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17:33:14 From Gloria Stevenson-McCarter : Gloria Stevenson McCarter. MOSES  
17:34:44 From Fran Hoffman : S. Fran Hoffman, MOSES  
17:35:42 From kathy luker's iPhone : Kathy Luker, MOSES  
17:35:44 From Barbie Jackson, MOSES, she/her : Barbie Jackson, member of MOSES, co-chair of Racial Justice for All Children task force, present and testifying as an individual.  
17:36:50 From iPhone : Carell Cassey victim of cutting-edge cybercrime, abuse of tech, suspected target of gross misuse of power, public funds and resources. of  
17:36:56 From Ethan Carpenter : I'm Ethan Carpenter, signed up to speak in public comment as an individual  
17:40:28 From Mathias Lemos Castillo : Hi everyone, my name is Mathias Lemos Castillo, I am the Community Builder for the Local Voices Network, you can also find the information Colleen is sharing at [lvn.org/pfc](http://lvn.org/pfc)  
17:42:02 From Rachel Kincade/MOSES : Hi Everyone, I am Rachel Kincade, President of MOSES here to listen  
17:42:12 From Larissa Joanna : Reshaping Madison Together and Ankita needs to be let in  
17:45:24 From Colleen Butler : [www.lvn.org/pfc](http://www.lvn.org/pfc) is where all conversations can be found  
17:46:17 From Tina Hogle MOSES she/her/hers : Tina Hogle, here to speak for MOSES  
17:48:38 From Colleen Butler : Here is the compilation of highlights. It is about 2 minutes long, and I highly recommend giving it a listen: <https://youtu.be/1xyFWkLjLT4>  
17:49:57 From Colleen Butler : Here is the full report from LVN:  
[https://madison.legistar.com/View.ashx?M=F&ID=8902896&GUID=611D86A4-BDCE-](https://madison.legistar.com/View.ashx?M=F&ID=8902896&GUID=611D86A4-BDCE-494A-9EAE-13564BE172F6)

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#### [494A-9EAE-13564BE172F6](https://madison.legistar.com/View.ashx?M=F&ID=8902896&GUID=611D86A4-BDCE-494A-9EAE-13564BE172F6)

18:09:42 From Colleen Butler : Just to clarify, LVN did not have a contract with the Police and Fire Commission. We are a non-profit focusing on amplifying underhand voices, so this fell within our mission. There was no funding from the City of Madison or the PFC for LVN or the LVN report.  
18:14:30 From David Hart : Blacks for Political and Social Action of Dane County requests that the process for naming a chief be slowed down to allow for more community input.  
18:15:21 From David Hart : Please we are with the diversity of the candidates, however more time.  
18:15:44 From David Hart : is necessary to fully vet the candidates.  
18:19:36 From Barbie Jackson, MOSES, she/her : Where all people are protected and able to thrive. Thank you.  
18:25:51 From Rob Timberlake : Was curious about the statements made from previous speakers regarding the Black populations of some of these cities mentioned, so I looked up the info: 

Approx. number of Black people in each municipality, according to Census estimates:	Madison WI - 18,200	Mesa, AZ - 21,840	Salisbury, NC - 12,512
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Approx. number of Latinx / Hispanic people in each municipality, according to Census estimates: 

Madison WI - 18,200	Mesa, AZ - 144,040	Salisbury, NC - 4,080
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18:27:52 From Megan Berge : Thank you all. Thank you everyone for taking the time to be civically engaged.

18:36:49 From Bonnie Roe : Demographics:

18:36:53 From Shadayra Kilfoy-Flores : curious what number speaker are we on?

18:37:02 From Bonnie Roe : Ramon Batista served as Police Chief in Mesa, AZ. The 5 largest ethnic groups in Mesa, AZ are White (Non-Hispanic) (61.1%), White (Hispanic) (19.9%), Other (Hispanic) (5.6%), Black or African American (Non-Hispanic) (4.73%), and Two+ (Non-Hispanic) (2.18%).

Shon Barnes served as Deputy Chief of Police in Salisbury, NC The racial makeup of the city was 57.30% White, 37.56% African American, 0.28% Native American, 1.39% Asian, 0.06% Pacific Islander, 1.92% from other races, and 1.48% from two or more races. Hispanic or Latino of any race were 4.30% of the population.

Most recently, Shon Barnes works in Chicago, Il. According to the most recent ACS, the racial composition of Chicago was:

White: 49.44%

Black or African American: 30.12%

Other race: 10.94%

Asian: 6.44%

Two or more races: 2.73%

Native American: 0.30%

Native Hawaiian or Pacific Islander: 0.03%

The 5 largest ethnic groups in Madison, WI are White (Non-Hispanic) (72.1%), Asian (Non-Hispanic) (9.14%), Black or African American (Non-Hispanic) (7.86%)

18:42:39 From Shadayra Kilfoy-Flores : Bonnie Roe, I find that your use of racial demographics is not only manipulative, it's also RACIST

18:43:29 From Bonnie Roe : I'm sorry you feel that way, Shadayra. I love people of every color.

18:45:20 From Steve V : Bonnie, posting these racial demographic numbers is at best bizarre. I had the same reaction at Ms. Kilfoy-Flores.

18:46:23 From Bonnie Roe : I posted them because someone above had asked.

18:46:29 From Jerry Franz : I ask the PFC to provide a full and complete debriefing of the process upon completion so that we may learn from this experience and gain an insight in how to improve it when we hire our next chief in the future.

18:53:26 From Ruben Anthony : On behalf of the Urban League of Greater Madison, I would like to say that this commission has done a good job of bringing several diverse candidates forward for consideration for the position of Police Chief. Thank you for your diligent work and thank you for extending more time for communities of color to provide additional input. This is a strong indication that you are listening. However, more consideration is needed, so that we are getting a chief that is the best fit for Madison.

Many of the members on this commission have unquestionable community credibility, because of that, I am confident that this process will yield a good chief.

Hang in there.

Ruben

18:55:26 From Tyson Vitale (he/him) : Audio issues

18:55:30 From Tyson Vitale (he/him) : Please come back to

18:55:33 From Tyson Vitale (he/him) : sorry

18:55:47 From Shadayra Kilfoy-Flores : To finish my sentence...Tony Robinson might be alive if Matthew Kenny had been held accountable for not following protocols in place rather than being given an AWARD for violating those protocols

18:56:52 From Jerry Franz : I would further ask the PFC to complete this process if they are satisfied with the candidates having the skills to do the job and be a good match of personality to our community. Can the person you hire lead what is already a very good department? If so, make the decision, offer the job, and fill the seat before year end - please!

18:57:28 From Amelia Royko Maurer : A very good department for who?

19:02:24 From Tyson Vitale (he/him) : Thank you

19:09:46 From Eugene Crisler. MOSES : I've VISITED the downtown PD, what I've noticed was a picture of former officers posing as gang members. I just want to just say that and have those to think about how the history of the PD around the country are looked at through the lense of a person who has been disenfranchised.

19:09:46 From Alec Esther (@highestwinds) : That's Mia Maysack

19:09:49 From Alec Esther (@highestwinds) : They registered

19:10:39 From Amelia Royko Maurer : June 2017, Batista became Chief of Mesa, inherited one of the most dangerous PDs in the country (5th worst for OIS in 2018)

June 2018 roughly, Batista puts his foot down in 2018 and solicits PERF to review the previous 3 years of Mesa PD.

Batista starts co-responder programs and focuses on officer wellness.

2019, PERF Recs for improvement are given to Mesa PD

Mesa police unions issue vote of no confidence to Batista and calling him a “Liberal snowflake” for teaching them how to police without senseless beatings and shootings.

Mesa PD has 1207 employees. There are two different police unions. Fewer than half of the Mesa PD employees filled out this survey to issue no confidence because they're entitled and dangerous and any chief who holds an officer accountable for excessive force becomes a target of the police union.

19:11:35 From Kim Richman : It WAS open to everybody for over 1 year. We were not shut out.

19:13:16 From Amelia Royko Maurer : The Madison Professional Police Officers Association tried to destroy David Coupler in the 70s. They lost. They're targeting Batista for essentially the same reasons. He worked to better a troubled police department.

He is the best candidate for Madison.

19:13:27 From Amelia Royko Maurer : MPPOA fought the forming of a mental health responder program, the internal monitor, the civilian oversight board. They even fought the Madison Police Department Policy and Procedure Review Ad Hoc Committee. Batista has already worked with co-responders and an Independent Monitor and Civilian Oversight Board for 20 years. He isn't afraid of them. He welcomes the oversight. The union doesn't want him and will go so far as to slander him because they don't believe they should be accountable. They don't want transparency. It's embarrassing. They not only defended Steve Heimsness, they allowed him to abuse their co-workers and they failed him by not getting him help. Police unions could be spending most of their time working on officer wellness and health. Instead they spend their time protecting those most dangerous to the public who do not belong on the police force. They lack credibility and make the MPD look terrible.

19:16:38 From Amelia Royko Maurer : Of the four finalists selected by the PFC, only Chief Batista, potentially the first Latinx Chief appointed to the MPD, demonstrated a strength of character capable of taking a hard look at the culture of his department and challenging

behaviors that broke trust with the community.

19:17:00 From Amelia Royko Maurer : Under his leadership, Mesa Police Department (Mesa PD) initiated new programs including a voluntary partnership with community members in the drafting of new police policies and the optimization of co-responder models to address calls involving mental illness and drug addiction. He's had a positive working relationship with a civilian review board and independent monitor for over 20 years. It is almost impossible to find police leaders in the United States who have demonstrated this level of humility, integrity and courage that we've all been asking for.

19:17:11 From Shadayra Kilfoy-Flores : Alan Robinson is trying to join meeting he in waiting room

19:17:21 From Amelia Royko Maurer : Chief Batista is strong on accountability, even at the peril of the unions. In 2017, he took over leadership of the deeply troubled Mesa, AZ Police Department, one of the most violent police departments in the country that, in 2018, ranked 5th in the nation for officer involved shootings. One year in as Chief, Batista initiated 2 independent departmental investigations and sought a review of the department's use of force over the previous 3 years by the Police Executive Research Foundation. At Mesa PD, he aimed to have a safe police department that justly served all people with respect and compassion.

19:17:55 From Shadayra Kilfoy-Flores : "It WAS open to everybody for over 1 year. We were not shut out." Kim, you're correct that upper middle class White people were not shut out. You're NOT who we're referring to having been shut out of the process

19:18:36 From Ankeita Bharadwaj : what she said ^^

19:18:48 From Amelia Royko Maurer : Madison deserves a police chief who doesn't just tolerate, but seeks out critical feedback. Within the past five years, after many high profile officer-involved-fatalities, Dane County NAACP, in partnership with the United Way, created a task force to reduce police use-of-force. The city of Madison followed up with the Madison Police Department Policy and Procedure Review Ad Hoc Committee. Each group generated a report of recommendations for MPD. For any of those recommendations to be implemented effectively, strong partnership with a courageous and ethical police leader is critical. Every one on these task forces said they wanted a chief who will hold officers to a high standard and accountable. Is the choice not obvious?

19:18:54 From Rachel Chisman : Thank you for all the info Amelia. Batista is very very clearly the only choice. The fact that a police union is already fighting him so hard really says something. Police are supposed to serve and protect, and Batista seems like he will actually hold officers accountable.

19:23:43 From Amelia Royko Maurer : Yes. And, the fact that the PFC is pretending they've covered the recommendation for community-involvement in the interview process by allowing for one-way comments and they refuse to even respond to the requests for a Q&A or community discussion with the candidates is the sort of unnecessary power wielding that makes people feel like they need to be louder and take action to get their attention. It's precisely why roads are blocked. Have they not learned from this summer? Have they not witnessed the past 3 chiefs leave their jobs in a state of pure hell?

19:24:50 From Amelia Royko Maurer : It's incredibly arrogant to not even respond directly to that specific ask nor the request to improve the registration process to make it easy, like the city's.

19:25:54 From Alan Robinson : I'm trying to figure out why they let me in? They called my name, let me in and moved on? Silly.

19:29:07 From Ethan Carpenter : I can't stay any longer - but I wanted to thank the commission for hearing me, as well as the awesome activists from the Community Response Team for your organizing and leadership!

19:29:25 From Ethan Carpenter : Good evening all.

19:32:39 From Amelia Royko Maurer : Thanks Ethan!

19:35:42 From Eugene Crisler. MOSES : 34ssx ngb n cn  
bxbccccccccxbhhhhhhhhffgggfgc m, vbj nnn \

19:39:01 From Kim Richman : Ms Rousseau, with due respect, "Chats" should be disabled. There are some personal attacks and the same people are attempting to chat after their 3 minutes was over. The attention should be on the speakers, not people chatting with their own agendas, hatred, and name calling. Somebody called Bonnie Roe a racist. I know her, she's FAR from it. Again, chats should be disabled.

19:40:25 From JACK K PHILLIPS : urging anyone with a respect for the process to vote no.