



POLICE CIVILIAN OVERSIGHT BOARD CHAIR'S UPDATE

PCOB Meeting
Wednesday, May 27, 2021

Chair's Update: PCOB Progress to Date

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A. Established 2021 Priorities (1-3, with updates below)

1. **NACOLE Training:** I, II & III - In Process

- Completed 2 of 3, 4-hour sessions
- Final Session #3 | May 27, 2021

2. City of Madison **Hiring Process Overview & Training** - Complete

3. **Hiring of Monitor & Staff** - In Process

- Created of an **Equity Task Force** with specific charge - Complete
- Task Force **Charge 1:** Use the City of Madison's Equitable Hiring Tool to review and assess the position description used to recruit our 1st Independent Police Monitor - Complete
- Task Force **Charge 2:** Present recommendations to full PCOB for approval, prior to (3) advancing the position description to Common Council for action - Complete
- Task Force **Charge 3:** Draft supplemental essay questions to included with job posting - Complete

B. Requested and received **approval to increase the size of our Executive Subcommittee** - adding Vice Chair and one additional Board members.

C. In lieu of creating another task force, PCOB delegated the design and drafting of our **IM Recruitment and PCOB Stakeholder Engagement Plans** to Executive Subcommittee (plus Jackie Hunt, as previously agreed)

D. Created and approved a **Childcare Reimbursement Process**, offering reimbursement to members who incur childcare expenses for legal dependents, during Full PCOB Meetings.

E. Tracked growing list of required and requested **PCOB training and meeting agenda topics.**

Chair's Update: Progress to Date, cont.

PCOB Virtual Meetings

- PCOB Meetings: 7 (1 Canceled)
- PCOB Executive Subcommittee Meetings: 4
- PCOB Leadership Team Meetings: 5
- PCOB Equity Task Force Meetings: 7 Meetings

So, we have ...

- Hosted 21 meetings (avg. 3 hours)
- Talked for countless hours outside of open meetings – while honoring Open Meetings rules, of course!
- And -- sent way, way, waaay too many emails and text messages to count!

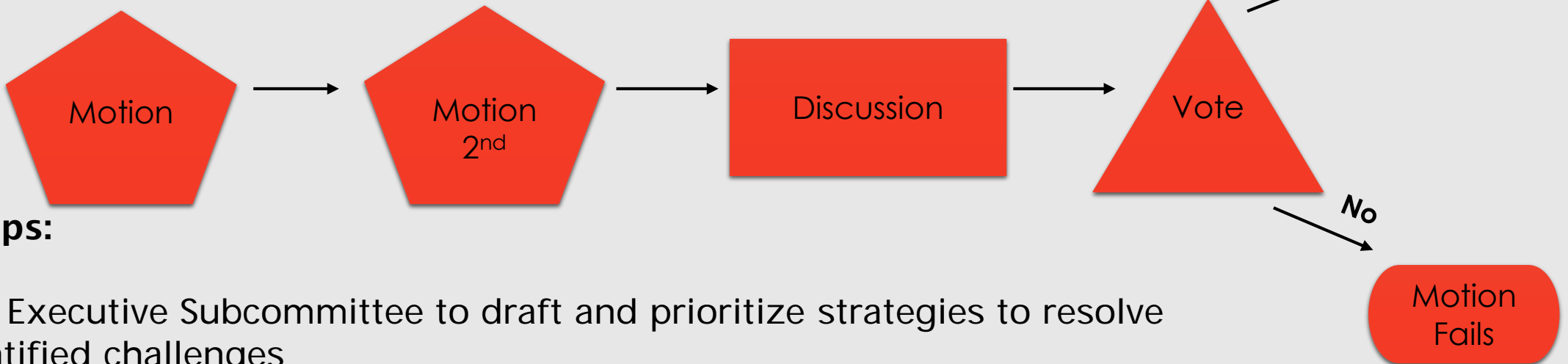
Main Point:

Thank you all SO MUCH for your commitment to our work!

AGREED UPON NEXT STEPS:

- Further clarify roles & responsibilities: Chair, Co-Chair, Staff, Members, City Attorney
- Reinforce agreed upon rules regarding members sharing thoughts:
 - Twice per topic
 - Maximum 3 minutes each
- More intentionally practice “Robert’s Rules of Order” during PCOB meetings – **starting TODAY!**

Example:



Next Steps:

1. PCOB Executive Subcommittee to draft and prioritize strategies to resolve identified challenges
1. Share links to City of Madison Training video & supporting documents
2. Encourage everyone to watch videos

2021 Police Civilian Oversight Board

Ananda E. Deacon

Ankita Bharadwaj

Anthony B. Cooper, Sr.

Isadore Knox, Jr.

Jacquelyn Hunt

Joshua Hargrove

Keetra S. Burnette, Chair

Maia E. Pearson

Rachel C. Kincade

Shadayra Kilfoy-Flores, Vice-Chair

Yesenia Villalpando-Torres

Keith A. Findley (Alternate #1)

Sheray L. Wallace (Alternate #2)



2021 PCOB Equity Task Force

Ankita Bharadwaj, Chair

Ananda Deacon

Anthony Cooper

Yesenia Villalpando-Torres

Tariq Saqqaf

Julie Trimbell

Karen Kapusta-Pofahl

PCOB Member, Racial Equity Task Force Chair

PCOB Member

PCOB Member

PCOB Member

Department of Civil Rights Equity Coordinator

HR Analyst

PCOB Clerk, Common Council Legislative Analyst

Message from Common Council President Syed Abbas



Step #1

CONDUCT SWOT ANALYSIS

Step #1 | Conducted SWOT Analysis during May 18th PCOB Executive Subcommittee Mtg.

Step #2 | Prioritize responses to SWOT Analysis | Date: tbd

Step #3 | Draft Actionable Strategies | Date: tbd

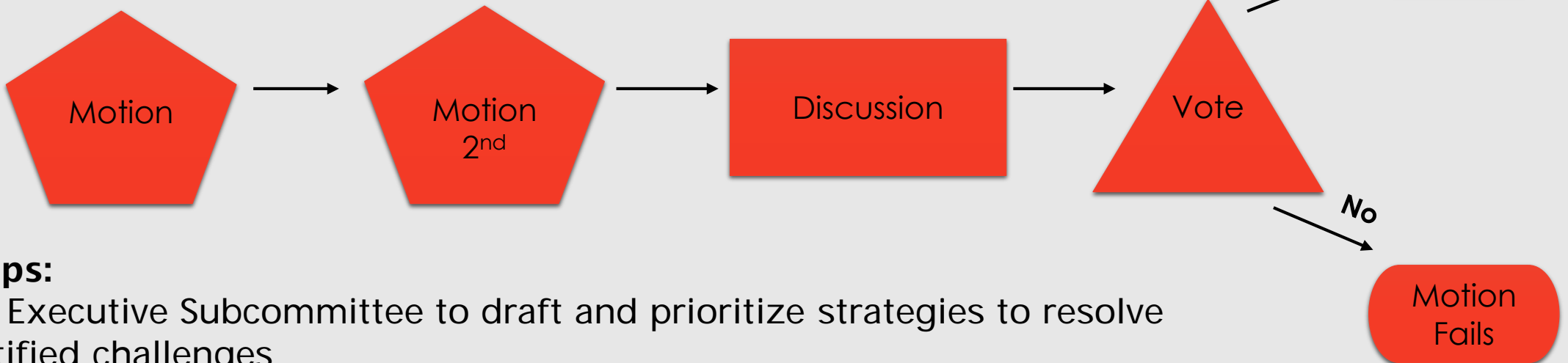
Step #4 | Synthesize Actionable Strategies | Date: tbd

<p>STRENGTHS</p> <ul style="list-style-type: none"> - What do we do well? - What unique resources can we draw on? - What do others see as our strengths? 	<p>WEAKNESSES (Areas for Improvement, Challenges)</p> <ul style="list-style-type: none"> - What could we improve? - Where do we have fewer resources than others? - What are others likely to see as our weaknesses?
<ul style="list-style-type: none"> - Good communicators. - Diversity: beings, thoughts and perspectives - Lots of leaders - Members are passionate about our work 	<ul style="list-style-type: none"> - Lots of leaders - Lots of strong opinions – members being long winded, restating same comments/opinions - Meeting Facilitation – not following our established rules of - Not following Robert’s Rules of Order - Members directing comments to one another, instead of Chair - Lack of preparedness for meetings (pre-readings, updates, etc.) - Need to communicate directly may sometimes come across as abrasive. - Message delivery; not always understanding intent vs. impact - Move away from narrative that both sides are wrong - Move away from narrative that challenges are personal. - Interpersonal challenges (between individual members) - Parliamentary procedures interfering with meeting facilitation “progressive stacking.”
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> - What opportunities are open to us? - What trends could we take advantage of? - How can we turn our strengths into opportunities? 	<p>THREATS</p> <ul style="list-style-type: none"> - What threats could harm us? - What is our competition doing? - What threats do our weaknesses expose us to?
<ul style="list-style-type: none"> - Better listening skills - Better understanding of Roberts Rules - Being more accountable to the Board and our community. - Reviewing missed meetings and reviewing materials discussed – if/when not present. - Team Building Exercises - Relationship Development with COB Stakeholders - Create & strengthen lines of communication between PCOB and all stakeholder groups. 	<ul style="list-style-type: none"> - External Stakeholders questioning legitimacy of our Board. <ul style="list-style-type: none"> - Due to obvious tension during meeting discussions. - State Legislature & other external influences - Trust
<ul style="list-style-type: none"> - Trust building between PCOB members. - Better meeting facilitation 	

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- Childcare Reimbursement Process
- Dates associate with Common Council's review and approval of IM Position Description
- Independent Monitor recruitment & stakeholder engagement plan
 - Discuss PCOB member role
- Review letter drafted in response to State Legislation Regarding Police and Fire Commissions