

A. Ad hoc Report Language

The work of the Independent Monitor shall be undertaken in consultation and collaboration with a Civilian Oversight Board, whose members shall be appointed by the Mayor and the Common Council in a manner that ensures diversity and inclusion of Madison's various communities, including but not limited to representatives of the African American, Asian, Latino, Native American and LGBTQ communities as well as a diversity of ages, socioeconomic status, work experiences, gender, geographic residence, and organizations in the fields of mental health, youth advocacy and AODA, and including individuals with arrest or conviction records. A majority of the members of the board shall be nominated by a designated set of community-based organizations that have an interest in civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice, and that also have an interest in the safety of the city. Organizations with budgets under \$1 million shall be given priority in making these nominations. Additionally, 25-40% of the Board shall be composed of members with lived experience with homelessness, mental health, substance abuse and/or arrest or conviction records. The composition of the Board shall be run through the City's Racial Equity and Social Justice Initiative process to ensure equity and inclusion.

B. Current Draft Language

(3) Board Composition.

(a) Members.

1. ...
2. Diverse Composition. The Board's composition shall be diverse and include individuals:
 - a. From Madison's various communities, including, but not limited to, representatives of the African American, Asian, Latino, Native American and LGBTQ communities;
 - b. With a diversity of age, socioeconomic status, gender, geographic residence, and work experience;
 - c. Who are from organizations in the fields of mental health, youth advocacy and AODA; and members with arrest or conviction records.
3. Nominated by community-based organizations. All Members shall have been nominated by a designated set of community-based organizations that have an interest in civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice, and that also have an interest in public safety administration of the City. The designated set of organizations shall be initially created in conjunction with the adoption of this ordinance and the Monitor, Board, and Common Council shall ensure that it is updated at least every two (2) years.
4. Emphasis on lived experience. 20-40% of the Members shall have lived experience with homelessness, mental health, substance abuse and/or arrest or conviction records.

C. Option A

(3) Board Composition.

(a) Members.

1. ...

2. Diverse Composition. The Board's composition shall be diverse and include:

a. At least one member who is:

a. African American;

b. Asian;

c. Latino;

d. Native American; and

e. A member of the LGBTQ community.

b. At least one member who is affiliated with an organization in the field of:

a. Mental Health;

b. Youth Advocacy; and

c. AODA.

c. At least one member with an arrest/conviction record.

d. Members who represent a diversity of age, socioeconomic status, gender, geographic residence, and work experience.

Individual members may represent more than one of the categories listed above. For example, one Member can satisfy both requirements that at least one Member is Native American and at least one Member is affiliated with a Youth Advocacy organization.

3. Emphasis on lived experience. In constituting the Board, the Mayor and Council shall ensure that at all times 25-40% of the Members as required above shall have lived experience with homelessness, mental health, substance abuse and/or arrest or conviction records.

4. Nominated by community-based organizations. All Members/A Majority of Members shall have been nominated by a designated set of [redacted] community-based organizations that have an interest in civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice, and that also have an interest in public safety administration of the City. The designated set of organizations shall be initially created in conjunction with the adoption of this ordinance and the Monitor, Board, and Common Council shall ensure that it is updated at least every two (2) years.

Option B

(3) Board Composition.

(a) Members.

1. ...
2. Diverse Composition. All Board Members shall be from following Madison communities:
 - i. African American;
 - ii. Asian;
 - iii. Latino;
 - iv. Native American;
 - v. LGBTQ;
 - vi. Mental Health;
 - vii. Youth Advocacy;
 - viii. AODA; and
 - ix. An individual with an arrest/conviction record.

In creating the Board with Members from the above communities, the Mayor and Common Council shall also ensure that the Board Membership represents a diversity of age, socioeconomic status, gender, geographic residence, and work experience.

3. Emphasis on lived experience. In constituting the Board, the Mayor and Council shall ensure that at all times 25-40% of the Members as required above shall have lived experience with homelessness, mental health, substance abuse and/or arrest or conviction records.
4. Nominated by community-based organizations. All Members/A Majority of Members shall have been nominated by a designated set of 9 community-based organizations that have an interest in civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice, and that also have an interest in public safety administration of the City. The designated set of organizations shall be initially created in conjunction with the adoption of this ordinance and the Monitor, Board, and Common Council shall ensure that it is updated at least every two (2) years.