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Sent: Tuesday, June 15, 2021 5:12 PM

To: All Alders <allalders@cityofmadison.com>

Subject: PCOB Equitable Hiring Tool Taskforce Final draft to the PCOB

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Hello everybody,

“The difference between equity and equality is that inequality everybody gets the same thing An equity is everyone gets the things they deserve”

- DeRay McKesson , Civil rights activist.

I am writing on behalf of my own self and no one else. I am a member of civilian oversight board and I shared the equitable hiring tool task force to find Madison’s first ever independent monitor and the task force that worked to make the job description and qualifications of independent monitor more equitable.

As you can see I have attached The final draft that equitable Hiring to the Taskforce gave to the civilian oversight board to approve. Under The topic “education” on page number three you can see that our task force suggested to the board that we choose to be more equitable as was the purpose of the task force. We gave the board two options to choose from. As you can see The first option mentions bachelors Degree , But also say that if you do not have any formal education you will still be eligible to apply for this position if you have enough number of years for experience in the related field. The second option says that we prefer a Bachelors, Masters or a law degree but if you do not have either of those degrees work experience in a related field would also be considered.

I am of the opinion that the board made A mistake by making post secondary education a requirement to even apply for this position. I think that is the opposite of equity. If we are to make sure that women, Black, indigenous, brown, Asian and pacific islander, and south Asian folks including noncitizens and queer folks are to be fairly represented in decision making in the matters of policing in Madison, we must make sure that we remove the baseline post secondary education as a requirement altogether as we all know that education in the United States of America is highly inaccessible to the above mentioned categories. As long as they have relevant work experience in the related field, I firmly believe they should be allowed to be considered for the position of independent monitor.

I also firmly believe that we must also include folks who have access to higher education. And there are many folks of marginalized communities mentioned above who have higher education and will be eligible for this job if you make this amendment. If not, their hard work and passion to fight the system to get access to higher education will be let down and will go and appreciated.

The class spec of this position is G-21. It’s the same level as the chief of police. The salary that the city will give to this person is comparable to the chief of police as well. I firmly believe equity means including those of us who have not had the opportunity to be educated but also being inclusive of those of us who have had that opportunity.

I hope you will make your decision in favor of equity so that those of us who don't have access to equality can be fairly represented in governance and administration.
Sent from my iPhone