

From: [Shawn Matson](#)
To: [All Alders](#)
Subject: Agenda Items 84, 85, 86, 87
Date: Sunday, August 30, 2020 3:17:25 PM

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

Hello to Madison's Leaders,

I'm writing today as a concerned community member, urging you all to vote in favor of the 8/1/20 Council meeting's Agenda items 84, 85, 86, and 87.

I trust that you all have heard many strong arguments in favor of these agenda items, but I wanted to share my own personal perspective.

I am a high school History teacher in MMSD, and my wife and I have decided to make Madison our home. We are beginning to plan growing our family and the question of where and how we want to raise our family have come up over and over again.

When I moved to Madison, it was my belief that I was moving to a place that would be inclusive and equitable. As a white man, I came to this community with great privilege, but was also wanting to find a community that wouldn't work to reinforce those privileges. I am a white person who does not want my tax dollars, my leaders, and my community to take part in the white supremacist project anymore. We must divest.

Unfortunately, we have begun to doubt if Madison is the right place for our family. It pains me to feel that doubt, and I'm not the kind of person who runs away. So I'm writing to you today in order to put my voice where my values are.

As a teacher, I witness every day the trauma and failure of our intentionally segregated city and the police who enforce the status quo with malice and the historical legacy of injustice by state violence. I come home from work every day with so much admiration and respect for my students, but often so demoralized and terrified for them.

Every day in the classroom, my students and I grapple with a community in which many of my students do not feel safe, do not feel welcome, and wonder whether they will ever reach their 30th birthday.

So here I am wondering, are my leaders going to lead?

Please do the right thing.

Best,

Shawn T. Matson
District 6 Resident
2101 Linden Ave, Madison, WI 53704
+262.224.3209 | shawn.matson@gmail.com

From: [Judi Duncan](#)
To: [All Alders](#)
Subject: Agenda items for CC meeting on 8/31/20
Date: Sunday, August 30, 2020 2:56:03 PM

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

I respectfully request that you vote NO on items: 61667, 60617, 615,93, 61595.

Judi Duncan
11 White Oaks Lane
Madison WI

Sent from [Mail](#) for Windows 10

From: [Catherine Hanusa](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Agenda items for Tuesday's meeting
Date: Sunday, August 30, 2020 9:10:44 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

My alder is Zachary Henak but I am writing to all of you to voice my support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice."

Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises:

"If you are able include subpoena power in the agency's enabling legislation, by all means, include it."

Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence.

In "Overview of Civilian Oversight of Law Enforcement in the United States", authors Barbara Attard and Kathryn Olson of NACOLE note that "in order to succeed", the oversight body must be independent from not just the police, but also "elected and other government officials".

Likewise, the ACLU recommends an oversight body that is "independent not only from the police department, but also from politics", with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn't report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Catherine Hanusa

4813 Sherwood Rd, Madison

From: [Kirsten Gotting](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Citizen comments: civilian oversight board and independent monitor
Date: Sunday, August 30, 2020 11:42:56 AM

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Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

I beg you, do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

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Full independence is a critical factor for success.

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Sincerely,

Kirsten Gotting
1123 E Dayton Street Apt D
Madison, WI 53703

From: [Sarah Beach](#)
To: [All Alders](#)
Subject: Citizen Request to Approve the Civilian Oversight Board
Date: Sunday, August 30, 2020 5:16:43 PM

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

Hello,

My name is Sarah Beach and I am a resident of Madison at 890 Sky Ridge Drive, 53719. I am writing because I want you to approve of the Civilian Oversight Board (items 84-87) at this Tuesday's meeting.

The Civilian Oversight Board will offer a voice to people when there is police violence. Currently there is nothing; the Police and Fire Commission is a Personnel Board lacks the authority to investigate or recommend policy change. They can only listen to complaints, and then have a citizen stand up against the Police Union's lawyer who is well aware of the system.

The Civilian Oversight Board puts the focus back on the community; instead of flooding the streets with more police you can show your constituents you have heard their demands and made change.

We have been devastated by the attempted murder of Jacob Blake and the subsequent murder and injury of protestors. Many people have tried to equate this violence to the property damage that has happened downtown, not noting that their anger and frustration stems from the true violence. These people don't think there is any legal to have their voice heard and concerns met, and mostly they have been proven correct.

People will continue rising up and demanding action; they currently have no avenue to vent their frustrations or path to see change. The Civilian Oversight Board is the first step in creating that.

Thank you for your attention and service to Madison,

Sarah Beach

From: [KRISTIN MATHEWS](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Civilian Oversight Board and Independent Monitor
Date: Sunday, August 30, 2020 7:43:34 AM

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

Good morning, I feel very strongly about the need to adopt the proposals put forth by the Ad Hoc Committee and the Alder Workgroup. There was a tremendous amount of time, thought and careful consideration that went into this work. Our system is clearly broken and does not reflect equal treatment of our fellow Madisonians. We must pass these proposals as written...do NOT alter them in any fashion. I have included an email, that reflects my beliefs though not written by me. We absolutely need for this to move forward at this critical time. Do what is right and just. Thank you.

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."*

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out, adequate funding is essential.

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Sincerely,

Kristin Mathews-1133 Northland Drive Madison. Alder Rebecca Kemble

From: [Melissa Bennett](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Civilian Oversight Board and Independent Monitor
Date: Sunday, August 30, 2020 10:16:24 PM

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

Dear Mayor and Common Council,

My name is Melissa Bennett. I am a mom of 2 children and live in District 20. Alder Albouras' District. My oldest daughter attends our neighborhood school (my youngest isn't old enough yet). I am involved both in my church and the local school. I say that only to point out that I care deeply about my community and my neighbors!

I have been talking with many of my neighbors who are quite concerned with the increased violence in the last few weeks. However, I want to be very clear that most of us do not correlate the increase in violence with a need for less restrictions on the police, or more policing in general. Personally, I believe that the increase in violence is more likely traced to COVID-related job losses, program closures and heightened tensions.

I would like to voice my support for the proposals of an Independent Monitor and Civilian Oversight Board.

An organization I'm a part of, and highly respect, gathered some information about the work the Ad Hoc Committee has put into this process. They have shared it in an email that I thought I would pass along since it was such great information:

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Thank you for your time and consideration,

Melissa Bennett
1117 Valley Stream Dr.
Madison, WI 53711

From: [Ella Bultman](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Civilian oversight board
Date: Sunday, August 30, 2020 6:43:15 AM

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

Madison Alders/Mayor,

I'm writing to support the proposals for an independent monitor and civilian oversight board. As a resident of Madison for 40+ years, I feel it is well beyond time for our community to look for solutions that will create more equity and transparency. I am not anti-police and I do not support the efforts to recall the mayor. We all know that police work has become conflated with social work, public health, and a myriad of other societal needs. Unless we start to address root causes and critically question our institutions and their roles in creating a just society, nothing changes. We must give agency to communities that have been most negatively impacted by police violence. It is condescending hubris to believe that substantive change can happen without these voices. We are reinforcing racist views if we choose to continue on a path where institutions insist that they know more than the members of the communities that they serve. There is a meme going around which shows two police officers laughing at a tiny social worker trying to manage a large mentally ill person. The reality is that many unarmed public servants have to manage these types of situations on the daily, with compassion, intelligence and without violence. While I believe that many police officers also have this capacity, there is also way too much unnecessary violence, especially when it comes to communities of color. It's time to invite meaningful, inclusive discourse. Public institutions should not be afraid to be challenged to be better. We all should be looking for ways to make our systems and ourselves better. I believe this is the way to relieve burdens on all sides. Digging our heels in and continuing to invest in a system that is clearly broken serves no one and we will pay for it many times over if we choose to ignore its shortcomings.

Ella Bultman
1829 Winchester St
Madison, WI 53704

From: [Nika Rose](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Civilian Oversight
Date: Sunday, August 30, 2020 8:34:20 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

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Sincerely,
Nika R. Taylor, LMT
DISTRICT 2
ALDER PATRICK W. HECK
732 E. Dayton St. #2
Madison WI 53703

From: [Micki Ross](#)
To: [All Alders](#)
Subject: Common Council Meeting
Date: Sunday, August 30, 2020 5:46:14 PM

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Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

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Sincerely,

Michelle Ross

From: [Kristi Hetchler](#)
To: [All Alders](#)
Subject: Fwd: Police Oversight
Date: Sunday, August 30, 2020 6:12:30 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I firmly believe that every citizen of Madison should be able to contact a government official with assurance that that person will help the situation. Unfortunately, it's become obvious that people that are supposed to protect the safety of the community are often the people putting it most at risk. I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

As the Ad Hoc Committee report notes:

"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice."

Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises:

"If you are able include subpoena power in the agency's enabling legislation, by all means,

include it.”

Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence.

In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”.

Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

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Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Kristi Hetchler

From: [Randall Berndt](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Cc: jmccownberndt@gmail.com
Subject: Fwd: Vote at Common Council Tuesday
Date: Sunday, August 30, 2020 3:43:30 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."*

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Sincerely,

Randall Berndt

1023 Jenifer St

Madison WI 53703

Alder: Marsha Rummel

From: [Abra Bankendorf Vigna](#)
To: [All Alders](#)
Subject: I urge you to pass the ordinance for civilian oversight as written by the alder workgroup
Date: Sunday, August 30, 2020 9:37:16 PM

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

Dear Madison Alders,

You have an unprecedented opportunity to significantly advance justice in our community. The civilian oversight of the police department ordinance is desperately needed. For too long we have been a community that claims an interest in justice and then continues to fail to engage in reparative actions to heal the harms we have caused. **This ordinance - if passed in its entirety without amendments-- is a monumental step in the direction of truth, reconciliation, and ultimately transformation. This step will actually address some of the conditions that stir us to protest and reduce the need for disruptive civil action as it will demonstrate that we have been heard.**

I implore you to make the right decision and ensure our officers are held to the same level of accountability that all people should be- subject to the oversight of those we can and have harmed in the past.

thank you for your time and consideration,

abra vigna
Westmoreland resident

From: [Joel Witt](#)
To: [All Alders](#)
Subject: In advance of Tuesdays meeting, support for 84, 85, 86, 87
Date: Sunday, August 30, 2020 9:13:23 AM
Attachments: [Agenda.pdf](#)

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

Dear Members of the Common Council:

So the copy-paste words are below. And I've read them several times and believe them fully. I thought perhaps I'd tweak them here and there but no, they say pretty much exactly why the proposals should be passed as they were crafted. But I'll take a little time at the top just to say that shit is scary right now. It is a very turbulent time. But there is no just going back to normal. Things will either get better or they will get worse. They get better by trusting each other and taking profound steps to a new world. They get worse by freaking out and hiring a bunch of cops to punish those who are already suffering under the brunt of the pandemic, climate change, police murder, and the house of cards economy completely failing for the second time in 12 years. Create the world you want to live in

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As the Ad Hoc Committee report notes: *“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”*

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reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”. Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

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Joel

From: [Marla Froelich](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: In support of Independent Monitor and Civilian Oversight Board.
Date: Sunday, August 30, 2020 5:12:34 PM

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Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board.

This is the only way we will start to make a difference. We must stop talking and start acting. We must try something and can re-assess in a few years if tweaks need to be made for further improvements to the oversight process. But to do nothing in the historical moment we find ourselves in would be cowardly. Believe in the good of taking the action to end the extreme racial inequality imbedded into our policing policies. We the people are demanding it.

The following is an email template suggested by a social activist group highlighting the research that has been done to get us to this point.

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Sincerely,
Marla Froelich
555 Glen Dr Madison

Sent from my iPhone

From: [Julian McCown-Berndt](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: In support of proposals for an Independent Monitor and Civilian Oversight Board
Date: Sunday, August 30, 2020 11:16:52 AM

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Dear Members of the Common Council and Mayor Rhodes-Conway,

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Sincerely,

Julian McCown-Berndt

From: [Sydney Warwood](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: In support of the Independent Monitor and Civilian Oversight Board
Date: Sunday, August 30, 2020 9:37:36 AM

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Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

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Sincerely,
Sydney Warwood
Resident District 12, Alder Abbas

From: [Frank Schneeberger](#)
To: [All Alders](#)
Subject: Indépendant Monitor and Civilian Oversight Board
Date: Sunday, August 30, 2020 10:28:45 AM

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

Dear Members of the Common Council

I moved to Madison in 1972 so I have skin in the game. You must pass the proposals mentioned below because now is the time to make meaningful change.

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

With Respect
Frank Schneeberger
3529 Lucia crest
Madison WI

From: [Olivia Berch-Radloff](#)
To: [All Alders](#)
Subject: Independent Monitor & Community Oversight Committee - A MUST
Date: Sunday, August 30, 2020 5:02:39 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. As I have learned more about the work done by these groups, I have been disturbed and saddened by the lack of support from Alder Skidmore. His failure to support the proposal does not represent my beliefs as a member of District 9.

The recommendations reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. As a member of the Madison community, I think it is **ESSENTIAL** that the proposals are passed as written.

As the Ad Hoc Committee report notes:

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Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Olivia Berch-Radloff

--

Olivia Berch-Radloff, Ed.S.

Pronouns: she, her, hers

Cell: (608) 571-5193

School Psychologist
Verona Area School District
Stoner Prairie Elementary & Savanna Oaks Middle School

From: [Chelsea Yost](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Independent Monitor and Civilian Oversight Board
Date: Sunday, August 30, 2020 11:11:19 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am a resident of Monona (5114 Arrowhead Dr. Monona, 53716) so while I do not directly vote for you I and my community are directly affected by policing in Madison.

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.”

Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude

community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover, as NACOLE advises:

“If you are able to include subpoena power in the agency’s enabling legislation, by all means, include it.”

Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence.

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Sincerely,

Chelsea Yost

From: [Mats Johansson](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Independent Monitor and Civilian Oversight Board
Date: Sunday, August 30, 2020 8:37:33 PM

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

Dear Alders and Mayor,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from the National Association for Oversight of Law Enforcement (NACOLE) and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”*

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Sincerely,
Mats Johansson
4926 Odana Rd
Madison, WI
Zachary Henak's district

From: [Becca Kelsey](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: Independent Monitor and Civilian Oversight Board.
Date: Sunday, August 30, 2020 1:10:15 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

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Sincerely,

Rebecca Kelsey
301 Park Way
Madison

Sent from my iPhone

From: [Kaetlyn Taylor](#)
To: [All Alders](#); Conway@cityofmadison.com
Subject: Independent Monitor and Civilian Oversight Board.
Date: Sunday, August 30, 2020 10:46:41 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

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Sincerely,

Kaetlyn Taylor

1725 Henry St Apt 2
Middleton WI 53562

From: [Francesca Hong](#)
To: [All Alders](#)
Cc: [Rhodes-Conway, Satya V.](#)
Subject: Independent Monitor and Civilian Oversight Board
Date: Sunday, August 30, 2020 7:33:00 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

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Sincerely,

Francesca Hong

Chef/Co-Owner
Morris Ramen
106 King St
Madison WI, 53703
608-416-5547

From: [Rachael Wellington](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Independent monitor and civilian oversight
Date: Sunday, August 30, 2020 8:10:08 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

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Sincerely,

Rachael Wellington
2941 Fish Hatchery Rd
Apt 119
Fitchburg, WI 53713

From: [Jo Ann Wagner Novak](#)
To: [All Alders](#)
Subject: Items 84-87 (09.01.2020 meeting) Civilian oversight committee and independent monitor.
Date: Sunday, August 30, 2020 8:54:18 PM

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

I'm writing in support of the 2015 research report's recommendation of a civilian oversight committee and independent monitor which would serve in an advisory capacity to the Police Department.

I believe there are 3 key factors here which I STRONGLY encourage that you make very, very clear to the public on several occasions.

(Those committee titles can feel inflammatory or imply a loss control to some. Until I read further than the title, it definitely hinted at more of a blatant power issue.)

1) We citizens all desire a safe community whose goal is a spirit of cooperation and mutual respect between citizens and police alike. That's a tall order, but we can work towards it together. We must, if we are to provide a safe place for our children & elders.

2) The oversight committee and independent monitor are advisory personnel whose goal is persevering in community spirit through accountability and advice. We aim specifically for a spirit of cooperation between these groups (citizens and police).

3) Our hope (my hope) is that individual citizens or police personnel not feel threatened in any way by these changes. We've heard from the Black Lives Matter protestors (and others since 2015) that there are some police personnel of questionable character amongst the many fair and community-minded police who work hard for our City. Our hope, via these changes, would encourage not only dialogue but action for positive change.

It should be no surprise that this is an adventurous change which requires flexibility and review on all sides. Yet, we are Madison where many, many things are possible!

Thank you for your work in representing all of us!

Jo Ann Wagner Novak
21 W Newhaven Circle, Madison WI 53717
(my alderperson is Paul Skidmore)

From: [Sofia Johansson](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Date: Sunday, August 30, 2020 7:43:20 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

My alder is Zachary Henak and his vote on these proposals will directly affect my future vote for him. I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”*

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.” Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: “If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.” Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”. Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an

elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Sofia Johansson

District 10

--

Sofia Johansson

From: [Angela Witt](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Date: Sunday, August 30, 2020 3:36:28 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. I live in Madison's Sherman neighborhood, represented by Alder Abbas, and I consider these proposals an important step in community oversight of policing. These proposals reflect not only years of hard work by the Ad Hoc Committee, but also expert input and an inclusive and transparent process through that committee and the recent Alder Workgroup. Please pass these proposals as written. Do not weaken them. This is the right thing to do, especially at this juncture in history.

The Ad Hoc Committee's report notes mixed results with civilian oversight elsewhere, and its design for the Independent Monitor and Civilian Oversight Board is intended to overcome problems in other oversight structures while including features that helped auditors succeed elsewhere. The composition of the board is a key aspect, and the design in this proposal has nominating organizations representing diverse groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, social justice, and two groups that specifically work with domestic abuse and sexual assault victims. The training specified in the report and ordinance ensure well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience. Both this board composition and the adequate empowerment of the independent monitor including subpoena power and sufficient funding are crucial.

The importance of independence from elected officials and avoiding regulatory capture are also reflected in this design. The ACLU and authors Barbara Attard and Kathryn Olson of NACOLE both recommend the oversight body have independence from police and from politics. It is thus critical to preserve the design of the proposed Board where the majority of the membership is nominated by community and civic organizations and where membership would not include current or former police officers and their family members. This reflects best practices recommended by national organizations and implemented in other cities. Further, the proposed ordinance that has the Independent Monitor report to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee, preserves the independence of this position. Other cities, such as Syracuse and Oakland, have a similar arrangements; this tried and true model provides real independence.

Independent civilian oversight of Madison's police is necessary to help rectify the loss of trust in policing, especially in Madison's marginalized communities. These proposals can help address this problem, but to be meaningful, they must maintain these key features for independence and empowerment of the monitor and board.

It seems that at times, concerns about crime are used to suggest unquestioning support for police. I am not unsympathetic to concerns about recent crime, especially gun crime, that has impacted our city, but this does not reduce the need for oversight nor justify any weakening of these important proposals. Strong independent oversight could improve trust in law enforcement, and such oversight is in no way contrary to public safety. So, I again urge you to

please pass the proposals for an Independent Monitor and Civilian Oversight Board as written.

Sincerely,
Angela Witt

From: [Bianca Tomasini](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: MPD oversight
Date: Sunday, August 30, 2020 5:56:49 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

"Fear is a disease that eats away at logic and makes man inhuman." Marian Anderson

Please approve the implementation of the one piece of existing legislative proposal in this supposedly liberal city that would effectively improve trust, and communicate to the Black community that they are being heard. Finally, after years of talking, studying and meeting, PLEASE, put your egos, political carriers and fears of change and discomfort aside and DO THE RIGHT THING. We owe this to the communities of color who are understandably mistrustful, due to pervasive racism, negative encounters with police, deaf government. Needless to say, police and the white community have always had power and the upper hand when it comes to decisions affecting disenfranchised communities. Please give those communities a chance at Life and some Justice. We can't keep doing the same things and expect different outcomes. That is insane and in this case immoral. *Please pass the entire set of agenda items related to MPD oversight (84-and 87) as written - amendments will result in failure and continued injustice for communities of color = riots.*

So, I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board, exactly as written. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: "Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "**real and lasting change is possible only when the people most affected by policing have a voice.**" **Right now they have no voice whatsoever.** The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify **very extensive training of the Board members**, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: **“If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.”** Also, **extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.**

One of the most critical factors for success is full independence. In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also **“elected and other government officials”**. Likewise, **the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”**, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

"A riot is the language of the unheard" MLK

"As long as you keep a person down, some part of you has to be down there to hold him down, so it means you cannot soar as you otherwise might." Marian Anderson

Sincerely,
Bianca Tomasini
4926 Odana Rd
Madison WI 53711

From: [Martha Longley](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Ordinance for civilian oversight board and Independent Monitor
Date: Sunday, August 30, 2020 11:47:44 AM

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

Dear Mayor Rhodes-Conway and Madison Alders,

I am writing to implore you to pass the ordinance for the civilian oversight board and independent monitor as written by the alder workgroup, and without changes to the power, independence or meaning of this ordinance. As a concerned constituent, it is very important that the Madison Common Council create an independent oversight committee that truly limits the MPD's ability to get away with unjust practices that disproportionately harm Black individuals in Madison and in turn works on public-health oriented solutions to crime in our city.

Thank you,

Martha

Zip Code: 53726

From: [Kaylan Johnson](#)
To: [All Alders](#)
Subject: Ordinance for the civilian over sight board and independent monitor
Date: Sunday, August 30, 2020 9:33:02 PM

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

Hello,

I am writing to give my support to the Ordinance for the civilian over sight board and independent monitor as writer by the alder workgroup.

I do not normally involve myself in local politics but believe we have reached a distrust in our community that can only be corrected by actively working together and exercising checks and balances.

I implore you to pass this ordinance in full, without amendment on Tuesday.

Thank you,
Kaylan Johnson

From: [andrea](#)
To: [All Alders](#)
Subject: Pass legislation to create civilian oversight board and independent monitor to oversee mpd on Tuesday
Date: Sunday, August 30, 2020 2:14:48 PM

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

Pass the legislation to create a civilian oversight board and independent monitor to oversee MPD. I want this passed exactly as written by the alder workgroup without amendment. I live in Madison and My alder is Samba Baldeh. Thank you

From: [Amber Doss](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Pass the Civilian Oversight Proposal As Written!
Date: Sunday, August 30, 2020 6:36:35 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.”

Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises:

“If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.”

Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed

out, adequate funding is essential.

One of the most critical factors for success is full independence.

In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”.

Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Amber Doss
336 Racine rd
Madison, WI 53705
(608) 219-9809

From: [Cliff Hammer](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Please support Independent Monitor and Civilian Oversight Board policies, as written
Date: Sunday, August 30, 2020 6:56:14 PM

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Dear Alders and Mayor Rhodes-Conway,

I am writing to express my support for the proposals that will establish the city's Independent Monitor and Civilian Oversight Board, and to ask you to please do what you can to make sure these proposals are adopted by the city--as currently written. A lot of research and care went into developing these proposals. It is important that the COB have full independence -- to avoid regulatory capture. We need an Independent Monitor and COB that the community can trust, can have faith in. Adopting the proposals as written is the best way to make sure these new entities work as they are intended and are credible. I feel this is an incredibly important step to take to increase social justice in our community.

Thank you for your consideration,
Cliff

Cliff Hammer
1229 E. Johnson St.
Madison, WI 53703

From: [Nicole Miller](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Please support Independent Monitor and Civilian Oversight Board policies, as written
Date: Sunday, August 30, 2020 6:39:04 PM

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

Dear Alders and Mayor Rhodes-Conway,

I am writing to express my support for the proposals that will establish the city's Independent Monitor and Civilian Oversight Board, and to ask you to please do what you can to make sure these proposals are adopted by the city--as currently written. A lot of research and care went into developing these proposals. It is important that the COB have full independence -- to avoid regulatory capture. We need an Independent Monitor and COB that the community can trust, can have faith in. Adopting the proposals as written is the best way to make sure these new entities work as they are intended and are credible. I feel this is an incredibly important step to take to increase social justice in our community.

Thank you for your consideration,
Nicole

Nicole Miller
1229 E. Johnson St.
Madison, WI 53703

From: [Rebecca Radue](#)
To: [All Alders](#)
Subject: Please Support the Independent Monitor and Civilian Oversight Board
Date: Sunday, August 30, 2020 8:17:11 PM

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

Dear Members of the Common Council

I am writing to urge you to support the proposals for Independent Monitor and Civilian Oversight Board. These proposals are the result of five years of hard work by the Ad Hoc Committee and the Alder Workgroup.

These proposals reflect an incredible amount of research, expert input, and careful deliberation and vetting, all done in an inclusive and fully transparent process. The teams that worked on these proposals studied similar actions taken by other cities, learned from their failures, and the result are these proposals. I urge you to pass these proposals as written. Please do not weaken them. At this time in history it's crucial that Madison do the right thing, rather than pass a watered-down, performative version of these proposals.

The most crucial factor for success of the Board and Monitor is full independence. They must be independent, not only from the police department but also from politics. Denver, CO provides an example of what can happen when a policing oversight body does not have full independence. In the midst of a scandal involving their Police Chief, the Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged, trust was broken, and this is the kind of situation we must seek to avoid in Madison.

Under the proposed ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangement of an auditor reporting to a board and not to elected officials, and this has served them well. I strongly encourage you to keep the proposals as they are, and especially to keep these oversight bodies independent and free of political influence.

There is a severe loss of legitimacy and trust in policing in our home, especially in Madison's most marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which has yielded rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Please support the passage of these proposals as they have been carefully and painstakingly written.

Respectfully,
Rebecca M. Radue, MD

From: [Sam O'Reilly](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Police Oversight
Date: Sunday, August 30, 2020 11:18:44 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: "Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice." Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: "If you are able include subpoena power in the agency's enabling legislation, by all means, include it." Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In "Overview of Civilian Oversight of Law Enforcement in the United States", authors Barbara Attard and Kathryn

Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”. Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

Sincerely,
Sam O'Reilly

From: [Martha Longley](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Re: Ordinance for civilian oversight board and Independent Monitor
Date: Sunday, August 30, 2020 12:18:36 PM

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

Also! My alderwoman is Shiva Bidar

On Sun, Aug 30, 2020 at 11:47 AM Martha Longley <martha.longley@gmail.com> wrote:

Dear Mayor Rhodes-Conway and Madison Alders,

I am writing to implore you to pass the ordinance for the civilian oversight board and independent monitor as written by the alder workgroup, and without changes to the power, independence or meaning of this ordinance. As a concerned constituent, it is very important that the Madison Common Council create an independent oversight committee that truly limits the MPD's ability to get away with unjust practices that disproportionately harm Black individuals in Madison and in turn works on public-health oriented solutions to crime in our city.

Thank you,

Martha

Zip Code: 53726

From: [Eileen Harrington](#)
To: [All Alders](#); [Mayor](#)
Subject: Recommendations from the Alder Working Group implementing the Ad Hoc Committee report
Date: Sunday, August 30, 2020 6:08:26 PM

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

Dear Alders and Mayor Rhodes-Conway,

I am writing with three requests:

1. Please do not demonize people with whom you disagree.
2. Please respect and take seriously the work done by resident task forces, committees, commissions, and boards.
3. Please vote yes on the recommendations from the Alder Working Group on Tuesday's agenda.

Regarding my first request: I have felt disheartened and discouraged by what appears to be an escalation of animosity and lack of respect in our civic discourse in Madison. I am one of the nerds who occasionally watch Council and other City meetings online. I also read some of your social media commentary and other statements made by elected and administrative officials and residents of Madison. We will always have disagreements, many of them strong disagreements, about important policy questions. At a time of such deep division at the neighborhood, city, county, state, and national levels, we need to work for civility in the spaces where we actually can make a difference. The Common Council is one such space. Our city is perhaps one such space. When we disagree, when we debate, when we talk among ourselves and those who agree with us, please let us watch our speech. People who disagree with me on very important policy matters - police oversight, for example - are not bad people because they don't agree with me. I may think their views are bad. But the name-calling that I have watched escalate over the past year is harmful. It over-personalizes policy debates and differences and demonizes people who hold different views than my own. Every one of you gives up a lot of your time to serve and I think it's fair to assume the best, not the worst, of each other and those who participate in our civic life.

My second request comes from my experience chairing the Task Force on Government Structure, and also from watching the process, so far, of dealing with the report and recommendations from the Ad Hoc Committee on Police (my shorthand name for this body). From my TFOGS work, I believe there are far too many boards, commissions, and committees attached to Madison's municipal government. On some other occasion, I'll say why I think that. But as one who was appointed to chair a task force and spent a huge amount of time carrying out that work, I have become somewhat cynical about why the Common Council and Mayor - and I use these terms generically - bother to create special task forces and committees. My cynicism comes from watching and listening to elected officials reject out of hand the thoughtful

work done by these resident volunteers. Of course, you all have a serious responsibility to make important policy decisions. I would not suggest that your job is to rubber-stamp whatever recommendations are made by task forces and committees. At the same time, the residents who worked on the Ad Hoc Committee on Police spent years going deeply into important questions about police oversight. Why wouldn't we presume that these residents know a lot about this subject matter - indeed, why wouldn't we presume that they are among our city's best-informed individuals on the subject of policing policies and oversight? If you don't give them that presumption, why did you create the Ad Hoc Committee? Likewise, the TFOG members looked deeply and systematically at not only Madison's government structures but also those of cities comparable to Madison. We learned that Madison is an outlier. We learned that elements of our municipal government structure present obstacles to participation and engagement by many of our residents who live in the lowest income neighborhoods and many residents who are people of color. Like the Ad Hoc Committee, the TFOGS has made recommendations for significant change. And like the Ad Hoc Committee's recommendations, some of TFOG's most important recommendations are rejected out of hand by some. Any wonder I and others who have done this work because we were asked feel somewhat cynical about the purpose for which our city government has created more than 100 boards, commissions, and committees? Are they window dressing? An effort to perpetuate the myth of resident engagement in the governance of the City of Madison? My request is that you take very seriously the work done by these special committees and task forces. Don't assume you know more than the residents you asked to dig deeply into these subject areas. You appointed and/or confirmed these resident-volunteers. Did you think they were idiots when you confirmed their appointments? If you aren't inclined to at least give some deference to the work of these volunteer bodies, then stop creating them. If you think the residents serving on these bodies are idiots, you have yourselves to blame. If you do not agree with a recommendation from one of these bodies, do your homework, and at least read the reports and supporting documents. If you disagree, explain why. Engage in discussion. Maybe you will learn something that causes you to view the issue differently. And in the end, if you disagree, please acknowledge the work done by the residents who answered your call to serve.

3. I have read the Ad Hoc Committee's report. I attended a few of its meetings. I have lived in other cities, including Denver, that have some kind of citizen monitoring and/or oversight process for police. I believe that the recommendations from the Ad Hoc Committee are well researched, have been the subject of considerable community discussion and feedback, are informed by excellent outside consultants, and will strengthen the confidence Madison residents have in our police department. I am not anti-police. I am pro-accountability. I believe the recommendations from the Alder Working Group, conveying some of the recommendations from the Ad Hoc Committee, will greatly improve the confidence we have in our Madison Police Department by improving transparency into police procedures and policies. Having lived in cities that have civilian review boards or monitoring committees, I know we will be a better city if we implement the recommendations now before you from the Alder Working Group.

Thank you for considering my views.

My best,

Eileen Harrington

Eileen Harrington
4209 Veith Avenue
Madison, WI 53704
202-256-5337

2115 E. 6th St.
Tucson, AZ 85719

From: [Halie Moore](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support an Independent Monitor and Civilian Oversight Board
Date: Sunday, August 30, 2020 10:57:04 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.”

Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises:

“If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.”

Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed

out, adequate funding is essential.

One of the most critical factors for success is full independence.

In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”.

Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,
Halie Moore

From: [Andrea Parmentier](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support Civilian Oversight Board and Independent Monitor for MPD with NO Amendments
Date: Sunday, August 30, 2020 8:09:07 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. It is a vitally important issue to me that the recommendations given for forming the Civilian Oversight Board and Independent Monitor for the Madison Police Department are passed without amendment.

These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process, with input even from the MPD. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

It is vitally important that these oversights are put in place fully independent of the MPD and with real power to hold them accountable. An oversight board that is answerable to the group it oversees is open to the influence of that group (the MPD in this case) and thus isn't *overseeing* anything. A monitor that has no power to hold anyone accountable is a useless check box, incapable of accomplishing anything other than "recommendations" that can be completely ignored.

The whole purpose of the workgroup and all this work over the years was to carefully craft these proposals, proposals that Madison desperately needs.

Make the right call.

Sincerely,
Andrea Parmentier
402 Pawling St, Apt 1
Madison, WI 53704

From: [Amber Lefers](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support for Agenda Items 84, 85, 86, and 87
Date: Sunday, August 30, 2020 3:21:55 PM

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

Alders and Mayor Satya Rhodes-Conway,

Request: Vote in **support** of Agenda items ***as is*** for **agenda items 84 through 87** to establish the independent monitor and provide budget support to make that position effective.

Alder Evers - As your constituent, I am urging you to vote in support of this. I will admit that in the last election, I voted for your competitor, but I've been impressed with your voting record so far. Please don't let us down on this.

Mayor Satya - I voted for you to put you in office, and I had hope. As a gay trans woman, I looked up to you, but you're letting me down. You ***need*** to recognize that you're supporting white supremacy in your actions, and this performative politics will not stand. We won't let it.

Background:

The Ad Hoc Committee has invested hundreds of hours in researching, developing recommendations, and making sure that their recommendations are consistent with state law.

Through my work, I have been tasked to be a leader. One of those leadership skills that I have learned that is critical for success is to encourage accountability, even if it's painful or uncomfortable. We are simply asking for accountability for the Madison Police Department. I know it's uncomfortable for the MPD. I know it might be uncomfortable for some of you to change. But it's possible, and we need to imagine a future that is brighter than the one today: A future where Black Lives are not terrorized with impunity and no accountability.

The independent monitor will complement and enhance the capabilities of the Police and Fire Commission - not undermine it. As I hope you know, the PFC has no purview for investigative work or policy setting. The independent monitor can perform these actions to provide recommendations to the PFC.

The independent monitor, if there is reasonable cause, can appoint an attorney for the complainant to at least somewhat level the uneven playing field when the police union appoints a high-paid, experienced attorney.

Finally, while I am white, I grew up in the inner city of Chicago. My sister is black. Many of my nieces and nephews are black. Many of my long-time friends are black. Do this for them.

Thank you.

Amber Lefers
620 Pine Street
Madison, WI 53715

From: [Kurt Nicholson](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Support for civilian oversight - Common Council agenda items 84,85,86,87
Date: Sunday, August 30, 2020 4:52:06 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.”

Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises:

“If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.”

Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed

out, adequate funding is essential.

One of the most critical factors for success is full independence.

In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”.

Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Kurt Nicholson
2133 Center Ave
Madison 53704

From: [Emile Shartle](#)
To: [All Alders](#); [Mayor](#); [Rhodes-Conway, Satya V.](#)
Subject: Support for independent monitor and civilian oversight board
Date: Sunday, August 30, 2020 8:12:20 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

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“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”

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Sincerely,

Emile Shartle
4325 De Volis Pkwy
Madison, WI 53711

From: [Brett Mayville](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support for Independent Monitor/Civilian Oversight Board
Date: Sunday, August 30, 2020 9:57:18 AM

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

Hello,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

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Sincerely,
Brett Mayville

1224 Drake Street, Apartment 1
Madison, WI 53715
Alder: Tag Evers

From: [Joseph Bazler](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support for the Independent Monitor and COB
Date: Sunday, August 30, 2020 6:28:33 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I write to support the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process.

Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, **it's clear that this is the morally right thing to do.**

As the Ad Hoc Committee report notes:

“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.”

Right now the people have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

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“If you are able to include subpoena power in the agency’s enabling legislation, by all means, include it.”

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Sincerely,

Joseph Bazler
1630 Monroe Street
Apt. G
Madison, 53711

From: [Madeline Sall](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support Independent Monitor & Civilian Oversight Board As Written Without Changes
Date: Sunday, August 30, 2020 3:51:34 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. I am not the expert on these proposals, but I know enough to know that our current policing system does not work for the people who interact with it most, and therefore, it's necessary for us to try something new and leverage the experiences of other cities and our Black & Brown-led community organizations to protect Black & Brown people.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do. If we change them, we prevent any possible chance of seeing whether they can produce positive change.

As the Ad Hoc Committee report notes:

"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

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In "Overview of Civilian Oversight of Law Enforcement in the United States", authors Barbara Attard and Kathryn Olson of NACOLE note that "in order to succeed", the oversight body must be independent of not just the police, but also "elected and other government officials".

Likewise, the ACLU recommends an oversight body that is "independent not only from the police department but also from politics", with a board member that is majority nominated by civic and community organizations. In Madison, an existing body that doesn't report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three-person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Madeline Sall, constituent of Alder Marsha Rummel

1253 Williamson St. Apt 3, Madison, WI 53703

Madeline Sall

maddy@sall.net

From: [Vanessa Avila](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support Independent Monitor and Civilian Oversight Board
Date: Sunday, August 30, 2020 10:58:17 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: "Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

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Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: "If you are able include subpoena power in the agency's

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There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set

up and empowered, provide a key means of rectifying that.

Sincerely,

Vanessa Avila
130 N. Hancock Street, #301
Madison, WI 53703

From: [Julia Weiser](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: support of the proposals for an Independent Monitor and Civilian Oversight Board for MPD
Date: Sunday, August 30, 2020 2:37:23 PM

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

To the members of the Common Council and Mayor Rhodes-Conway,

My name is Julia Weiser, and I live in Alder District 6 in Madison. I am writing in support of Items 84, 85, 86, and 87 which will come for a vote this Tuesday, September 1, 2020.

I live in the WilMar neighborhood and I work as a family doctor at Access Community Health Centers on East Washington Street. Both as a citizen of this community and as a caregiver for Madison's underserved and under-represented residents, I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board for the Madison Police Department. I listen to patient stories every day about how systemic problems within our police and justice departments have eroded the common trust in these public institutions. A Black mother (who is my patient in clinic and who also lives just a mile from me on the east side of town) recently told me she no longer allows her teenage son to walk to our local grocery store because he has been racially profiled and stopped on the street by MPD. With the stories of Black men and women dying at the hands of police officers now saturating our public consciousness, this woman told me she worries every day about her son's safety in our neighborhood. It is unacceptable that history and experience have taught Black Americans and other under-represented people in our community that the police force in this country is not there to protect them. It is past time to rebuild trust in our important public institutions through thoughtful and diligent reform.

The proposals for an Independent Monitor and Civilian Oversight Board are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”*

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.” Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very

extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: "If you are able include subpoena power in the agency's enabling legislation, by all means, include it." Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In "Overview of Civilian Oversight of Law Enforcement in the United States", authors Barbara Attard and Kathryn Olson of NACOLE note that "in order to succeed", the oversight body must be independent from not just the police, but also "elected and other government officials". Likewise, the ACLU recommends an oversight body that is "independent not only from the police department, but also from politics", with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn't report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

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Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which has led to rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Please pass items 84, 85, 86, and 87 this Tuesday, September 1, 2020 at the meeting of the Common Council.

Thank you for your time and consideration,

Julia Weiser, MD

From: [Emily Dayton](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Support proposals for Independent Monitor and Civilian Oversight Board
Date: Sunday, August 30, 2020 11:15:58 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in **support of the proposals for an Independent Monitor and Civilian Oversight Board.**

These proposals have been thoroughly researched and vetted and represent what will be best for Madison.

Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

We need civilian oversight of police. The actions by police both in Madison and Kenosha, WI, show how much harm can come to individuals and communities when police are not held accountable. We need an independent group who can represent Madison's community and especially champion Madison's most oppressed.

Sincerely,

Emily

From: [Brooke Bowser](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: support proposals for the independent monitor and civilian oversight board
Date: Sunday, August 30, 2020 9:06:33 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

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As the Ad Hoc Committee report notes:

"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

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Sincerely,

Brooke Bowser

439 E. Campus Mall
Madison WI 53703

From: [David Sterken](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Supporting agenda items 84, 85, 86, and 87 at the Common Council meeting of September 1st
Date: Sunday, August 30, 2020 10:39:17 AM

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

Alders and Mayor Rhodes-Conway,

I am writing to support the proposals for a Civilian Oversight Board and Independent Monitor, specifically agenda items 84, 85, 86, and 87 at the Common Council Meeting on September 1st. It is crucial that these be created as outlined by the Alder Workgroup without further delays or amendments to change the composition of the board, politicize its reporting structure, or otherwise render it ineffective.

I and many others have been watching the city meetings leading up to this one, and we have not been convinced by the baseless excuses for voting no given by Zach Hanek, Barbara Harrington-McKinney, Paul Skidmore, and Al Rickey. Alder Henak's minor semantic or procedural complaints are not a legitimate reason over which to scuttle the whole project, and the public sees through the manufactured excuses he continues to hide behind when voting no on items like this (e.g., the leading question he asked MPD to justify voting down a tear gas ban: <https://madison.legistar.com/View.ashx?M=F&ID=8736254&GUID=149A3890-C054-42E7-9A23-E8C6566BD9F6>). There has also been plenty of time to ask questions over the past 5 years of this inclusive and transparent process, as Alder Harrington-McKinney has requested, but after listening to multiple meetings I have yet to hear what those questions are, so this appears to be an empty refrain. Lastly and most plainly, anyone who fundamentally does not believe in police accountability or the existence of systemic racism within this institution – like Al Rickey and Paul Skidmore have openly stated – should not be in our city government.

I support the work that Alders Moreland, Bidar, and Kemble have done and the work done by the Ad Hoc Committee before them. As you can see from the 923 citizens registered in support at the CCEC meeting compared to only 13 opposed, the public supports this work as well. You are our representatives, and you have an obligation to actually represent us.

David Sterken

From: [tregugel](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Tuesdays Meeting
Date: Sunday, August 30, 2020 8:48:42 AM

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

Dear members of the Common Council and Mayor Rhodes-Conway

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: "Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice." Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

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Sincerely,
Robert Gugel III
DISTRICT 2
Alder Patrick W.Heck
732 E. Dayton st. #2
Madison WI 53703

From: [Wendy McCown](#)
To: [Julian McCown-Berndt](#); [Randall Berndt](#); [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Vote at Common Council Tuesday
Date: Sunday, August 30, 2020 11:50:38 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

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Sincerely,

Wendy McCown

1023 Jenifer St

Madison WI 53703

Alder: Marsha Rummel

From: [Tony Jennaro](#)
To: [PD PSRC](#)
Cc: [All Alders](#)
Subject: We Need Transparency and Oversight NOW!
Date: Sunday, August 30, 2020 1:53:05 PM

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

Dear Members of the Common Council, Finance Committee, Equal Opportunities Committee, Public Safety Review Committee and Common Council Executive Committee,

I urge you all to pass the Alder Work Group’s ordinance creating Sections 5.19 and 5.20 of the Madison General Ordinances establishing the Office of the Independent Police Monitor and the Police Civilian Oversight Board as it was written in an open, inclusive and transparent process by the Alder Workgroup to Develop Logistics and Operational Details for MPD Independent Civilian Oversight.

The Alder Work Group was given a task to flesh out the civilian oversight board implementation process on a timeline that was nearly impossible to achieve and they just achieved it with this ordinance, with ultimate grace, transparency, inclusivity, and efficiency.

[This ordinance](#) was created by the Alder Work Group in an open, inclusive and public process on the tails of a similar 5-year process carried out by the Ad Hoc Committee.

As the Ad Hoc Committee report stated:

- We have observed that some of Madison’s many diverse communities perceive Madison’s police department as insular and unresponsive to their needs, and, therefore, fail to invest their trust in its officers.
- Formalized civilian oversight is the most direct way the City can confront this challenge, ensure that the MPD is responsive to the needs and concerns of all segments of the community, and thereby build trust.
- It is our belief that, in a free and democratic society, the policing function must be controlled directly by the people themselves as much as possible.
- To the extent that the community yields some of its freedoms to the authority of a police force in the interest of public safety and harmony, it must have tools to directly oversee the exercise of that police authority; the community must have a strong voice in deciding how it wants to be policed.
- We see almost all of our other recommendations as contingent or dependent on the establishment of a civilian police review body.
- In order to keep the process and the promise of reform ongoing, it is essential that the MPD continue to receive input from those outside the Department, including the public it serves and to which it is ultimately responsible.

The Ad Hoc Committee report echoes a critical finding from Chicago Police Accountability Task Force report, that “real and lasting change is possible only when the people most affected by policing have a voice.” The proposed ordinance accomplishes this absolutely essential function.

The proposed oversight structure has been carefully crafted to provide what promises to be one of the most effective and progressive civilian police oversight agencies in the nation, helping fulfill a vision of true community control of policing.

While there have been complaints voiced about the lack of police involvement in this process, the

fact remains that the Ad Hoc Committee was co-Chaired by retired MPD Assistant Chief, Luis Yudice who is a strong and devout lobbyist for MPD. MPD executives were present and welcome to participate at every single meeting. Every single MPD officer could have attended at least one meeting and had 5 years to do so. These consecutive processes by the Ad Hoc Committee and Alder Workgroup define inclusivity and transparency which is one big reason why they have survived countless fear-mongering attacks fueled by ego, emotion and misinformation.

I urge you all to continue to be a positive part of this historic effort and to pass the Alder Work Group's ordinance creating Sections 5.19 and 5.20 of the Madison General Ordinances establishing the Office of the Independent Police Monitor and the Police Civilian Oversight Board as it was written in an open, inclusive and transparent process by the Alder Workgroup to Develop Logistics and Operational Details for MPD Independent Civilian Oversight.

Sincerely,
Tony Jennaro
Community Member, MMSD High School Teacher
2753 Milwaukee St. Madison WI 53704
414-748-4800