



SUMMARY OF ACTIVITIES

KENOSHA ACTION ROADMAP TO INCLUSION,
EQUALITY & EQUITY

1st & 2nd Quarters 2021 | WWW.KENOSHA.ORG



BACKGROUND

In June 2020, Mayor John Antaramian convened a small group of area faith-based leaders that he had been meeting with on quarterly basis. Following the killing of George Floyd in Minneapolis, he asked the group if they could help with creating a plan to address systemic racism in the city of Kenosha.

From the beginning, it was clear that this plan must be developed and owned by the community rather than local government. The city of Kenosha Administration would be instrumental in creating the concept and convening the leaders to begin the work on the Kenosha Action Roadmap (KAR) to Inclusion, Equality and Equity. But the KAR would be driven and maintained by teams comprised of diverse group of individuals and led by community ambassadors.

The Roadmap is a framework, a call to action and a beginning to a plan to address racism in the city of Kenosha. The actual details of the plan will developed over time by the leadership team and teams of volunteers in each focus area. The KAR will be updated periodically.

This document provides a summary of activities from the first group, the Community- Police Relations Core Team and its Sub-Teams in Phase I (1st & 2nd quarters 2021).



Roy Peebles is the Senior Pastor of Turning Point Life Church in Kenosha, Wisconsin.

FROM THE CHAIR PASTOR ROY PEEPLES

I want to thank Mayor John Antaramian for giving me the privilege of leading the work on developing the plan for the Kenosha Action Roadmap to Inclusion, Equality and Equity. The Roadmap is a ‘call to action’ to address underlying issues in the community that attributed to the unrest that occurred. We believe by collaborating with various organizations and community groups we would identify issues that have significant impact to the Kenosha communities. Once issues were identified, we would work through them to implement effective strategies and make core system changes throughout the city of Kenosha. To establish the first phase, we brought together stakeholders, families, organizations, businesses, and government entities to chart a better course for the city of Kenosha to become inclusive and equitable so that all citizens would experience progress and participate in the opportunities available. Basically, the main intent of the Roadmap is to allow everyone to have ‘a seat at the table’ regardless of race or economic standing.

The Kenosha Action Roadmap to Inclusion, Equality and Equity identified seven (7) key areas. The focus areas are:

1. Strengthening Community-Police Relations
2. Developing Future Leaders
3. Creating an equal Criminal Justice System
4. Creating Equal Employment Opportunities
5. Creating Quality Education for All
6. Strengthening the Mental Health System
7. Creating Equal Affordable Housing Access

The first of the seven (7) focus areas “*Strengthening Community-Police Relations*” was created to begin to solicit recommendations to strengthen community policing and trust among law enforcement officers and the communities they serve – recent events around the country have underscored the need for and importance of lasting collaborative relationships between local police and the public. We found that engaging with law enforcement officials, technical advisors, youth, community leaders and non-governmental organizations through a transparent public process to be both enlightening and rewarding. While much work remains to be done to address many longstanding issues and challenges – not only within the arena of law enforcement but also within the broader criminal justice system – the roadmap process experience has demonstrated that fellow citizens love their city and by nature want to participate in the process of collaborating to solve its own problems. It is my hope that the recommendations included in this document will meaningfully contribute to our city’s efforts to increase trust between individual citizens, political leaders, law enforcement, faith-based organizations and community activists. To demonstrate that we love our city, we promote safety for everyone. In early 2022, phase two (2) of the Roadmap will begin and work will continue.

SUMMARY OF ACTIVITIES

POLICIES & PROCEDURES SUB-TEAM



PURPOSE

The purpose of the Policies & Procedures Sub-Team is to research, review and assess police policies and procedures locally, in the State of Wisconsin and nationally.

FOCUS

It was important to the Policies & Procedures Sub-Team to initially focused on the following four areas:

Focus 1 - Review, research and assess #8cantwait. The Sub-Team focused on #8cantwait because it was specifically mentioned in the Kenosha Action Roadmap to Inclusion, Equality & Equity as an example that the Community Relations Core Team might review.

The eight use-of-force reform proposals are: 1) ban chokeholds and strangleholds, 2) require de-escalation, 3) require warning before shooting, 4) exhaust all other means before shooting, 5) duty to intervene, 6) ban shooting at moving vehicles, 7) require use-of-force continuum, and 8) require comprehensive reporting.

After months of research, review and assessment, the Team's came to a consensus and concluded that the Kenosha Police Department had already implemented or incorporated the first seven 8CantWait reform proposals into its policies and procedures. However, there are areas in some of those reform proposals where the Sub-Team is offering changes to KPD to consider that could possibly strengthen a policy or procedure. It should be noted that reform proposal eight (#8) – require comprehensive reporting is currently under review by KPD.

Focus 2 – Research, review and assess CAHOOTS (Crisis Assistance Helping Out On The Streets). Team members felt it was important to choose this as Focus 2 because of the rising concerns of mental health cases and how the police officers and the department handles the calls. In addition based on public input, mental health was an added focus area to the Kenosha Action Roadmap to Inclusion, Equality and Equity after the listening sessions in Fall 2020. The Team looked for alternatives to suggest to Kenosha Police Department to help make changes or incorporate into their policies and procedures that dealt with how they respond to calls regarding with individuals dealing with mental health issues.

The team felt Kenosha is fortunate to have Kenosha Human Development Services (KHDS), which runs the crisis management program for Kenosha County, along with other organizations addressing mental health. The members concluded there are a lot of existing resources that could be modified to implement a program such as CAHOOTS in Kenosha. The biggest challenge is collaborating across jurisdictions and pulling it all together. In Kenosha, the county, not the city, is responsible for human services. With further study, work, and collaboration, the team felt a CAHOOTS program could be implemented in Kenosha.

Focus 3 – Research, review and assess Violence Prevention Programs. Because Kenosha Police Department had already begun work on researching, reviewing and assessing violence prevention programs and started organizing and working with area residents and individuals to implement KCOR (Kenosha Coalition Organizing Resolution) program, a Violence Interrupters like program, in City of Kenosha, the members of Sub-Team chose violence prevention programs as their third focus. The goal was to learn more about such programs and to learn how KPD can establish policies and procedures that relate to violence prevention programs and how working with these programs can help handle or diffuse certain situations before they become violent.

The Team researched the Violence Interrupters, INC., program. It is based in Chicago, Illinois, and is a data-driven, violence reduction, research-based initiative. The Violence Interrupters Model relies on six components that work together to anticipate and interrupt the transmission of high risk events and change the social norms and behaviors that perpetuate violence. These six components include street outreach, conflict mediation to the highest risk individuals, community mobilization, public education, faith leader involvement, and law enforcement participation.

The Sub-Team's intent is to work with KPD to develop or enhance department policies and procedures that relate to the six components.

Focus 4 – Research Policy for Police Body-worn Camera. Due to the announcement in Fall 2020 that the City of Kenosha Common Council approved moving funding to 2021 from 2022 for purchasing body-worn camera for the police department and a Police Body-worn Camera Program would be implemented in 2021, the members of the Sub-Team chose as its fourth focus to begin researching body-worn camera policies for police departments. In addition, team members felt it was a good focus because numerous speakers who attended the listening sessions in Fall 2020 suggested KPD officers should wear body-worn cameras.

Because the timeline for full implementation (i.e. request for proposal, purchasing, ordering, product delivery, training and onboarding, etc.) of the body-worn camera program will take from January 2021 to some time last quarter of 2021, KPD started looking at possible language for a policy but no formal policy has been created.

The Team learned that a large number of police departments with body-worn camera programs started with the International Association of Police Chief's Model Policy for Body-Worn Cameras. The policy is intended to provide officers with instructions on when and how to use body-worn cameras (BWCs) so that officers may reliably record their contacts with the public in accordance with the law.

Some or all of the language in the IAPC's model policy may be in KPD's body-worn camera policy but will need to be discussed by the Sub-Team as the body-worn camera policy is written by the Kenosha Police Department.

RECOMMENDATIONS

This time of learning revealed several areas of potential improvement as well as many areas of strength in current KPD policies and procedures. Based on its discussions, the Policies & Procedures Sub-team has reached consensus on various recommendations that they are forwarding to the Community Relations Core Team.

As its first recommendation, the Policies & Procedures Sub-Team would like KPD to consider adding to the use-of-force policy a comprehensive reporting that includes a requirement to report each time a firearm is un-holstered by a police officer while interacting with the public, as well as adding comprehensive reporting with the same requirement to the policies related to choke-holds, shooting at moving vehicles, and duty to intervene.

Other recommendations are that the Policies and Procedures Sub-Team continues to study how Kenosha could implement a CAHOOTS program and how the Sub-Team can support KCOR (Kenosha Coalition Organizing Resolution), an Interrupters like violence prevention program. As programs are developed and implemented, the Sub-Team will work with KPD on developing policies related to such programs.

The Sub-Team's recommendation to KPD and Administration that the Policies and Procedures Sub-Team is part of the review process for the KPD body-worn camera policy once the DRAFT is ready.

In the discussion during the meeting about body-worn cameras, two important issues arose:

First, the Sub-Team was happy to learn that the body-worn cameras the Kenosha Police Department is looking into purchasing can be automated and can be turned on automatically. This avoids one of the major problems with body cameras, which is that they are sometimes not turned on by officers. However, the Team learned there are ramifications for putting the body-worn cameras on automatic and further review and research is needed.

The other area of discussion was about the need to have a provision in a body-worn camera policy that mandates

officers submit their initial written or verbal report before viewing their own body-worn camera footage. Members of the Sub-Team will research and review the pros and cons of such a provision before rendering a decision.

EXPECTATIONS

The Team's expectations would be that: 1) their recommendations be implemented including changes that will need to be made to Kenosha Police Department's use-of-force policy; 2) the Policies and Procedures Sub-Team will continue to meeting to determine how programs such as CAHOOTS and Interrupter/ONS can be implemented in the City of Kenosha, and 3) members of the Sub-Team will be a part of the review process when a body-worn camera policy is in place to make ensure the policy can best serve Kenosha.

TEAM

Jonathan Barker, Pastor, Grace Lutheran Church (Sub-Team Lead)

Eric Larsen, Interim Chief of Police, Kenosha Police Department

Rev. Dr. Monica Cummings, Assistant Minister for Pastoral Care, Bradford Community Church Unitarian Universalist

Tanya McLean, Founder/Director, Leaders of Kenosha

Olivia Crudup, Director of Communications, Leaders of Kenosha

PLEASE NOTE: The team had one person with law enforcement background and training. The other community members had no law enforcement background or training.

MEETINGS

The Sub-team held monthly meetings between February and May 2021.

SUMMARY OF ACTIVITIES

TRAINING SUB-TEAM



PURPOSE

The purpose of the Training Sub-Team is to research, review and assess law enforcement training locally, in the State of Wisconsin and nationally. The Sub-Team began assessing training received by the Kenosha Police Department (KPD) to include the academy training at Gateway Technical College as well as in-service training within the control of the department. The intent is to determine if there are areas in which training could/should be improved to enhance better relations with the various communities it serves. In addition, the Team will research and work with KPD to implement “Community Training” programs to educate, inform and train community members about law enforcement protocol and citizen interaction with police officers.

FOCUS

Focus 1 - In order to determine how and where to improve Kenosha Police Department training, it was important to Sub-Team members to identify what specific issues exist in Kenosha. Based on the data from the recaps for the listening sessions and online feedback form released in November 2020 (see attached), the most common issue/theme and top concern was that the City of Kenosha and Kenosha Police Department need to build community trust. Participants in the listening sessions spoke about the need to address police use-of-force, the need overall for better police training that included de-escalation, implicit bias and dealing with individuals with mental health issues, as well as better police accountability and implementation of police body cams. Creating a more diverse police department was a common theme to include effective screening and evaluations of police officers. Almost half of the online respondents felt their number one suggestion was police reform (i.e. training, body cameras, diverse police force).

In addition, a member of the Training Sub-Team conducted a Community Perception Survey, forty individuals from various sectors of the community were surveyed. The following are questions that were asked and responses:

8. What is the Kenosha Police Department doing right?
 - Improved dialogue
 - Communication with community organizers
9. What can Kenosha Police Department improve on?
 - Transparency
 - Interactions with civilians/community engagement
 - Training on mental health responses
10. What training requirements would you like to see for Kenosha Police Department?
 - Mental health/psychological response
 - Racial and cultural bias training
 - De-escalation
 - Minimize use of force
 - Training on hands on combat
 - ✖ How to handle, disarm and take down without lethal force
11. What are your top three complaints about the Kenosha Police Department?
 - Attitude
 - Aggression
 - Profiling
12. What is the biggest area of improvement for the Kenosha Police Department?
 - Mental health/psychological response
 - Better, thorough training

- Utilizing proper resources
- Utilizing proper responders (ie. EMT, KHDS, etc.)

The team spent several months of reviewing information from the city-wide listening sessions, online forms, and citizen surveys. Afterwards team members had conversations with various police officials and individuals attending Gateway Technical College police training sessions to learn more about current training processes and what recommendations could be made that would positively impact police training in the future. This time of learning revealed several areas of potential improvement as well as many areas of strength in the current training process.

For instance, the current method of tracking complaints to the Kenosha Police Department could use some expansion. Informal complaints (e.g., anonymous complaints, citizens provide insufficient information to identify an incident/officer, citizens decline to file a formal complaint) are not tracked. The tracking of formal complaints is a bit cumbersome in that certain information is not readily available and terminology is not uniform. KPD has and does provide a written Citizen Complaint Form upon request.

Focus 2 – Training requirements for Kenosha Police Department. The Team found that police training varies from State to State and even varied in some departments within a particular state. The Training Sub-Team concluded that their research revealed at the present time there are no standardized national requirements for police training although there are ongoing efforts to legislate some aspects of training standards (e.g. H.R. 7120 George Floyd Justice in Policing Act of 2020 and S. 3985 Justice Act neither of which has been passed and signed into law as of this writing). It was found that each State has a different approach to what it sets for training curricula in terms of subject matter, number of hours required for certification, how much training is required before an officer is allowed to be on the streets, etc. Depending on which source is used and how up to date it is, the numbers of training hours required for police officer certification averages approximately 800 hours ranging from 10 to 21 weeks.

The Team learned that each police department must follow the guidance of their State law enforcement training entity, consider the size and budget of their department as well as the racial, cultural, geographic, and economic make up of their location. Proper training is valuable but increased demand for training and reduced budgets could lead departments to choose training based on cost, not quality. Most police training academies are associated with local and community colleges and utilize the resources of those colleges while many utilize third party/outside vendors to assist in providing that training.

Members found that the Kenosha Police Department new officers attend the police academy run by Gateway Technical College (GTC) – Kenosha campus. Wisconsin’s Law Enforcement 720-Hour Training Curriculum is a product of the Curriculum Advisory Committee to the Law Enforcement Standards Board by the Training and Standards Bureau of the Wisconsin Department of Justice, the most recent effective May 2021.

It includes, among other areas, 154 hours relating to use of force (including defensive and arrest tactics), 456 hours on investigations and 98 hours of scenarios. Most of the scenario training in the academy is individual based but GTC offers an additional 2 days training where scenarios are more realistic involving partners, teams, and additional responders to the situation.

Focus 3 – Ongoing training for new and existing police officers. Once an officer graduates from the academy, they are normally assigned to a Field Training Officer (FTO) who partners with the new officer and oversees their introduction to policing within their own department. They receive additional training from their individual departments to include training to departmental policies or other factors unique to their jurisdiction. KPD’s Field Training Program probationary provision states new employees shall serve a probationary period of 252 days worked if already certified as a police officer or 352 days worked if not already certified as a police officer at time of hire. Regardless of the days worked, during the probationary period a new officer is paired with a more experienced officer and is closely scrutinized on a day-to-day basis. It should be noted that an officer can be removed for any reason during the probationary period.

The Sub-Team felt that the topics of professional communication, DAAT (Defense and Arrest Tactics) including how to

handle, disarm, and takedown without lethal force), crisis intervention/resolution (to include de-escalation) and continued bias free training were areas where additional resources might be focused.

Focus 4 – Specialized areas of training for police departments provided by outside agencies and/or third party vendors.

In their research, the Team found there are some specialized areas of training for police departments that are provided by outside agencies and/ or third party vendors. For example, the Drug Enforcement Administration (DEA) might offer training in identifying drugs and tracking drug movement in the Kenosha area. Or Alcohol, Tobacco and Firearms (ATF) might offer training in arson investigations, explosives or firearms forensics. And the Federal Bureau of Investigation (FBI) might offer courses in administration of polygraphs, tactical operations, human trafficking investigations, and public information dissemination as well as leadership courses through the FBI-LEEDA Supervisor Leadership Institute, the Command Leadership Institute and the FBI National Academy.

Additionally, training in crisis intervention or inherent bias in policing or is provided by companies or organizations, such as the National Alliance on Mental Illness (NAMI) or Fair and Impartial Policing (FIP), respectively.

The Sub-Team learned that KPD, with City Council approval, entered a two-year contract with Fair and Impartial Policing, Inc. (FIP), a Tampa, FL-based organization which provides specialized instruction in bias awareness for law enforcement. The use of FIP and its curriculum was selected in partnership with Kenosha Gateway Technical College which houses the police training program for Southeastern Wisconsin. FIP is a nationally recognized science-based police training organization and was brought in to enhance Gateway's curriculum with specific training in the area of implicit bias. The KPD expects that all of its officers will have completed the FIP training by the end of 2021 and will receive periodic refreshers to be determined at a later date.

Focus 5 – Review the Wisconsin Task Force on Racial Disparities: Subcommittee Report on Law Enforcement Policies and Standards released on April 21, 2021. The report made recommendations in four general categories: (1) use of force by law enforcement; (2) law enforcement oversight and accountability; (3) officer training and standards; and (4) community engagement. NOTE: Not all of these apply to this Sub-Team's focus (only number 3) but the others have some relationship to a Sub or Core Team's mission and/or were discussed.

RECOMMENDATIONS

After several months of review, research and assessment members of the Training Sub-Team learn more about current training processes and what recommendations could be made that would positively impact police training in the future. This time of learning revealed several areas of potential improvement as well as many areas of strength in the current training process. Based on its discussions, the Training Sub-team has reached consensus on various recommendations that they are forwarding to the Community Relations Core Team.

As its first recommendation, the Training Sub-Team would like KPD to consider including informal complaints in the tracking process and expanding the existing tracking of formal complaints to include identification of both complainant's and officer's race, ethnicity, gender as well as a more detailed description of the nature of the complaint. This recommendation focuses on the moment in which a citizen's complaint is first reported, recorded, and investigated. It also addresses the computer system that is used to sort, search, and print reports of these complaints for future review. The Sub-Team would also suggest that the software system, into which these complaints are recorded, also be reviewed for ways to more easily search and gather reports as needed or requested.

The Sub-Team recognizes that tracking systems often have legal ramifications and understands that KPD will more than likely seek advice from legal counsel in regards to this matter. The Sub-Team also understands that the improved tracking may not necessarily identify department-wide issues but rather identify individual officers who may need remedial training in certain areas. The members of the Team also learned and recognizes that citizen who submit complaints proven to be false will be charged. The Training Sub-Team will include this important fact in the Community Training Program.

The basis for this recommendation is found in the connection with how complaints relate to the training police officers receive today and in the future. The more information that is available on how citizens and police officers interact, the more targeted the training can be. Furthermore, as more specific information regarding complaints is

collected and reported, the greater the ability the training staff has to act on trends that develop. This recommendation assumes that more specific reporting and tracking of complaints will better equip the training response needed to address trends in police and community relations.

EXPECTATIONS

The Training Sub-Team anticipates that by identifying and reviewing concerns that can be addressed through training of Kenosha Police Department officers, whether internally or externally, changes can be made to ultimately improve relationships between Kenosha Police Department and the community it serves.

The Team's overall projected outcome of this recommendation would be that once completed, the complaints from citizens would be recorded and categorized with greater detail and clarity to increase accountability, better inform future training needs and better serve the citizens of our city.

TEAM

Bob Griffith, Executive Pastor, Journey Church (Sub-Team Lead)
Joe Labatore, Captain, Kenosha Police Department
Helen Schumacher, Former FBI agent, Retired
Diamond Hartwell, Member, Kenosha Accountability Coalition

PLEASE NOTE: The team had two individuals with law enforcement background and training. The other community members had no law enforcement background or training.

MEETINGS

The Sub-team held four monthly meetings between February and May 2021.

SUMMARY OF ACTIVITIES

RECRUITMENT SUB-TEAM



PURPOSE

The focus of the Recruitment Sub-Team is to research, review and assess local Kenosha Police Department (KPD), State and National police recruitment and retention practices and efforts.

FOCUS

Focus 1 – Review the current Kenosha Police Department recruitment process. With input from the Human Resources Director of the City of Kenosha and Kenosha Police Department personnel, members of the Recruitment Sub-Team learned about and began discussions about the current local police recruitment process.

Focus 2 – Understanding the selection process for new police recruits. Members of the Sub-Team felt it was important to understand the process of selecting new police recruits. They first were interested in learning how many people past and present usually apply during the application period.

Focus 3 – Understanding the Police Academy at Gateway Technical College. The Sub-Team members began their research by getting an overview of the Gateway Technical College's Police Academy and its relationship with KPD. To get a better understanding, members were invited to participate in a simulation exercise at the Police Academy.

RECOMMENDATIONS

Due to the fact the Recruitment Sub-Team started after the other Sub-Teams, it's original Sub-Team Lead resigned and it met only 3 times with the first meeting being the introduction meeting the Sub-Team's recommendation is that this Team should continue to meet and research, review, assess and discuss the identified 3 focuses.

EXPECTATIONS

The Recruitment Sub-Team anticipates that by identifying and reviewing concerns regarding KPD's recruitment and selection process, changes can be made to ultimately improve the Kenosha Police Department's hiring and retention practices which is more representative of the community it serves.

TEAM

Steve Stanczak, Director of Human Resources & Labor Relations, City of Kenosha (Sub-Team Lead)

Tom Hansche, Inspector, Kenosha Police Department

Brian Little, Founder, Kenosha Accountability Coalition

Erica Ness, Director of Community Engagement and Operations, Leaders of Kenosha

Hansel Lugo, Diversity, Equity and Inclusion Interventionist, Bradford High School

PLEASE NOTE: One person on the team had a background in law enforcement and training and all others did not.

MEETINGS

The Sub-team held three monthly meetings between March and May 2021.

SUMMARY OF ACTIVITIES

COMMUNITY RELATIONS SUB-TEAM



PURPOSE

The focus of the Community Relations Sub-Team is to assess Kenosha Police Department (KPD) community relations efforts and community programs engaging local residents. The intent is to determine if there are areas in which community engagement and outreach efforts could/should be improved to enhance better relations with the various communities it serves. In addition, the Team will research and work with KPD to implement “Community Engagement” programs to educate and inform community members about police community engagement opportunities.

The overall goal is to create positive interactions between Kenosha Police Department (KPD) and the broader community. We see this as a long term plan with the sub-teams at the issues of disparities within recruitment at KPD, policies and procedures, training and police and community relations looking at building better and more positive relationships between communities of color and law enforcement. Evaluate and understand what has been working and what has not while holding off on suggestions but rather developing ideas and strategies around what we can do to improve communications.

FOCUS

Focus 1 – Use the SARA Model to guide the team.

To guide their work, it was a consensus of the team to use for reference the SARA Model as they address a focus area:

S = Scanning: identify the problem.

A = Analysis: look at what contributes to the problem.

R = Response: consider how to respond.

A = Assessment: assess the efforts made.

Focus 2 – Research Community Oriented Policing (COP). Using the U.S. Department of Justice’s Community Oriented Policing Services (COPS) – Community Policing Defined document, the team learned that community policing is comprised of three components:

Community partnerships – collaborative partnerships between law enforcement and the individuals and organizations they serve to develop solutions to problems and increase trust in police.

- Organizational Transformation – the alignment of organizational management, structure, personnel and information systems to support community partnerships and proactive problem solving.

Problem Solving – the process of engaging in the proactive and systemic examination of identified problems to develop and evaluate effective responses.

The Sub-Team felt this is a good model to follow because the benefits include engaging with residents about their needs and addressing them also increases transparency and accountability, which increases trust and improves community relations. The central goal of community policing is for police to build relationships with the community.

Focus 3 – Research community and police partnerships in the community and ways of problem solving. The team began researching past and present community and police partnerships. The following are examples of partnerships and programs:

- KPD partners with Kenosha Human Development Services (KHDS) Crisis Intervention on 1) in cases of Chapter 51 situations (emergency detention) KHDS' advisors are called; 2) Crisis Intervention is used to assist with mental health calls; and 3) both the police and fire departments are a part of the Opioid Task Force;
- Community events: Shop with a Cop, distribution of backpacks and bike helmets to area youth, and bike giveaway at Kite Fest and involvement with Special Olympics;
- The use of School Resource Officers (SRO) in local schools to build relationships between youth and police;
- KPD utilizes School Liaison Police Officers to run the Police Explorer Program for teens who are interested in a career in law enforcement;
- KPD created a "Building Lifelong Trust" program. Police staff taught students what their rights were, why police do what they do, etc. Upon completion, students received a certificate of completion;
- Crime Prevention Officers provide education and training for:
 - 1) landlord education classes for rental property owners;
 - 2) crime prevention for residents; and
 - 3) Neighborhood Watch program;

Focus 4 – Begin to address two critical questions: 1) Where do we see disconnect between Kenosha Police Department and communities of color in Kenosha?; and 2) What types of programs/initiatives would help build stronger relationships between Kenosha Police Department and communities of color?

Due to the complexity of each question and meeting time constraints, the members only touch the surface and weren't able to get to the root reason of each question. It was a consensus of the group that further discussion and research is needed. However, at the conclusion of one of their discussions the group agreed in regards to question one is that one major contributing factor to the disconnect is the lack of TRUST, which members felt is vital to dismantling the disconnect. When there is a lack of trust there comes an Us vs. Them, Wrong vs. Right mentality. The Sub-Team felt that over time with discussion between the communities of color and the police, trust can be built.

In response to question two, in their discussions members stressed the importance of having channels of communication open between the communities of color and the police department on an ongoing basis because it's too late to fix things when they are in crisis. One suggestion was to have round-table discussions between the parties on a regular basis in the community. Another thought was to provide training to police officers on communities of color on cultural differences and how to deal with the communities.

RECOMMENDATIONS

The following are recommendations from the Sub-Team they believe will help build a stronger relationship between inner city communities and the Kenosha Police Department (KPD):

- Create a "Walk The Beat": Create or enhance summer patrols in neighborhoods that have high police present. It is recommended that there is interaction where officers walk through the these neighborhoods daily during the warmer months of the year.

- Police personnel should volunteer with local community organizations. For example, create a list of organizations that serve people of color and build a partnership where KPD officers volunteer and serve. Maybe build into the promotion process a need for community service hours to be eligible for promotions.
- Develop or revisit the KUSD Partnership that focused on encouraging high school students to pursue their interest in becoming police officer or a career in law enforcement. Revisit program that puts officers in schools to teach kids their rights and an understanding of police procedures and protocols. Possibly partner with the AAYI (African-America Youth Initiative) program and connect officers to those meetings regularly.
- Host KPD dinner parties: Regularly scheduled round table discussions over a meal with KPD command staff and community members in targeted neighborhoods on a quarterly basis to discuss topics of interest.

EXPECTATIONS

The Community Relation Sub-Team anticipates that by identifying and reviewing concerns regarding KPD's community relations and engagement efforts and programs, whether internally or externally, changes can be made to ultimately improve the relationship between citizens and Kenosha Police Department and the community it serves.

TEAM

Lawrence Kirby II, Pastor, One Voice Church (Sub-Team Lead)

Tom Hansche, Inspector, Kenosha Police Department

Porche Bennett-Bey, Founder, Moorish Outreach Coalition

Alvin Owens, Owner, The Regiment Barber Collective and Founder, Education Youth Development Outreach

Nicole Thomsen-Coughlin, Chief Development Officer, 1HOPE

PLEASE NOTE: The team had one (1) individual with law enforcement background and training and one public member who previously served on the Kenosha Police and Fire Commission. The other community members had no law enforcement background or training.

MEETINGS

The Sub-team held four monthly meetings between February and May 2021.



GOALS FOR 2022

WORK CONTINUES

In early 2022, phase II of the Roadmap will begin and work will continue in the Community-Police Relations focus area or “pillars” and a new focus area will kickoff - Strengthening the Mental Health System.

NEXT FOCUS AREA ROLLOUT

The next focus area “Strengthening the Mental Health System” was chosen next because research has shown that mental health care and response is a local problem as well as at a state and federal level. It also continues the police relations with citizens who suffer from mental health and the services provided by law enforcement.

TEAM RECRUITMENT

Based on lessons learned in phase one, a strong emphasis is on recruiting individuals to lead or be a member of the Core or Sub-Team that has content expertise. While not all the members have to be a content expert the teams will be comprised of a majority of members that have experience with the subject matter.



“In 2022, we’ll enter phase II with an emphasis on recruitment of community members with content expertise”.

A WORD FROM MAYOR JOHN ANTARAMIAN - WHAT’S NEXT?

The Kenosha Action Roadmap to Inclusion, Equality & Equity provides a great opportunity to bring together diverse individuals, organizations, businesses, faith-based community and government to chart a better course for the city of Kenosha where there is inclusion, equality and equity.

Long term work must be done. There is no short term quick fix. The Roadmap is an opportunity to bring community leaders, stakeholders and citizens together on an on-going basis to identify effective strategies and solutions to effect core system changes in the identified key areas or “pillars” throughout the city of Kenosha.

First, we’re proud of the work done by Pastor Peoples and all the members of the Core and Sub-Teams in 2021 which is mentioned in this document. They have set the stage for the work. I greatly appreciate all their time, energy and talent.

I believe that by working together and using data to understand when policies and practices are not working, our community and the police department can realize fair, safe, and effective policing that protects and serves all members of the public, including police officers.

Administration is reviewing all the recommendations in this document and will address or make decisions appropriately.

In 2022, we’re moving on to phase II. We’ll take the lessons learned from phase I and built and strengthen the process. The next focus area or “pillar” is Strengthening the Mental Health System. There is an emphasis on recruitment of team leads and members that have content expertise. Pastor Peoples will form a leadership team comprised of 7 members of the community that have content expertise in each of the focus areas or “pillars”.

Long term as we continue the work on the Roadmap, the teams will research the best policies and practices; consult with advocates, members of impacted communities, and subject-matter experts; and reviewed reports and publications. Team summary of activities will offer recommendations and best practices that are grounded in research and provides examples of model policies, practices, and programs at departments around the country.



“It takes a village.”

“Coming together is a beginning.

Keeping together is progress.

Working together is SUCCESS!”

SPECIAL THANK YOU TO ALL THE INDIVIDUALS WHO SERVED ON THE STRENGTHENING COMMUNITY-POLICE RELATIONS TEAM (PHASE I)

Chair

Pastor Roy Peeples, Turning Point Life Church

Past Co-Chair

Mr. Demetris Crum, Pastor, Second Baptist Church

Co-Leads

Pastor Monroe Mitchell, Agape Love Ministries

Pastor Bob Griffith, Journey Church

Mr. Timothy Thompkins, Retired HR Professional

Members

Mr. Jonathan Barker, Pastor, Grace Lutheran Church

Mr. Greg Bennett, Founder/President, Peace in the Streets

Ms. Cathy Bothe, President, Bothe Associates Inc.

Mr. Anthony Davis, President, NAACP – Kenosha Branch

Mr. Lawrence Kirby, Pastor, One Voice Church

Mr. Eric Larsen, Interim Chief of Police, Kenosha Police Department

Mr. Hansel Lugo, Diversity, Equity & Inclusion Interventionist, Bradford High School

Mr. Dan Miskinis, Retired Chief of Police, Kenosha Police Department

Ms. Helen Schmacher, Retired FBI Agent

Mr. Javier Vega, Patrol Officer, Kenosha Police Department – Police Union

Mr. Justus Wilhoit, High School Student, Indian Trail High School

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