



MINUTES OF THE POLICE AND FIRE COMMISSION

THURSDAY, DECEMBER 17, 2020, 8:30 AM
Virtual Meeting. Public may join via Zoom.

A. ZOOM MEETING INFORMATION.

I. This item contains documents which provide call in information and instructions for the Zoom Meeting.

B. ROLL CALL.

Present: Rod Goldhahn, Marian Boyle-Rohloff, Warren Wanezek, Melissa Cheslock. Rashad Cobb arrived late.

Others Present: Police Chief Andrew Smith, Police Commander Kevin Warych, Police Captain John Balza, Police Lieutenant Jody Buth, Police Lieutenant Brad Strouf, Police Officer Miranda Walvort, NWTC Instructor Matt Ninham, HR Generalist Jen Smits and others.

C. APPROVAL OF THE AGENDA.

Moved by Commissioner Warren Wanezek, seconded by Commissioner Melissa Cheslock to approve to agenda. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No- None, Abstain- None

D. INFORMATIONAL.

I. Police Department Update on Community Engagement Activities and Officer Diversity Training.

Police Commander Kevin Warych provided an update regarding Police Department community engagement activities and officer diversity training. NWTC Instructor Matt Ninham provided a similar update as related to NWTC.

E. REGULAR BUSINESS.

1. Consideration with possible action on the review of Patrol Officer candidate background(s). The Commission may convene in closed session pursuant to Sections 19.85(1) (c) and (f), Wisconsin Statutes, to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercise responsibility. The Commission may thereafter reconvene in open session pursuant to Section 19.85(2), Wisconsin Statutes, to report the results of the closed session and consider the balance of the agenda.

Moved by Commissioner Melissa Cheslock, seconded by Commissioner Marian Boyle-Rohloff to go into closed session for items #1 and #2. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No- None, Abstain- None

Moved by Commissioner Warren Wanezek, seconded by Commissioner Melissa Cheslock to return to open session. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No- None, Abstain- None

Out of closed session, President Goldhahn reported that the Commission conducted no business and returned to open session to allow NWTC Instructor Matt Ninham to speak on the previous agenda item.

Moved by Commissioner Warren Wanezek, seconded by Commissioner Rashad Cobb to go into closed session for items #1 and #2. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No- None, Abstain- None

Moved by Commissioner Warren Wanezek, seconded by Commissioner Melissa Cheslock to return to open session. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No- None, Abstain- None

Out of closed session, President Goldhahn reported that the Commission reviewed 1 Patrol Officer candidate background and that candidate was approved to continue in the hiring process.

2. Interviews with Patrol Officer candidate(s). Please take notice that pursuant to §19.85 (1) (c) and (f) Wisconsin Statutes, the Commission may convene in closed session for the purpose of interviewing, evaluating and considering employment of Patrol Officer candidates.

The Commission conducted an interview with 1 Patrol Officer candidate.

F. ADJOURNMENT.

Moved by Commissioner Warren Wanezek, seconded by Commissioner Melissa Cheslock to adjourn. Motion carried.

Yes- Marian Boyle-Rohloff, Rod Goldhahn, Warren Wanezek, Rashad Cobb, Melissa Cheslock, No- None, Abstain- None

VERBATIM MINUTES

- I'd like to welcome you to the Thursday, December 17th meeting of the police and fire commission, call the meeting to order. We'll do a roll call. Vice President Boyle Rohloff.

- Here.

- Commissioner Cheslock.

- Here.

- Commissioner Wanezek.

- Here?

- And we're expecting commissioner Cobb, and we'll announce when he joins the call and I'm President Goldhahn. First item of business is the approval of the agenda. You should have received the agenda hand delivered. Any changes or additions? Well, one additional item that we will talk about just before adjourning is scheduling a meeting for firefighter interviews sometime in January. So with that though, I'll ask for a motion to approve.

- I move.

- Moved by Commissioner Wanezek.

- Seconded.

- Seconded by Commissioner Cheslock. Any further discussion, hearing none, all those in favor?

- I.

- I.

- Are there any opposed? All right, the police department was asked to do an update on community engagement activities in diversity training, and I think Commander Warych, are you lined up to do that?

- I am.

- All right, thank you.

- Yeah. So when we talked about this probably two meetings ago about what the department does for community engagement, we as a department have embraced that and it really all evolves around public trust, respect and legitimacy. Those three characteristics that we try to help install in the community, and really work for the community when we do this. And when we engage the community we look at all the communities within the communities, and I can explain what we do, how we do it, and why we do it, and the struggles that we see. So, when we as a department in a non-COVID world, right? COVID has really shut down what we do as a department because we wanna minimize exposure, we wanna not promote the mass gatherings that some of these community engagement events encourage. So we're trying to be conscious of the public health aspect in this in 2020. We hope this all changes in 2021, so we can get back to normal. But within the Green Bay Community it is very diverse, and when we look at that, we have 11 community policing officers, but we don't community police as a division. That's what we teach and preach within the department that community policing from every single person non-sworn or sworn in the philosophy that that brings. And when we do that, we put ourselves out there and sometimes that can be problematic because some people don't like us or don't trust us, but that's the reason why we're there is to overcome that trust factor. And when we work with the different communities, we wanna establish partnerships and then the partnerships build trust and respect, and then they can help spread the message that say, "Hey, the police department's legit." Or "The police department is really out there trying to do the right thing." To give you an overview and I don't wanna take up the whole morning 'cause I could talk for hours on this topic, but when we look at community engagement we look at all the people in our community. It doesn't matter who you are, what you come from or what you're doing. So when we look at community engagement, we embrace the Black community, we embrace the Hmong community, the Hispanic community, the Somali community and really all people. And we evolve our community policing philosophy on all those people. And I could give you some examples. We work a lot with Casa ALBA, the Hispanic outreach community. And this really came very fruitful for us in 2016, in the presidential election. Where they thought the president at that time was going to round up everybody and deport everybody, and they thought the police department was gonna be the Avenue or the tool for the make that happen. We did a lot of community outreach to reduce the amount of public fear and anxiety in the Hispanic community to make sure that people knew that the role of local law enforcement was not of immigration. For example, the Somali community. We participate with all the feasts in the Muslim culture, the feast of Eid. There's other feasts that we go out to the mosque and we interact with people after they come out of the prayer service. And that has been very beneficial because we are a lot of social barriers, not only in the Hispanic community, but the Somali community, the Hmong community that there's these social barriers that people don't like the police, don't trust the police, don't wanna work for the police. So when we put police officers in situations that are non-adversarial, non victim based it's very important. That's where those relationships are built, and hopefully the result of that is respect and trust. But when we work with the Somali community, we have meetings, they call me, they call the chief, the Imam, the leader of the church has my personal cell phone, and we deploy officers based on need. Now we go there and we do that on different times, so that we're not just responding when they call, but we work with

COMSA. COMSA is the equivalent to Casa ALBA but in the Somali community. The Black community we have partnered with the Divine Temple Church, Pastor Green and Deacon Cook since 2014, when they took the basketball courts down at Fisk Park, and they called the South for being racist. And Chief Mahoney at the time built that bridge, and we've maintained that bridge as Chief Mahoney and now Chief Smith and going forward. And that has a lot of community engagements just in that relationship alone. But we've also partnered with Black Lives United. Now this is some years ago, there is a lot of history there and a lot of things have happened since that partnership, but we have always put herself out there, and we've always taken the approach that we will trust, and work with you until given a reason otherwise. And I feel that's very important, and sometimes we take a little flack for that and that's okay in my opinion. And as a department, that's okay. I'd rather be out there be part of the conversation than be silent, not participating in anything, and then just letting things unfold. All those community engagement backtrack for a second. As community engagement we struggle with the Hmong community, that is an area of improvement for the department. and we try. We have a lot of connections in the community. They are very, very tight knit, and they don't seem to want to embrace or they don't, but this is just my personal opinion hopefully I'm wrong as I put myself out there, we put ourselves out there and they choose not to take that, extend their hand, which is totally fine. I respect that. But from a department's perspective we are gonna constantly try to engage them and to really establish the relationships and partnerships we have with the other communities within the community. And finally the Native American, the Oneida Nation my heart goes out to them. We have partnered with them and Matt Ninham is on this call. He can explain what we've done. Matt's usually our nexus. I think the world of Matt Ninham, he's really built the bridge between the United Nation and the Green Bay Police Department and has always sent me emails of when these events are occurring. And we as a community policing department and division and officers, we've always tried to attend those events the best that we can to establish that connection because some people really struggle with, if they see a person in uniform they automatically think it's Green Bay, or they automatically think something else. And that's not the case, we all work from different departments, we all have the same mission, all the same values or similar values, but it's important that we put the Green Bay Police Department because the large portion, a good portion of the West side Green Bay is tribal land. And we have built that partnership with Oneida even over some controversial incidents where there are people who had a lot of questions. People were very angry, but we were able to collect all the elders, the leaders in the Oneida Nation, bring them together and talk about it. And at least understand where each other's perspectives are, and establish that relationship that again, although I was fair on trust and respect. I say all this community engagement is it's never ending as a department as long as we're here, we're always going to be out in the community being part of the conversation. And most importantly listening. People don't wanna hear us talk. I think people people say it's conversation fatigue, and I really take that to heart. And because people wanna see us do, people wanna see us act, especially in 2020, with all the current events around the nation, what is the Green Bay Police Department Doing? Could be another hour conversation on what I think and what we're doing. And most importantly for people to say, "Hey, what about this?" Or "Why are you doing this?" And then give us the ideas because again, like I said earlier we work for the community. And when we work for the community if they got a better idea, if they got something better that we haven't thought about or if there's something that they think that we should address, that we're totally missing we rewrite the script, and then we go back from the start and try to rework it. So our philosophy, our mission, our values really evolve around with the community and for the community. I hope that gives you a good overview, and if anybody has any questions or anything I could answer I would be more than glad to do so.

- Kevin Warych, thanks for that. I just wanna make a contribution in addition to some of the things that you had either for the African-American community. The situation at Divine Temple is a formal relationship. And I also think that it's a non-formal relationship but I also think as a member of the African-American community here I feel like specifically you Smith do a really good job of nurturing additional relationships that aren't necessarily as structured. And so I think that for you to not acknowledge the fact and the work that you all do to nurture those personal relationships with people who have, I don't like to say pull, but some level of influence in the community I think that needs to be acknowledged as well in addition to the things that you listed.

- Yeah. Thank you. And, I would be remiss to say that our focus is on the kids and the youth. Those are our seeds, the future leaders, future police officers. And we work very closely with the boys and girls club and big brothers, big sisters to establish these kids so that we can change the narrative in this community with police and young kids, and try to fight what we see in social media.

- Right, any other questions for Kevin?

- Just a lot of gratitude for the work you guys do and the community involvement. And I think that makes a lot of difference. One question is around any trainings or are there like opportunities for officers to engage in like racial equity work at all?

- Well, we as a department, we've trained implicit bias in the past. Now one training is not suffice, we understand that. And the diversity training and Matt will talk about the diversity training in The Academy, and we're gonna talk part of and the results of this year is we went through a restructure and in July we presented the new table of organization to you, And we can revisit that but the end result of that of one that was to have two designated trainers for the department. And those two trainers is something that that's all they're going to do is train that's their sole job, all the shifts on duty. And one of the topics, one of the priorities for the department for as long as I can forever see will be human dignity, implicit bias and diversity. Those three topics have to be trained, have to be acknowledged because we have to build on what Matt is going to tell you so that it's not just four hours, two hours whatever the time block is in the Law Enforcement Academy, and then they forget about it for 30 years because this job does change it every police officer will tell you that for some for the good, some for the worst, but we need to acknowledge that. And I just met with my train division last week and gave them, 'cause they like, "What are the priorities for 2021 racial inequity, diversity, implicit bias that will be on." They're gonna come up with a training plan to make that happen.

- Awesome. Thank you.

- And pastor, the Commissioner, just wanna give a shout out to the peace walk. It's another community engagement aspect that I think is very crucial to the city due to the violent crime we're seeing in 2020, I'll turn it over to you. This is not me. We'll be there, but it's really the Joshua organization.

- Well, yeah, but your leadership and voice was so helpful in getting that going, and it's the Joshua religious leaders which is a table of Penn religious leaders throughout the County. Sometimes more, sometimes less, but or next Tuesday at 5:00 p.m, a peace walk, just thinking of the impact of violence and the high rate of shootings in the community, and especially in the area of Imperial Lane. And that community has gone. Not that it's only there but there's been a lot of shootings right there. So we do

have a flyer put together in Spanish and in English, and we have a former police and fire commissioner Elizabeth who will be translating and be present, and some music and prayers, social distancing, masks and grateful to the police department that will be doing the flyering ahead of time and be present too. And then there's Fr. Andy Cribben from St. Willebrord, and I think some of his parishioners live in that neighborhood. We were concerned it first felt like just showing up in a neighborhood that where we don't have that relationship with people, but and spent a good chunk of discussion about that. But maybe this is a way to begin that relationship, and to just say, we're holding you in prayer when gun violence happens, it's I think traumatizing and it stays with you. So just to offer that support to the community there.

- So we five o'clock outside in the peace walk park, there's some prayers said and then there's full walk and we'll have candles. Will work but we'll have them, try to keep them going.

- How are you going to disperse the information about the walk?

- So as a police department, we put it up on our social media. We always do this. This is very consistent with how we do all our other community events. We create an event on social media and we push it out Melly Skulmoski and our crime prevention staff has personally notified or emailed, contacted the neighborhood association nearest that area. We also posted on Nextdoor the Nextdoor app that people follow. And then I'm gonna have CSOs go door to door or at least apartment complex 'cause that is a high density area where a lot of apartments, but we're gonna make sure the neighbors around that park in that area know that. And then through our partnerships in the community and relationships, we've sent that out so that they can help spread the word. So it's not just random people coming to Imperial Park on the 22nd to have a prayer ritual. The key, the most important piece here is that neighborhood. Those are the effects that those are the people that are living and breathing this crime. And I applaud Joshua's efforts here because we can't arrest our way out of this problem. Part of community engagement is to enlist the help and to listen and to form these relationships because we can't arrest our way out of this problem. We can try our hardest and we do these people are caught. I mean, it's just a matter of time, but we need that neighborhood and we're gonna try to do as best we can to get those people there.

- I think those efforts are awesome. Has anyone reached out to , Gabby Power?

- Yes, so last week when Commissioner Rohloff sent me the flyers, I gave it to Natalia Seddon and I asked Natalia to make contact with Gabby Gamboa with and then it also included Voces de la Frontera which is another Hispanic outreach entity and then Pastor Torres in United Methodist church. And then with Fr. Andy from St. Willebrords, I bet we got a high percentage of the Hispanic community because that is a very high Hispanic population in that neighborhood.

- Thank you, again.

- Kevin, you mentioned you can't arrest your way out of the problem but these relationships have helped you both prevent and solve crimes. Can you speak a bit to how that's worked out?

- Yeah, that's been and this is so hard to measure, I wish there was a tool or there's a way to say the level of effectiveness but 2016 and then again, in 2020, both years there were a high number of violent crimes reported. A lot of pertaining to gun violence. And what we did in both years, 2016 or 2017, excuse me, is we brought in community leaders those informal leaders that have not talked

about that we've had relationships with. We bring them in, or we meet wherever the venue is. And we explain what we're doing. For example, in 2020, here we brought in a handful of informal leaders in the community and walk them through the 40 plus shootings that was going on in the city. And then we broke it down by who we believe who are the associates and then who the suspects are. Now, we skirt the lines of giving out protective information and we don't give all protected information, but we believe by him giving the information in these community meetings that people in the community can help spread our message. And we don't expect or ask them to go door to door and start being like individual police officers. But we're hoping that they can make contact with one of the young kids on these, who's involved in these crimes and say, "hey, this is what's gonna happen, or we don't want this crime to occur, come with me I will align you with people that will make you successful. Now, whether they choose to do that or not that's on them, but we're taking a different approach to engaging the community and enlisting the help of people within the community to deliver our message. People in these shootings, I think we have had 54 shootings in 2020, and now I'm not in part of those investigations, but what I hear from some of the officers, detectives, investigators is that people don't wanna talk to us, people don't wanna trust us. They don't trust us and everything's tight knit and we understand that, but they may trust somebody in the community. And we as a department value that and those informal, formal, those relationships we built, one, we're always trying to build on those, but by these community meetings and bringing people in and empowering them with information they can when, when a young child says, "Yeah I'm doing this, this and this." Hopefully the community member says, "Okay, well, if you're doing that what's going to happen? This is the order of events that's going to occur. And this is what we're trying to prevent." We've taken it one step further with the social justice and the systemic racism, things that are talked about in the media and everybody's got their personal opinions on that, but the department is working with the District Attorney's Office for a coalition in Young Adult Diversion Program. I'm really excited about this. And this is slowly coming to a completion here but we are creating basically a treatment court for young adults and at risk youth specific and this diversion program is being led by Better Days Mentoring Eddie Boyce the District Attorney David Rossi, myself, gentleman by the name of Dwight Hancock from the schools to give the courts an opportunity to put them into a program which is basically a mentoring program. Now that's a whole, there's a lot more to that, but a mentoring program to help. These kids, they may not know right from wrong or really again, changing that narrative in the community. And it all comes back to the community engagement, all comes back to the relationships we built by putting the police department and not just Kevin Warren, there's Kevin Warych there's Chief Smith. It's these officers getting out of their cars having these conversations with these community members so that they develop that relationship, so a coalition diversion program like we're working on is gonna work. So I see Officer Walvort on our screen in 2021 some time, and she's gonna come contact with the kid, and that child is gonna be going down the path that nobody wants that child to go down, right? So if that child commits a crime and what? We see something in this kid. We work to give that person opportunity other than incarceration, other the criminal justice system. And so I'm really excited about that because it goes back to the theory that we can't arrest our way out of this problem. Gives the courts another opportunity and most importantly, kind of breeding those future leaders in forgiving people for making mistakes in their past.

- Kevin, this might not be the appropriate place for this particular question. I've never personally questioned the leadership of Green Bay Police Department when it comes to citizens of our community seeking to continue to educate themselves and all of those necessary things that make for a good relationship between law enforcement and the community. One of the questions I have though, is how is some of the stuff that you all do received by the general, by the force in general? I'm

asking that question based on some conversations that I have with teachers in the community. I know it's not an exaggeration to say that I have 50 or 60 teachers in Green Bay Public Schools. And the thing that saddens me that I hear from them and I appreciate their willingness to share this in a lot of situations is that they get sick and tired of hearing, why do we have to get educated and change our ways and ways of thinking and behaviors to accommodate them, and then generally ends up being disproportionately people who are minority or lower income, why do we have to change? Why don't they change their behavior? And so I've got that relationship with teachers and have an understanding. I know a couple of officers on the Green Bay police department, but not enough to extrapolate a few statements to make a generalization, and so I've always just wondered, again, you and Chief Smith's show up a couple other officers that are usually newer or CSOs show up at Divine Temple, but what is the sentiment of those officers who don't show up to those types of things. And then officers are called together to hear a presentation from someone like Prof WGB who provides the kind of training you were talking about is that generally received well overall or is the feeling like, again, why us? Why do we have to change? Why don't people just obey the law? That's always been something I've wanted to dig into and try to get a better understanding from again with respect, for the fact that it's hard to speak for every single person in a department. I'm sorry to put you on the spot 'cause that was one hell of a long question. Sorry about that.

- No, all all good. And I hope I can address each one. I was taking notes as you were talking. Lemme start with the UWGB professors. When we brought in Dr. Jeffreys to the department to teach human dignity, it was interesting, and first I found it very fascinating, but I can tell you, this is my personal opinion, and this is my observation from speaking with the officers that were in that training that it was not well-received. And I was kinda taken back by that. The comments I heard was, "Why do I need this training? I'm not racist. I don't look at people that way. I don't agree with what this person is saying about prison reform." And I fired back and I said, "Look, the professor is trying to teach you to look at something in a different perspective." We as police officers, and this comes with the maturation of a police officer's career that in life experience that you have to look at a situation in a million different perspectives. So if you go to an incident, and you come in contact with a young male Black, and that child, you don't know, where child grew up, you don't know that child's family situation, you don't know how that child has been parented, and then that child acts in a certain way. Well, police officers, sometimes they're trained to act if A then B, then C then B. Well, this professor was trying to get people to look at things in a different perspective. So using that same child that young child's scenario is maybe you gotta go to option B before you go to option A. That's the only thing the professor was trying to get at. And sometimes police officers. And again, and I don't wanna speak for all police officers but this is my personal assumption and personal opinion. Sometimes police officers operate in that fashion of A, B, C, D, E and that's not necessarily wrong that's how they're trained, but we want people, look use their life experience, their maturation of career to look at situations in a total different perspective. And then respond based off that. Just because a child starts acting in a way that's can be construed as disorderly conduct it doesn't necessarily mean that that child or the best option is to get that child a disorderly conduct citation. Gotta be different options. And if a person commits a homicide, absolutely hands down they got to go to the criminal justice system. They got everything coming to them. But if there's a person or child that can be saved or there's other external factors in that child's life that caused him or her to do what they're doing that's what we want police officers to see. Not because the police officer's racist, not because the police officer has been trained improperly or they need more training. It's just kind of look at this and address the situation from a more global perspective. And when I explained to that way, "Okay, officer's." like, "Okay I kinda understand that." I can see that perspective, but it's hard, getting people to feel uncomfortable. And that's what Dr. Jeffreys did. It got people to think differently because he

came from a different perspective and it almost made the people feel like angry or uncomfortable. And I'm like, "This is the exact training you need as a police officer." Because you need to see things from a different perspective. So the sediment of officers that you talked about and Matt Ninham are you listening here? I value your opinion and take some notes because you've been doing this career a lot longer than I have, and you may come at this at a different angle, I'm really interested to hear your perspective on this. But the sediment or the officers on the department, again, it comes with the maturation of a police officer's career and that's a unisex term, everybody included. And I use the example because I've been asked this question before, would a new officer, would a new Kevin Warych in 2001, feel comfortable going to the mosque, and speaking with the Imam? Kevin Warych in 2001, would be like, "Nah, that'll put me out of my comfort zone." But Kevin Warych of 2020, absolutely, 100%. And Chief Smith and I, Lieutenant Mahoney and supervisors, we have to put police officers in positions to form these relationships. Mind you, sometimes it's uncomfortable, and I'll use the, Bring Your Own Five. When we had the basketball games at the Divine Temple Church for the kids at Fisk Park taking the uniform off, sitting on a chair in a park, have a conversation with a young child who looks at you sometimes as like a foreign object, and trying to establish that relationships. That is difficult to do, but we do it. We get those new police officers, the community policing officers, obviously that they have the time and they're not tied to the radio but we want the patrol officers that do that same exact thing on every single call that they go on. Hopefully right now, hopefully this afternoon. this evening to do that. Now there is some apprehension because you're putting police officers, because police officers year one through five they just won't put their uniform on and go from call to call to call and help people. But as they feel more comfortable and confident in their job that's where they'll put themselves with a stranger and have a conversation about the social injustice or the racial equalities in the community because people are afraid to have those conversations but those conversations need to be heard to establish that trust and relationship. So long answer to your question, Commissioner it's a work in progress, it's not just immediate. Sometimes it comes real easy for people and regardless of who you are, where you came from, but as a department, we have to embrace that to make sure that all officers embrace that and put officers in the right situation.

- Can I just make an observation of what you said Commander Warych, is that what you described regarding the officers is no different than what Commissioner Cobb described as the teachers. And the common denominator I see is that so many of our teachers, like so many of our law enforcement come from the same place. And that means they have little to no action with people who do not look like them, think like as it says that they have. That for me is the problem I grew up here. I moved back here. And things overall have not changed too much. And the problems that I see in the interaction is that people are very comfortable in doing things the one and way they know how to do them. And they see too many people regardless of race, regardless of ethnicity, Jen, as outsiders who come here and have different ways of looking at things or different perspectives and too many people expect outsiders to change because they're here now. And I think that I'm all for every one of these trainings the department's been using. I think it's necessary especially in this day and age, but the fact that there's so much pushback across not just talking about the department, it's a community problem, not just the law enforcement problem. I think when we draw the law enforcement officers the community we're gonna get the same thing. Now, I know there's been multiple efforts to get officers from other areas outside, different parts of the state or maybe even different parts of the country, but unless or until we like working with kids to help foster that change, and that broad the perspective of the people that we put out into the community, I see that as it's going to be a continuous fight. The other thing that I've noticed is, not that I'm saying people who have more higher education are better, but when you're put in a situation as a young adult into college and forced to take a class for a grade and credits whether that's psychology, sociology or history and

you're forcing people to be open because they have automation back it's forcing people to accept that information and be graded on it. They they don't make the effort to learn it or expose themselves to it. So that is just something that I've... And going through the interviews one thing I've noticed is there are departments depending on the type of department that require a little bit more patient background or even an ongoing educational background in order for promotion. But if somebody's satisfied with where they are, if somebody doesn't wanna promote and as somebody does is required to do certain things along the way, they're not gonna make that effort. Some people will 'cause they're just naturally curious human beings, but unfortunately too many don't. So I just wanted to make that Point, that one, it's not just the department it's the community based on what I've seen in education and with regard to the department but also maybe the educational requirements.

- And that's why we do the community engagement we do because we've recognized that early on. That there is a lot of hurdles that we have to overcome. And I didn't talk about our community engagement within the schools which is as a separate, we do a lot there too, but we need to address this and we need to put ourselves out there and work to overcome this. And this is forever, we'll forever be doing this because we have to be open, transparent. We have to look at things in a different perspective

- Right, any other questions for Commander Warych? Or any other comments from any of the other folks on the call? All right, Thank you, Commander. Our next agenda item is our interview process. So the item is consideration with possible action on the review patrol officer candidate backgrounds the commission make commission pursuant to sections 19.85, paragraph one sub CNF Wisconsin statutes to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercise responsibility. The commission may thereafter reconvene and open session pursuant to sections 19.85 paragraph two Wisconsin statutes to report the results of the closed session and consider the balance of the agenda. The following agenda item right after that is also a closed session item. So I'm going to read the closed session instructions for that, and then we will have a vote to go into closed sessions for both those agenda items. Item to is interviews with patrol officer candidates please two sections 19.85 paragraph one sub CNF, Wisconsin statutes. The commission may convene in closed session for the purpose of interviewing, evaluating and considering employment officer candidates. Is there a motion to go into closed session?

- Moved.

- Move.

- Moved by commissioner Cheslock is there a second?

- Second.

- Seconded by commissioner roll off all. All those in favor?

- I.

- Are there any opposed. Hearing none we are in closed session. Briefly went into closed session, did not conduct any business in closed session. Came back in open session to conduct another piece of the previous agenda item. So at this point, we'll turn things over to Officer Ninham.

- Morning, everyone. How's everybody doing?

- Good morning.

- First of all, thanks for inviting me to the meeting. I really appreciate all of you allowing me to be here. Just got to make an adjustment here to my screen here. So, yeah, so I was invited to talk about some of the diversity training and some of the things that are happening at the NWTC Police Recruit Academy and then just some other topics related to diversity in some of the training. I'm probably gonna echo a lot of the words that Kevin had spoken just about the community-based training, and things that are taking place and to get to the point Police Recruit Academy. Let me back up first and just explain a little bit about myself. I'm an Oneida tribal member and we have been born and raised here on the Oneida Indian Reservation. I worked for the Oneida police department for 16 years. And during that time I worked patrol and I was assigned as a community resource officer, the CRO officer which was my forte, which is something I loved to do. And I was also our team leader for the Native American in Drug and Gang Initiative which is essentially a drug and gang unit that works all over the State of Wisconsin. Since I retired and I began teaching full-time over at NWTC. And I am now a lead instructor over at the Recruit Academy. And I actually was a teacher, was going to school to be an English teacher initially how I became a cop, I have no idea, but it's kind of neat that I went 360 went back and here I am teaching again. So teacher, policemen now back being a teacher again. I worked with the Green Bay Police Department my entire career and my God what a wonderful group of individuals. I always thought of Green Bay as like my second home and how I became so close with them, is just working with them. People nowadays they think about like, "Matt, how do you get so much information? How do you network? How do you get all these cops to come to these events in Oneida and help you out or you make friends." You network, you work together, you help each other. You work, you learn, you grow, you make mistakes, you do those things, and with the Green Bay Police Department, I've done that for over 20 years. We've been doing that. Kevin talked about some different programs there. He talked about Bring Your Own Five, I was there. Green Bay, they will usually send me a message or a text and ask, "Hey, Matt, there's an event taking place. Bring your own five." I'm like, "Whats that? Oh, it's playing basketball." With basketball at least I used to. When there are, not last summer, summer before, I thought I was gonna play for 20 minutes, I ended up playing for three hours. Got all kinds of cramps and found out that at the age of 43 that I can't do that anymore. But what was neat about that is, "Man, that's the first time I was there playing with all those kids." I brought my son, my daughter there, and there was three African-American boys that the event was all done and they wanted someone to play against. And this is your department I'm talking about. I was walking away with my kids. We were taken off, we were taken off, it was like 90 degrees out. And here comes Andrew Lance, Darryl Robinson and Officer Allen. And what do they say, "Hey, what's up, man? How's it going? Good, good. You still got game? You still trying to play?" I'm like, "Yeah, Yeah." They played ball against these three boys in their uniforms for an hour. I videotaped that. I show communities and law enforcement agencies that video of those Green Bay cops playing basketball, they got destroyed by the way, they got beat bad, but driving by and seeing that and just seeing it for myself, like, wow, that was so inspirational. What a profound impact. Community policing to me is one of the most important aspects of policing there is. Like Kevin said, you're never gonna arrest yourself out of a gang or drug problem, it's never gonna happen. You're not gonna do it by the time you get to those kids when you get the cuffs on them, I mean, it's done, you're too late. So what do we do? We got to get to them before the gang members get to them, before the drug dealers get to them, before the people committing crimes get to them. And that's how we do that through community policing. And the Green Bay Police Department they are at all my events. Ever

since I worked at the Green Bay Police Department they have come to Cops and Bobbers. They have come to the Oneida Three Sisters neighborhood which is one of the worst neighborhoods on the West side of Green Bay. Everyone knows it. Cops know when they drive through there your seatbelt comes off, for obvious reasons, but the green Bay police department comes onto the Oneida Indian reservation. And they're helping me carve pumpkins with kids. I take pictures of that they see guys like John and Jelom, Mike Nekter, right? Karen Panetta, who's a newer officer. They all come out to these events. Kevin comes out to these events, and he doesn't say it, sorry, Kevin to put you on the spot, but he's there. The chief of police comes out to carve pumpkins with these kids. We color Easter eggs, Easter extravaganza out in Three Sisters at the Community Rec Center with all the tribe and kids from the community. The chief shows up. I mean, how cool is that? I mean, at all these events, I mean he even tried to play basketball at the Bring Your Own Five event. And he tried, I wanna say he tried, all right? But I can go on and on about these community programs that are out there. Now, me, I loved working the drug and gang unit. I do all the G.I Joe Stuff. I love enforcement. I love every aspect. And when people ask me, "What do you do? What'd you do at the Oneida police department?" I always tell them I was like a Swiss Army Knife, I was a multi-tool. I was the scissors, I was a screwdriver, right? The main defying glass, the can opener. And like most good cops that's what we are. And community policing by far when you pick those individuals, that's like you gotta find a community police officer who's like a community police officer on monster drink. That's how I explain it. I mean, that's your go-to or your go-to people that they are just multifaceted when they're doing it. So when I was at the Oneida Police Department I did the same thing. I combated gangs, drugs and overall crime prevention through any means necessary. And when I worked at NADGI the Native American Gang Initiative that was just another means for me to combat crime. And I was just very resourceful in doing that. When I started at The Academy and I kinda figured out what I wanted to do I started teaching in cultural competency, what the state had was good, but it needed to be improved. It was updated approximately three years ago. And now with everything that's taking place here in our nation, in our communities now probably needs to be updated again. But I've added to that. I've added to that cultural competency class, some implicit bias. We talk about transgender, the gay and lesbian community. We talk about all the different races of people. And I try to challenge our recruits, our students, and take them out of their comfort zones 'cause that's one of the biggest pieces of learning. Me and myself, I've never learned a thing from someone who agreed with me all the time. You learn through making mistakes. Mistakes I tell the credo that I have is mistakes are it's like a tomato plant. You feed it fertilizer, which is poop, that's what it is, and you get nice, big tomatoes. Well, it's the same thing with a student or a new cop just learning the ropes and working. You gotta give them fertilizer and mistakes are sometimes your biggest teacher. And that's what we do in the Academy to cultivate that. To help those students learn about different races of people. And when you talk about culture, culture is not just race. Culture is a whole lot of things, it's different groups of people. I use myself as an example in class when I teach our recruits that come to the Green Bay Police Department, your candidates, and I tell them I'm Oneida, born and raised here. My wife is from Belarus, Minsk, she's Russian. And everyone always says, "How in the heck did that happen?" And both of my kids, I have a little boy and a little girl and they walked two paths. One is the Russian path, and then one is the Oneida path. And learning those different cultures, languages, we teach them all at home. So in class I explain to them how do you really grasp culture? How do you gain community trust in some of these neighborhoods? So here's an example, a good and bad one. Years ago, well, maybe about six or seven years ago when I was working in our drug and gang unit, we had to go to a training called Gangs in Indian Country, up in Kachina, up in the Menominee Indian Reservation. Now the Menominee Indian Reservation, right? Is totally different, right? From Oneida. We are a checkerboard multi-jurisdictional reservation, and up in Kachina is still trainers that came to our backyard right onto up into Menominee, a place where we were born and raised and

where we work. And these trainers, no offense to them, 'cause I'm friends with some of them now because we learned after this process is they came and started to tell us about us. They came to solve our problems. So all of us Native American cops were in the back row, listening to them, and within the first 10 minutes they insulted everyone in the room. The reason being is they haven't spent even a minute in our community. They haven't talked to our cops our domestic violence workers, our social workers. They haven't stepped a foot in our schools. And they came to tell us about us, and how they were gonna solve our problems. And that wasn't a good thing because a lot of the investigators walked out. The elders were upset from the community. Now some of those members that were there teaching I spoke to after, and we worked through that process and I explained to them and they're like, "Matt, you don't have to be a Native American to teach about gangs or drugs." I said, "Well, no, you don't have to be to be successful." But the thing is, that's different about our community. Like a lot of communities the difference is culture. Culture, gangs and drugs are different in Oneida, in Menominee. If you don't my language, you don't know our religion, if you don't know our humor, if you don't know what an eagle feather is, or a medicine wheel, if you don't know those things you're not gonna connect. You're not gonna be able to understand, well, you can reverse that for a guy like me. If I'm working a Hispanic community, right? If I'm working a Hispanic community, then shouldn't I engross myself in that culture, eat the food, learn the language? So yeah, I speak Spanish, right? I can talk to somebody and say I can speak to them and right away they look at me. So culture's a big thing when we're talking about diversity is learning about different cultures and different people and different religions and different ways of life. And to me, I take all of that and I implode it onto our students. And I allow them to take in that and to learn from each other. Our last class was awesome. We had women, we had men, we had older men, we had younger men, we had an African-American student in there who was homeless for a small portion of his life. He had more things that he taught me in his class about himself that you can't get from any book. We had Hmong students, we had a Hispanic, we had a Menominee Nation Recruit, we had an Oneida Nation Recruit, we had Irish, we had Russian, we had-