

Milwaukee Collaborative Community Committee

of the City of Milwaukee Common Council

Community Report

September 2019

City of Milwaukee

Presentation Outline

1. Collaborative Community Committee
2. Research Collaborators
3. Timeline
4. Community Input
5. Findings and Recommendations
6. Contextual Highlights
7. Community Feedback and Next Steps

Collaborative Community Committee (CCC)

The CCC is a committee of the City of Milwaukee Common Council comprised of community leaders charged with carrying forward the goals of the Milwaukee Collaborative Reform (MKECR) Initiative following the U.S. Dept. of Justice's review of the Milwaukee Police Department. Current members include:



Markasa Tucker, African American Roundtable (Chair)
Fred Royal, Milwaukee Chapter NAACP (Co-Chair)
Tammy L. Rivera, Southside Organizing Center (Treasurer, Research Chair)
Danell Cross, Metcalf Community Bridges Association
Nate Hamilton, Coalition for Justice
Debra Huntley, AFSCME Council 32, AFL-CIO
Lisa Jones, UBLAC
Cacy Masters, Safe & Sound Milwaukee
LaNelle Ramey, Milwaukee Public Schools
Patricia Rogers, Dominican Center
Jamaal Smith, YWCA of Southeastern Wisconsin
La Toya Sykes, Our Next Generation

Research Collaborators



The CCC selected Derute Consulting Cooperative to conduct an analysis of resident responses to the DOJ's findings.

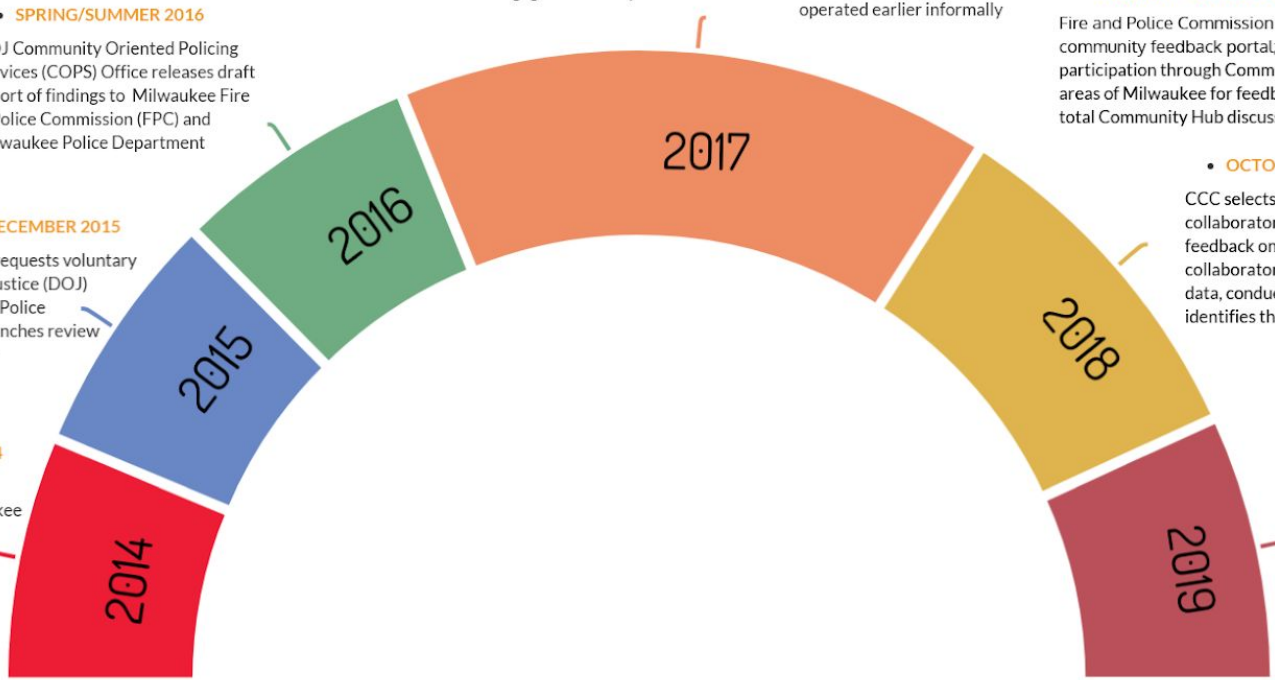
Derute Team:
Jeffery Roman
Dr. Dominique Duval-Diop
Dr. Decoteau Irby



Derute engaged Kairo Communications to include a historical and contextual analysis to situate the findings.

Kairo Team:
Dr. Deborah Blanks
Dr. Patricia Najera

Timeline



- **APRIL 30, 2014**

  Shooting of Dontre Hamilton by Milwaukee Police Department (MPD) officer

- **NOVEMBER/DECEMBER 2015**

  Chief Edward Flynn requests voluntary U.S. Department of Justice (DOJ) review of Milwaukee Police Department; DOJ launches review process shortly after

- **SPRING/SUMMER 2016**

  DOJ Community Oriented Policing Services (COPS) Office releases draft report of findings to Milwaukee Fire & Police Commission (FPC) and Milwaukee Police Department

- **MARCH 2017**

  Milwaukee Common Council makes open records requests to MPD for DOJ draft report

- **AUGUST 2017**

  Milwaukee Journal Sentinel leaks DOJ draft report

  African American Roundtable (AART) calls for community input; urges and leads coordinated community action and response which includes town halls and collaborations with organizations on north and south sides of Milwaukee to engage community residents.

- **OCTOBER 2017**

  Milwaukee Common Council President Ashanti Hamilton leads government effort to address DOJ findings; creates Milwaukee Collaborative Review (MKECR) initiative

  Common Council and Mayor Barrett formalize Collaborative Community Committee (CCC) which had operated earlier informally

- **JANUARY – JUNE 2018**

  Fire and Police Commission creates MKECR online community feedback portal; CCC ensures community participation through Community Hub meetings in all areas of Milwaukee for feedback on DOJ findings. 45 total Community Hub discussions held

- **OCTOBER 2018 – AUGUST 2019**

  CCC selects and works with research collaborators to analyze community's feedback on DOJ findings; research collaborators organizes community data, conducts contextual analysis, identifies themes, and prepares report

- **SEPTEMBER 2019**

  CCC presents final findings and recommendations to Common Council and FPC

- **FALL 2019 and beyond**

  CCC continues to engage community stakeholders to ensure accountability and transparency

Community Input Sources





Community Hubs

The CCC and community partners hosted a series of community hub conversations across Milwaukee giving residents a chance to discuss and respond to the findings and recommendations in the U.S. Department of Justice's (DOJ) draft report on the MPD and FPC. 45 community hubs were hosted by 18 partner organizations (including 3 MPD group hubs).

MKECR Online Portal

The City of Milwaukee and the FPC created an online portal as a way to engage, inform, and receive resident feedback on the DOJ's findings and recommendations.

Community Hub Host Organizations

African American Roundtable (AART)

Boys & Girls Clubs of Greater Milwaukee

Hmong American Women's Association (HAWA)

League of Martin *(Organization of African American police officers)*

League of United Latin American Citizens (LULAC)

Metcalfe Park Community Bridges Association and Dominican Center

MICAH, NAACP Milwaukee, and Felmer's Cheney Advisory Council

Milwaukee County Office of African American Affairs (OAAA)

Milwaukee Law Enforcement Alliance of Pride (MLEAP)

Milwaukee Police Department *(MPD lieutenants and supervisors)*

Safe & Sound

Southside Organizing Center (SOC)

Voces de la Frontera

WestCare Wisconsin

Wisconsin Voices and AART

Findings

Themes. *What people talked about most often, regardless of DOJ findings (ex: participants talked about training across multiple topics).*

Perspectives. *How people talked about and responded to DOJ findings, broken out by Community Member voices and Police Officer voices (ex: community members believe police should be trained on racial bias, police officers believe they should be trained in de-escalation skills).*

Alignment to DOJ report. *The DOJ findings to which themes and perspectives are aligned to (ex: community residents and police officers talked about training when responding to DOJ findings 1, 2, and 3).*

11 CROSS CUTTING THEMES	CIVILIAN OVERSIGHT	COMMUNITY ENGAGEMENT	DATA COLLECTION & ANALYSIS
DIVERSITY IN MPD	EVALUATION OF OFFICER PERFORMANCE	STATE AND LOCAL LAWS & MPD BUDGET	MPD ORGANIZATION, MANAGEMENT & FPC ADMINISTRATIVE AUTHORITY
MPD RECRUITMENT & HIRING	MPD STANDARD OPERATING PROCEDURES	OFFICER PROMOTION & CAREER DEVELOPMENT	TRAINING & PROFESSIONAL DEVELOPMENT

Key Community Member Perspectives

Community member perspectives spanned all 11 themes

- *Increase community engagement*
- *Increase representation of women, people of color and LGBTQ in department*
- *Bring back Milwaukee residency laws*
- *Need for more community oversight*
- *Prioritize Community Oriented Policing*
- *Eliminate barriers to hiring*
- *Mandate mental health, cultural competency and implicit bias training*

Key Police Officer Perspectives

Police officer perspectives spanned 7 of the 11 themes

- *Community advocacy to change laws*
- *Need for consistent standards and procedures across department*
- *Overhaul MPD*
- *Stop favoritism/unwarranted promotions*
- *Prioritize diversity and recruitment*
- *Increase police-community trust building*
- *Prioritize career planning and development*

DOJ Draft Report Alignment

DOJ Chapter and Title	# of Themes
Chapter 3: Recruitment, Hiring and Personnel Practices	*9*
Chapter 4: Community Oriented Policing Practices	*7*
Chapter 5: Use of Force and Use of Deadly Force Practices	*4*
Chapter 6: Citizen Search and Stop Practices	*4*
Chapter 7: Systems for Supervision, Accountability Organizational Learning, Remediation & Discipline	*6*

CCC Recommendations

The CCC prioritized themes by the frequency they appeared. Four groupings of themes emerged based on similar frequency. The following recommendations address the top two group of themes. The remaining two groups will be addressed in the CCC's next cycle.

Overall recommendation: *The detailed implications and and recommendations found in the DOJ's findings and CCC full report must be responded to in addition to the following recommendations. When recommendations are not met it will result in performance issues.*

CCC Recommendation #1

THEME	POLICY	PRACTICE
Community Engagement *(Theme 2, raised 141 times in community input data)*	FPC should create a Community Oriented Policing (COP) policy.	CCC will continue with grassroots members, community engagement and accountability on the findings from the DOJ's draft report and CCC report with measurable outcomes. Ensure the COP policy spans across every theme.

CCC Recommendation #2

THEME	POLICY	PRACTICE
Training and Professional Development *(Theme 11, raised 112 times in community input data)*	The FPC's COP policy will be integrated into training and professional development opportunities as identified in the DOJ draft report and CCC report. MPD officers will make a mandatory annual visit to a counselor, chaplain, or psychologist with voluntary access to offered resources.	There must be transparency with training curriculum and trainers. Training should be culturally responsive and be evaluated. Ineffective training should be identified and changed or corrected. Training curriculum, trainers and evaluators should include community members agreed upon in collaboration with the CCC. When recommendations are not met, it will result in performance issues.

CCC Recommendation #3

THEME	POLICY	PRACTICE
MPD Standard Operating Procedures (SOP's) *(Theme 8, raised 92 times in community input data)*	Prioritize SOP's under the ACLU's agreement: SOP's 085, 300, 440, 450, 730, 747 & 990; and CCC mentioned SOP's 130, 570 & 500. Referring to SOP 130, the language recommendations of Voces de la Frontera should be used. Amend language in SOP 747 replacing the word ***shall*** with the word ***must***. In reference to SOP 570, Body Worn Camera videos must be made public within two weeks of critical incidents.	FPC should enforce and conduct an annual audit on MPS Operations and SOP's. All changes since 2016 must incorporate community engagement, in agreement with the CCC, and include education outside of regular FPC meetings for community residents and MPD personnel.

CCC Recommendation #4

THEME	POLICY	PRACTICE
MPD Recruitment and Hiring *(Theme 7, raised 79 times in community input data)*	Those involved in the development and implementation of MPD's recruitment and hiring systems must be culturally competent, diverse, and demonstrate successful community relationships. Recruits and staff must exhibit cultural competency reflective of the City of Milwaukee and demonstrate leadership to implement COP policy.	Update background review criteria that may be barriers to employment for historically marginalized communities.

Contextual Highlights





- Over the last 70 years, MPD has sustained systemic, ingrained racism and discrimination.
- Over the years, new approaches and strategies offered by MPD Chiefs have often been challenged by rank and file officers and the Milwaukee Police Association.
- MPD and the City's inability to effectively address issues of race and discrimination reflects the enduring issues plaguing the broader society (excessive use of force by the police, mass incarceration, racial disparities in arrest and detention, and the distrust of the police by many in communities of color).

Contextual Highlights





- Criminal justice issues, like excessive use of force, have received public and media attention and are long term, unresolved issues related to racial equity, social justice, immigration, poverty, privilege, class, and power.
- Residents and activists have protested social and political injustices to force MPD and city government to implement positive changes. Often these voices and efforts are not valued.
- All of these factors have sustained an environment of community-police distrust that is detrimental to the entire city.

The Cost





- Death, injury, trauma, and distrust in the police and government.
- Adverse City, MPD, and Milwaukee County practices (over-policed, over-surveilled, segregated zones of disinvestment and concentrations of poverty within the City of Milwaukee)
- Disproportionate impact of criminal justice policies on people of color (WI Black male incarceration rate highest in nation, double national for population at 12.8% according to 2010 Census)
- Police misconduct and excessive use of force has cost taxpayers nearly $30 million in settlements (more pending) forcing the City of Milwaukee to take out loans and pay interests.

The Cost

Year	Chief of Police	Incidents of Police Misconduct and Excessive Use of Force / Deadly Force	Results and Settlements
1957 – 1964	Howard Johnson	Daniel Bell Death (1958)	$ 1.8 million
1964 – 1984	Harold Breier	Clifford McKissick Death (1967) Ernest Lacy Death (1981) Curtis Harris Battery (1983)	Unknown $ 600,000 $ 3 million
1989 – 1996	Phillip Arreola	Konerak Sinthasomphon Death (1995) Chaunte Ott Wrongful Imprisonment (1995)	$ 850,000 $6.5 million
2003 – 2007	Nannette Hegerty	William Avery Wrongful Imprisonment (2005) Frank Jude, Jr. Battery and Cover-up (2006)	$ 1 million $ 2 million
2008 – 2018	Edward Flynn	Illegal Strip Searches (6 plaintiffs, 2007-2012) Derek Williams Death (2011) Death Dontre Hamilton Death (2014) Death Sylville K. Smith Death (2016) Death Jerry Smith, Jr. Death (2017) Death Rafael Rosales Battery and Cover-up (2017) Profiling Stop and Frisk (74 plaintiffs, 2018) Sterling Brown Battery (2018)	$ 5.5 million Lawsuit Pending $ 2.3 million Lawsuit Pending Lawsuit Pending Lawsuit Pending $ 6 million Lawsuit Pending
		Total number of Individual Cases: 15 **Total number of Class Action Lawsuits: 2**	**Total costs of settlements paid to date: $29,550,000**

Community Feedback

What are your thoughts and questions?

Next Steps

Stay informed at http://city.milwaukee.gov/mkerc or https://city.milwaukee.gov/fpc and https://milwaukee.legistar.com

Get engaged with community efforts on these issues

Follow and engage with government bodies and elected officials (FPC, Common Council, Mayor, MPD, etc.)