honorarium for the Police Civilian Oversight Board Chair
Date: Wednesday, November 17, 2021 11:49:58 AM

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Unsure if I'll be able to make the meeting, but will register in support, but also writing this letting to the committee in support of compensating Keetra Burnette for the work she has put in to bring everything to fruition.

This letter is said in the context of serving t five years on the Police Policy Ad-hoc committee, in being in the central mix in moving forward the 177 recommendations in such a way minimizing organized attempts to water them down, in pulling together disparate common council members to find common ground and get the IA and COB off the ground. In making sure the COB would be representative of communities most impacted by police violence and institutional racism. And in imagining ways the COB could be compromised by police, by those with bad intentions, who would engage in bad faith, by bureaucratic forces that default to governing within the status quo.

It is also sent in the context of serving with Keetra over the past 6+ years on the United Way Law Enforcement and Leaders of Color collaboration, in seeing her engage in good faith, set aside her ego, work collectively to find common ground, to manage people such as myself, being in the same room as former Madison Police Chief- and if you know me and the former, you know we do not get along at all. To manage other dynamics of personalities and people who conflict, and to manage the behind-the-scenes politicking some on the committee like to engage with.

In learning about the happenings, an emotion of disappointment washed over me, not only by the city but also it appears board and community members. At no point in my five years on the Police Ad-hoc did the city fail to provide the level of support Keetra was asking, at no point did they hand-tie our chairs from communicating with us- be it through city staff or as chairs themselves. Somehow, over the five years, we were able to keep communication and progress open without violating open meetings laws. We also were able to create small working sub-groups, without breaking open meeting laws. The chairs could communicate with each other. And we could communicate individually with the chairs.

The understaffing of paid staff of the city, should not mean more work is dumped into unpaid committee positions. It cannot mean this work is dumped on a Black woman, working the quite difficult task of police oversight. This is classical systemic and institutional racism. On that alone, a one-time honorarium should be awarded.

We wonder why our committees and boards lack diversity, yet create environments, many times from the city government, that are hostile to those very communities- especially Black women. The board would be prudent to make sure Keetra is compensated and that the city provides needed support, otherwise it will make your task more difficult, otherwise this will continue beyond Keetra to whoever replaces her. Otherwise, this entity will fall before it even gets going. But this takes setting aside ego, cus this really is not about Keetra, but what seems to be a mess of a jam the board is in. If this entity allows the city to fail in its support, the city will continue to do so. This isn't about Keetra, but about making sure there is needed support,

that what is going on is no longer, that you organize yourselves.

This brings me to this last part, which is perhaps the most important and goes past compensation. While this was prompted by the fact Keetra should be compensated, in my understanding, and observations from afar, it seems there is a lack of cohesion, and egos getting in the way. Egos as in the projection of self, of our wants and desires. This is something that we all fall victim to our own ego. When it happens, especially in such a situation, either we reassess, or we let the cycle of chaos keep ongoing.

The chair in Keetra, vice-chair, and the board should take aim, not at Keetra, but at the city and together collectively, and at yourselves individually- take aim to work on developing stronger and better lines of communication. Take aim at evaluating your own role in the difficulties of the board. It can be easy to deflect blame, to let egos and emotions get in the way, to point fingers without reflection. Yes someone may have done something to upset you, but that doesn't mean you can't do something- this is a community group where our actions and behaviors don't happen in isolation but feed off another. It can be easy to let anger, hurt, and aggression get in the way. It can be easy to let things devolve into individual agendas- we can represent the community, but ultimately we speak only for ourselves. We can let personal grievances, and community desires of who should have what, get in the way. Or, in the vain of what Keetra said that she was elected to serve as chair, we could embrace what is, set aside egos, find common ground, understand the common goals, take your (everyone one serving on the board and city staff) take responsibility for the miscommunications, mishaps, etc. To not blame others to see where you could have done better. re-set and reengage as a group. She was elected, we can understand what A (yes A) community wants, without undermining or disrespecting others on this endeavor.

These are all lessons learned over the 5 years on the ad-hoc- what is meant by this? We did not all get along, there were personal and ideological rifts, some times things did devolve, but when they did we stepped back, took a breath, and re-engaged in a compassionate way with one another. Five years of meeting, many times twice a month, of being diligent, compassionate, and understanding of one another- even if there were heated moments we always returned to this. Of choosing to decide to engage in good faith and not backdoor politicking or undermining of others.

To be clear I am discouraging any inside/outside approach to organizing, something well versed in myself, keep doing it. one can do this, while also engaging in good faith, while also being transparent about it, while also not undermining someone because things didn't go your way. While not holding them responsible for people voting a different way. You can feel how you want about Keetra, but attempts to undermine will only lead to disfunction. Now, I don't know who or how undermining has happened, you might even think it hasn't, but what I can say, is if someone perceives something- such as being undermined- then the proper reaction shouldn't be to dismiss it, but to try and understand how such a perception came to be. This can only be done through setting aside ego, setting aside the need to be right, and being compassionate and understanding. And indeed, you may not have intended to or acted to undermine, but your actions may have done just that or perceived to be. again, you can be defensive, or engage in good faith, try to understand, and re-establish the common ground of the common work attempting to be achieved. This can only be done through clear, effective, and steady communication, from all members, and all sides. If you feel communication hasn't been clear going your way, engage not in retaliation, but in working to find ways to communicate better. Set up the infrastructure, with the city, and within yourselves. Set up the

mentality. Set aside the individual for the good of this group- because I think we can all agree, how important this group and y'all are. This is a monumental task that is quite fragile, meaning y'all must be strong, even in disagreement, and personal gripes- there is no team that has no personal gripes, there is no team that everyone is friends, even great teams. But no great team lets those gripes, or points of conflict get in the way of their shared goal.

In fact, someone nominated me for chair, and someone did play a little dirty trick making it so I wasn't elected. Could have caused chaos, could have undermined, but this did not happen. Instead, it was looking at how to have an impact in a different way, and also understood that the role of the chair was something that perhaps might have undermined efforts some of us were attempting to do. It would have dampened my voice because of the administrative duties. What is being said here, is feel how you feel, but engage with each other in a healthy way and you will get a healthy outcome. Even if you feel slighted, even if someone does something that feels dirty, you can put a stop to that cycle anytime you want by not engaging in the cycle, you can break that chain, or you can be another link in it, that is what is within our own agency.

And yes, I am only hearing one perspective here, but it is one I trust, even if there are multiple truths, which there always are, and this is one. And to be clear, the all, and the board, and setting aside ego includes her, it includes everyone. Meaning, I understand innately there are multiple truths and some might be thinking she can improve and respecting the likelihood of some receiving this holding those truths- living in being compassionate is holding that truth within myself and how I engage. And to be even more clear, this is said with an understanding that in groups everyone has a part to play. we are not individuals, we must see ourselves as a group. I point out the all to say we all have a role. Pointing out the all, to suggest group accountability. We must find ways to operate with compassion with one another. And it seems this group isn't. Agendas and egos are getting in the way. If you feel a certain way about Keetra, go ahead, just as I felt a certain way about members I served with, engaging in chaotic ways was not an option, as then I would have been prioritizing my own ego and not our shared goals. How can you make sure this group is as effective as it can be? Being petty is easy, we default to the illusions of our egos, even the best of us.

Personally, I don't care about the politics, any personal gripes, etc. There appear to be serious issues with this group, from how the city engages with it, to how y'all engage with one another. Can you say in reflection of yourself and your role, you're happy with how you've engaged with one another? Do you believe in the shared mission? Have you all even found your shared mission? Are you going to let powerful outside forces break apart a group of people who have worked so hard over the years to bring about change? To fail at community accountability because of internal politics? Maybe the city isn't intentionally behaving in such a manner, but the effect is one of divide and conquer- especially for the powerful lobbies putting pressure on all aspects of our local government to avoid accountability. And I say all of this as someone who knows a good chunk of y'all, who holds a lot of love for y'all, who holds a lot of respect for y'all- I also know a bunch of y'all have big strong personalities and opinions, which is part of why I love y'all. Folks come from different places, lives, and perspectives, this is a strength of y'all, or you could let it be your weakness. But if we believe our diversity is a strength, and a lot of y'all would say yes to that, then live it. Lean into your strengths of lived and learned experiences, of skills, of diversity. Y'all got this, but you gotta get out of your own way, the outside forces are enough don't make it worse for yourselves.

With much love and compassion for y'all, with much hope, y'all find a way through this journey to work cohesively together on this monumental task. Y'all can do this.

Matthew Braunginn

From: [Ashley Kieler](#)
To: [Police Civilian Oversight Board](#)
Subject: Support for Byron Bishop for Independent Police Monitor
Date: Sunday, November 21, 2021 10:40:37 PM

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Hello,

As a resident of Madison, I would like to express my support for Byron Bishop as a candidate for Independent Police Monitor. He has a rich history of service in the community and is an excellent choice to fill the role.

Thank you,
Ashley Kieler

P.S. I don't need a response.

From: [Sharon Kilfoy](#)
To: [Police Civilian Oversight Board](#)
Subject: Hiring Process for the Position of Independent Police Monitor
Date: Tuesday, November 23, 2021 10:51:05 AM

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Dear Committee Members,

I just received an email from LaSup with the Nov 19 statement put out by the PCOB committee regarding the hiring process for the position of independent police monitor.

I have to wonder – how did it come to be that there were only TWO qualified candidates? How many candidates applied? How were the hiring process restrictions such that you only ended up with TWO qualified candidates?

Did you not anticipate that narrowing the field to only two might leave you with only ONE should someone withdraw?

Please be aware that many members of the community care deeply about your committee – and especially the independent police monitor position.

Tony Robinson was killed less than a block from my home of 50 years.

Your work means very much to me, personally.

I know nothing about the one remaining candidate, but am very concerned that by narrowing the field to only two candidates, as anyone should anticipate that one might withdraw, there is the potential appearance of bias.

I guess I also have to wonder – who is giving you hiring advice?

Please don't let the city – or anyone else – sabotage your efforts.

Get good advice!

Your work is too important.

Sharon Kilfoy

Director

Williamson St Art Center

1020 Williamson St

Madison, WI 53703

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From: [Sharon Kilfoy](#)
To: [Police Civilian Oversight Board](#)
Subject: Honorarium for Vice Chair
Date: Tuesday, November 23, 2021 10:10:05 AM

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Dear Committee Members,

I applaud the efforts to get an honorarium for the Chairperson of the PCOB committee. I would like to see this honorarium extended to my daughter, Shadayra Kilfoy-Flores, the Vice Chairperson of the PCOB committee. We are all aware that the Vice Chair of any committee or organization is an undefined position. Most people make it what they will. Some Vice Chairpersons sit back and just enjoy the title, while others do an enormous amount of behind-the-scenes work.

I can assure you that my daughter is the latter kind of Vice Chairperson. While Keisha undoubtedly has her hands full with organizational responsibilities, Shadayra is the person who has taken on the job of building community connections for the committee. She is constantly connecting with city administrators, city alder persons, the new police chief, members of the community who have been affected by police actions (or inactions) and countless others. I believe that her role in making sure the PCOB gets off on the right foot is equally important.

I believe that my daughter is whole-heartedly committed to making the PCOB as strong and as thoughtful, as can possibly be. She gives her time to the committee willingly. For her, too, this enormous amount of time was unexpected - time she would be spending otherwise with her kids. That she, too, be compensated commensurately, is only appropriate.

Thank you for your consideration.

Sharon Kilfoy

Director

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From: [Ted Gerry](#)
To: [Police Civilian Oversight Board](#)
Subject: Byron Bishop
Date: Sunday, November 21, 2021 9:48:17 AM

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To the Board.

I would like to highly recommend Byron Bishop for the position of oversight

He is a man of high integrity . Fair thoughtful . He brings a balanced approach to decision making. I can't emphasis enough how I feel he would make a great choice for this position.

We have known his family personally for years and know the kind of man Byron is

Please highly consider him for your position as oversight to the police department.

Ted Gerry
Vice President
General Manager
Princeton Club East, Xpress
tedgerry@princetonclub.net
608-241-2639
#forabettertomorrow

From: [mary boone](#)
To: [Police Civilian Oversight Board](#)
Subject: One Time Honorarium for the PCOB Chair
Date: Thursday, November 18, 2021 2:25:15 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I am not able to attend the Police Civilian Oversight Board meeting on Thursday, November 18t, 2021. So I'm writing to express my support for the One Time Honorarium for the PCOB Chair. I have had the pleasure of sitting under the leadership of Keetra Burnette on two separate forums in the community. Within each group I have observed her dedication to the purpose of impacting our community in positive and ethical ways. Her passion and sincerity for our community is evident in the hard work she does to move issues forward for a productive outcome. I have followed a few of the PCOB meetings and it is quite evident that others feel that she has gone above and beyond in her duties within this volunteer position of Chair on the PCOB. She has not only dedicated long hours to this position, but has also given up precious family time (that can not be replaced) all to make the purpose of the PCOB a successful mission. When she accepted this position it was clear her heart was committed to this cause without the honorarium. I think it is a blessing and very fortunate that this money has become available as a one time honorarium and she is very deserving of it.

Give honor where honor is due. Thank you for your time.

Sincerely,
Mary Boone
memick58@gmail.com

From: [Curtis White](#)
To: [Police Civilian Oversight Board](#)
Subject: Regarding Byron Bishop and the Madison Police Civilian Oversight Board
Date: Sunday, November 28, 2021 9:59:01 AM

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Dear Ms. Burnette and other members of the PCO Board:

My name is Curtis White, and I have lived in Madison since 1997. After getting my Master's degree in Chemistry from the UW Madison, I became a part of the High School Faculty at Abundant Life Christian School, on the East side of Madison.

I wanted to send a short word of support regarding your consideration of Byron as a candidate for the PCOB. I have known Byron and his family for many years in both school-related and church-related settings. I have watched Byron navigate difficult circumstances in both Madison and New Orleans with wisdom, prudence, and success. Given both his personal and professional experiences and expertise, I think that Byron would be an excellent fit for the PCOB.

My recommendation may not have much weight, given how unknown I am to you. But I hope to use what little influence I have to add my support to Byron's candidacy for this position.

May you have great wisdom and discernment in filling this new role in our City!

Sincerely,

Curtis White
2281 S. Thompson Dr. #1
Madison, WI
53716
curtis_white@limtw.net

From: [Rebecca Kemble](#)
To: [All Alders](#)
Cc: [Haas, Michael R](#); [Edgerton, Sarah](#); keetrascob@gmail.com
Subject: Legistar #68625 Implementing Body-Worn Camera Pilot Program
Date: Saturday, December 4, 2021 1:50:33 PM

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Dear Alders and Mayor -

I'm writing with concerns about the resolution to be introduced at next Tuesday's meeting regarding the implementation of a body-worn camera pilot program, and the apparent oversight of [GMO 23.63, Use of Surveillance Policy](#) located in Chapter 23, Offenses Against Public Policy. This ordinance clearly spells out a public approval process before any new surveillance technology, or additional pieces of surveillance technology already in use, can be used. Since this ordinance was passed in June, 2020, I have spoken with prior and current Council Presidents about the need for Council to develop and implement these processes. I know that hadn't happened by the time of my departure from Council in April of this year.

Since the surveillance ordinance was put in place prior to the Police Civilian Oversight Board being established in law, it did not contemplate a role for the PCOB in this approval process. However, as co-author on both GMO 23.63 and [GMO 5.20 which established the PCOB](#) as a body that is "...to review and make recommendations regarding police discipline, use of force, and other policies and activities, including related to rules, hiring, training, community relations, and complaint processes", I strongly recommend codifying a role for the PCOB in the approval process required by 23.63. I've copied Chair Burnette on this email for that reason.

Thousands of hours of staff, committee and Alder time over several years have gone into creating these two ordinances. I hope you will review and discuss how best to move forward with an approval process, and follow up on the requirement for annual departmental reports on surveillance technology and the Annual Surveillance Technology Report.

Thank you for your consideration. Please let me know if any of you would like to discuss this further.

Rebecca Kemble
4217 School Rd.
608 347-8097