

# Madison Police & Fire Commission - Local Voices Network process

The Local Voices Network partnered with the City of Madison Police and Fire Commission to host a series of community conversations that would inform the City of Madison police chief hiring process.

We offered 5 public conversations - 4 in English & 1 in Spanish

Of those conversations, one was canceled due to a lack of registrations

Because of the low turnout in the public conversations, we convened three additional conversations with specific partners who work with populations who are disparately impacted by law enforcement in our community. The three additional convening organizations were: Just Dane, The Latino Academy of Workforce Development, and a group of students on the UW Campus as part of the People's Agenda project.

# Voices included in the report

To further increase representation and community voice, we also went back into the full Madison collection, which has over 100 conversations, and we identified conversations that had a significant focus on policing and community safety.

With that said, we pulled a total of 57 snippets, from 48 unique people, across 31 conversations for this report.

Conversations and the snippets included in this report include wide representation from the community in terms of age, race, ethnicity, gender, language, disability status, and socio-economic status.

To listen to these voices or to hear full conversations, you can visit [www.lvn.org/pfc](http://www.lvn.org/pfc).

# Emergent Themes

This report includes a series of emergent themes from both the collection of Police and Fire Commission conversations, and the larger Madison corpus of Local Voices Network (LVN) conversations. With each emergent theme, we offered interview questions informed by the snippets within that theme.

- Power
- Trust
- Fear
- Police and Youth
- Scope of Policing, Redistribution of Resources
- Compassion and Bias
- Engagement with and Understanding of Black, Indigenous, and People of Color (BIPOC)
- Disability, Mental Health, and Police

# Messages for the PFC from the conversations:

- [Carla](#) craves someone who will change the status quo.
- [Paul](#) emphasized the importance of rescoping the police responsibilities to not include handling overdoses, mental health issues, and beyond to both simplify the task of policing and protect citizens.
- Remembering the previous police chief's aggression and outbursts after the murder of Tony Robinson, [Linda](#) named that the chief "sets a tone for the entire department," and if that tone is threatening, the department will be threatening.
- Many people, like [Bob](#), suggested an increased emphasis on training, building on the prior work of MPD.
- As a current officer, [Howard](#) reflected on the necessary tension of competing priorities when hiring a new chief.
- As someone who engages with the police regularly through work, [Mark](#) emphasized needing a police agency that listens to citizens, and gets rid of violent, unsuitable actors in their police force.
- [Jerome](#) described a truly successful police force as one that invites those who are most impacted, those directly impacted by the criminal justice system, to the table.
- And finally, [Robin](#) explains why she says Black Lives Matter: "we need the attention on us, because we're getting gunned down at a high rate. And we're getting locked up at an even higher rate for petty crimes and for no crimes at all."

## Voices from the report -

*includes a snippet reflecting each of the emergent themes from the report*

Police & Fire  
Commission

We're also teaching them to sit there and let them be treated less than.

LVN LOCAL  
FORCES  
NETWORK

Robin  
*Fear*