**From:** Gregory Gelembiuk
**To:** Kapusta-Pofahl, Karen
**Subject:** For the Bodycam Committee
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Folks,

This is just something I need to say. It's been frustrating me for months.

Amelia's point, regarding vulnerable populations, was not entirely off the mark. It's true that groups representing vulnerable populations are not a monolith and take a wide variety of positions on different issues (and among such groups there are important divisions by class and age, and grassroots versus nonprofit establishment nature). But the set of groups the Bodycam Committee heard from was very unrepresentative of local groups representing marginalized communities, with respect to their positions on bodycams.

When our committee began, I suggested other groups to invite (in a meeting), and it somehow fell through the cracks. Of the groups I suggested, I think only Freedom Inc and Urban Triage were invited. Urban Triage missed their scheduled meeting (Thursday evenings, when we've usually met, conflicts with Urban Triage internal meetings). I asked that Urban Triage be reinvited, but somehow (perhaps because we were busy with other presenters and discussion items), they never presented.

When the list of nominating groups for the Police Civilian Oversight Board was being decided upon, here's the list of community groups that at least one Alder Workgroup member wanted included:
Freedom Inc., Just Dane, YWCA, Urban Triage, UNIDOS, Outreach, Ho Chunk Madison Area Legislators, Anesis, League of Women Voters, Center Hispano, Justified Anger - Nehemiah, NAACP of Dane County, One Hundred Black Men, Orgullo Latinx LGBTQ+, Sankofa, Community Response Team, Free the 350, NAMI, Occupy Madison, Voces de la Frontera.

It's a pretty good representative set of community organizations that are engaged on policing-related issues, largely representing marginalized communities. 20 organizations in total. These are not obscure orgs - they were each under serious consideration for inclusion on the Police Civilian Oversight Board.

Though I've not inquired with all those organizations, from what I understand of them, perhaps about 12 or so (which would be just over half) would be in some degree of opposition to bodycams. That number could be off a little bit (there's some guessing here, based on what I know of the organizations), but I think that would be in roughly the right ballpark.

Here's who our committee heard from. I've color coded each presenter's position from memory. Bright green = in favor of bodycams. Light green = apparently more weakly in favor. Yellow = no obvious position. Red = opposed.

Jacqueline Boggess, UW-Madison School of Social Work; Dr. Ruben Anthony, the Urban League; Chris Ott, ACLU of Wisconsin; Captain Brian Austin, Madison Police Department; Dr. Floyd Rose, 100 Black Men; Greg Jones & Pia Kinney James, NAACP of Dane County; M. Adams, Kabjuag Vaj, & Mahnker Dahnweth, Freedom, Inc.; the Hon. Everett Mitchell, Dane County Circuit Court; Mike Gennaco, the OIR Group; Greg Markle, Operation Fresh Start; Madison City Attorney Mike Haas; Peter Block, Nick DiSiato, and Doug Work, Milwaukee Police Department; Tom Dull, Madison Police IT Department; Anna Moffit, National Alliance for Mental Illness (NAMI) Dane County; Kelli Thompson and Adam Plotkin, Wisconsin State Public Defender's Office; Ismael Ozanne, Dane County District Attorney's Office; Lt. Edward Hartwick, Fitchburg Police Department; and Harlan Yu, Executive Director of Upturn.

The only local group opposed to bodycams that got to present to us was Freedom Inc. Upturn is a national organization that I suggested at the end.

Basically, there was a major failure of outreach. We ended up hearing from mostly groups in favor (that tended to be more establishment non-grassroots organizations), plus three police departments and the DA's Office and one nonprofit working with at-risk youth (somewhat tied into the criminal justice system).

I want to be very clear that I'm not blaming Keith and Tom. You're both pretty strongly pro-bodycam, so the tilt in presentations may have been invisible to you (not an apparent problem; since it basically fit with what you each favored). And perhaps I should have spoken up more clearly - though I did suggest other community groups near the beginning, and did suggest re-inviting Urban Triage, and I did ask for Upturn at the end. And if I hadn't objected, bodycam vendors would have been scheduled to present (providing yet more pro-bodycam hype). Then we ended up at a point where I wanted to see other groups present, but we needed to get on with other tasks - delving into the research literature, etc. - so I didn't say anything.

Anyway - I felt like I just needed to point all this out.

Greg