



<b>8 Cant't Wait</b>	National Community Demands
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<b>City of Madison Staff Engaged in Racial Equity Work</b>	Internal
<b>City of Madison Staff Engaged in Racial Equity Work</b>	Internal
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<b>City of Madison Staff Engaged in Racial Equity Work</b>	Local Community Demands
<b>City of Madison Staff Engaged in Racial Equity Work</b>	Local Community Demands
<b>Freedom Inc/ Urban Triage Rally Demands</b>	Local Community Demands
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<b>Black Leadership Council</b>	Local Community Demands
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<b>Black Leadership Council</b>	Local Community Demands
<b>NAACP</b>	National Community Demands
<b>NAACP</b>	National Community Demands



<b>Young People Organizing Juneteenth</b>	Local Community Demands
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<b>Transformative Action Network and Freedom Inc.</b>	Local Community Demands
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<b>Michael Johnson Open Letter</b>	Local Community Demands
<b>Michael Johnson Open Letter</b>	Local Community Demands
<b>Michael Johnson Open Letter</b>	Local Community Demands



<b>MPSEA Letter</b>	Local Community Demands
<b>MPSEA Letter</b>	Local Community Demands
<b>MPSEA Letter</b>	Local Community Demands

**Detailed Request**

Use of force policies

Demilitarization

DOJ consent decrees

Police union contracts

Divest from police

Invest in community, including housing, jobs, and education

Pay living wages

Dramatically reduce jail & prison populations

Restorative justice

Fund community safety

Fully defund police

End the carceral state

Resource healthy community practices & needs

Ban chokeholds & strangleholds

Require de-escalation



Require warning before shooting
Requires exhaust all alternatives before shooting
Duty to intervene
Ban shooting at moving vehicles
Require use of force continuum
Require comprehensive reporting
Hire (2) Equity Coordinators and Supporting Staff Members (top choice in poll at 71% of participants choosing among their top three recommended actions).
Create more accountability for Comp Group 21 Department Heads to lead with and incorporate more anti-racist practices into their performance (third choice in poll at 35% placing in top three).
Hire for Culture: Put a plan in place to recruit and promote Black Department and Division heads (fourth choice in poll at 32% placing in top three).
Divest from the Police Department and invest in community solutions (second place in poll at 62% placing in top three).
Create equity in the 2021 City Budget and prioritize contracts with Black-owned businesses (fifth choice in poll at 24% ranking in top three).
Defund the Police: community control
Police Free Schools
Remove police officer who killed Tony Robinson from the police force.
More funds for Black led orgs to deliver black programming centering black people

more flexible low-barrier funding opportunities

Use transformative justice

Invest in black youth

**Drastic Police Reform:** We demand unified use of force guidelines throughout the state by law enforcement. We demand an empowered community oversight committee for the police, a reduction in the over-policing of Black communities, a reduction in arrests and incarceration of Black people. We demand intensive re-training for police and law enforcement to improve their ability to interact humanely and justly with the Black community. We demand a more inclusive approach to recruiting and hiring police officers. Coupled with these demands we want to see parole reform that allows those who have completed their sentences to have a real chance at life after prison and funding for a civil rights division at the Department of Justice.

**Economic Development:** In order for the Black community to participate in what has been a robust Dane County economy we demand a sustainable program for Black businesses. We need a focus on Black businesses such as barber shops, beauty salons, catering services, and others who are suffering as a result of the COVID-19 pandemic and/or street uprisings that followed peaceful protests. Many of these businesses were closed out of the Federal CARES act through the Payroll Protection Program because of the lending practices of area banks.

**Education:** We demand aggressive recruitment of Black teachers to meet the needs of our students. We demand the opportunity to participate in the reinstatement of school in the post-COVID-19 era. We want insurance that Black students have access to technology (both devices and Wi-Fi). We want support for parents who because of their work demands or limited education cannot provide academic experiences for their children. We demand that schools break the school-to-prison pipeline by reducing the high suspensions and expulsion rates of Black students. We demand alternatives to arrest of Black students that may include work-study opportunities or other traditional school alternatives. As a long-term strategy, we want free tuition for Wisconsin Black students who attend college in Wisconsin. We want the University of Wisconsin-Madison to actively and aggressively recruit, admit, and support more Black students and Black faculty.

**Health:** In the midst of the social tragedy of Mr. Floyd's murder we are fighting the pandemic of COVID-19—a disease that disproportionately effects African Americans. This disproportionality is linked to both social conditions and underlying causes. We demand that Dane County ensure that its Black citizens are covered by adequate health care and access to health care providers. This means that services will have to be available in both traditional and community settings. We need mental health services (with more Black mental health providers) available in our churches and community facilities.

A ban on the use of knee holds and choke holds as an acceptable practice for police officers.

The Use of Force Continuum for any police department in the country must ensure that there are at least 6 levels of steps, with clear rules on escalation.

Each State's Open Records Act must ensure officer misconduct information and disciplinary histories are not shielded from the public. Recertification credentials may be denied for police officers if determined that their use of deadly force was unwarranted by federal guidelines.

Implementation of Citizen's Review Boards in municipalities to hold police departments accountable and build confidence.

Community Control

Breonna's Law

Hands Up Act

Transparency - Public documentation of when recordable force is used.

Transparency - MPD Standard Operating Procedure (SOP) change, making 'pointing a firearm at a suspect' a recordable use of force.

Civilian Oversight - Specifically people with diverse experiences

Conduct Town Halls - Regular quarterly meetings

Conduct Town Halls - Community meetings after all officer-involved deaths and major officer-involved incidents

Scenario-Based Training on mental health for officers and dispatchers

Enforce at least two-week period of public engagement during officer training

Accountability of officers with punitive consequences

SOP on not shooting at moving vehicle

Advocating for the firing of Matt Kenny

Housing and affordable housing

Eviction prevention initiatives

Removing officers from schools

Elevating Juneteenth as a national holiday

Getting rid of Matt Kenny

Defunding police
Community control over police
African American history should be a mandatory course
More money for the community centers for African American children
Should also be some type of thing passed so if the people in charge don't do what they promised, It results in firing.
Remove all harmful punitive policies, practices, and people from school environments, including police, suspension, and expulsion.
We want public institutions to engage in 360 degree accountability through abolitionist restorative justice.
Support and fund a Black-lead committee with decision making and implementation power to remedy the deep patterns of harm caused by racist violence in all of its forms.
Using recommendations of said committee, invest in a campaign to decriminalize and humanize Black people.
Provide reparations to said committee to create educational initiatives for the Black community.
Provide reparations for Black land trusts and other remedies for gentrification and hyper-segregation.
Create a truth and reconciliation process to replace the punitive criminal justice system with abolitionist restorative justice.
Adopt the demands developed by the Movement for Black Lives
1. Divert \$8.6M or 10% of MPD's budget to community policing, mental health services and community policing strategies to be managed by black led organizations who are culturally competent, including grass root groups and other communities of color.
2. Hire ten Peer Support Coaches and Parent Outreach Officers at every High School and remove police officers from schools;
3. Create a \$30M endowment as a public/private partnerships to help black Madisonian's start businesses in Dane County and to help purchase homes. Do the research and see why this is important.

4. Hire 1,000 youth this summer and in the fall for paid internships at \$20 an hour for five hours a week to give them practical work experience and diversify C suite positions in Dane County across all sectors.

5. Stop defunding public schools and lobby for legislation to support targeted programs for underperforming students who traditionally don't do academically well in Madison.

6. Create an endowed fund to subsidize state subsidies to ensure pre school is free for all children in Dane County.

7. Create a Public Safety Officer position that will report to a community policing oversight Board that would manage resources and work with community organizers and MPD on issues that impact local neighborhoods;

8. Release non violent offenders in Dane County jail on signature bonds and seek other forms of rehabilitation;

9. Provide mental health therapist for families at every community center and homeless shelters and use federal pass through dollars to support this effort.

10. Meet with the youth organizers, MPD and bring philanthropist together to finalize a plan and move Madison Wisconsin forward in an effort to close and fund racial disparities in our community.

City of Madison elected officials work with the Police & Fire Commission to: Update the Commission's discipline guidelines and ensure that they are enforced in such a way as to hold the Police Department to the highest accountability for officers who commit violent acts or serve as passive bystanders during acts of police-perpetuated violence.

City of Madison elected officials work with the Police & Fire Commission to: Set up procedures and systems (such as mediation) for residents to report police abuse so accountability can be brought to the scene of police brutality. If someone in authority were called within a three-minute timeframe, George Floyd would still be breathing today.

City of Madison elected officials work with the Police & Fire Commission to: Open discussions on other reforms related to police brutality, including abuse of authority and the maintenance of officers on the force with a track record of abuse. Create trainings to require officers to volunteer, work in and learn from many of our diverse communities, to help remove their fears and perceived bias.

City of Madison elected officials work with the Police & Fire Commission to: Remove police officers from schools while advocating for alternatives such as providing schools with an appropriate complement of social workers, mental health specialists, and other related professionals trained in addressing/assisting children affected by trauma or any other adverse event.

City elected officials take a strong stance against expanding the county jail and advocate for the use of alternatives to jail and prison, including fines, restitution, community service, probation, house arrest, and government-sponsored work training programs.

The City of Madison hires RESJI Coordinators supported by the Mayor's office, as soon as possible, to help begin the work of healing and constructive activism among city employees and our outward facing work in the community.

The City develops and promotes intentional learning and support meetings/environments for employees to develop their anti-racist practice

The City sponsors spaces for people of color to heal and find affinity.

The City provides venues for employees to voice their concern and their constructive ideas related to city policy.

The City designates Juneteenth as a Citywide holiday.

The City designates National Election Day as a Citywide holiday.

The City Council regularly reviews racial disparities in hiring and promotion.

Source	Category	Topic
8 Cant't Wait	National Community Demands	Alternate Models
Transformative Action Network and Freedom Inc.	Local Community Demands	Alternate Models
Transformative Action Network and Freedom Inc.	Local Community Demands	Alternate Models
Freedom Inc/ Urban Triage Rally Demands	Local Community Demands	Alternate Models
8 Cant't Wait	National Community Demands	City Budget
City of Madison Staff Engaged in Racial Equity Work	Internal	City Budget
City of Madison Staff Engaged in Racial Equity Work	Local Community Demands	City Budget
Freedom Inc/ Urban Triage Rally Demands	Local Community Demands	City Budget
Freedom Inc/ Urban Triage Rally Demands	Local Community Demands	City Budget
Freedom Inc/ Urban Triage Rally Demands	Local Community Demands	City Budget
Michael Johnson Open Letter	Local Community Demands	City Budget
Young People Organizing Juneteenth	Local Community Demands	City Budget
Young People Organizing Juneteenth	Local Community Demands	City Budget
Transformative Action Network and Freedom Inc.	Local Community Demands	City Committee
Transformative Action Network and Freedom Inc.	Local Community Demands	City Committee

<b>City of Madison Staff Engaged in Racial</b>	Internal	City Operations
<b>City of Madison Staff Engaged in Racial Equity Work</b>	Internal	City Operations
<b>Impact Demand Youth Group</b>	Local Community Demands	City Operations
<b>Michael Johnson Open Letter</b>	Local Community Demands	City Operations
<b>MPSEA Letter</b>	Local Community Demands	City Operations
<b>MPSEA Letter</b>	Local Community Demands	City Operations
<b>MPSEA Letter</b>	Local Community Demands	City Operations
<b>MPSEA Letter</b>	Local Community Demands	City Operations
<b>Young People Organizing Juneteenth</b>	Local Community Demands	City Operations
<b>Impact Demand Youth Group</b>	Local Community Demands	City Ordinance
<b>Impact Demand Youth Group</b>	Local Community Demands	City Ordinance
<b>MPSEA Letter</b>	Local Community Demands	City Ordinance
<b>MPSEA Letter</b>	Local Community Demands	City Ordinance
<b>Young People Organizing Juneteenth</b>	Local Community Demands	City Ordinance
<b>Impact Demand Youth Group</b>	Local Community Demands	Civilian Oversight
<b>Impact Demand Youth Group</b>	Local Community Demands	Civilian Oversight
<b>NAACP</b>	National Community Demands	Civilian Oversight
<b>Young People Organizing Juneteenth</b>	Local Community Demands	Civilian Oversight
<b>Michael Johnson Open Letter</b>	Local Community Demands	Community Engagement



<b>MPSEA Letter</b>	<b>Local Community Demands</b>	<b>Council Operations</b>
<b>8 Cant't Wait</b>	National Community Demands	Economic Development
<b>8 Cant't Wait</b>	National Community Demands	Economic Development
<b>Black Leadership Council</b>	Local Community Demands	Economic Development
<b>Michael Johnson Open Letter</b>	Local Community Demands	Economic Development
<b>8 Cant't Wait</b>	National Community Demands	Health
<b>Black Leadership Council</b>	Local Community Demands	Health
<b>Young People Organizing Juneteenth</b>	Local Community Demands	Housing
<b>Young People Organizing Juneteenth</b>	Local Community Demands	Housing
<b>8 Cant't Wait</b>	National Community Demands	Intergovernmental Coordination
<b>8 Cant't Wait</b>	National Community Demands	Intergovernmental Coordination
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<b>Black Leadership Council</b>	Local Community Demands	Intergovernmental Coordination
<b>Michael Johnson Open Letter</b>	Local Community Demands	Intergovernmental Coordination
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<b>MPSEA Letter</b>	Local Community Demands	Intergovernmental Coordination
<b>NAACP</b>	National Community Demands	Intergovernmental Coordination
<b>Young People Organizing Juneteenth</b>	Local Community Demands	Intergovernmental Coordination
<b>8 Cant't Wait</b>	National Community Demands	Police Reform
<b>8 Cant't Wait</b>	National Community Demands	Police Reform
<b>Black Leadership Council</b>	Local Community Demands	Police Reform
<b>Impact Demand Youth Group</b>	Local Community Demands	Police Reform
<b>Impact Demand Youth Group</b>	Local Community Demands	Police Reform

<b>Michael Johnson Open Letter</b>	Local Community Demands	Police Reform
<b>8 Cant't Wait</b>	National Community Demands	Police Reform - Defund
<b>Freedom Inc/ Urban Triage Rally Demands</b>	Local Community Demands	Police Reform - Defund
<b>8 Cant't Wait</b>	National Community Demands	Police Reform - Divest
<b>City of Madison Staff Engaged in Racial Equity Work</b>	Local Community Demands	Police Reform - Divest
<b>Impact Demand Youth Group</b>	Local Community Demands	Police Reform - Engagement
<b>Impact Demand Youth Group</b>	Local Community Demands	Police Reform - Engagement
<b>Freedom Inc/ Urban Triage Rally Demands</b>	Local Community Demands	Police Reform - Matt Kenny
<b>Impact Demand Youth Group</b>	Local Community Demands	Police Reform - Matt Kenny
<b>Young People Organizing Juneteenth</b>	Local Community Demands	Police Reform - Matt Kenny
<b>MPSEA Letter</b>	Local Community Demands	Police Reform - PFC
<b>MPSEA Letter</b>	Local Community Demands	Police Reform - PFC
<b>MPSEA Letter</b>	Local Community Demands	Police Reform - PFC
<b>Transformative Action Network and Freedom Inc.</b>	Local Community Demands	Police Reform - Schools
<b>Freedom Inc/ Urban Triage Rally Demands</b>	Local Community Demands	Police Reform - Schools



<b>Impact Demand Youth Group</b>	Local Community Demands	Use of Force
NAACP	National Community Demands	Use of Force
NAACP	National Community Demands	Use of Force
<b>8 Cant't Wait</b>	National Community Demands	Use of Force - Not yet Implemented

Detailed Request
Restorative justice
We want public institutions to engage in 360 degree accountability through abolitionist restorative justice.
Create a truth and reconciliation process to replace the punitive criminal justice system with abolitionist restorative justice.
Use transformative justice
Fund community safety
Hire (2) Equity Coordinators and Supporting Staff Members (top choice in poll at 71% of participants choosing among their top three recommended actions).
Create equity in the 2021 City Budget and prioritize contracts with Black-owned businesses (fifth choice in poll at 24% ranking in top three).
More funds for Black led orgs to deliver black programming centering black people
More flexible low-barrier funding opportunities
Invest in black youth
Divert \$8.6M or 10% of MPD's budget to community policing, mental health services and community policing strategies to be managed by black led organizations who are culturally competent, including grass root groups and other communities of color.
Defunding police
More money for the community centers for African American children
Support and fund a Black-lead committee with decision making and implementation power to remedy the deep patterns of harm caused by racist violence in all of its forms.
Using recommendations of said committee, invest in a campaign to decriminalize and humanize Black people.

Create more accountability for Comp Group 21 Department Heads to lead with and incorporate more anti-racist practices into their performance (third choice in poll at 35% placing in top three).

Hire for Culture: Put a plan in place to recruit and promote Black Department and Division heads (fourth choice in poll at 32% placing in top three).

Conduct Town Halls - Regular quarterly meetings

Hire 1,000 youth this summer and in the fall for paid internships at \$20 an hour for five hours a week to give them practical work experience and diversify C suite positions in Dane County across all sectors.

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The City provides venues for employees to voice their concern and their constructive ideas related to city policy.

Should also be some type of thing passed so if the people in charge don't do what they promised, It results in firing.

Breonna's Law

Hands Up Act

The City designates Juneteenth as a Citywide holiday.

The City designates National Election Day as a Citywide holiday.

Elevating Juneteenth as a national holiday

Civilian Oversight - Specifically people with diverse experiences

Community Control

Implementation of Citizen's Review Boards in municipalities to hold police departments accountable and build confidence.

Community control over police

Meet with the youth organizers, MPD and bring philanthropist together to finalize a plan and move Madison Wisconsin forward in an effort to close and fund racial disparities in our community.

The City Council regularly reviews racial disparities in hiring and promotion.
Invest in community, including housing, jobs, and education
Pay living wages
Economic Development: In order for the Black community to participate in what has been a robust Dane County economy we demand a sustainable program for Black businesses. We need a focus on Black businesses such as barber shops, beauty salons, catering services, and others who are suffering as a result of the COVID-19 pandemic and/or street uprisings that followed peaceful protests. Many of these businesses were closed out of the Federal CARES act through the Payroll Protection Program because of the lending practices of area banks.
Create a \$30M endowment as a public/private partnerships to help black Madisonian's start businesses in Dane County and to help purchase homes. Do the research and see why this is important.
Resource healthy community practices & needs
Health: In the midst of the social tragedy of Mr. Floyd's murder we are fighting the pandemic of COVID-19—a disease that disproportionately effects African Americans. This disproportionality is linked to both social conditions and underlying causes. We demand that Dane County ensure that its Black citizens are covered by adequate health care and access to health care providers. This means that services will have to be available in both traditional and community settings. We need mental health services (with more Black mental health providers) available in our churches and community facilities.
Housing and affordable housing
Eviction prevention initiatives
DOJ conset decrees
Dramatically reduce jail & prison populations
End the carceral state



Education: We demand aggressive recruitment of Black teachers to meet the needs of our students. We demand the opportunity to participate in the reinstatement of school in the post-COVID-19 era. We want insurance that Black students have access to technology (both devices and Wi-Fi). We want support for parents who because of their work demands or limited education cannot provide academic experiences for their children. We demand that schools break the school-to-prison pipeline by reducing the high suspensions and expulsion rates of Black students. We demand alternatives to arrest of Black students that may include work-study opportunities or other traditional school alternatives. As a long-term strategy, we want free tuition for Wisconsin Black students who attend college in Wisconsin. We want the University of Wisconsin-Madison to actively and aggressively recruit, admit, and support more Black students and Black faculty.

Stop defunding public schools and lobby for legislation to support targeted programs for underperforming students who traditionally don't do academically well in Madison.

Create an endowed fund to subsidize state subsidies to ensure pre school is free for all children in Dane County.

Release non violent offenders in Dane County jail on signature bonds and seek other forms of rehabilitation.

Provide mental health therapist for families at every community center and homeless shelters and use federal pass through dollars to support this effort.

City elected officials take a strong stance against expanding the county jail and advocate for the use of alternatives to jail and prison, including fines, restitution, community service, probation, house arrest, and government-sponsored work training programs.

Each State's Open Records Act must ensure officer misconduct information and disciplinary histories are not shielded from the public. Recertification credentials may be denied for police officers if determined that their use of deadly force was unwarranted by federal guidelines.

African American history should be a mandatory course

Demilitarization

Police union contracts

Drastic Police Reform: We demand unified use of force guidelines throughout the state by law enforcement. We demand an empowered community oversight committee for the police, a reduction in the over-policing of Black communities, a reduction in arrests and incarceration of Black people. We demand intensive re-training for police and law enforcement to improve their ability to interact humanely and justly with the Black community. We demand a more inclusive approach to recruiting and hiring police officers. Coupled with these demands we want to see parole reform that allows those who have completed their sentences to have a real chance at life after prison and funding for a civil rights division at the Department of Justice.

Scenario-Based Training on mental health for officers and dispatchers

Accountability of officers with punitive consequences

Create a Public Safety Officer position that will report to a community policing oversight Board that would manage resources and work with community organizers and MPD on issues that impact local neighborhoods.

Fully defund police

Defund the Police: community control

Divest from police

Divest from the Police Department and invest in community solutions (second place in poll at 62% placing in top three).

Conduct Town Halls - Community meetings after all officer-involved deaths and major officer-involved incidents

Enforce at least two-week period of public engagement during officer training

Remove police officer who killed Tony Robinson from the police force.

Advocating for the firing of Matt Kenny

Getting rid of Matt Kenny

City of Madison elected officials work with the Police & Fire Commission to: Update the Commission's discipline guidelines and ensure that they are enforced in such a way as to hold the Police Department to the highest accountability for officers who commit violent acts or serve as passive bystanders during acts of police-perpetuated violence.

City of Madison elected officials work with the Police & Fire Commission to: Set up procedures and systems (such as mediation) for residents to report police abuse so accountability can be brought to the scene of police brutality. If someone in authority were called within a three-minute timeframe, George Floyd would still be breathing today.

City of Madison elected officials work with the Police & Fire Commission to: Open discussions on other reforms related to police brutality, including abuse of authority and the maintenance of officers on the force with a track record of abuse. Create trainings to require officers to volunteer, work in and learn from many of our diverse communities, to help remove their fears and perceived bias.

Remove all harmful punitive policies, practices, and people from school environments, including police, suspension, and expulsion.

Police Free Schools

Hire ten Peer Support Coaches and Parent Outreach Officers at every High School and remove police officers from schools;

City of Madison elected officials work with the Police & Fire Commission to: Remove police officers from schools while advocating for alternatives such as providing schools with an appropriate complement of social workers, mental health specialists, and other related professionals trained in addressing/assisting children affected by trauma or any other adverse event.

Removing officers from schools

Transparency - MPD Standard Operating Procedure (SOP) change, making 'pointing a firearm at a suspect' a recordable use of force.

SOP on not shooting at moving vehicle

Provide reparations to said committee to create educational initiatives for the Black community.

Provide reparations for Black land trusts and other remedies for gentrification and hyper-segregation.

Adopt the demands developed by the Movement for Black Lives

Use of force policies

Ban chokeholds & strangleholds

Require de-escalation

Require warning before shooting

Requires exhaust all alternatives before shooting

Duty to intervene

Require use of force continuum

Require comprehensive reporting

Transparency - Public documentation of when recordable force is used.

A ban on the use of knee holds and choke holds as an acceptable practice for police officers.

The Use of Force Continuum for any police department in the country must ensure that there are at least 6 levels of steps, with clear rules on escalation.

Ban shooting at moving vehicles

Category (All)

Row Labels	Count of Detailed Request
Alternate Models	4
City Budget	9
City Committee	2
City Operations	9
City Ordinance	5
Civilian Oversight	4
Community Engagement	1
Council Operations	1
Economic Development	4
Health	2
Housing	2
Intergovernmental Coordination	11
Police Reform	6
Police Reform - Defund	2
Police Reform - Divest	2
Police Reform - Engagement	2
Police Reform - Matt Kenny	3
Police Reform - PFC	3
Police Reform - Schools	5
Police Reform - SOP	2
Reparations	2
Research Needed	1
Use of Force	11
Use of Force - Not yet Implemented	1
(blank)	
<b>Grand Total</b>	<b>94</b>