



Deep Listening. Fostering Trust. Bridging Communities.

Clarke Square Public Safety Listening Circles Report

Fall Series 2017-2018

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Thank you to Clarke Square Neighborhood Initiative and Journey House for hosting these listening circles. We would also like to thank our partners: Safe and Sound, Clarke Square Neighborhood Initiative, the Milwaukee Police Department.

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Glossary

Listening Circles – Listening Circles are composed of a structure part of experience sharing between participants, followed by an unstructured portion during which participants can exchange about what has been said, and ask questions of curiosity. The goals of the listening circles are to foster communication and build bridges between communities, invite trust and facilitate relationship building between officers and residents.

Go-Around or Round – The structured part of a Listening Circle composed of one question that each participant answers with the same amount of time, with no interruptions, going clockwise. Listening Circles are usually composed of two or three go-arounds.

Connected Conversation – The unstructured part of a Listening Circle that takes place after all go-arounds are completed. Participants are asked to share airtime yet are not timed. It is the moment for participants to interacted with each other and react to what they have heard during the structured parts of the dialogue. Connected conversation questions are available as well if participants want to explore other topics with the help of a prompt.

Executive Summary

The Frank Zeidler Center for Public Discussion (Zeidler Center) has facilitated dialogues between police, public safety representatives and residents in the Clarke Square community since 2016. This report details participant responses and feedback during and after our Fall 2017-2018 sessions (Tuesday, September 19, 2017; Thursday, October 12, 2017; Thursday November 7, 2017; and Thursday January 18, 2018). The executive summary (pages 7-24) identifies major themes of the listening circles, followed by a section offering an in-depth analysis of each dialogue.

Program Description

The Frank Zeidler Center for Public Discussion believes that an important step in repairing relationships between law enforcement, public safety representatives, and residents, especially in communities of color, is to come together in unique spaces that provide the opportunity for facilitated, face-to-face communication to co-create resident-based solutions. The Zeidler Center's program, funded by the Greater Milwaukee Foundation's Racial Equity and Inclusion Grant, and the Northwestern Mutual Foundation, involves listening circles that are professionally facilitated by Zeidler Center facilitators, and co-designed by residents and police to fit the specific needs of each of the community it serves.

Participants experience both structured and unstructured portions of dialogue. Through timed facilitation, participants can respectfully share their personal perspectives and learn about the perspectives of others. The Zeidler Center Listening Circles create a platform for greater mutual trust and understanding, essential for establishing a constructive, collaborative environment for change. The Zeidler Center's community partners play an essential role in encouraging continued resident, youth, and officer engagement. Our partners in Clarke Square include the Clarke Square Neighborhood Initiative, Safe & Sound, the Milwaukee Police Department, and the Milwaukee Regional Department of Corrections.

Fall dates for Clarke Square Public Safety Listening Circles 2018-2019:

To be announced at

www.zeidlercenter.org/police-resident-circles

Executive Summary Continued

Listening Circle 1 – Human Trafficking & Prostitution

The first Clarke Square Public Safety Listening Circle of the Fall Series 2017 took place on Tuesday, September 19, 2017 at Journey House. During the evening, facilitators from the Zeidler Center asked participants to respond to two rounds of questions:

1. *“Share a time you may have seen or experienced activities related to prostitution or sex trafficking in the neighborhood. How did this activity make you feel? What did you do when it happened?”*
2. *“What is one way residents and public safety professionals who are here tonight can work together to address the challenge?”*

Additionally, participants were asked to engage in connected conversation if time allowed, concerning the following question:

“What can you do as an individual?”

“What holds you back from getting involved?”

“What questions or concerns do you have?”

“What are your hopes for the neighborhood?”

During the first Round, the majority of participants shared negative experiences related to sex-trafficking and prostitution, including **prostitutes being visible** in public places and the link between prostitution and substance abuse leading to a **public health emergency** (both on a mental and physical level). Participants also felt that to tackle this issue effectively, **more police intervention** was needed through police following up on calls, and more police officers being around in patrol cars, bikes and on foot. Some participants felt that this was a **social issue** which needed to be tackled head on by the community - mainly through working effectively with the police. The difficult situation that some prostitutes find themselves in was mentioned by some who called for appropriate help to be provided.

During the second Round, many participants shared wanting to see **more police officers** in the area through more frequent beats, more officers on bikes/in squad cars and more officers to check up on complaints. However, participants also wanted officers to provide the community with relevant **information and educational pamphlets on how to deal with prostitution and sex trafficking**. Others identified the need for the **community to show more commitment, engagement and involvement** in dealing with this particular issue. Residents and officer participants mentioned the need for the **community to remain vigilant to changes** in the neighborhood such as arrival and departure of renters, and suspicious activities. Neighbors should be familiar with one another, regular block meetings need to be held, neighborhood

watches should be set up and people should contact the police if something unusual or unpleasant is noted.

During the Connected Conversation, the need to develop a **new narrative** which looks at the girls and women involved as troubled individuals rather than sex objects and disease spreaders was underlined. Prostitution and the sex trafficking industry were portrayed by some as **health emergencies** waiting to happen. **Communication within in the community and with the police** was presented as necessary to sort this issue with the participation of the whole community.

Listening Circle 2 - Profiling

The second Clarke Square Public Safety Listening Circle of the Fall Series 2017 took place on Thursday, October 12, 2017 at Journey House. During the evening, facilitators from the Zeidler Center asked participants to respond to two rounds of questions:

1. *"Profiling is using race or ethnicity to discriminate against someone. Describe a dispute or conflict you have experienced or witnessed where you feel profiling and /or stereotyping may have played a role (between residents, or between public safety representatives and residents.)?"*
2. *"What is the impact of residents stereotyping the police and the police stereotyping residents?"*

Additionally, participants were asked to engage in Connected Conversation, if time allowed, concerning the following questions:

"What activities or events can Clarke Square stakeholders (agencies, community-based organizations and residents) engage in that will promote positive interactions between people of different racial/ethnic backgrounds?"

"What have you heard during that has sparked your attention?"

During the first Round, a great number of participants shared experiences regarding **profiling and being stereotyped** in their everyday lives, often portraying it as a difference in treatment and set expectations by their interlocutors, involving insults, belittling, and being accused of lying. In addition, several statements involved the **stereotyping of the youth** of Clarke Square, often in situations within school premises. The profiling of the youth could cause more **impactful trauma**, both physically and psychologically, as it shapes a certain image of the reality of Clarke Square in the mind of children/teenagers/young adults, a vision of reality that will determine their future reactions to given situations.

Underlining the **chronic character** of this societal phenomenon, several participants mentioned having had "the talk" as children, that is the conversation that many parents in

Clarke Square have with their children regarding the **high risks for them to be profiled**, poorly or unfairly treated, and even unfairly accused of something solely because of the way they look. A couple of participants mentioned witnessing profiling, while a few others reported having no experiences of profiling in Clarke Square. Finally, a few participants focused on their efforts not to stereotype or profile people, and rather see people as individuals with unique life experiences.

During the second Round, the vast majority of participants pointed at the **increasing divide** that stereotyping creates between officers and residents, which has led several participants to express to feelings of **mistrust, fear, indifference, and suspicions**. These feelings might contribute to the reluctance of some residents to get involved in the life of the community and work in collaboration with the police to **improve the conditions of security** in Clarke Square. Consequently, some participants stressed that without any change, things can only get worse for the community.

However, one participant focused on the fact that stereotyping is a learned behavior that can be unlearned and replaced by **respect, mutual care, and understanding**. In addition, the dehumanization of officers has serious negative consequences on the life of Clarke Square according to some, as the lack of trust from residents makes it hard for officers to work with the community. Both resident and officer participants called for **perseverance from residents**, not to give up on engaging with officers and rather work towards better relations. A few participants reported that no stereotyping was going on in Clarke Square, while others confessed being aware of having strong stereotypes, or finding it **difficult to reach a balance between giving second chances and learning from past experiences**.

During the Connected Conversation, participants spoke about crimes in Clarke Square, with a special attention to **sex trafficking and prostitution**. Participants brainstormed as well on ways to improve the relations between officers and residents. Some ideas included **avoiding constant negative talks about officers with children**, organizing **sport activities** for officers and residents to interact, and participation of officers in the life of schools in Clarke Square. In addition, a couple of participants gave information on the calling and reporting systems of MPD. Parting words were positive, focusing on what is left to do to improve the situation in Clarke Square, as well as the **effect that the listening circles** have had on participants. The word "respect" was quite present in the minds of participants. In addition, words such as "Hope", "Insightful", "Relieved", "Social Engineering", and "Happy" were used by participants.

Listening Circle 3 – Vehicle-related Crime

The third Clarke Square Public Safety Listening Circle of the Fall Series 2017 took place on Tuesday, November 7, 2017 at Journey House. During the evening, facilitators from the Zeidler Center asked participants to respond to two rounds of questions:

1. *"Tell a personal story of a time you witnessed or were somehow involved in a vehicle-related crime (reckless driving, vehicle thefts, break-in or vandalism). How did the incident or accident impact you?"*
2. *"How can police, public safety representatives, and residents work together to prevent reckless driving and potential crimes in relation to vehicles?"*

Additionally, participants were asked to engage in Connected Conversation, if time allowed, concerning the following questions:

"What do you wish would happen to reinforce the need for safety and/or protection against crimes (as they relate to vehicles) in Clarke Square?"

During the first Round, participants shared their experiences with **reckless driving** in Clarke Square, focusing first on speeding and the lack of respect for traffic signs in the neighborhood, with a special attention towards the **safety of children** and the **psychological impact** reckless driving has on residents in Clarke Square. A few participants underlined witnessing a **worsening of the situation**, citing in particular the young age of the individuals involved, as well as an increase in occurrence. Other participants mentioned incidents of break-ins and carjacking, sharing their **frustration** and sometimes trauma regarding personal incidents. Some participants mentioned the involvement of younger people participating in carjacking, sometimes manipulated by older ill-intended individuals.

During the second Round, participants mentioned several solutions, 1) **Infrastructure solutions**, namely the addition of cameras, bumps, and traffic signs as deterrents; 2) **Changes in the current law** regarding punishments for reckless driving; 3) **Individual and community-based solutions**, underlining the current mindset of some drivers and the need to give them the responsibilities they have, including through a strong collaboration with MPD. Amongst the third category of solutions (individual and community-based), several participants mentioned **education** as a crucial tool to change the current state of driving in Clarke Square. Some participants linked the difficulties faced by the neighborhood to a lack of education combined with an **absence of role models**. Bringing driving education back to schools was thus suggested several times.

During the Connected Conversation, participants further discussed some of the themes raised during the structured rounds. Participants emphasized the **need for education** on driving safely, not endangering others, and reporting crimes when witnessing one. They also discussed the **need for continuous conversations** to take place between officers and residents in order for exchanges on the topic of reckless driving to continue. During further exploration of this topic, some participants shared more ideas on **changes in the law and funding opportunities** for the aforementioned installation of cameras and traffic signs. A few participants spent time discussing tactics that they have heard about/or seen in action when it comes to carjacking.

Finally, the lack of job opportunities was mentioned by a few participants as one of the roots of vehicle-related incidents in Clarke Square. Parting words were very positive, with a **strong sense of community** between officers and residents, paired with a strong will to make a difference in the neighborhood. Ideas about how to bring more people to the Listening Circles were suggested, including offering credits to the “guys who need to do a social service for their schools” for their participation in the listening circles.

Listening Circle 4 – Bridging the Divide by Improving Resident and Police Efforts – Analysis

The fourth Clarke Square Public Safety Listening Circles of the Fall Series 2017-2018, focused on residents and officers working together, and took place on Thursday, January 18, 2018 at Journey House. During the evening, facilitators from the Zeidler Center asked participants to respond to two rounds of questions:

1. *“We have explored multiple topics this season that were important to the residents, police and concerned citizens of the Clarke Square neighborhood. How can we improve upon police and residents working together to ensure a safe environment in and around Clarke Square?”*
2. *“Share an example or time when you witnessed or heard of police and residents working together and Clark square that has impacted the neighborhood.”*

Additionally, participants were asked to engage in the Connected Conversation, if time allowed, concerning the following questions:

“What can we do to improve the participation and visibility of the Public Safety Listening Circles in the Clarke Square neighborhood?”

“Please share some topics (DACA & deportation and lead in Milwaukee’s water supply) you would like addressed during the next Listening Circles series?”

During the first Round, a great number of participants reported that **“keeping the conversation going”** is extremely important to improve upon police and residents working together. Different positive aspects of this ‘conversation’ between officers and residents were mentioned by residents, such as it being a platform to exchange information between the officers and residents. Participants mentioned seeing the participation of both officer and residents in the **Zeidler Listening Circles as a way to rebuild trust**. Similarly, participants identified attending community group meetings in general as another way to maintain open communication channels between police and residents. Other participants focused specifically on police and resident personal interactions, calling for an **increase in cordial greetings** during patrols. Several participants underlined the benefit of police-resident collaboration in crime-solving as a way to improve relations, as well as increased police presence in Clarke Square (especially foot patrol).

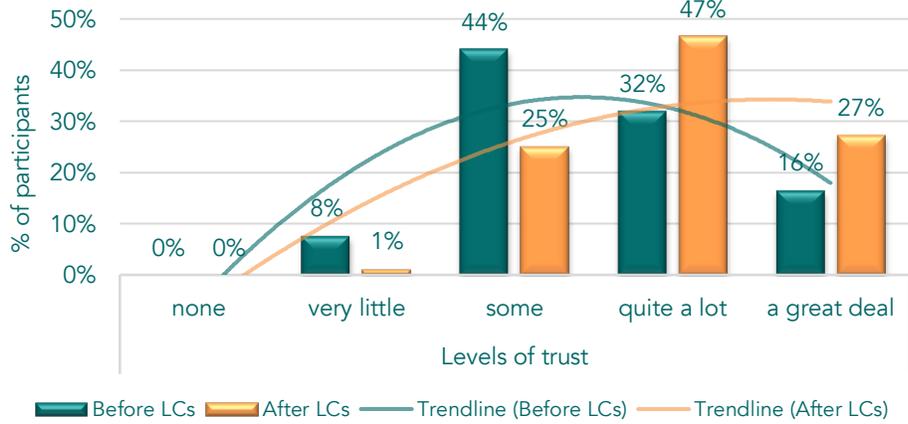
During the second Round, a great number of participants shared stories of police and residents working together that involved **community events** in Clarke Square such as “summer Park outing”, “neighborhood cleanings with BBQ’s afterward”, the celebrations of January 6th (Tres Reyes), as well as the Zeidler Listening Circles. Some participants reported having witnessed or experienced that **police presence/intervention enabled collaboration** to take place, focusing mostly on the **approachability and kindness** of officers as important factors for the ‘working together’ to take place. Finally, a few participants shared examples of the impact of officers committing to finding the people responsible for a crime, and residents actively offering to testify (and following through) during an investigation. The **resident academy** was mentioned a few times as a positive program that has an impact on Clarke Square.

During the Connected Conversation, participants further explored themes mentioned during the structured parts of the dialogue as well as new themes. Some participants spent some time discussing potential themes for future Listening Circles in Clarke Square such as “**police and immigration**”, and “**underage crimes and youth support**”. Participants also discussed outreach strategies namely the distribution of **bilingual flyers** around the neighborhood (and in schools) and the provision of a **neighborhood bulletin** or calendar with community events for the upcoming months. Roles and responsibilities of officers and parents were explored in relation to the actions of the youth in Clarke Square, with participants underlining the need for the **image of the police** to evolve and revolve around the **humanity of officers**. A few participants called for **more transparency** from the police with the suggestion of a citizen liaison as a way to connect community and police department. **Language barriers** were mentioned by some as a problem when calling the dispatch units. Parting words were very positive and highlighted the benefit of the Listening Circles toward relationship building between officers and residents, and the need to continue focusing on outreach to increase attendance.

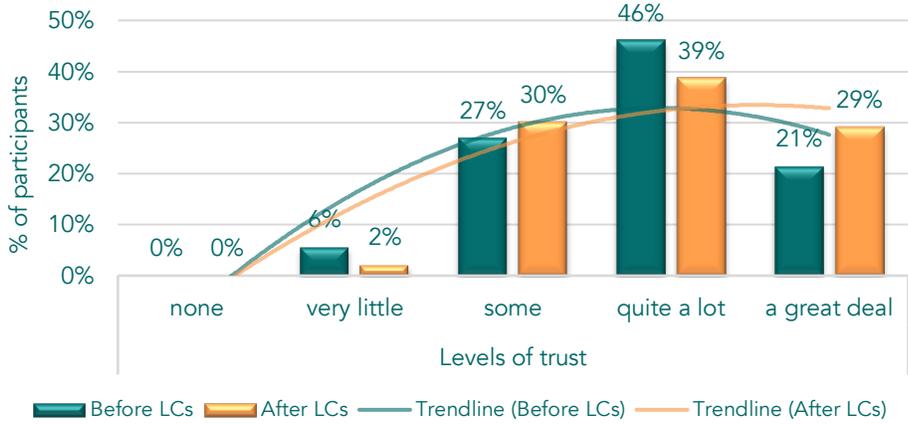
Quantitative Data – Pre/Post Surveys

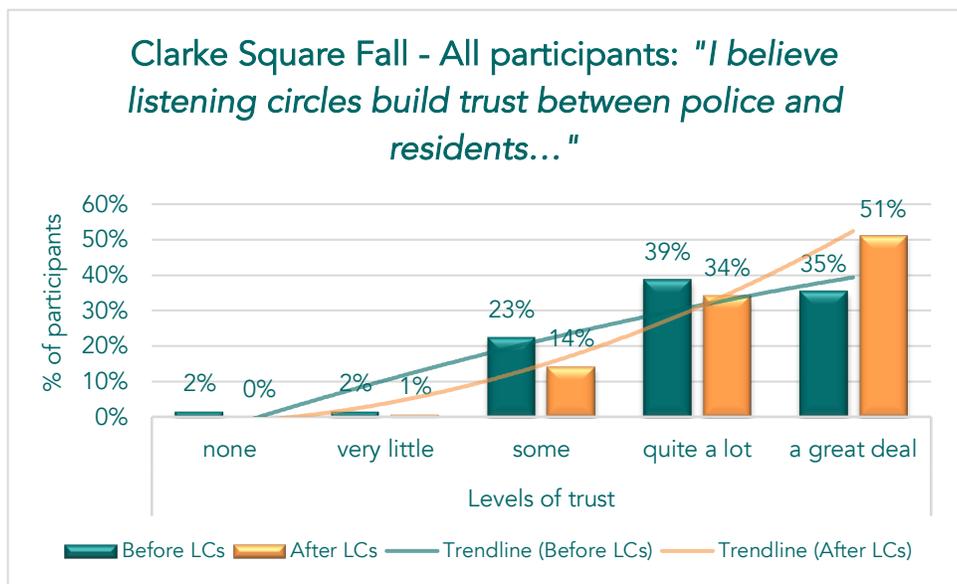
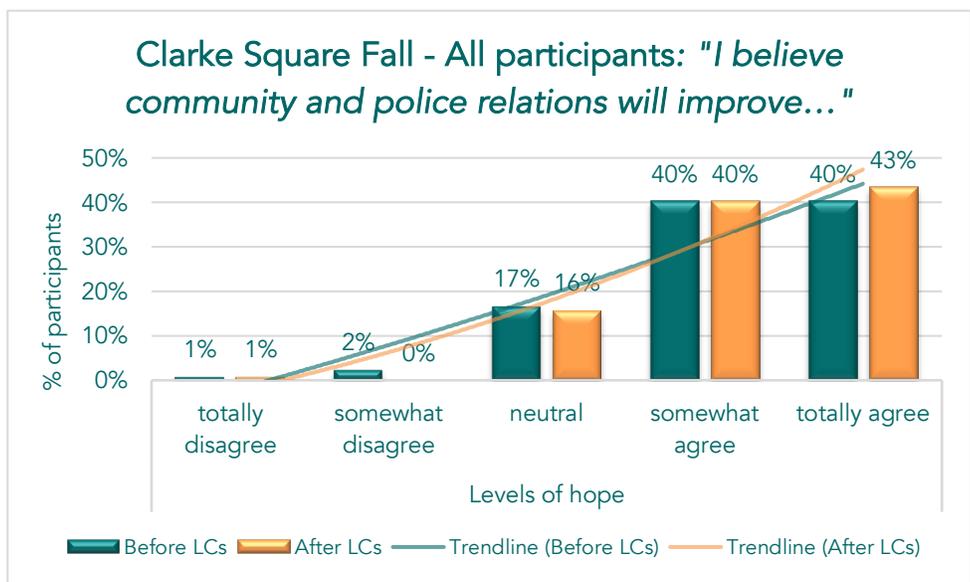
Through the use of pre- and post-surveys, the Zeidler Center collected quantitative data regarding the effects of the Listening Circles on levels of trust amongst both resident and officer participants. The following graphs are a combination of the four fall sessions that took place in Clarke Square. Trends amongst officer participants and resident participants are very similar for all four Fall events and thus will be presented conjointly in this report for a matter of reading efficiency. All graphs indicate improvements in levels of trust, support, and hope when it comes to police perceptions (resident-only data), and police-resident relations (police and resident data combined). Results for individual events are available in the analysis of each Listening Circles event (beginning on page 35).

Clarke Square Fall - Resident participants: "I can count on police to support my neighborhood..."



Clarke Square Fall - Resident participants: "I trust the police..."

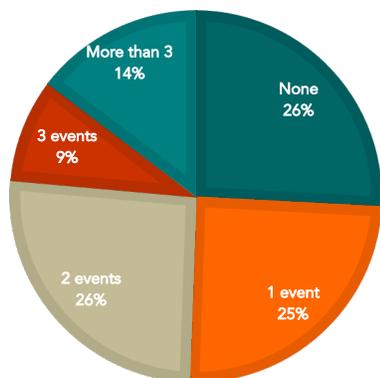




Participant attendance averaged at 9 Police Officers and 25 Clarke Square residents per Listening Circles, with the most attended session involving 9 officers and 47 residents. Overall, the attendance slightly increased during the Fall series when comparing it with Spring data. Via surveys, the Zeidler Center has been able to track the self-identified returning rates at different levels as well as the newcomer rate for both Police Officers and resident for each event. For residents, the newcomer rate remains important, showing that the outreach efforts undertaken during the Fall in Clarke Square led to new participants being exposed to the Listening Circles. Returning rates are very high in general, with "1 event" and "2 events" representing the higher percentage of returns. The percentage of participants having attended "more than 3 events" is higher than it was during the Spring series, which underlines the emergence of a strong returning trend throughout the year.

Clarke Square Fall - Resident participants: Attendance of P&R Listening Circles

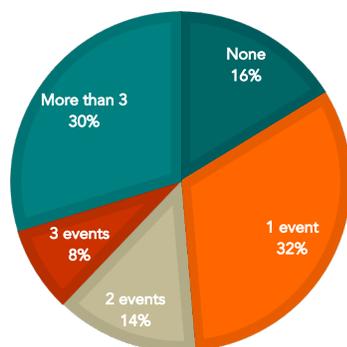
■ None ■ 1 event ■ 2 events ■ 3 events ■ More than 3



Compared to the Spring data for police officers’ attendance, the newcomer rate has decreased and returning rates (specifically “3 events” and “more than three”) have considerably increased, as predicted during the Spring report. District 2 and the Office of Community Outreach and Education (OCO) have successfully managed to maintain a healthy new comer rate in order for officers to be exposed to the Listening Circles, while establishing a returning rate of officers that facilitates personal relationship building to take place one Listening Circle at the time.

Clarke Square Fall - PO participants: Attendance of P&R Listening Circles

■ None ■ 1 event ■ 2 events ■ 3 events ■ More than 3



Next Steps

I. Dissemination of the Fall report in Clarke Square:

This report will be sent to all partners, including interim Chief Morales, Assistant Chief Banks, Assistant Chief Brunson, Captain Wurth and Captain Ramirez (District 2), Captain Williams (OCOE), alderman Pérez, alderman Donovan, and Clarke Square Neighborhood Initiative. The Planning Committee for Clarke Square will use this report and the data available to shape the Police and Resident for the year 2018-2019 in order to always cater to the needs and wishes of the Clarke Square resident-, District 2 and OCOE officer-participants.

The report will be available to the public, both in hard copy during the first Listening Circle of the year 2018-2019, and online at www.zeidlercenter.org/police-resident-circles beginning in June 2018. The availability of the report to the public will be reiterated in the introduction to each Listening Circles event as a way to keep new participants informed of past questions and results.

The Zeidler Center recommends that the Clarke Square report for the Fall Series 2017-2018 be released at resident-led block parties with police collaboration. Below are the steps for the organization of a block party:

- ❖ Download a permit application via milwaukee.gov or call 286-3329.
- ❖ Permits are only issued with approval of the alderperson.
- ❖ During summer hours of June, July and August, applications are not accepted any later than two weeks before scheduled event.
- ❖ Permit will be mailed, unless you specify that you will pick up your permit.
- ❖ There are no fees for a residential block party.
- ❖ Signatures of consent should be obtained from residents within the barricaded area to establish support for the event (when loud music is involved).
- ❖ Informational flyers should be distributed one week prior to event in order to remind neighbors.
- ❖ Notification to be made to District personnel that residents would like officers to stop by the block party and officers will attend.

II. Continuation of the Listening Circles in Clarke Square:

As requested by many Fall participants through feedback forms and during Planning Committee debriefs, the Zeidler Center Public Safety Listening Circles should continue to take place in Clarke Square for the year 2018-2019, funding permitting. Reflecting on the 2017-2018 calendar of the Listening Circles, the Zeidler Center has opted to adopt a 'school-like calendar' for the 2018-2019 year, with three Listening Circles (Fall Series) taking place from September 2018 to November 2019, followed by three Listening Circles (Spring Series) taking place from

March 2019 to May 2019 (dates will be made available at www.zeidlercenter.org/police-resident-circles later during the year).

III. Planning Committee:

The Clarke Square Planning Committee has continued its work during the Fall Series and will be reconstituted for the 2018-2019 Listening Circles. In a constant effort of improvement, the composition of the Planning Committee will differ slightly from the past year and count two adult residents, two youth residents, two officers, one Zeidler Center Program coordinator, and the Zeidler Center P&R Program Director. The Committee will continue to evolve over the year 2018-2019 under the guidance of the Zeidler Center. As announced in the Spring report, several Planning committee members were bilingual to guarantee an accurate representation of the Clarke Square multilingual community. The role of Planning committee members as organizers of the Listening Circles has proven beneficial and will be maintained for the upcoming programmatic year. In addition, planning committee members will be involved in outreach efforts throughout the 2018-2019 year.

Recommendations for the Public Safety Representatives

These Zeidler Center recommendations are based on participants' testimonies, feedback forms and surveys collected during the Fall Series.

I. Increase in knowledge and understanding of Police procedures, requirements, needs, rights, and duties

The analysis of participants' contributions highlights an important gap felt by both officer- and resident-participants regarding the needs of officers on duty, and the understanding of these needs by residents. An obvious symptom of communication issues, this gap may be reduced by employing some of the following options.

Police presentation:

The police presentations were again well-received and should continue for the 2018-2019 Listening Circles. Planning Committee members will continue defining the topics for the four police presentations based on the needs and preferences of Clarke Square residents, including the suggestions found in this report.

Pamphlets and brochures about opportunities to get involved:

The presence of pamphlets for the resident academy and other opportunities to get involved was beneficial and should be continued for the upcoming year.

On reporting crimes and asking for help as a resident without legal status

Participants' testimonies stressed the fear that residents without legal status experience when faced with the prospect of interacting with the police. As a consequence, many hesitate or fail to contact Law enforcement to report crimes or to ask for help. To dissipate misunderstandings, the Zeidler Center suggests that District 2 put together pamphlets/flyers/online materials encouraging all residents, regardless of their legal status, to count on the Police to protect the community. Alternatively, District 2 could add this language to already existing materials at their disposal. Such efforts could be possibly undertaken as a part of an already existing community outreach program.

II. Increase in interactions in non-crisis settings

Basketball cards:

It is apparent both through facilitators' notes and participants feedbacks that many residents still do not know about the existence of the new basketball cards. It may be beneficial for officers attending the Listening Circles to distribute/show these cards, especially to younger participants, and to encourage residents to approach officers in the neighborhood to inquire about the cards. In the case of lack of availability of the cards, information about the expected timeline for future availability to the community could be beneficial.

Organization of sports events – block parties – clean ups:

Participants almost unanimously shared positive feedback on the community events they participated in involving both officers and residents. From athletic activities to picnics and clean ups, participants called for more opportunities to shared enjoyable activities with officers. Based on statements made by residents during the Listening Circles, a specific attention to parks is suggested to encourage the organization of activities for youth, and the further use of public spaces by residents to increase the sense of community in the neighborhood.

Bike and Foot Patrols:

Participants mentioned enjoying the presence of POs on bikes, mostly because they appeared less out of reach, more approachable. The Zeidler Center suggests that bike patrols continue, and, when possible, increase in effectiveness. In addition, it was encouraged for officers (bike patrols, squad...) to engage in conversations with residents about the challenges that Clarke Square faces on an ongoing basis, rather than only when trouble happens.

Attendance in Listening Circles:

Residents considerably praised the attendance of officers during the Zeidler Center Listening Circles. Thus, it can be said that constant officer participation is providing positive results in the form of an increase in trust, and a change in officer perception amongst resident participants in Clarke Square. Efforts should be made to maintain both the newcomer and returning rates of officers as they both work towards different goals:

- ❖ The newcomer rate indicates that officers who have not experienced the Listening Circles are given the opportunity to experience them first-hand, thus socializing the Listening Circles within District 2 and OCOE. These new officer participants can then explain to other colleagues the goals and principles of the Listening Circles.
- ❖ The returning rates indicates that returning officers have the opportunity to progressively develop a rapport with returning resident participants, increase trust levels, and provide the proximity with and access to officers that residents are calling for.

It is important for officer participants to remember that participating in a Zeidler Center Listening Circle is an opportunity to speak about personal events and experiences, and to move away from the more common 'presentations' and 'talks' that usually happen in resident-police meetings. In addition, participants called for the presence of beat officers who tend to intervene during crisis. Beat officers attendance within District 2's capacity is thus strongly encouraged by the Zeidler Center.

III. Improvement of Police Trainings

As suggested by several participants during the Fall series, bias trainings and effective communication trainings could be proposed at the Police academy. Zeidler Center Facilitation

trainings could be proposed to officers in trainings as a way to increase the communication tools at the disposal of officers.

IV. Other suggestions and needs of residents

- ❖ *Difficulties with the behavior of some officers:* Participants mentioned having felt alienated by some officers during investigations and when reporting a crime. These are statements to keep in mind and attempt to mitigate when possible on a day to day basis. In addition, some participants mentioned having witnessed situations where officers appeared to escalate a situation. It was suggested by some participants for officers to 'debrief' with witnesses of an intervention after the facts to clear any misunderstanding when it comes to the use of force.
- ❖ *Lack of Spanish speaking MPD line:* Participants mentioned difficulties when it comes to the Spanish services offered through the MPD line, namely regarding the waiting time to get through to a Spanish speaker. MPD efforts could be directed toward an increase in Spanish speaking operator when possible.

Recommendations for Clarke Square residents

These Zeidler Center recommendations are based on participants' testimonies, feedback forms and surveys collected during the Fall Series.

I. Ways to get involved

Many participants mentioned wanting to get involved yet not knowing how to do so. Below are options for Clarke Square residents to get involved and be a part of the efforts to change Clarke Square.

With the Police:

Here are options to support the work of the Police in Clarke Square, or to get involved and learn about the everyday life of a PO on duty:

- ❖ Police Explorers Scouts
- ❖ Law Enforcement Explorers
- ❖ Police Auxiliaries
- ❖ Citizen Academy
- ❖ Police Academy

More information for options available in Clarke Square can be found on the following websites (available in Spanish through Google Translate embedded app):

- ❖ OCOE: <http://city.milwaukee.gov/police/MPD-Divisions/Community-Outreach-Education.htm#.WZ2hpyiGPIU>
- ❖ District 2: <http://city.milwaukee.gov/DistrictTwo#.WZ3LryiGPIU>

Some participants suggested tours of the Police station for residents as a way to better understand the reality of a PO in Clarke Square. The annual open house proposed by District 2 could potential become a semi-annual opportunity in order to increase opportunities for residents to visit the Station.

In addition, as a way to interact in non-crisis settings and simultaneously to strengthen police and resident relations, residents are encouraged to attend the monthly Crime and Safety Meetings of for District 2, happening the third Wednesday of every month (until June 2018), from 6pm to 7pm at the Mitchell Street Library. For more information:

<http://city.milwaukee.gov/ImageLibrary/User/mpdclo/D2/Documents/2018CrimeSafetyMeetings.pdf>

With the Zeidler Center:

Several options are available for residents who are looking for ways to get involved and actively work for the improvement of Police and Resident relations in Clarke Square. Here are some of the options at the Zeidler Center:

- ❖ Become a *Zeidler Center facilitator* – more information at <https://www.zeidlercenter.org/facilitator-training> (Training in Spanish available)
- ❖ Become a *Clarke Square Planning Committee Member* for 2018-2019 – for more information, send an email at office@zeidlercenter.org

In the neighborhood:

Many other opportunities to get involved in Clarke Square are available, below are some options:

- ❖ Attend monthly Block watch meeting, led by 21st Street resident Paul Grippe ([414-477-4832](tel:414-477-4832)). First Monday on every month at Christ-St Peter Church.
- ❖ Get involved with the Clarke Square Neighborhood Initiative (CSNI) - Call [414-647-0548](tel:414-647-0548) and ask to speak with CSNI Project Director Lee Valentyn.
- ❖ Form a block watch or block club with your neighbors. Safe & Sound Community Organizers can help you form your block club. Call [414-220-4798](tel:414-220-4798) and ask to speak with District 2 Community Organizer Araceli Arévalo.
- ❖ Building Neighborhood Capacity Program
- ❖ SouthSide Organizing Center

For more information about other opportunities, please send an email to office@zeidlercenter.org and the Zeidler Center staff will be happy to help you find ways to get involved and contribute to the efforts of the Clarke Square community to improve the neighborhood.

II. Everyday life contribution:

Participants' testimonies during the Fall Series offered important suggestions on ways for residents to contribute to the improvement of Clarke Square including:

Regarding Police-Resident relations:

- ❖ Attempt to report crime to the Police (Anonymity is an option that can be further defined during a police presentation) – Call Block Club representative who can then alert police.
- ❖ Spread the word about the Zeidler Listening Circles with neighbors and friends in order to support the outreach efforts in Clarke Square.
- ❖ For Clarke Square parents: attempt to change the discourse heard by some participants based around the idea that 'officers put misbehaving children in jail'. A focus on the broader contribution of officers in Clarke Square in parents' discourses about officers would contribute to their un-demonization in the minds of the younger Clarke Square generation.
- ❖ Creation of and attendance at community events involving Police Officers (See procedure on page 17, Dissemination of the report).

Regarding resident-resident relations – community building

- ❖ Creation of community events and use of public spaces:
 - Creation of community events focused on the beautification of the neighborhood: backyard cleanings, street cleanings, trash collecting...
 - Use of public spaces for community events, activities for youth, festivals, as a way to take ownership of the neighborhood and to develop a sense of belonging.
- ❖ Increase in mutual support in conflict resolutions so that quarrels among Clarke Square residents can be resolved using the conflict resolution skills found within the community rather than requiring police intervention.

Questions about this report should be directed to:

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Listening Circle 1 – Human Trafficking & Prostitution – Analysis

Question Round One: *Share a time you may have seen or experienced activities relate prostitution or sex trafficking in the neighborhood. How did the experience make you feel? What did you do when it happened?*

“I see prostitution 3 to 4 times a week, johns and girls walking by. I work a lot of hours but for the time I am home I see them but I do not call the police.”

“I want to tell you that I’m in charge of the investigation about prostitution in that area, sometimes prostitutes are desperate for getting money because they are heroin and drug dependents.”

Most of the participants’ testimonies were negative in nature with only a few positive experiences regarding prostitution and sex-trafficking that were linked with officer participants who were able to make a concrete difference by arresting dealers and Johns and helping a prostitute to freedom.

1.1 Prostitution in Public Places

A significant proportion of participants across the listening circle stated that one of the most negative effects of having prostitution and sex trafficking in their local neighborhood was prostitutes being visible in public places. When the term ‘public places’ is unpacked it comprises of a number of places in the local neighborhood area such as ‘gas stations’, ‘alleyways’, ‘shops’, ‘streets’ and ‘public parks’. Participants mentioned that while prostitution and sex trafficking influences were more visible at night; they were also visible at day time - prostitutes and dealers would solicit men in front of their wives and children as they went to work or when they took their kids to school. They would be approached while they were at the gas station, at the public park, or on their way to work or school.

“Each time I go for a fill-up at the gas station I see women in the parking lot soliciting clients.”

“We can’t even go to the park and have fun without seeing them [prostitutes] getting high or worse soliciting.”

Most residents felt angry and upset as they don’t know what to do or how to improve the situation, they felt powerless, and thought the community and law enforcement agencies weren’t doing enough to sort this problem. There was also a feeling that they weren’t safe in their local neighborhood and could be approached by a prostitution or her dealer anywhere. One female participants stated that when she was out late and walking on the streets, male customers often thought that they were sex workers.

“I didn’t know that there were prostitutes in that Street so one time I was walking alone down the Street at night and cars stopped by to whistle or say things to me, I called one of my relatives to come to pick me up.”

1.2 Prostitution: A Public Health Issue

Quite a few participants hit the nail on the head as they succinctly summed up prostitution and sex trafficking as a ‘health hazard’ or a ‘public health’ issue. One participant stated that prostitution and sex trafficking in their local area could lead to a ‘health epidemic’. These terms were able to effectively describe the impact of prostitution and sex trafficking on a neighborhood. Prostitution brought in a number of health issues such as drink and drug addictions, HIV/AIDs, and other serious health issues such as hepatitis.

“In August during a bike ride, I saw at least 12 girls that were coming out of the alley after using drugs. They looked high and some were dirty. It’s a shame. I wanted to help them but what can I do?”

“I am very concerned about prostitutes they have so many risks in terms of health and dangerous exploitation. As a therapist I know that these women are trading sex for basic necessities they need.”

Officers and residents of the area have mentioned how a large number of prostitutes are stuck in their current situation as they have a expensive drug addiction habit to support. Sharing needles, plus prostitution as an occupation, can potentially lead to a number of serious (possibly fatal) health problems. In a sense, prostitution and sex trafficking entering a neighborhood is a ticking time bomb in terms of the health problems prostitutes and customers living in the area may develop.

A number of police officers and residents have also brought up another important issue - sexual abuse. There is a strong correlation between prostitution and prostitutes having faced and still continuing to face sexual abuse at the hands of their dealers and customers. One officer mentioned that a number of prostitutes had mentioned that they had been victims of sexual abuse and domestic violence. It’s important to think of prostitution and sex trafficking not just as a physical health but also a mental and emotional health issue. Prostitution can’t be looked upon as an issue in isolation it needs to be looked at in all its multi-layer complexity and detail to find a solution.

1.3 Increase in Police Presence

Overall residents of the area felt the need for greater police presence in their local area. They felt more police officers, frequent police beats in the area, police in squad cars, police on bikes and police on foot were needed to secure the area from prostitution and sex trafficking. A number of residents felt that there wasn’t much point in ringing up the police as they often came late and couldn’t really do much to remedy the situation. Plus, residents wanted to make their complaints on an anonymous basis as they felt that providing their name and other personal details may put them at risk.

On the other hand, police officers felt there needed to be greater effort made from the community in terms of witnessing unpleasant activities, recording scenes, ringing up the police, or logging online what they have seen or heard so that the police have a record of what was going on in the area. A police officer also stated that it's only when enough people complained about a particular problem that an effective police strategy could be developed.

Police officers stated that if prostitution was a consistent problem in the area then the residents need to phone up every half an hour to check what progress the local police is making. Plus, if car number plates could be recorded or photographed and names and addresses of the prostitutes, dealers or the customers could be obtained then this would further strengthen the fight against prostitution.

Police officers also felt that there was a lack of information given out to the community in terms of what to do if they faced prostitution and sex trafficking issues in their local neighborhood. Police officers felt that the onus wasn't just with the police force to solve this issue - the community has an equally important role in engaging and tackling this issue effectively.

"Seeing prostitution on a daily basis is very frustrating for me. I have attempted to call officers when I sometimes see the actual act going on, and there is not enough that I can do. We need more policing."

"I see it every day, and I am angry. I lived here in this neighborhood for 30 years. I want to call the police, but their response time is just too slow, and I understand that there are a shortage of police in this area, but I don't know what else to do."

1.4 Community Commitment and Engagement

When talking about seeing or experiencing the effects of prostitution, participants also felt that in order to route out this problem effectively they needed a multi-pronged, broad-based communal approach. First, the community needed to step up and remain vigilant about where the prostitutes and dealers are spotted, working and living. Second, there needed to be awareness about who the customers were and how the arm of the law could reach them. Third a community approach to this problem needed to be integrated, creative and flexible. Neighborhood watch scheme, block meetings, keeping in touch with the police, staying in with the local religious leaders, local NGOs and local media organizations were just some of the measures which could help improve the situation. Finally, it also also means getting local businesses and shops on board in terms of stepping up vigilance and awareness about this problem.

"I came to Milwaukee from Phoenix, Arizona. In my estimation this problem is multi-layered there will have to be an approach to resolving this community challenge."

“We started a council, because we had the same problem back then. We started a block watch and involved the landlord. It takes a village to clean up a neighborhood. We involve the media. We moved them on to another area.”

1.5 Humanizing Prostitution and Sex Trafficking

Some participants felt that it's easy to look at the prostitution and sex trafficking issue and miss the human factor involved. While prostitution and sex trafficking brings a number of serious issues into any area it enters; the important thing to remember is that the lives of women and girls involved are also at stake. These girls and women have had a troubled life and face numerous health and safety issues. Plus, there is a question of what they should do if they give up this particular occupation and who would provide them support and shelter.

Some participants feel that the right type of attention needs to be provided to prostitutes. It's all too easy to make them pariahs in any neighborhood but it might be worth while engaging with them - talking and listening to them. One participants stated sometimes it's about small kindnesses such as sharing a hot drink or a home-cooked meal with them.

“I will feed them and offer a listening ear, because in a lot of cases I may be the only friendly face and encounter they may experience that day.”

“I empathize with prostitutes. In fact some prostitutes have stopped by my house for food and a sense of safety.”

1.6 Information Provision

A number of participants mentioned how they want to help women caught up in prostitution and sex trafficking rings but don't know how to go about it. One participant even mentioned that he recognized a few of the prostitutes as girls he attended the same high school with. He mentioned that he felt sorry for them but didn't know how to reach out to them. A number of participants asked whether they can be provided information in terms of what they should do if they see prostitution or sex trafficking in their area. There is a lack of information in terms of who to report this to, how to report it, how to keep on top of things, how to engage the community with the police. It is felt that if the police could provide guidelines on this topic it would be most helpful for the community.

1.7 Female Empowerment

Another theme that emerged was the need to effectively empower vulnerable women and girls. Girls and women alike needed to be taught about female empowerment and what they can achieve through accessing the right channels and resources available in the community. Police demonstration at schools and colleges highlighting the problems of prostitution and sex trafficking is one way to set the ball rolling. Local NGOs and religious organizations are another channel through which women and girls can be taught about female empowerment. Local residents trying to talk to prostitutes and ask them what they need to get out of their current situation can also help them think about change and empowering

themselves.

“Parents should inform the girls especially of the activity and to be aware while walking in those areas.”

“Girls need to be educated about what is going on and the 16th street clinic. It would be good to go to a meeting, get slips and hand them out.”

1.8 Being Able to Help Women Practically

The positive highlights of a serious and negative influenced listening circles are when local police officers have helped women break free from the stranglehold grasp of prostitution. Two officers mentioned cases where they had been able to free the prostitutes from their dealers. These officers felt that they had managed to do a decent job after the prostitutes’ dealers had been arrested and charged. These are examples of how police officers can save lives of vulnerable women and also tackle prostitution and sex trafficking.

“My partner and I conducted a search warrant on a house and found a victim of sex trafficking in the home, she had been beaten, raped repeatedly, and physically abused. What I felt was a feeling of “Job Well Done “when the perpetrator was arrested, tried and convicted of this heinous act.”

“As I patrolled with my partner around the area of 5th and Greenfield, a young lady was reportedly being physically abused by a man. We responded to the call and our intervention and subsequent arrest led to him being prosecuted.”

Question Round Two: *“What is the one way residents and public safety professionals who are here tonight can work together to address the challenge?”*

“I would like to help but I don’t know how. I need information on what to do when I see laws being broken. Who can I call, what resources are available to me that I can learn how to act and respond to these issues.”

2.1 Greater Police Presence...

One of the most important themes which emerged when participants were addressing the second question was a greater presence of police would help deal with this problem.

2.1.1 ... on Bikes, Squad Cars and on Foot

One of the first things which emerged in the listening circles when answering the second question was the need to see more police seen in the neighborhood which meant having more men on the beat, more police on motor bikes and in squad cars. In general, participants felt that

having more physical police presence on the ground would deter prostitution and sex trafficking in the area.

“I do see that increases in the presence of Law Enforcement as a deterrent one of my solutions.”

“Call and ask for extra patrol about everything report everything.”

One police officer had mentioned that during a time under a former police chief when they had the funding for more police officers in the local neighborhood they had tackled the issue of prostitution and sex trafficking effectively. However, with budget cuts, and police officers pays not being competitive less people wanted to be police officers and there were generally less police officers around in neighborhoods to tackle crime and a number of other social issues.

2.1.2 ... Needed to Respond to Calls

Participants felt that when they rang the police not enough was done in following up the call so they hesitated to do so. Some residents felt that calls should be made and hot point forms filled online so the problems are logged onto the police system. Police officers also stressed the importance of residents remaining vigilant and contacting them with any neighborhood problem which cropped up. Police officers stressed the necessity of calling the police again and again if need be just to check up on their progress.

“Reassurance from the police, make the community feel that they can call the police with suspicious activity. Have a decent response time for the safety of the community and the person assaulted.”

“And about this question, in general, we suggested that police needs to be more vigilant in that area, and be more responsive, they agreed in calling police whenever they see something suspicious or not well.”

Two police officers stressed that sometimes the police couldn't respond in a fast enough time as they had other serious issues to deal with such as a murder or rape case. Police officers stressed that when they had a complaint logged down they would eventually get to it but it may take time depending on how busy their day was and how serious the issues they had to deal with.

2.1.3 ... Needed to Provide Information

Participants felt that they needed to be provided information from the police in terms of how to tackle prostitution and sex trafficking in their neighborhood. A lot of the residents stated that they witnessed prostitution in their local neighborhood but were clueless as to how to tackle it effectively. One of the participants stated that a door-to-door liaison campaign carried out by the police would help as it would help increase goodwill among the police and people.

“Door to door canvassing with police officers and liaisons help in our neighborhood because they are issue oriented.”

2.1.4 ... to Engage with Community

There was a growing realization that the police on it's own could only do so much to tackle this complex issue. There was a problem of resource limitation when it came to funding police campaigns dealing with prostitution and sex trafficking. There were also cuts on public spending which mean less police officers on the ground. There was also a growing realization that the community has to do it's job to help ensure that the police officers effectively do theirs.

2.2. Community Engagement and Commitment

The second most-mentioned theme was getting the community involved in tackling this problem. As mentioned in the sub-section above while the police had a big role to play in dealing with this problem not everything could be left up to them. Furthermore, the police needed a vigilant community and one who was willing to work and collaborate with them to help sort this problem out.

2.2.1 Taking Notice of Your Block

Participants and police officers alike mentioned that one of the ways residents could tackle this problem was by noticing what went on in their neighborhood. It's about being aware of your neighborhood and any good or bad changes taking place. People needed to be aware of who lived in their block and who moved in and out of it. There should be regular block meetings or neighborhood get togethers in order to become familiar with neighbors and to discuss important local issues. Furthermore, residents also needed to keep an eye on any suspicious activity that may be going on in rented accommodations.

“Have crime and safety meetings, listening circles, fill out the hotspot forms anonymously if you need to. Response time is in order of priority. Call every half an hour to get a report or update on the response team. Attend the Citizens Academy. Visit the Communication Center and educate each other, form block watches and know your contact guy for your area also call the non-emergency number if the activity is not going on at that moment.”

“Create a block watch hosting a block party and know your neighbors and who belongs on your block.”

2.2.2 Reporting to the Police

The second step of community engagement suggested by participants was reporting anything suspicious or unusual to the police. Residents may notice strange activities in a house or apartment near by, prostitutes soliciting people in a public place, drug abuse going on in a public place, or if residents noticed prostitutes, dealers and Johns at a particular location then this should be reported to the police. Reporting can be done by going into a police station, calling in or putting forward an online report. The key thing to remember was that if residents had seen, heard or experienced something negative then it needed to be reported. In addition

to reporting the community members needed to keep ringing back and asking whether any progress has been made on this front.

“I hope that residents would continue to call in crimes when they see them. It’s important that the community stay engaged in this war on prostitution and sex trafficking.”

2.2.3 Collecting Concrete Evidence

A police officer stated that if there was a serious problem in the local area and residents were a witness to it then it would help if they had concrete evidence such as photos, license plates numbers of Johns and pictures of the dealers. If there had been any crime such as vandalism or break-ins having concrete proof would help the police do their job. For this to take place people need to be vigilant and committed to ensuring that their neighborhoods remain safe.

“If resident would take down license plate numbers of the Johns and pimps. Even if they get away we can locate them and their residents, we can find them and arrest them for these vicious crimes against these girls.”

2.2.4 Collaborating With Police Officers

Community members needed to make a greater effort to reach out to their local police officers. They needed to sit together and have honest, open conversations about the problems faced in their local area, how it effected the local community, what strategies could be drawn up to tackle the problem. Furthermore, it was important for the police to tell the community where the police has limitations in terms of resources and how it needs help from the community to tackle local issues.

“We need to communicate better with the police officers in the surrounding areas and help look out for one another.”

“It would be good to have more resident involvement; we can’t just depend on police and Alderman.”

2.2.5 Bring in Reinforcements

The community needed to think about how they could rope in more local people to help secure and protect their neighborhood. Could the community take the help of local businesses, or perhaps ask the local media for help in covering and tackling this issue effectively? Could there be neighborhood volunteers who keep a look out for anything unusual happening in the neighborhood? Could people be referred to the Citizen’s Police Academy?

“Coordinating our efforts through communication and listening to one another. Having better and deeper conversations as to the limitations of police officers and somehow coordinating our efforts in the community. Educating ourselves on everyone’s roles i.e. residents, police, organizers, Judges and political figures.”

2.3 Information Provision...

The third theme which emerged was the necessity for effective communication of necessary information and education. While communication has been covered in the first two sub-sections we will now look at it in terms of creating education and awareness about prostitution and sex trafficking.

2.3.1 ... on Prostitution and Sex Trafficking

One of the important things to emerge from the listening circles was the need for information. Local residents felt that they needed a mixture of awareness and information to tackle this social issue. Many participants stated that they wanted to help improve things for their neighborhood and reach out to the prostitutes. However, they were unable to do anything as they didn't know what would help remedy the situation. The police officers stated that they needed information about what went on in the neighborhood as this would help them deal with the situation. So participants expressed a need for a two way flow of information from people to the police and from the police to the people.

"I would like to help but I don't know how. I need information on what to do when I see laws being broken. Who can I call, what resources are available to me that I can learn how to act and respond to these issues."

2.3.2 ...To Educate Residents

Education is another important theme that kept cropping up in listening circles although to a lesser extent than the information related theme. People living in the neighborhood need to be educated about the Citizen's Police Academy, Block meetings, block gatherings and generally being more aware about the neighborhood you live in. In a sense, resident feel the need to be more educated about the challenges they face in their immediate surroundings.

"Education call every time and say the right thing. Publicize the citizens Police Academy and they teach you about what to say."

2.3.3 To Educate Vulnerable Women and Girls

Some participants felt that education was crucial for girls and women who were vulnerable, lacked a proper support system and were at risk of entering prostitution or being trafficked. These women needed to know what kind of resources were available, whether help and guidance could be provided to prevent them from turning towards prostitution and sex trafficking. Educating and empowering girls and young women in schools and colleges was also very important. Participants felt that it was important to teach women in general about the options they have and the resources available to them.

"I believe that if a lot more women and girls know of the current resources available to them, prior to choosing this particular lifestyle ..."

2.4 Prostitution - A Public Health Issue

Another theme which came in at fourth place was the need to tackle prostitution and sex

trafficking as an important health issue. As mentioned earlier, prostitution and sex trafficking couldn't simply be considered a negative social influence. Apart from looking at the women involved as troubled individuals we need to recognize that these women are in this occupation to support themselves, look after their families and sometimes support their substance abuse. Furthermore, they may not have the required health awareness about not sharing needles and the risks which come with their chosen occupation.

The local community should try and step in to help with the health issues by handing out awareness related information, giving away free needles to keep in check a number of the more serious health issues. However, the local community also needs to point out a number of other serious health issues such as mental health issues and emotional issues that these women are likely to have.

"In my opinion this is a Public Safety Concern and Issue" and our community and politicians should approach it as such and seek solutions with that as a foundation."

"Prostitution should be treated as a community health and mental problem. We have to shed light on the problem of prostitution."

"I know John's are spreading socially transmitted diseases to others because they are dealing with prostitutes. Prostitution is a health epidemic."

Connected Conversation & Parting Words – *"What can you do as an individual?"; "What holds you back from getting involved?"; "What questions or concerns do you have?"; "What are your hopes for the neighborhood?"*

3.1 Changing the Narrative

One of the important themes to come up was the need to change the narrative for prostitution and sex trafficking. Some participants felt that prostitution and sex trafficking was a serious problem which brought a number of negative issues into the neighborhood it wasn't solely due to the prostitutes - dealers and customers were equally involved. Furthermore, there was a feeling that these women/girls were being dehumanized and it was important to look at them as human beings rather than criminals, sex objects and disease spreaders. So the narrative needs to be corrected to tackle this problem effectively.

"We need to realize that prostitutes are human beings not sexual objects and disease carriers."

3.2 Recognizing Prostitution and Sex Trafficking as a Health Issue

The second theme to come out of the connected conversation section of the listening circle was that prostitution and sex trafficking could potentially be a health epidemic waiting to happen in a small community. It wasn't just due to the women who were offering these services,

it was also about the men who were buying these services and then taking these health issues into their own homes. An important point recognized was that these women were human beings who had troubled lives and needed their physical and mental health needs met.

“This is a health epidemic and we need to treat this problem in this manner. I want to see billboards that will address John’s who will bring health and diseases home.”

“My program does not believe or label these women as prostitutes who are disease carriers. We want to address physical and mental health issues that persist with these women.”

3.3 Communication is Valuable

Another important realization was that when you had a problem such as prostitution and sex trafficking in your neighborhood communication of this to the right people was crucial. So it was important to spend time calling up police, filling up online police forms, walking into the local police department and then following up what they had done about this particular issue. The more calls were made, the more likely the police was to take notice and do something about this issue.

3.4 It takes a village to clean up a neighborhood

As one participant described the solution - it takes a village to clean up a neighborhood. Participants felt that it would take their entire community to deal with this problem. Individuals on their own couldn’t make enough of a difference, and individuals on their own were often too scared to do anything. So some of the solutions which police officers and residents made were: become vigilant, notice what goes on in your neighborhood, form block clean-ups and neighborhood watch groups. Clean up the area working with the police, local residents, local religious leaders, absentee landlords (who may unknowingly be renting out their apartments to prostitutes or dealers), NGOs, businesses and local media.

“Prostitution and sex trafficking is still a major concern in any community because it is big business an unlawful business that police and residents must fight together.”

“My neighbors do not seem to care about what is happening. My responsibility is to do what I can to help stop crime. There are landlords that rent houses to these girls to work out of on every block. Absentee landlords must be held accountable for perpetuating prostitution and sex trafficking because they don’t screen applicants, they take cash and turn their heads while these girls are used and abused by pimps, Johns and drug dealers.”

3.5 Demand Reduction

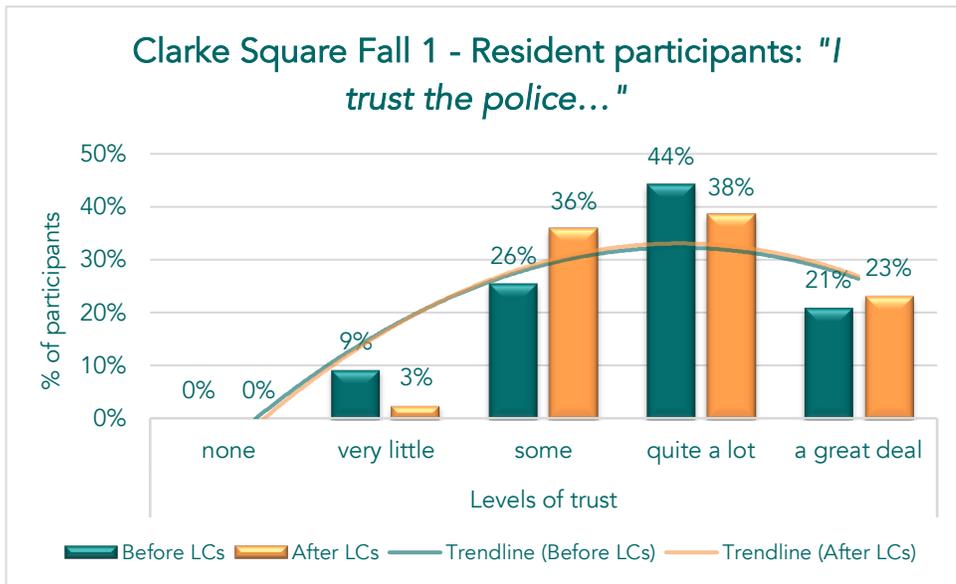
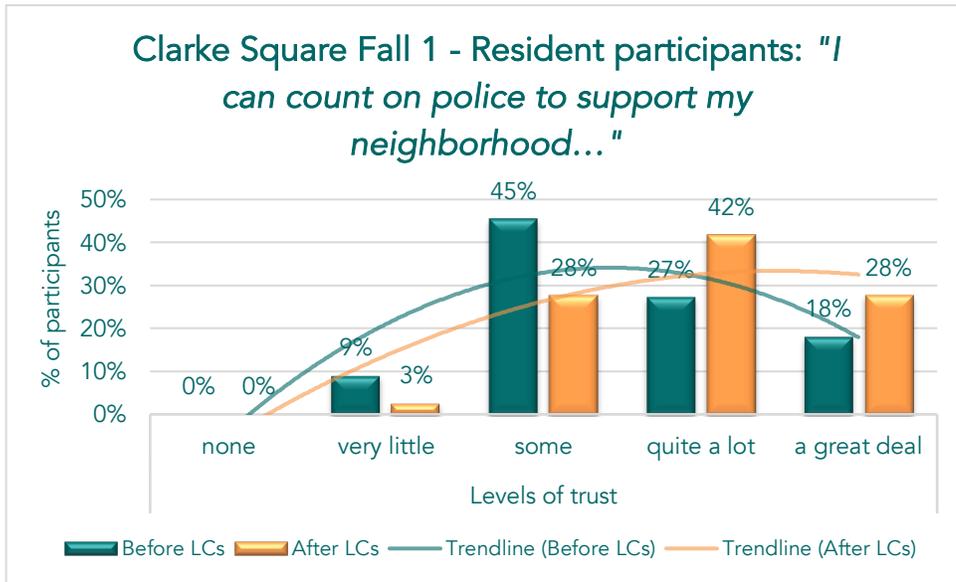
The final theme that emerged from the connected conversation was the need to find ways to reduce demand for prostitution in a local area. The women and the dealers wouldn’t be here if there wasn’t a demand for their service. The police and community needed to come together to find ways of reducing or keeping in check the demand for these services. A naming

and shaming of the men who come to meet the prostitutes by a number of participants. There could be tougher sentences handed out to Johns and there could be a stiffer crackdown on these activities.

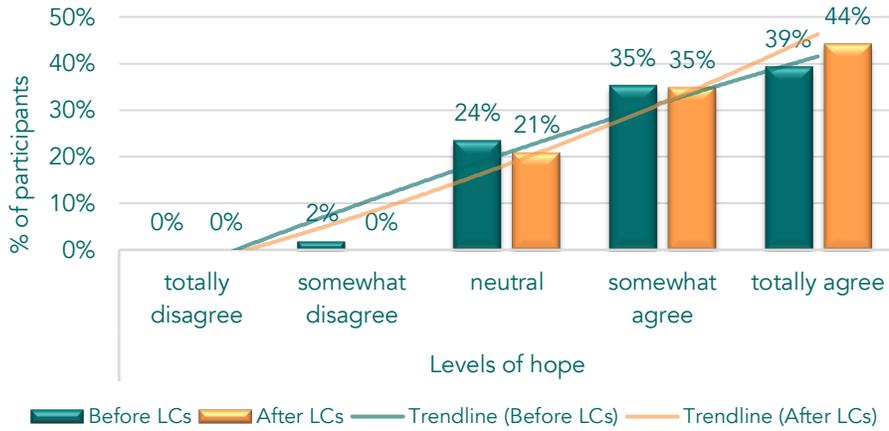
4. Parting Words

The parting words at the end of the listening group were predominantly positive with participants finding the listening group to be a good idea, 'educational', 'interesting', 'positive', 'enlightening'. A number of participants felt that they learned a great deal from these listening circles and that they should be held more frequently, while another participant stated that the Zeidler Listening Circles should be held all across the city. Police officers also stated that the reason why the calls couldn't be logged in was because they didn't have the telephone operators they needed. Responding to a call or complaint may be slow at times because summer was a busy time for police officers. One police officer also provided a contact guide to participants which would show and help them how to contact police.

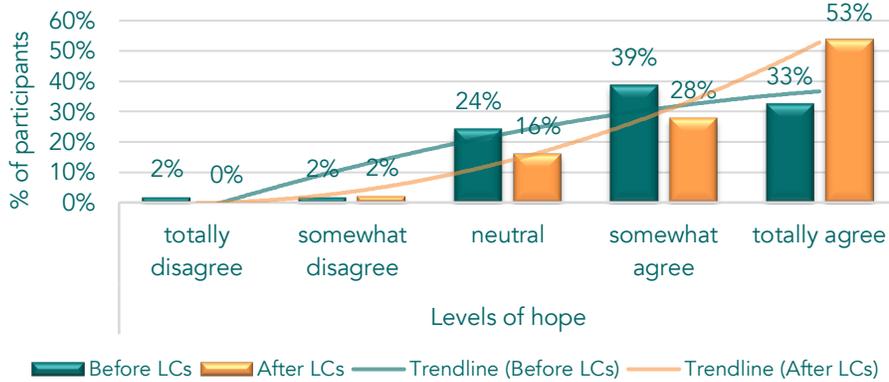
Quantitative Data – Pre/Post Surveys



Clarke Square Fall 1 - All participants: "I believe community and police relations will improve..."



Clarke Square Fall 1 - All participants: "I believe listening circles build trust between police and residents..."



Feedback Forms

What was most satisfying or valuable about this experience? Did you learn anything about the community/police today?

- The same
- One Officer shared that he knows most of the women by name, has the rapport with them
- Hearing that they are aware of issues and getting numbers for resources
- Hearing other's thoughts
- Conversations
- Seeing people concerned about their communities
- That police listen to problem
- Police officers opening up to talk a lot of courage
- Because cops don't answer phone calls that doesn't mean that they aren't working/doing their work
- I got to see different views and they are a lot, and I learn they care about all that happens in the neighborhood
- Listening and Sharing
- Understanding different perspectives
- To hear A.D.A say she's open for ideas
- The police are just as frustrated as the neighborhood
- I like the honesty of these meetings
- To call them if anything happen
- Talk about problems
- That I could speak freely without fear of something happening to me
- I fought more the work of the police
- Callers count a lot
- He gave us to know that there is background and gave confidence we answered our questions and responded well and kind
- What are they to serve the community
- Be ready to help in 10 eve
- Get more information
- Cameras for the neighborhood
- I always enjoy conversations with other members of the community. It confirmed my belief that residents care about this community
- Open but structured conversations
- Hearing concerned from community first hand
- In depth communication with citizens
- Meeting near people
- Listening to the feedback
- Talking with the community
- Frustration with lack of regular patrols

What questions or concerns are you leaving with?

- Able to talk my mind
- Systemic solutions – how do we move forward?
- How do we change the language from “Prostitutes” to “Women”?
- None
- How to empower people to help?
- Just keep the street nice
- What trainings do they do?
- None
- What more can I do
- The city will not provide enough police
- Not enough police officers - If we do not arrest criminals for prostitution, what makes you think they will use the resources
- None at this time
- No Doubt
- No questions
- Engagement from community
- None
- None

What's one Important Topic You Like to Discuss for an Upcoming Listening Circle?

- Being to address the situation
- Neighbor engagement – how do you get people to be involved?
- Thefts
- More solution based
- How to equip/empower citizens to get involved
- How to stop street walker that cause trouble?
- Black lives matter
- Drugs and stolen cars
- Drugs Epidemic
- How to engage elected more officials that we need Police
- Dealing with drug houses
- Not just prostitution, but all crimes
- Bars selling drugs
- The need of communication
- Neighborhood Safety
- Drugs in the recondition, how to deal with neighbors who bender drugs how to deal with problematic neighbors
- Problems of the Latino community
- How to change the existing laws?
- About Violence in the Neighborhood
- On the bars that exist (canteens)

- Drug and robbery houses
- Theft
- Continue to call Police
- Increased participation
- More meetings
- Keep these up and the message pushing forward, keep the dialogue going
- Keep doing these
- None

Listening Circle 2 – Profiling - Analysis

Question Round One: *“Profiling is using race or ethnicity to discriminate against someone. Describe a dispute or conflict you have experienced or witnessed where you feel profiling and/or stereotyping may have played a role (between residents, or between public safety representatives and residents.)?”*

“I came to the U.S when I was 14. I started working in a factory at 14. I went to Riverside High school, and some of the students called us names like “Wet backs” etc. We had to be with our crew to survive the streets. I feel that we are more connected now than we were back then, but stereotypes are still being used and stereotyping is big part of hate speech and we must overcome the desire to stereotype people.”

1.1 Experiences of profiling and stereotyping

1.1.1 Profiling

A great number of participants shared experiences regarding profiling and being stereotyped in their everyday lives. Participants identified these experiences by noticing a difference in treatment in given situations depending on how they looked and how they were perceived as by their interlocutors. Below are some of the testimonies shared during this first round related to interactions with officers and other members of the community:

“I was raised in 60’s and at that time we couldn’t cross the 16th street viaduct. Since I became a City of Milwaukee police officer, I started to receive the respect that I do not get in my street clothes. I’ve been stopped by police myself and I not treated very well until I identified myself as an officer.”

“I think that I’ve seen that people treat me differently because of my appearance, but I haven’t experienced that from the Police.”

Many participants expressed having been insulted several times, being belittled, or having their words questioned in given situations, all clear manifestations of profiling and negative stereotyping in everyday life situations:

“I’ve had issues because I’m mixed. They call me bingers [a derogatory racial slur], and say racial stuff because my ex was deported. Now [my neighbors] are on me because of that. They think that I caused him to be deported.”

“[...] I have suffered Verbal violence, one time I had a problem with the person who I pay the rent to, and he tried to break into my house, the guy is white, and he tried to kick us out, he was drunk and I called the Police, the officers who showed up said that

they couldn't do anything because he was the owner of the house, and they made fun at me and they left."

Directly or indirectly, several participants confessed having felt "made fun of", humiliated, or denigrated, emotions that can considerably affect the mental of an individual on the long-term. One participant recalled an incident of profiling and abuse of power at the hospital:

"I had an accident at work and they sent me to the hospital, the nurse and the physician didn't let my family in but I needed my husband to translate because I don't speak English. They called an interpreter who didn't help at all. The physician was saying that I had no injuries and that the only think I wanted was to avoid work, and to take advantage of the situation. He hurt me physically and psychologically, because even though my injury was in my wrist he asked me to take off my clothes. I felt so denigrated, and humiliated."

A couple of participants mentioned situations that highlight the complexity and uniqueness of situations that can involve profiling. While one of them involved a situation during which the interlocutor of a participant misunderstood a comment as being profiling – "[...] I saw some children stealing the bricks that I was going to build [my barbecue] with. I called them and stopped them, they went home and told their mother, she came to my yard and called me a racist [...]" – the other one involved the apologies of officers to an individual who had been profiled:

"[...] The police surrounded and cuffed him [my tenant]. He has a stable job, and had been working out [that evening]. The other cop said, it was racial profiling. My tenant was driving a similar car [to that of the assailant the police sought]. The person they were looking for was not my tenant. After a while, the police apologized. That was the first time I saw that kind of situation, and it ended up being ok. It was embarrassing."

1.1.2 Profiling and the youth

Several testimonies that involved stereotyping included children. Amongst the testimonies, most situations of profiling and stereotyping that involved children happened within school premises:

"My son went to a particular school where not a lot of Blacks attended. Senior year problems started and he and a friend were said to have been shown causing

problems. They [school administration] saw two videos, my son [and his friend] were accused, but it was not my son. [...] Their biggest issue/concern was whether or not my son was a choice or a charter student. He was private pay.”

“When my older son was a freshman in high school I had to pull my son out due to the way they treated him because he is Latino. I moved him to a different high school. It was hurtful as a mom for this to have been in his freshman year.”

“I came to the U.S when I was 14. I started working in a factory at 14. I went to Riverside High school, and some of the students called us names like “Wet backs” etc. We had to be with our crew to survive the streets.”

While profiling any community member is bluntly inappropriate, the specific profiling of young members of the community can have even more damage potential as it shapes a certain image of the reality of Clarke Square in the mind of children/teenagers/young adults, a vision of reality that will determine their future reactions to given situations. Based on participants’ stories, the children victims of such situations have indeed been strongly affected by it, both physically and emotionally:

“When my daughter [who is Puerto Rican] started school with Blacks and Mexicans. People said to me, she was fat. It has affected my daughter’s behavior [because of being picked on.] I didn’t do nothing wrong for them to talk mean. When things went downhill [from there] I lost faith in everything. [...]”

“I’m starting to have issues with my kids. My two youngest, you can tell they are Mexican. My others [children] look multicultural, and you can see the Black, White, and the Mexican in them. People try to tell them what they are [ethnically]. So now they have issues identifying with themselves. I’ve always told them to turn the other cheek and walk the other way. My children feel that they have to defend themselves. [...] Everyday it’s always someone else picking a fight with my children. [...]”

Underlining the chronic character of this societal phenomenon, several participants mentioned having had “the talk” as children, that is the conversation that many parents in Clarke Square have had to have with their children regarding the high risks for them to be profiled, poorly and unfairly treated, and even unfairly accused of something solely because of the way they look like. The fact that to give such a talk to young community member is the rule rather than the exception is very worrisome knowing that the teenage years are crucial for one learns relate to others and find one’s place in society:

“My son informed me of a time that he was profiled. He was told that he could not enter the store, and that he had been just in there shoplifting. My son said

[explained] that he had just got off the bus. [...] I had to speak to my son that night, and talk to him about being a Black young man in our society. That issue really negatively affected my son for a long time.”

“[...] When my grandmother moved into the neighborhood (who is Latino), I was told at a young age “do not cross the viaduct.” That was segregation and separation from the both sides of the viaduct. [...]”

1.1.3 Witnessing profiling

A couple of participants mentioned having witness situations during which a friend was profiled by Law Enforcement officers. These situations appeared to have enabled certain conversations to take place, namely about white privilege, racism, and profiling:

“My friend from high school [he is Hispanic] and I were pulled over by a law enforcement officer. I had committed multiple traffic violations and had a broken tail light. The officer just gave me a warning. After the officer let us proceed we had a discussion on what would have happened in the same situation, if my friend was driving.”

1.2 No experience of profiling

Several participants reported having no experience of profiling or negative stereotyping, or only very remote experiences such as what can be seen on TV:

“I have not experienced that. Every experience I’ve had with law enforcement has been pleasant.”

One officer participant reported having been targeted in his/her personal life because of being an officer:

“Every winter my house gets bombarded with eggs [due to my profession]. My tires get busted [sliced]. They shoot bb guns to damage my property. [...] It’s my assumption that it’s the uniform I wear, and my profession. Oh, and my swimming pool gets slashed too.”

1.3 Attempts to not stereotype

A few participants focused on their efforts not to stereotype or profile people, and rather see people as individuals with unique life experiences. These participants appeared to call for both residents and officers to respect each other and to go beyond the stereotypes they have on each other:

“It was a reality check for me to be profiled by police being a policeman, I know that it happens, but not just police have profiled me but merchants as well. I didn’t

like it then or now; so I try not to profile anyone while doing my job. It's a fine line but I believe that all police have a responsibility to treat all residents with respect."

"I've lived here for 36 years: since I retired, I'm just now starting to get to know my neighbors. People are the same with or without their uniforms on. We need to support our police officers. We need to change how we speak to each other. It's hard to have a relationship with someone if you don't interact with them. I don't know why people won't come outside to get to know their neighbors? But it makes it hard to bond with each other if we won't even try to know each other."

Question Round Two: *"What is the impact of residents stereotyping the police and the police stereotyping residents?"*

"The impact of this concept in my opinion breaks down communication and trust on both sides."

2.1 Increasing the divide and stopping communication, trust building and understanding

The vast majority of participants pointed at the increasing divide that stereotyping creates between officers and residents. This divide or "wall" that is built is seen as impeaching proper communication, and thus destroying the trust and understanding that could potential exist between the two communities. One participant explained this idea using the following terms:

"I feel that it builds walls up that prevents communication, trust, and creates an, us vs. them scenario. Stereotypes-Bigotry-Racist attitudes are taught in the home. If this attitude persists, this gulf between officers and residents will only become worse."

Mistrust, fear, and indifference were mentioned by participants as feelings that can both be the roots and the consequences of repeated stereotyping and profiling: "I believe that mistrust, fear, indifference and suspicion is the reason that we generalize and put people in categories that fit our bias perceptions. We must start to treat people like we want to be treated [...]". The existing fear then has been considered as one of the reasons for the reluctance of some residents to get involved in the life of the community and work in collaboration with the police to improve the conditions of security in Clarke Square:

"If residents feel stereotyped they won't be as engaged in the safety of their neighborhood. That's when the community shuts down. We need to have a community relationship to be able to go to neighbors to find out more information about what's going on. Our impact gets diminished when residents don't feel heard or respected."

When it comes to the future of Clarke Square and relations between police and residents, participants stressed that without any change, things can only get worse for the community: "If community and police are not together things will not get better. [...] All of this

stereotyping is killing our ability to bond; all of the stereotyping causes us to mistrust each other and fear each other's motives. How can we ever become real neighbors to each other if we don't trust each other?" However, one participant focused on the fact that stereotyping is a learned behavior, and thus, it can be unlearned and replaced by respect, mutual care, and understanding:

"Stereotyping is a learned behavior, we are not born stereotyping. Our family, friends, co-workers, peer pressure etc. causes people to band together by pigment to disparage other people. We must start teaching people especially kids to be helpful and caring if we are to get along in this country."

2.2 Officers not seen as humans – more difficult to protect the community as an officer

Several other participants underlined that the dehumanization of officers has serious negative consequences on the life of Clarke Square, as the lack of trust from residents makes it very hard for officers to work with the community for the improvement of the neighborhood. One officer participant shared his/her long experience as an officer and how mistrust has shaped the interactions between officers and residents:

"Doing this job for 23.5 years, I've seen society change. When a person stereotypes a police officer and stop looking at him like he's human, they miss out. [On the police department,] We have cops, ITs, nurses, people with doctorate degrees, we eat, sleep and do everything else other people do. It becomes problematic when others judge someone falsely. [...]"

Both resident and officer participants shared a similar opinion, calling for perseverance from residents, not to give up on engaging with officers and rather work towards better relations:

"[...] I'm affected by bad behavior by police or residents. Stereotyping is wrong, no matter who is involved. Police can't do their job if we do not help them. They can't arrest criminals if we don't get involved and they can't get bad police off the streets if we don't help them by making the complaints against unlawful behavior by police officers."

"I have a recommendation, we cannot stop calling 911 just because police doesn't show up, and don't feel like police doesn't show up because you live in a Latino neighborhood, or because you reported in Spanish, sometimes police doesn't show up because we have a lot of reports."

2.3 There is no stereotyping

A few participants maintained that no stereotyping was going on in Clarke Square, mostly referring to the fact that they are trying not to stereotype others.

2.4 Other topics

A couple of participants touched on other topics during this round, namely the idea that trouble makers tend to be coming from a certain specific group of individuals in Clarke Square, making it a very difficult balance to achieve between learning from past experiences and giving the benefit of a doubt over and over again:

“There are places on my beat that my partner and I are called regularly to address violations of the law and statues on a daily basis. When we are in route to the scene of the call, and recognized the area, we are 90% certain that the perpetrators are some of the same individuals that we have encountered in the past. It is a shame, that this adversarial tension is present, in my estimation it is going to get worse.”

Another participant mentioned realizing that s/he is stereotyping, the first step towards improving one’s reaction to the other:

“This happens to professional people every day. I do it, too. I’m trying not to do it so much. When dealing with police, I stereotype right away. When a cop is behind me I feel that I’ve done something bad. That’s stereotyping [them]. Cops do it, too. It’s somewhat their job. [...]”

Connected Conversation & Parting Words – *“What activities or events can Clarke Square stakeholders (agencies, community based organizations and residents) engage in that will promote positive interactions between people of different racial/ethnic backgrounds?”; “What have you heard during that has sparked your attention?”*

3.1 Crime in Clarke Square (prostitution mostly...)

A few participants shared concerns and questions about crime in Clarke Square, often focusing on sex trafficking and prostitution. The role of landlords in the strong presence of prostitutes in the streets of Clarke Square was underlined, as well as the behaviors of some of the women themselves:

“There are landlords that rent houses to these girls to work out of on every block. Absentee landlords must be held accountable for perpetuating prostitution and sex trafficking because they don’t screen applicants, they take cash and turn their heads while these girls are used and abused by pimps, Johns and drug dealers.”

“The girls don’t want to follow the rules at help facilities. It’s disappointing because they want to stop but don’t know how. It’s like a revolving door. When officers issue tickets to the girls are not going to pay their tickets. Then warrants are issued, we arrest them, and the cycle starts all over again.”

3.2 How to improve the situation and reduce crime

A couple of participants discussed how to reduce crime in Clarke Square and improve the relations between police and residents. One suggested for parents to talk positively about officers to their children and avoid demonization of Law enforcement, while another one suggested for more sports competitions and activities such as dance classes to take place to bring people together:

"[...] I need to talk more to my kids about how police are to be here for us. I need to instill positive things about police in my children. I try to shield my kids from negativity. I admit that I stereotype, but I want to shield my kids from that. I try to be positive about where I am. That way my kids will see me and want to be that way as well."

"There are many ways to bring people together; we can use sports/competition activities to bring people together. We can have dances and dances classes to bring people together [...]"

Some participants called for more talks with the youth and activities with officers in the schools.

3.3 Calling and reporting systems

A couple of participants gave useful information about how to call officers and how to report crimes, focusing on the need for residents to call 911 when they witness something, and not to try to solve the situation alone as it can be dangerous.

4. Parting Words

Parting words were positive, focusing on the what is left to do to improve the environment in Clarke Square, as well as the effect that the listening circles have had on participants. The word "respect" was quite present in the minds of participants, as can be seen with the following statements:

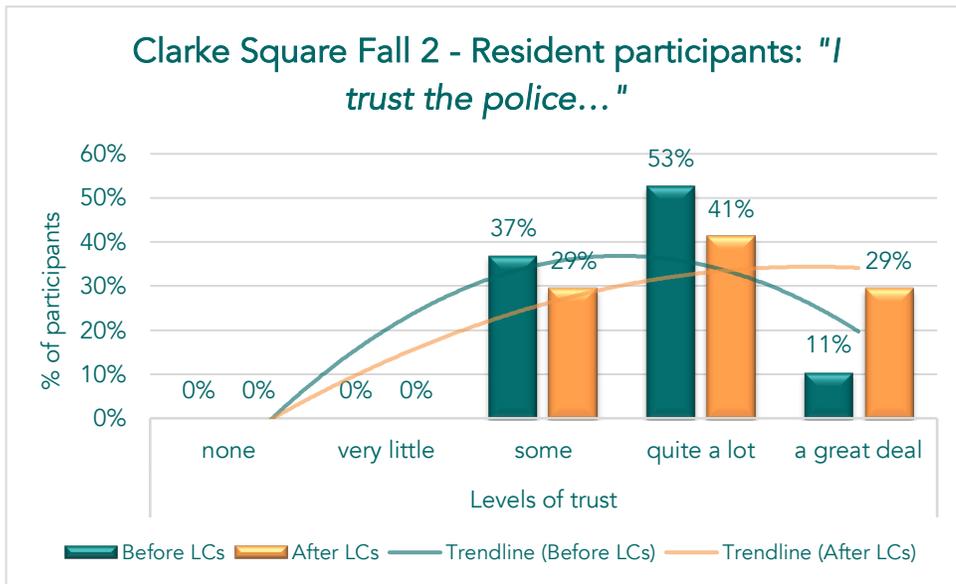
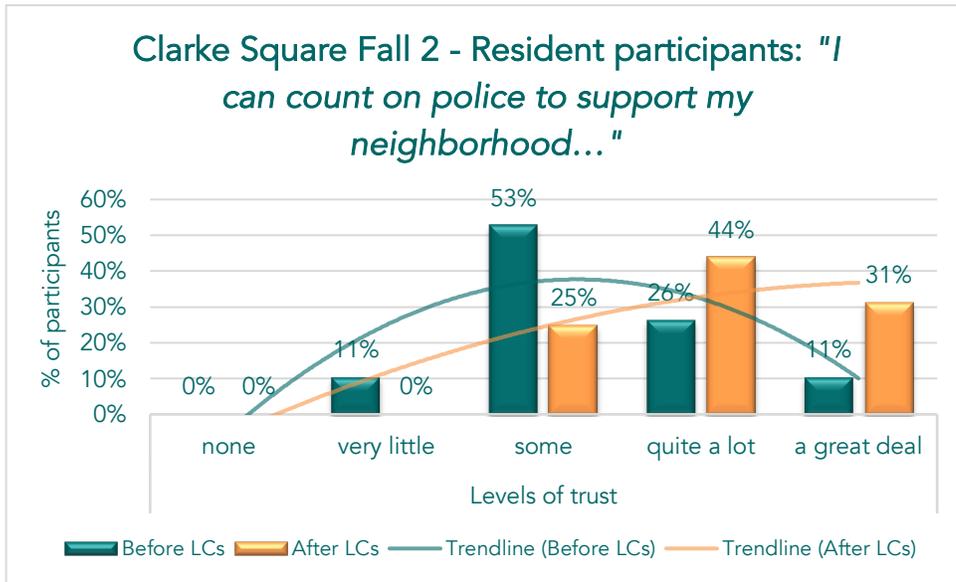
"When I came [here tonight] I was scared to trust the police. Since I came [tonight] I can tell my daughter the good ways of what the police is here for."

"Talk to the youth how respect is important and respect to the authority."

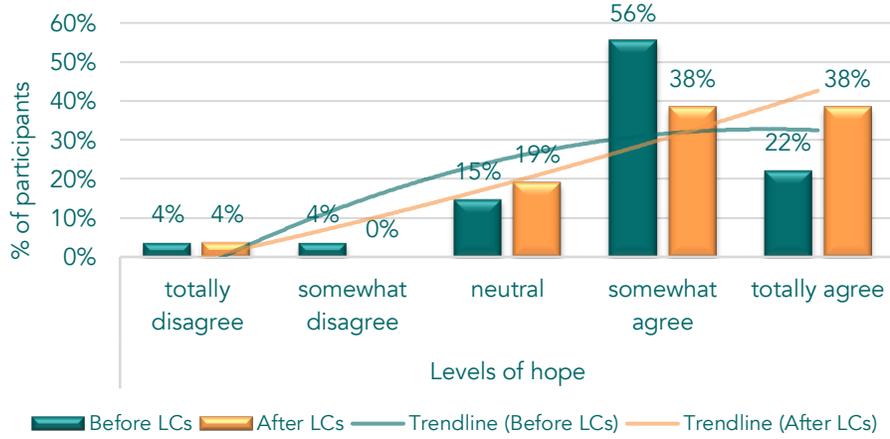
"Respect between police and residents, not only respect from the residents towards the police."

In addition, words such as "Hope", "Insightful", "Relieved", "Social Engineering", and "Happy" were used by participants.

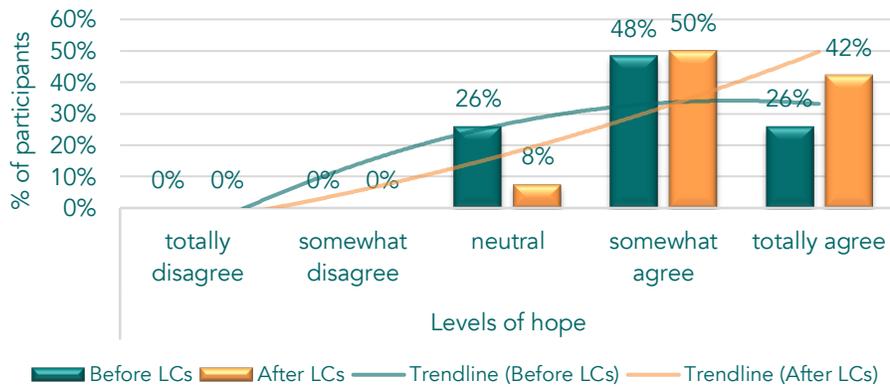
Quantitative Data – Pre/Post Surveys



Clarke Square Fall 2 - All participants: "I believe community and police relations will improve..."



Clarke Square Fall 2 - All participants: "I believe listening circles build trust between police and residents..."



Feedback Forms

What was most satisfying or valuable about this experience? Did you learn anything about the community/police today?

- I appreciate the opportunity to interact with community members. Police officers sometimes are not coming to work
- Spoke from their hearts
- I learn a lot
- Always enjoy conversations listening to our community members/officers. Sharing experiences and commonalities
- The most satisfying about the experience is that Police want to help and I hope I can help my community
- Have the same experiences, thoughts, feelings
- Sharing experience with my neighbors
- Power listened and shared
- If I can regain confidence
- Listening to other experiences by residents and police
- Feeling comfortable exchanging thoughts and opinions with residence and law enforcement with high hopes it helps build trust and stop stereotyping
- If we have to have confidence in them and have respect. they do not ask about status
- How to trust
- Most communities have the same concerns
- Interaction
- I resented it at first. I found this highly beneficial for me personally
- The diversity and opinions
- The facilitators did a wonderful job of ensuring everybody had a chance to speak while everybody else listened. The group rules allowed for a civil exchange.
- Residents do like the police
- Being able to vent my hope and frustrations that there is hope in the community
- We all share the same believes

What questions or concerns are you leaving with?

- We are not having these conversations
- Share my experience with my neighbors
- That the issues get raised to the level where everyone is talking and everyone is listening
- None
- That we need to work on communications
- Never should
- More questions
- How can we get to everyone?
- I would like more people/citizens to partake in conversation to build the relationships

between police and the community

- Lack of respect for authority/law

What's one Important Topic You Like to Discuss for an Upcoming Listening Circle?

- How would police officers like to be spoken to 1 communicator with
- Nothing
- The discussion with our politicians from alderman to state senator
- On the relationships or obligations of the police and residences
- Emergency calls
- Not enough time to think of something
- Stereotyping
- Security in the neighborhood
- 911 of them
- Understanding that police are trained with professional communication
- This is going fine
- It was well run
- More meetings
- Continue the circles until we can turn this issue around
- Have a final word and express why you do that work
- Continue getting involved

Listening Circle 3 – Vehicle-related Crime – Analysis

Question Round One: *“Tell a personal story of a time you witnessed or were somehow involved in a vehicle-related crime (reckless driving, vehicle thefts, break-in or vandalism). How did the incident or accident impact you?”*

“I have a mother that won’t let me drive. I know how scary it is though. I know people that have died in some of these crashes. I very sad, my dad car got stolen recently; all of his tools and things were in his car. They took everything out of it.”

1.1 Reckless driving

1.1.1 Speeding and stop signs

Several participants shared experiences related to speeding and lack of respect for traffic signs, experiences that were often near-misses, leaving participants wondering about what would have happened had they not avoided the accident:

“Speeding and running stop signs is super common. [...] I had just turned westbound from 24th to 25th and Mineral. A truck came barreling down fast. It could’ve hit me. [...]”

The mention of having children in the car or around the scene when nearly avoiding an accident due the recklessness of others was present in various testimonies, always as an aggravating factor:

“In the past two weeks I have seen so much reckless driving between 16th and 27th street on Scott, it’s unbelievable. I am concerned for the safety of the children going and coming from school. There have been many complaints from the residents.”

A few participants mentioned having witnessed a worsening of the situation in Clarke Square, with incidents more and more frequent, and involving younger and younger individuals.

The emotional impact of vehicle-related incidents in Clarke Square is considerably present in participants’ testimonies. Amongst other emotions, anger, frustration, and being upset were mentioned in stories:

“[...] I get angry because the stop signs are there for a reason. Something stupid can happen [as a result of reckless driving]. [...] It’s frustrating, and it makes me feel unsafe when I should feel safe.”

“I see the reckless driving every day in my neighborhood. I get upset. [...]”

In addition, some participants reported suffering for some sort of PTSD, with paranoid feelings while driving, and the image of the accidents playing in their heads without stopping:

“I am becoming very paranoid while driving, it’s very dangerous out here.”

1.1.2 Accidents and anger against reckless drivers

A great number of participants focused on accidents that they either witnessed or were a victim of. It is interesting to notice that several times, the accidents involved stolen cars, which links reckless driving, accidents and carjacking as one complex issue faced by the neighborhood:

“I have had a really bad experience, one time we were crashed by a stolen car, it was a hit and run, they found it later in a close neighborhood abandoned, the owner of the car didn’t have insurance so I couldn't ever get paid for that and my car was totaled.”

Due to lack of trust or fear of retaliation, one participant mentioned that some people who had witnessed incidents were still reluctant to contact law enforcement, underlining the problematic of trust building between some residents of Clarke Square and officers:

“I have witnessed 2 incidents auto accidents/auto theft in action. In the neighborhood I live in my neighbors have relayed to me some of the chases/accidents/thefts. Often it was relayed to me that the people who witnessed these incidents, were reluctant to contact law enforcement for various reasons.”

Anger was the most common emotion shared by participants, an emotion that appears to be centered on how an individual can be so unaware and/or unwilling to recognize the consequences of their actions on others while driving:

“[...] I saw the car they were chasing flip multiple times, hit a snow bank, and the guy got out and ran. I was so angry. When I saw the video it brought all of that back.”

“[...] A car was traveling fast and barely missed my car. My kids were in the car. I flipped, hit a pole, but somehow we were ok. It’s just that people don’t care.”

One participant even underlined that the disregard for life applies to the lives of the reckless drivers themselves and thus put themselves in situations where not only others can get hurt or even die, but themselves:

“I live on 35th near Orchard. There have been quite a few accidents on that street. A few weeks ago a car crashed. I went out and investigated [to see] if someone was in it. The occupants got out and ran. I didn’t know if they had weapons. They had a total disregard for life. [...]”

1.1.3 Pursuing and apprehending reckless drivers

When speaking about reckless drivers, several participants mentioned the pursuits that sometimes take place in order to apprehend these drivers. Although a mean to stop potential danger from happening, several participants (officer and resident alike), underlined the dangers rooted in the pursuit itself as it increases the level of reckless driving until the stolen vehicle is stopped and the driver apprehended:

“I saw one time in an intersection where I was doing a stop, because there was a stop sign and I saw a car way over speeding, then two police cars following him. I didn’t realize that they were following him, but it was very dangerous, if it was not for this stop sign I would’ve crashed into them.”

“Being in law enforcement we witness accidents/chases/auto-thefts daily. One of the most violent accidents, because of a high-speed chase was the gruesome death of a 7-year-old child. During my tenure on The MPD I have witness and been directly involved in some violent endings, however; the image of that child is still with me today.”

Officer participants explained the dilemmas that they face when witnessing reckless driving, as can be seen in the following testimonies:

“I am constantly seeing people speeding right in front of my face while on the job as an officer and off the job. I have to consciously make the decision and ask myself is it worth chasing them and is it safe to pursue. In my personally life I’m driving in the traffic and I just pray and watch to make sure I’m paying attention. Even when crossing a green light one must still use caution.”

“I had a call (Armed Robbery) older model [XXXX], Tan in color. There are a lot of these vans out on the road. My partner and I had discussed do we pursue just recently and in this case, we did pursue. I really didn’t want to pursue because there are so many of those vehicles out on the road. So, we did catch them and when we brought it to the supervisor he said “well, it worked out this time”, I didn’t like hearing that.”

1.2 Carjacking

1.2.1 Break-ins and frustration

Break-ins were mentioned as well by participants who shared their frustration with their groups:

“I have had so many experiences as a police officer; recently it has been a lot of car jacks perpetrated by young men. [...]”

Besides the frustration of losing items, several participants underlined that their frustration was sometimes associated to their own behavior and lack of carefulness when leaving garage doors open or open cars unattended:

“I have personally been involved with vandalism by my own mistakes in judgement. I left my purse visible in my car while I ran inside my house and came back out my purse was gone. Thankfully it was returned.”

“My garage has been broken in. I partially fault myself because I left the door up. They broke into my car. [...]”

One participant, although frustrated and upset, mentioned the “Next Door” app as a useful tool to recover stolen items”

“[...] My daughter’s [school] project was stolen [from the car]. She was upset because she had been working on it a long time, and now it was gone. I put on the Next Door app that her backpack had been stolen, and it was recovered in a neighbor’s yard a few blocks away. The same feelings that impact residents impact me. I have the same feelings in this regard.”

1.2.2 Minors and carjacking

A few participants underlined having noticed the participation of very young individuals in vehicle-related crimes, which creates several problematics, especially when it comes to the limited-existence of legal punishment as a deterrent to committing crimes:

“[...] Most of them [perpetrators of carjacking] are minors because they know that they will be released. There is no punishment for them.”

The use of this situation by older criminals (sending young individuals to commit crimes on their behalf) is not unheard of.

1.3 Experiences Outside Wisconsin

One participant shared an experience from another state than Wisconsin which has been separated from the rest of the testimonies as it is not relevant for the situation in Clarke Square as a neighborhood of Milwaukee.

Question Round Two: *“How can police, public safety representatives, and residents work together to prevent reckless driving and potential crimes in relation to vehicles?”*

“I agree with what has been said and I think we should have cameras in and at the stop signs and lights taking pictures.”

“Carjacking is a very difficult issue to combat, I think that the root of the security issue is education. If we educate our kids based on respect and values we will significantly decrease these problems.”

2.1 Structural and systemic solutions

2.1.2 Cameras, bumps, and traffic signs

A considerable number of participants declared seeing in the addition of cameras and radar traps a potential solution for the problems related to speeding in Clarke Square. With this idea, a focus on the ‘consequences of driving’ would be put, as explained by the following participant:

“A lot of reckless driving happens in the city. I don’t know if we should focus on consequences like revocation, and install cameras that can send a ticket to your house.”

When it comes to the feasibility of installing cameras on grants on a short-term scale, one participant suggested to investigate whether private installations could be undertaken by residents in the meanwhile. The information about reckless driving would need to be then given to officers who could use it as evidences:

“In regard to trying to get grants to get cameras, residents can get cameras from Walmart and put it out so it can be seen. Having surveillance has helped catch people. Sometimes we can get a plate or partial plate and catch these people. [...]”

Other participants mentioned the addition of speed bumps as a way to reduce the speed of drivers, yet it was explained by a participant that speed bumps cannot be used in all streets as they can be dangerous in main avenues:

“I don’t know if residents do the process to get speed bumps on side streets, but you can’t put speed bumps on main drags.”

Finally, a few participants mentioned that city-funded or community-created signs to prevent accidents, focusing on speed reduction and “no texting while driving” are a good way to invest in prevention and remind drivers of the rules they have to follow in the streets of Clarke Square”

“I like the signs that the people put up in the neighborhood (Slow Down) [...]”

“PSA’s and Billboards cautioning against TEXTING while driving.”

“[...] Signs that people post help. There is one little kid who stands on his block in summer with a sign that he made on his own that says, ‘SLOW DOWN!!!!!!’ [...]”

2.1.2 The current Laws

It was obvious for several participants that changes in the Law were needed, in order for cameras to be installed, punishment for reckless driving to be increased, and a special attention given to younger individuals involved in vehicle-related crimes:

“Hopefully the law will change so we can put up cameras in high traffic areas. We can write to legislators and politicians to change the laws.”

“I have been to a lot of those meetings and I didn’t know about rules of engagement in reckless driving. Why are judges allowing reckless drivers go when they are violating the law to a criminal degree? People are dying needlessly for Christ’s sake, and judges are letting these people go and they turn right around and do the same thing all over again. It’s not that we need more police; it is consequences not being issued that the real problem for reckless driving.”

“Punitive Sentencing for Juveniles who steal cars and are involved in high speed chases.”

“Changes laws – Drunk Driving laws made stronger.”

2.2 Individual and community-based solutions

2.2.1 Current perceived mindset and feelings of impunity

Before considered individual and community-based solutions to the problem of reckless driving, several participants underlined the problem that is the current mindset of some drivers in Clarke Square, manifested by a transfer from a value given to one’s life and the life of others, to a value given to “showing off”, and “outdo[ing] each other” – sometimes encouraged by (social) media – , to the detriment of the safety of the neighborhood:

“I’ve seen a lot of things in my life, but it’s difficult to correct bad behavior when it has become socially acceptable. I personally feel that traffic has gotten worse and the media is a big problem. People are trying to do what they see other people do. And they are trying to outdo each other. [...]”

“I’m starting to realize that people are stubborn and childish. Adults and kids like to show off on social media. I just stand by and watch, because you can’t make people do what is right.”

In addition, some participants stressed that the feelings of impunity expressed by some reckless drivers shows how difficult it can be for an individual or a community to change the driving situation and decrease the rate of vehicle-related crimes:

"[...] It's crazy the things people will do right in front of police. They've run lights when I've been sitting right there. I have to decide if it's worth the chase because it may endanger lives."

"70% of people don't show up in court. There are \$27M in unpaid fines in municipal court. All that happens is a two-year suspension on a license they never had. [...]"

"Another thing is that they are not afraid of the punishment, they don't respect the authority, so I think it would be very hard to do something about."

2.2.2 One's awareness and responsibility regarding driving

As the mindset and feelings of impunity are problematic, several participants shared wanting to focus on one's awareness and responsibility regarding driving in Clarke Square:

"There is a lot for us to be aware of out here, not just our driving but the way others are driving because it seems one must drive according to how others are driving and it's not just the speed limit. There has to be awareness while warming vehicles, leaving keys and valuables in the car, etc. [...]"

"[...] It's the responsibility of each driver to consider the safety of others."

"I recall years back that we were required to get a DOT refresher. I always drive defensively, I watch the car in front of the car in front of me. I find it difficult to understand the mindset of the people who drive and talk on the phone or those who text while driving with children in their laps and not in car seat in the back of the car. I take the plate numbers and report what I saw immediately."

A few participants focused on community action as well, underlining the importance of collaboration with the police, and the organization of movements involving local elected officials to make things change:

"Organized movements to see a mindset change."

"I think a mindset change has to take place for some. Maybe doing a walk like the one done on Capitol Drive, but sometimes that kind of stuff may emboldens the worst offenders. [...] We need something to make it safer for residents to walk around. We need a way for residents, city officials and police to come together to make it safe."

"Involving local elected officials – Increase in neighborhood watches' – Hold teens and adults accountable for their actions."

"Building Trust to assist Law Enforcement in the curbing of auto thefts/chases."

2.3 Education-based solutions

Finally, several participants called for a focus on education for drivers, role models for the youth, and meetings in order for communication between officers and residents to be constant and efficient:

“We need education and engineering. The educational piece is especially important. Having meetings like this and the opportunity to get buy-in from residents and the community are also critical.”

“[...] We need to educate residents if we really want a change.”

“A way to work this together is educating people about security and convincing them to call 911 and report.”

Yet the situation of some of the youth in Clarke Square can make it more challenging for them to either get out the a life the involved crime, or be reached by driving education programs that can instill the driving principles that appeared to have been lost. Two testimonies further develop this point:

“I have been participating with youths that have been addicts for a long while and they don’t have that easy, I think most of them steal because is the way that they make a living, and it is almost impossible to get out of there, they steal to be able to afford their addiction.”

“I agreed that the education is the base, but there is no way that we can take care of them if they are on the streets, I’ve tried to give my kids a good example, and I’m sure that they are not doing that stuff, but what about those kids whose parents are criminals as well, how could we educate them? I think there is no way for those kids to receive education and teach them to respect.”

Connected Conversation & Parting Words – *“What do you wish would happen to reinforce the need for safety and/or protection against crimes (as they relate to vehicles) in Clarke Square?”*

“Today I don’t want to put the community in a 90-100 mph car pursuit with a 14 year-old kid in a system that doesn’t provide consequences. As a father of two daughters – one who drives – if I think it’s too dangerous I back off. I have a whole different level of respect [for reckless drivers

and their actions]. Some police cars that we have available to us, we don't want to use in a pursuit because they are not well maintained."

"I talk to my kids, I tell them it is better to be safe than sorry. I think that fostering conversations like these will go a long way toward changing kids thinking and hopefully their behavior."

3.1 Education and conversations needed

The need for education and continued conversations between officers and resident of Clarke Square was reiterated by several participants during the Connected conversation. When it comes to education, participants focused on the need for education on driving safely, not endangering others, and reporting crimes when witnessing one. Below are the contributions of some of the participants on that topic:

"Educating residents about the dangers they put others in when they recklessly drive [is important]."

"I think this is good getting together and talking with police officer's because it has given me a different perspective of things and also an understanding. This has helped me to appreciate the officer's and what they do."

3.2 Solutions for improved personal/police action

Some participants mentioned the need to develop a sense of responsibility and awareness of danger for residents, which could be manifested by the adoption of "practical safety measures", such as the installation of "Dead Man Switches for free at north and south sites" as recommended by another participant.

"We need to develop a sense of shame in individuals caught doing reckless driving. These adults and kids must take personal responsibility for their reckless actions before somebody gets killed."

"I wish we could stop crime by being safe, locking our vehicles, no electronics laying around and no leaving valuables in sight."

One participant underlined the need for residents to commit to the neighborhood and avoid hiding from the problem, or escaping it by moving out:

"You said your husband talked about moving. My youngest daughter's reaction was that we should move when our garage was broken into. MOVING away doesn't solve problems. Statistics show that 80 years ago homicide and speed were the problems in Milwaukee, and the toll it has in our community, and the behaviors continues generation after generation. The only major difference in then and now is that there were a lot more driving-related fatalities back then."

When it comes to solutions to improve police action or that involve the police, a few participants suggested an increase in patrolling around the neighborhood, including an increase in beat cops (yet the man power constraints were mentioned and acknowledged), anonymous reporting of crimes to MPD, and finally, the use of social media content to incriminate individuals responsible for carjacking. Regarding this last point, an exchange between a resident participant and an officer participant can better illustrate the context in which this idea is inserted:

“I saw video on Facebook of teens being encouraged and bragging about stealing cars and driving recklessly. Can it [videos] be used to combat crime? - [answer from officer participant] Yes, we regularly use it to get convictions. We appreciate it when criminals do that for us.”

3.3 Roots of the problem - Stories of break-ins and carjacking

Finally, a few participants spent time exchanging on some tricks that they have heard about/or seen in action when it comes to carjacking. Below are some examples:

“I have seen that people sometimes try to provoke accidents to steal your car, once you get out of your car they steal your car, or just to commit a fraud with the insurance.”

“Sometimes there are people parked in the shoulder of the road faking that their car is broken down if you stop to help them they ask you for your cell phone, and once they get your cellphone they steal your car as well, so you can’t even call the police. That way they have more time to commit another crime.”

The lack of job opportunities was mentioned by a few participants as one of the roots of vehicle-related incidents in Clarke Square:

“If you don’t have nothing then people feel like, “I don’t have nothing to lose” this condition of our neighborhood is fixable with job training and jobs.”

“If there were more jobs maybe there wouldn’t be as much reckless driving/accidents. If people were at work instead of driving foolishly in the street with nowhere to go maybe we can turn this thing around.”

3.4 The Law & Funding

Considerations about changing the Law, restorative justice, and how such changes could positively affect the driving situations in Clarke Square, were made, with a special mention on differences between states based on the Law:

“[When an officer participant was asked if other cities are seeing the types of reckless driving that Milwaukee is experiencing] I recently attended the Major City Chief

Conference in Philly. The answer to your question is that it's based on the jurisdictions, and that's what makes it similar or different. Where laws are lacks [lackadaisical] like Milwaukee, it's bad. Where laws are tight it's better. Chicago has similar reckless driving and homicide issues as Milwaukee, [and we have similar laws]."

Funds opportunities, including the Bureau of Traffic Safety, were mentioned during this part of the dialogue:

"The Bureau of Traffic Safety can be of help – not just to get grants for cameras, but maybe for money for "SLOW DOWN" signs."

4. Parting words

Parting words were very positive, with a strong sense of community between officers and residents, paired with a strong will to make a difference in the neighborhood. Words such as "productive", "enlightening", "reassuring", and "empathetic" were used. The word of the following two participants show the positive energy that was present at the end of the Listening Circles:

"For me, regardless to whether I'm the police or not the police, I have the same concern for residents and I have a common goal to make our neighbors safe."

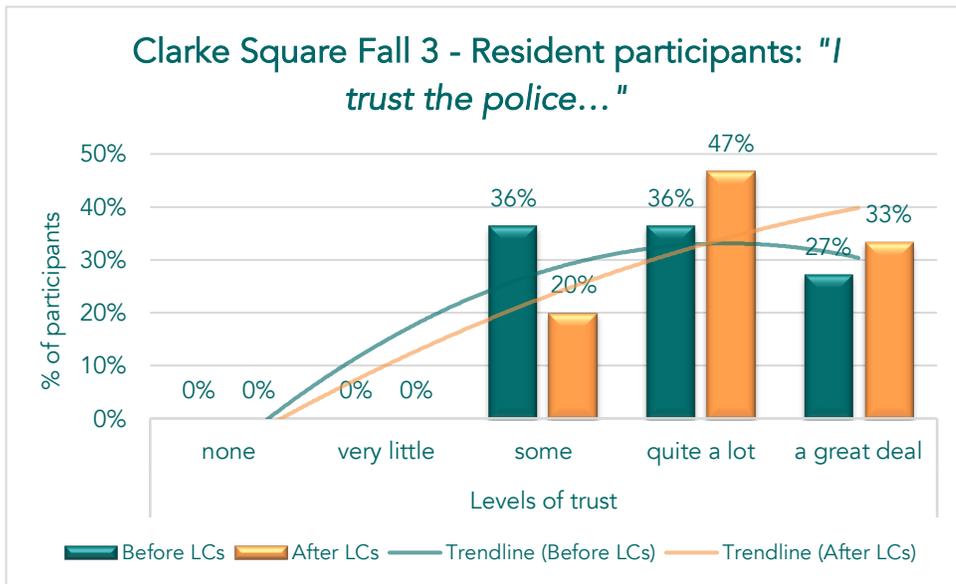
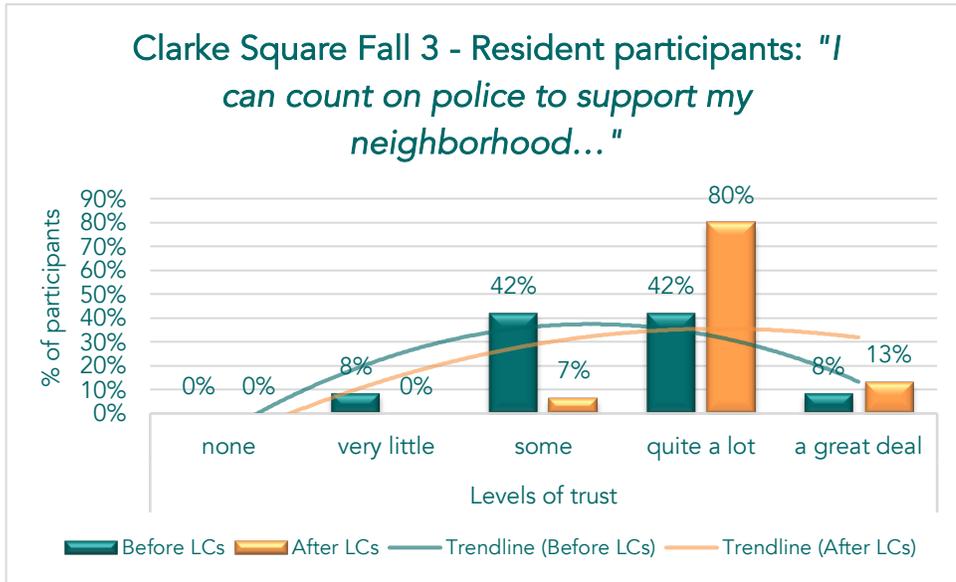
"These conversations leave me motivated to motivate other people to get involved. It's good to have conversations and learn from each other. We have to teach others."

Ideas about how to bring more people to the Listening Circles were suggested, including offering credits to the "guys who need to do a social service for their schools" for their participation in the listening circles:

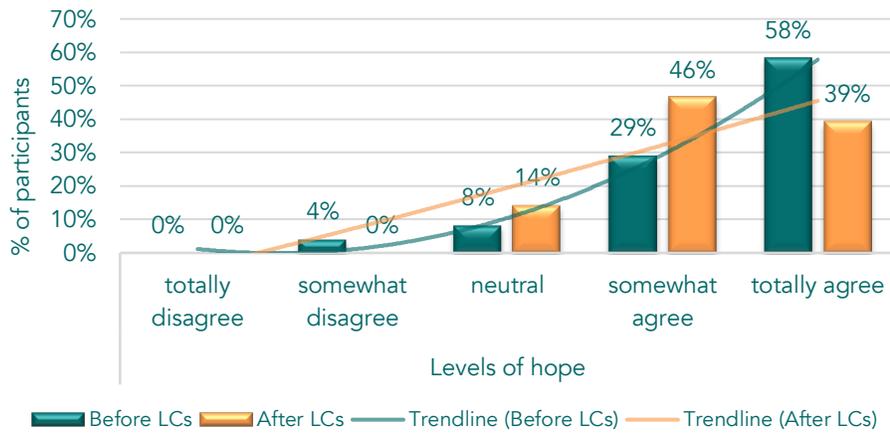
"We can invite all the kids that are here at Journey House, I'm sure they would like to participate."

"What if we invite the guys who need to do a social service for their schools, we can have them here and also they can get credits for that."

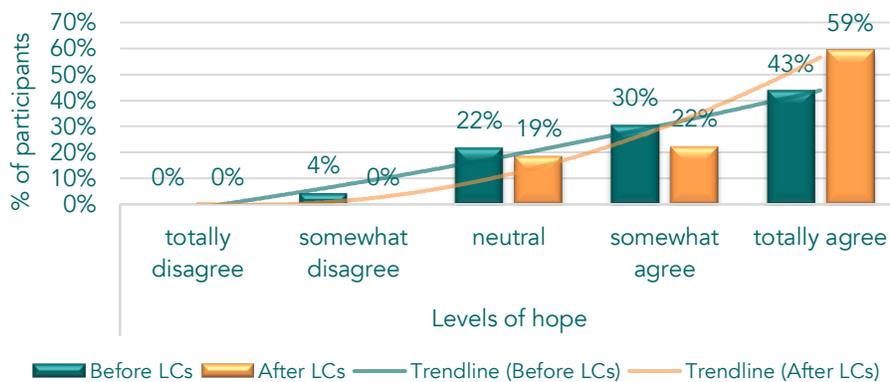
Quantitative Data – Pre/Post Surveys



Clarke Square Fall 3 - All participants: "I believe community and police relations will improve..."



Clarke Square Fall 3 - All participants: "I believe listening circles build trust between police and residents..."



Feedback Forms

What was most satisfying or valuable about this experience? Did you learn anything about the community/police today?

- I got to see the police point of view of what goes on
- Pursuit Policy
- Good ideas

- Equal levels of concern between residents and officers. Also always love to hear stories and idea of young adult/youth
- It is pretty ineffective in so far as most people in attendance are not likely to drive recklessly. We need to find ways to get offenders to think and listen about the problem
- How frustrated they are with the laws
- Just the change to express myself
- Listening and learning and getting a different perspective via the Police participates input/sharing/feedback/comment
- Learned a lot on driving safer
- Understanding everyone's perspective
- Listening to police answers to the questions. Time is needed – Police can't be there at a place fast
- More communication with Police
- I learn about the current legislation in regards to traffic violations
- Citizens want to make their residents safe
- The continued participation of some members
- We talked about trust. Our community has to work hard with understanding our youth
- Open dialogue
- The ability to share our own concerns regarding the problems going on within this city
- Communication between police and community
- That are people in the city who came about their community
- Interaction of people and police
- Sharing personal stories and getting to know others perspective on community policing
- The community members are about their neighborhoods and want to work with police to keep them safe. They have some great ideas!
- Interesting on howother organizations that are involved with the community to help make better changes

What questions or concerns are you leaving with?

- Follow up/Actions
- Good ideas Brought up now follow though
- Still left with few options that are feasible and effective yet! Our group was able to creatively brain storm some ideas and action
- How do we change the mindset of chronic offenders?
- How can I make small changes?
- How to make big changes in the short term
- How can the residents be of more helpful to assist the police to do their duties?
- Concern for reckless drivers and residents living on busy streets
- Future meetings/attendance
- We have a lot of work to do
- I am concerned about thethe neighborhood attendance
- Hope citizens understand our limitations as police officer
- There aren't enough community members that are concerned with the problems in the city
- How can we do better

- Wanting to make sure these circles continue
- No concern
- None at this time. It was very interesting in being part of this need.

What's one Important Topic You Like to Discuss for an Upcoming Listening Circle?

- Solutions/Actions residents can take
- How to find a neighborhood that would involve new people?
- Sentencing
- Human trafficking
- Bullies
- Personal Stories
- Home invasions – neighborhood shootings
- Continue to get involved, be heard
- Keep improving police and community trust
- More involvement by community members. Felt the facilitation rushed people while they were sharing their thoughts
- Keep this going
- More citizen participation
- Continue to discuss important resident issues
- Don't give up

Listening Circle 4 – Bridging the Divide by Improving Resident and Police Efforts – Analysis

Question Round One: *“We have explored multiple topics this season that were important to the residence, police and concerned citizens of the Clarke Square neighborhood. How can we improve upon police and residents working together to ensure a safe environment and around Clarke Square?”*

“For me it’s important to come out to the meetings and events in the community. I think these listening circles have been great and wish they would continue; it’s great how we get to share with our neighbors and the officers who serve our community.”

1.1 Keeping the conversation going...

A great number of participants focused on the importance for residents and officers to keep the conversation going as a way to improve upon police and residents working together, especially focusing on creating a platform for information to be exchanged under the umbrella of transparency and open communication:

“Keeping the conversation going with residents and officer. Police officers blow people off when asked questions about what’s going on. We need open communication letting residents know exactly what’s going on in the area. Information can be shared at monthly police meetings about various situations within the neighborhoods, so residents are informed.”

“Professionally, I think we need more transparency from the police department, more open communication would be huge in the efforts of improving the resident and officer relationship. [...]”

“[...] What seems important to me is to clarify the rumors going around the neighborhood about officers being her to deport people... There is a lot of confusion so better communication is really needed in order to stress that officers are here to protect people, not to deport.”

1.1.1 Participate in Listening Circles

When it comes to keeping the conversation going, a considerable number of participants mentioned the Zeidler Listening Circles as beneficial to police and residents working together, both in terms of increasing trust, creating effective channels of communication, and building relationships. The following participants testimonies are examples of these benefits:

“I think losing the fear would be important to have more security and trust. We would need to have more activities together to better live together. Oh and to get information on what to do if we see something happening in the streets, like where to call, what to say... I know that an officer told me what to do in cases of emergencies at a past listening circle and that really helped me feel better.”

“I really like these listening sessions, I like that everyone shares. I think if we had more opportunities like this communication and relations would greatly be improved [...]”

“I think it’s important to attend community events and these listening circles to do relationship building.”

A few participants mentioned the need for a greater attendance and the continuation of the efforts for residents and officers to use the Listening Circles as an opportunity to interact from the beginning of the dinner until the end of the Listening Circles:

“Events like this one are important, but people need to attend. Here we can talk about what is happening in the neighborhood.”

“I think we need to change or adjust the way we communicate together. I see residents and officers separated, but it would be better for us to sit all together during the dinner and use the listening circles as an opportunity to talk over food! We had a reunion yesterday that was good but I really think it is better to talk with rather than at the community.”

One participant specifically shared an experience during which his/her trust in the police was shattered, mentioned the Listening Circles as what has recently enabled him/her to build that trust back, one step at the time:

“When I arrived in Milwaukee I trusted the police but I saw a case: two men fighting. My sister called the police and waited around for 45 minutes. No patrol arrived and I asked myself: where are they? Why aren’t they coming? After this, I lost this trust. [...] But when I came here [to the Listening Circles] I learned things from the police and I gained information, so that helped a little to build my trust back but I still have feelings about the police not coming when called. [...]”

1.1.2 Attending community groups meeting

Some participants mentioned that attending group meetings in general could have a positive effect on the capacity for residents and officers to work together, for it enables relationship building. The visibility of said community group meetings such as Block Watch, Block Clubs, safety meetings,, etc was mentioned as key for resident participation:

“More public involvement bringing people together. We need Community groups visible so residents can know all the key players build trust and communication there for building relationships and being intentional.”

1.2 Police and Resident personal interactions

1.2.1 Personal interactions during patrols

Several participants mentioned that a focus on personal interactions, mostly during officer patrols in Clarke Square, could potentially improve police and residents working together. The importance of officers treating residents as individuals, human beings, and residents to treat officers similarly was greatly underlined. A simple “hello” was seen to go a long way:

“We ‘have fear’ in our mind but this stops when officers give us the opportunity to talk with them. For me, it’s really a way to increase my trust in the police. A little smile, a goodbye, a hello, you know, trust grows that way. I got to know several officers in the neighborhood like that and I consider them my friends now. That’s the most important way to increase us working together.”

“‘Hello’ is important. We are humans with both a uniform and feelings. We are not robots. We need to get the trust of residents. When I was a child, I remember the bike patrols with the baseball cards and I liked it, they were smiling and friendly.”

“We need to get to know one another more. Officers are humans. For example, I work in construction and at one of our sites, there was a sheriff who passed by us everyday and talked to us. It really helps increase trust. He was very funny as well and that helps. [laughing]”

1.2.2 Police presence (foot patrol)

Some participants suggested that police presence itself, or an increase in police presence in Clarke Square (foot patrols/bike patrols) could improve the current level of ‘working together’ between officers and residents:

“[We need ...] along with policing and foot-patrol. Police presence makes a difference.”

“[...] and if possible more beat cops in the summer so we could get to know the officers and build trust amongst us.”

1.2.3 Resident and police collaboration on crime solving

A couple of participants focused on resident and police collaboration when it comes to solving crimes, especially regarding residents reporting crimes, describing it as a good way to improve the interactions for the benefits of the whole community:

"[...] The neighbors didn't say anything [about an incident] and when I asked them why that hadn't called, they say they had gotten used to gunshots being fired. We cannot get used to that! As citizens we need to keep reporting cases."

"[...] My children come to school here in Clarke Square, but I live in another neighborhood and there are a lot of gun shots fired during the weekends. I always call the police to report them."

Question Round Two: *"Share an example or time when you witnessed or heard of police and residents working together and Clark square that has impacted the neighborhood."*

"Summer Park outing where police are on horse Patrol presence in the park with music tents and Community Partners. A foot patrol keeps the area safe with a present and speed patrol it's nice to see because people slow down when they're present."

2.1 During community events involving police and residents

Many participants reported that they had witnessed the impact of police and residents participating in community events together, reflecting as a group on the situation in Clarke Square, and generally taking the time to interact and create a relationship for the benefits of the whole community. In their testimonies, participants mentioned, amongst other activities, the Zeidler Listening Circles, Summer Park outings, meals in the park, neighborhoods cleanings and community BBQs, the celebrations on Jan 6th (Tres Reyes), as well as other events organized around Christmas time. Below are some of the participants' experiences:

"In general, I've see impact through open house, neighborhood cleanings with BBQ's afterward."

"I remember about a year and a half ago participating in a program of meals in the park and I saw a lot of impact there. Residents came to get a meal and for some of the children that were there only meal, I think it had a huge impact on Clare Square."

"[...] I think the listening circles have had a great impact on Clarke Square with a balance of positive interactions between police and residents."

"I can think of a lot of activities that have had an impact, like for example the party with the district and the Clarke Square community and there is the event of the three King's day on Jan 6th that is nice as well. Officers join us in the celebration, and some officers come on their day off to volunteer as well. Sometimes officers and

residents get together and we walk around the neighborhood, you know, going into the alleys, and we report the problems we see together.”

2.2 Through officers’ presence and behavior

2.2.1 Presence of CLOs in the street / police intervention

A couple of participants mentioned having witnessed the impact, or foreseeing the potential impact, of the presence of officers/CLOs in the street of Clarke Square:

“Professionally, I think a community liaison officer would be great in terms of children and community at large... It would offer a casual encounter with the police assisting in building trust and strong relationships. [...]”

“I like seeing officers in the morning. It is like as soon as the police arrives, everything stops, and bad people leave [...]”

2.2.2 Officers to be approachable

Several participants mentioned that the attitude of officers while patrolling could have a huge impact, focusing on the fact that being approachable can really enable relationship building to take place and trust to increase between residents and officers. Both officer and resident participants shared similar views, as can be seen in the testimonies below:

“I wanna be approachable... and I got to watch kids playing skating and getting paid all at the same time what's good for me.”

“[...] I know you [looking at the officers] tend to get the same questions asked over and over again but it really matters to people that you answer them as if it were the first time you hear them.”

A special mention was made when it comes to the impact that officers’ behavior can have on the youth-officer relations:

“I do street gang Outreach. And an officer to stopped to interact and engage in our conversation. This was a good experience for some of the young man because they have never had that before what's rare. If you saw that more there will be less barriers.”

2.3 Fighting crime together

As one participant underlined having witnessed a lack of respect from certain residents towards the police, several others have mentioned having witnessed the collaboration of police and residents on crime fighting having an impact on the community. Both residents helping the police, and officers obviously dedicated to finding culprits have been mentioned in participants’ experiences:

“My kids come to this school. Once, this van that drops children was stolen in front of the school with a child still in it. The police found the kid. It was scary but I could see that if there is a kidnapping the police takes it very seriously, so it give me a greater feeling of safety and more trust.”

“Well last summer, there was an assault with a knife at the park. I went downtown there to report the incidence and we called 20 witnesses to come and give their deposition downtown. 16 came! That is in my opinion a good example of police and residents working together to stop criminals.”

A few participants mentioned the Citizen Academy as having a positive impact, specifically regarding the understanding of police activities and needs by residents who graduate:

“I’ve seen an impact with the citizen’s academy where citizens have the opportunity to come learn and understand what it is that we do and how we do it.”

“The academy serves as an eye opener for many to understand why sometimes we use force and the importance of police and resident relationships. If you see something, say something.”

Connected Conversation & Parting Words – *“What can we do to improve the participation and visibility of the Public Safety Listening Circles in the Clarke Square neighborhood?”; “Please share some topics (ie. DACA & deportation and lead in Milwaukee’s water supply) you would like addressed during the next Listening Circles series?”*

3.1 Potential themes and outreach strategies for future PRLCs

Regarding future topics for the Listening Circles, participants suggested “police and immigration”, and “underaged crimes in Clarke Square and solutions for the youth”. Car accidents and traffic-related crimes were mentioned by some even if it has already been the topic of a Listening Circle.

When it comes to outreach, some participants suggested greater promotion with flyers distributed in schools in order to reach parents, and pamphlet or bulletin with all community and police events in the neighborhood. One participant underlined the need to focus on both English and Spanish as communication languages.

3.2 Communication tools (language barriers)

A few participants mentioned the need for better communication tools, directly or indirectly pointing at the language barriers that the Spanish speaking residents of Clarke Square can face when attempting to interact with MPD.

“I think there is a language barrier and it’s a big part of the problem from what I see.”

“Language barriers within the dispatch units I know of one Spanish speaking 911 operator. There are fewer options for emergencies because of the high turnover rate for bilinguals.”

“The job of the dispatcher is very stressful and there’s a high turnover rate and Latino dispatchers are really difficult to recruit.”

3.3 Role and image of police & parents

Some participants discussed the different roles of officers and parents in the life of the youth of Clarke Square, as well as the image of the officers:

“All of the blame cannot go to police officer. Responsibility has to be restored back to parents they should be involved and 100% responsible for the children. Police officers are not babysitters.”

“As a society we see the badge and not the person which decreases relationships and communication.”

3.4 Access to information and transparency

A couple of participants reported the need to have access to information and transparency in communication. Below are two suggestions for better relations:

“We need transparency for everyone breaking down barriers and building relationships because this city has so much going on already. It's refreshing to hear that officers want to provide clear information. It gives me confidence to want to communicate with officers. I feel a sense of hope and I feels good to be heard and listen to.”

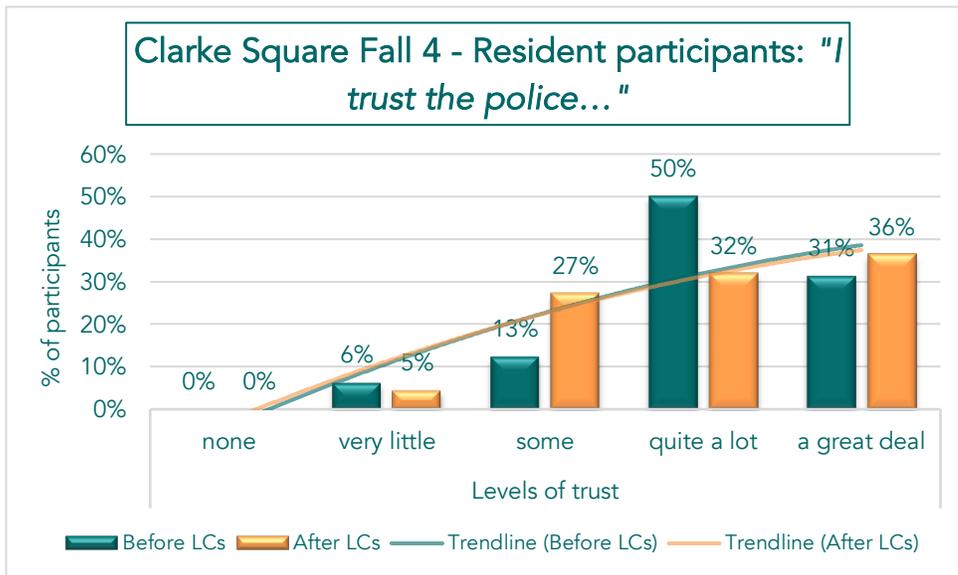
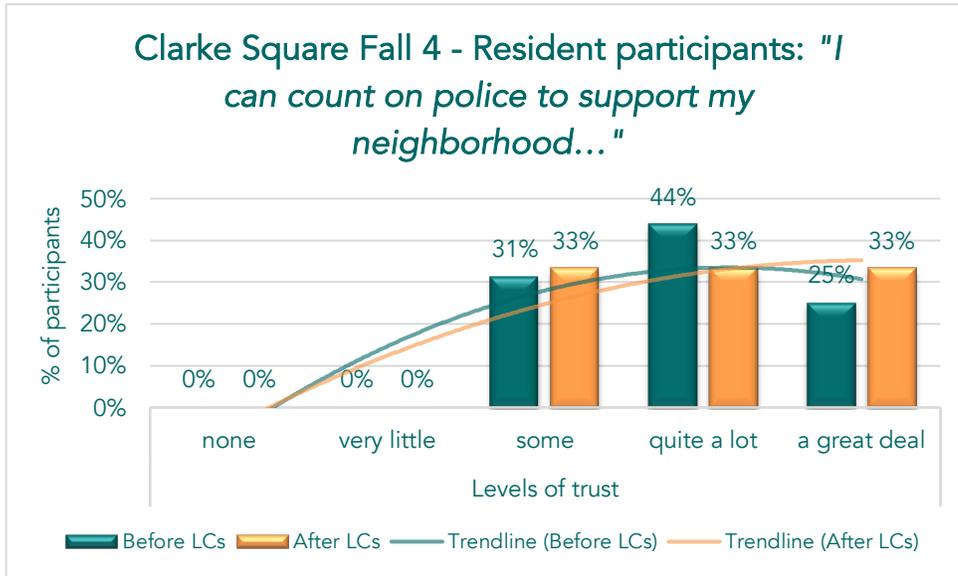
“I think a citizen liaison would be very important; they could attend the monthly meetings at the district and take back the information to the community.”

4. Parting words

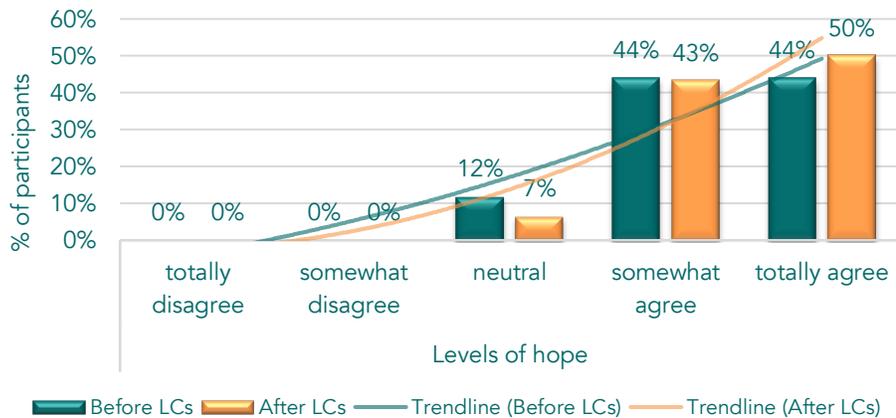
Parting words were very positive and highlighted the benefit of the Listening Circles toward relationship building between officers and residents, and the need to keep on focusing

on outreach to increase attendance. Words such as “hopeful”, “heard”, “collaborative” were used.

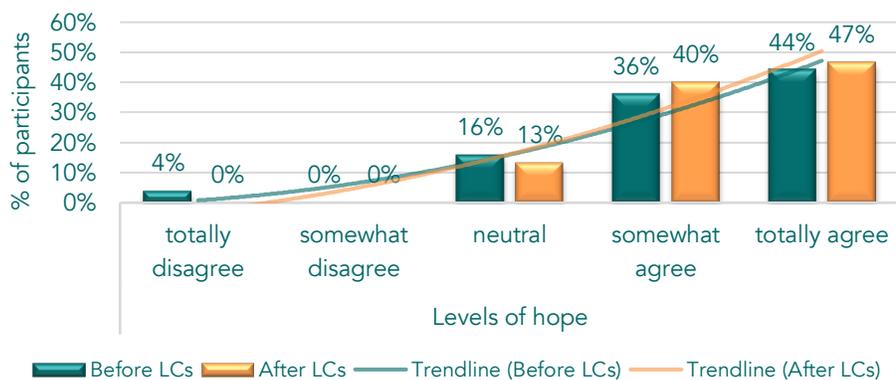
Quantitative Data – Pre/Post Surveys



Clarke Square Fall 4 - All participants: "I believe community and police relations will improve..."



Clarke Square Fall 4 - All participants: "I believe listening circles build trust between police and residents..."



Feedback Forms

What was most satisfying or valuable about this experience? Did you learn anything about the community/police today?

- Understanding life from their experiences
- Got to meet the and get to know a little more about them
- Their experience that the so thought every day
- Not really learned, but understood
- I got to see a more human side of them I felt like they listen to my concerns
- That they share the same concern as the residents

- Being heard
- Connected conversation
- Communication is key to reach our goals
- Hearing residents speak freely
- Getting to build stronger relationships with people I serve
- Clarke Square is opening up
- Having time for open discussion
- Effective communication, great circle good dialogue
- Connecting to residents
- That everyone had something positive to say, that the police and Clarke square do care about the neighborhood
- Information
- People sharing their belief and own experience

What questions or concerns are you leaving with?

- No
- Not having more listening circles
- Follow up
- How do we improve police community relations
- I hope the neighborhood and Clarke square keep up the good work
- Need more people

What's one Important Topic You Like to Discuss for an Upcoming Listening Circle?

- Officer testimony
- Parents getting involved
- Lead in water, Littering
- Continue talking
- Reckless driving
- Immigration
- Respect
- Open community relationships, sharing information
- Maybe one question only so we can open discussion more – brings us closer and gives both sides a great deal of understanding of each other
- More citizen involvement
- Keep up the good work
- More involvement
- None at the moment

Listening Circle 1 - Annexes

Question Round One: *Share a time you may have seen or experienced activities relate prostitution or sex trafficking in the neighborhood. How did the experience make you feel? What did you do when it happened?*

1.1 Prostitution in Public Places

- It makes me angry when new male residents move into the community from Mexico and Puerto Rico are approached by street walkers soliciting them.
- On Greenfield Avenue when I am at work I see them in the parking lot of the gas station.
- Each time I go for a fill-up at the gas station I see women in the parking lot soliciting clients.
- It makes me angry because my wife and kids witness' this behavior as well. We can't even go to the park and have fun without seeing them getting high or worse soliciting.
- A neighbor was yelling at a lady who was soliciting him while he was trying to take his kids to school.
- I can talk about what happened to my husband when he was getting gas a woman jumped into his car offering sexual services, and my husband felt stalked or invaded because the lady didn't want to get out of the car.
- I didn't know that there were prostitutes in that Street so one time I was walking alone down the Street at night and cars stopped by to whistle or say things to me, I called one of my relatives to come to pick me up.
- I see prostitution 3 to 4 times a week, johns and girls walking by. I work a lot of hours but for the time I am home I see them but I do not call the police.
- I see a lot on 25th and Scott in the afternoons when I am outside in the yard. I see more when I go to the store on Greenfield I stay aware of what is going on around me.
- The first time I experienced seeing prostitution was when I was dropping off a friend, I saw cars driving by waving at women on the street and them waving back. This is happening on the main streets.
- On a daily basis on Greenfield, I feel embarrassed because of prostitution. It begets drug violence, and because I am in the neighborhood I get very angry. I see women getting in and out of cars, lifting up their dresses. I don't know why this element has been brought to this area, or this side of town. I have to walk my children to school, and to see condom wrappers lying on the ground.

1.2 Prostitution: A Public Health Issue

- I have witnessed drugs being sold and used by the working women who frequent this part of town daily.
- It saddens me to see women reduced to this behavior, often to support a AODA habit of some sort or to purchase pampers for their small children. For me the issue of prostitution is a PUBLIC HEALTH concern and should be treated as such.
- There was a woman who's a heroin addict. It was sad, she was out of it, I wanted to help her

but I didn't know how. I felt helpless, powerless, it was so sad.

- In August during a bike ride, I saw at least 12 girls coming out of the alley from using drugs. They look high and some were dirty. It's a shame. I wanted to help them but what can I do?
- I am very concerned about prostitutes they have so many risks in terms of health and dangerous exploitation. As a therapist I know that these women are trading sex for basic necessities they need.
- I want to tell you that I'm in charge of the investigation about prostitution in that area, sometimes prostitutes are desperate for getting money because they are heroin and drug dependents.
- I see it on a daily basis, there's a lot of drug use by the girls, they use abandoned cars, houses, alleyways and gangways between apartments or houses. I worry about the infectious needles that they leave behind, on the ground, in bathrooms at gas stations, restaurants etc. There is a lot of HIV and other sexually transmitted diseases that they pass or are exposed to. As an officer I'm frustrated because I don't seem to be able to solve this problem. As a member of this community I feel helpless just like everyone else, it seems like there is never going to be an end to this plague on our community.
- I've seen and know many prostitutes. I find it difficult to believe that they lack choices. I can relate to some of the things that prostitutes do because I was molested by my father. Sometimes early sexual activities start a downward spiral.
- My first time was when I was being trained and I was overwhelmed by the number of males and females. I was in disbelief that someone would do that with their bodies for drugs and narcotics that are ruining homes. It's an epidemic now and 99% of the time there are arrests made when we are made aware, however before arrest we will interview them.
- I spent 25 years on this side of town on foot patrol. I've met lots of prostitutes in that time. I tried to steer them in the right direction, but most of them are hooked on drugs, and now the drugs are stronger than before. The drug addiction is out of control, and it is very dangerous. Taking them to jail is not the answer. 90% of them are drug users.
- I work for an organization that does needle clean-up on the street and we pass out clean needles. I lived in the neighborhood for 47 years. I see drug-addicted women sell their bodies for drugs, and one day I picked up 25 used syringes. It's bad for the neighborhood. It's bad for children to see, and there are days that I live in fear of one of the children picking up a syringe and poking himself and perhaps ending up with a disease.

1.3 Increase in Police Presence

- I live on a dead end street and in the summer it's a lot of that kind of activity. I call in, but I remain anonymous because I don't want anyone to retaliate. I would like more police presence especially since there's a school so close.
- Have had some direct contact with the Johns, pimps and the ladies and they're scared of the Johns. I partner with special officers, the sisters program for other resources to the young ladies.
- I saw people having sex in the public way I called the police and the police never showed up, I felt anger and sadness because my children saw that.
- On Greenfield Avenue I see a lot of prostitutes walking the streets. They have no money and appear to be distraught. Police are helping to address the openness of prostitution in the

area but their job is hard.

- Seeing prostitution on a daily basis is very frustrating for me. I have attempted to call officers when I sometimes see the actual act going on, and there is not enough that I can do. We need more policing.
- I see it every day, and I am angry. I lived here in this neighborhood for 30 years. I want to call the police, but their response time is just too slow, and I understand that there are a shortage of police in this area, but I don't know what else to do.
- I feel very connected. I do litigation with the landlords. I call them and speak to them face-to-face. I feel helpless and hopeless that when we get one or two houses cleaned up, there are two or four that pop up later. It's good to know that there is positive action from the help of the landlords that are in the community.

1.4 Community Commitment and Engagement

- I came to Milwaukee from Phoenix, Arizona. In my estimation this problem is multi-layered there will have to be an approach to resolving this community challenge.
- We started a council, because we had the same problem back then. We started a block watch and involved the landlord. It takes a village to clean up a neighborhood. We involve the media. We moved them on to another area.

1.5 Humanizing Prostitution and Sex Trafficking

- Often after you talk to them they are only trading sex for money to exist.
- I will feed them and offer a listening ear, because in a lot of cases I may be the only friendly face and encounter they may experience that day.
- I empathize with prostitutes. In fact some prostitutes have stopped by my house for food and a sense of safety.

1.6 Information Provision

- I went to the gas station to get some snacks and I saw a girl who was crying and I could tell that she was very scared. It made me feel helpless and I was disturbed spiritually all night. I wanted to help her but I didn't know how or who to call.
- I'm worried about the neighborhood but I don't know what to do, I feel helpless but I'm truly tired of seeing all of this sinful behavior without anything being done about it.
- I've seen similar things but in another Street, also I can provide a description of the vehicles, people, hours, and license plates, I am really concerned and informed about that.

1.7 Female Empowerment

- Parents should inform the girls especially of the activity and to be aware while walking in those areas.
- Girls need to be educated about what is going on and the 16th street clinic. It would be good to go to a meeting, get slips and hand them out.

1.8 Being Able to Help Women Practically

- My partner and I conducted a search warrant on a house and found a victim of sex trafficking in the home, she had been beaten, raped repeatedly, and physically abused. What I felt was a feeling of “Job Well Done ”when the perpetrator was arrested, tried and convicted of this heinous act.
- As I patrolled with my partner around the area of 5th and Greenfield, a young lady was reportedly being physically abused by a man. We responded to the call and our intervention and subsequent arrest led to him being prosecuted.
- My pastor the church and women who come on the church steps to do that business. One Sunday a lady came in and was terrified. She said she couldn't stay long for fear her pimp would find her there, but she told us her story. She had her friend told her that if she comes to Milwaukee with her and her boyfriend, that she can make a lot of money because jobs are plentiful here. When she got here they began to traffic her. I told her that we would help her. I wasn't sure how we would do it, but we were able to get her into the Mental Health Complex. While we were driving her there, her pimp continuously to call and say awful things to her. I told her that she didn't have to answer the phone and it was like a light bulb went off in her head, when I said that. We were able to help her get back to her family.

1.9 Increase in Crime

- I've had a bad experience because one lady tried to break into my home persuading my husband that she was looking for someone, I called the police and she left right away before the police arrived, but 3 days later they broke my car's windows.

Question Round Two: *“What is the one way residents and public safety professionals who are here tonight can work together to address the challenge?”*

2.1 Greater Police Presence...

- I do see that increases in the presence of Law Enforcement as a deterrent one of my solutions.
- Call and ask for extra patrol about everything report everything.
- Have a undercover sting, Get it off the ground.
- Reassurance from the police, make the community feel that they can call the police with suspicious activity. Have a decent response time for the safety of the community and the person assaulted.
- And about this question, in general, we suggested that police needs to be more vigilant in that area, and be more responsive, they agreed in calling police whenever they see something suspicious or not well.
- I would like to see an online bulletin board where residents can place anonymous information when they witness a crime. There are a lot of residents that don't get involved because they don't want to experience any retaliation by John's and pimps. An online bulletin board that officers can access instantly like email would be a great tool to help police identify suspects more accurately and quickly as well.

- You have to call even though they don't send anyone, because there is a record of calls, also it helps statistically to see where are we receiving more calls, and we can plan a strategy of patrolling, also he provided a phone number in case they needed to install security cameras, he said there is a Budget to help people to get these cameras for free.
- Door to door canvassing with police officers and liaisons help in our neighborhood because they are issue oriented.
- Beat and bicycle cops are attempting to address these issues and problems. However, they need are help because prostitutes are mobile and manipulative.

2.2. Community Engagement and Commitment

- Increased focus on good family structure would ensure that a lot of young people would not pursue this path.
- Take pictures and write down license plates if you can do it safely. Report drug houses and violence.
- Report suspicious activities, the more calls the more officer. Have crime and safety meetings, listening circles, fill out the hotspot forms anonymously if you need to. Response time is in order of priority. Call every half an hour to get a report or update on the response team. Attend the Citizens Academy. Visit the Communication Center and educate each other, form block watches and know your contact guy for your area also call the non-emergency number if the activity is not going on at that moment.
- I hope that residents would continue to call in crimes when they see them. It's important that the community stay engaged in this war on prostitution and sex trafficking. If resident would take down license plate numbers of the Johns and pimps. Even if they get away we can locate them and their residents, we can find them and arrest them for these vicious crimes against these girls.
- I wish police would provide information for residents so that we would know what to do when we see crime happens.
- We need to communicate better with the police officers in the surrounding areas and help look out for one another.
- It would be good to have more resident involvement; we can't just depend on police and Alderman.
- Prostitutes need to know others within the community care. (Community values)
- A young man (who is a refugee) recently stated that the world does not need more programs but instead needs more family centers.
- Residents and those who work in public safety must keep calling, as officers we need your help.
- Create a block watch hosting a block party and know your neighbors and who belongs on your block.
- Coordinating our efforts through communication and listening to one another. Having better and deeper conversations as to the limitations of police officers and somehow coordinating our efforts in the community. Educating ourselves on everyone's roles i.e. residents, police, organizers, Judges and political figures.

2.3 Information Provision...

- I believe that if a lot more women and girls know of the current resources available to them, prior to choosing this particular lifestyle.
- Education call every time and say the right thing. Publicize the citizens Police Academy and they teach you about what to say.
- I would like to help but I don't know how. I need information on what to do when I see laws being broken. Who can I call, what resources are available to me that I can learn how to act and respond to these issues.
- One of the biggest problems is I don't know what to do, my wife does. I've noticed they are moving more towards and around Mitchell Park and the problem don't seem to be being addressed. I don't like calling the police but I want to help. What else can be done to address this throughout the city of Milwaukee is my concern.
- Communication is valuable; we do not talk enough about the problem. We need to know what happens after the arrest in the preliminary hearings and the actual charge. The charge may not be enough to deter the repeat behavior. As an alderman I need to know so that I can communicate what is or is not happening.
- I agree there must be communication and awareness of the sex trafficking, taking notice of the trailers and the drivers. Investigating the driver's backgrounds and what is being said to lure these people into their command.

2.4 Prostitution - A Public Health Issue

- I see changing the narrative from a crime approach to a "Public Health" issue
- In my opinion this is a Public Safety Concern and Issue" and our community and politicians should approach it as such and seek solutions with that as a foundation.
- Prostitution should be treated as a community health and mental problem. We have to shed light on the problem of prostitution.
- I know John's are spreading socially transmitted diseases to others because they are dealing with prostitutes. Prostitution is a health epidemic.

2.5 Better Communication Between Agencies

- I'd like to see better communication between agencies. Especially between the District attorney's office and the agencies that helps these at risk young women. If there was better communication, there could be more accountability given to the girls to complete programs that are designed to help them get off the streets.

Connected Conversation & Parting Words – *"What can you do as an individual?"; "What holds you back from getting involved?"; "What questions or concerns do you have?"; "What are your hopes for the neighborhood?"*

3.1 Changing the Narrative

- We need to realize that prostitutes are human beings not sexual objects and disease carriers.
- I talk to girls on the street every day, and they must want help. The girls don't want to follow the rules at help facilities. It's disappointing because they want stop but don't know how. It's like a revolving door. When officers issue tickets to the girls are not going to pay their tickets. Then warrants are issued, we arrest them and the cycle starts all over again.

3.2 Recognizing Prostitution and Sex Trafficking as a Health Issue

- This is a health epidemic and we need to treat this problem in this manner. I want to see billboards that will address Johns who will bring health and diseases home.
- My program does not believe or label these women as prostitutes who are disease carriers. We want to address physical and mental health issues that persist with these women.

3.3 Communication is Valuable

- Prostitution and sex trafficking is still a major concern in any community because it is big business an unlawful business that police and residents must fight together.
- My neighbors do not seem to care about what is happening. My responsibility is to do what I can to help stop crime. There are landlords that rent houses to these girls to work out of on every block. Absentee landlords must be held accountable for perpetuating prostitution and sex trafficking because they don't screen applicants, they take cash and turn their heads while these girls are used and abused by pimps, Johns and drug dealers.
- Making calls, more teaching people how to make calls to police so that they can be recorded. The calls have to be made in order for us to follow up.

3.4 It takes a village to clean up a neighborhood

- It's very dangerous to ask civilians to confront Johns, Pimps and drug dealers. If a resident sees a crime committed they should call 911. We still use the call center for various resources, direct referrals to St. Benedict center etc. There are forms called "Hotspots" that can be accessed online.

3.5 Demand Reduction

- The more calls, the more police saturation.
- The non-emergency number is 933 - 4444. No the contact guy and get resources. Form block cleanups. Inner beauty is helping in this area.
- Long term problems are going on in the neighborhoods with the landlords. Zero calls to landlords are being made. Our officials need to call on the landlords to rid the bad elements in the neighborhood. The calls have to be made. We have to find some way somehow to fine landlords who do not comply with cleaning up their homes with known drug dealers and prostitutes.

4. Parting Words

- Interesting
- Positive
- Educational
- Enlightening
- [Officer shared the contact guide]
- I thought tonight's session was interesting.
- Prostitutes are afraid of police officers.
- This session was educational.
- This session was enlightening.
- I can't do it alone, and I know I can't save the world or this community by myself. I need help and more people helping me in this community. But they have to get over their fears.

Listening Circle 2 - Annexes

Question Round One: *"Profiling is using race or ethnicity to discriminate against someone. Describe a dispute or conflict you have experienced or witnessed where you feel profiling and/or stereotyping may have played a role (between residents, or between public safety representatives and residents.)?"*

1.1 Experiences of profiling and stereotyping

1.1.1 Profiling

- I was raised in 60's and at that time we couldn't cross the 16th street viaduct. Since I became a City of Milwaukee police officer, I started to receive the respect that I do not get in my street clothes. I've been stopped by police myself and I not treated very well until I identified myself as an officer.
- I think that I've seen that people treat me differently because of my appearance, but I haven't experienced that from the Police.
- I have seen that Police Officers stop Hispanic people just because they look Hispanic, and they think that the Mexicans are all Drunk, Abusive and Aggressive.
- I had just graduated from college and purchased a brand new BMW automobile. I was visiting my sister in a wealthy part of town and a law enforcement officer followed me all during my drive and it was apparent he was running my plates. In my mind I could not help but think he took a look at me and asked himself: "What is the person doing in this community and who's car is he driving?"
- I've had issues because I'm mixed. They call me bingers [a derogatory racial slur], and say racial stuff because my ex was deported. Now [my neighbors] are on me because of that. They think that I caused him to be deported.
- That was one of the reasons why I moved to Milwaukee, I have suffered Verbal violence, one time I had a problem with the person who I pay the rent to, and he tried to break into my house, the guy is white, and he tried to kick us out, he was drunk and I called the Police, the

officers who showed up said that they couldn't do anything because he was the owner of the house, and they made fun at me and they left.

- I had an accident at work and they sent me to the hospital, the nurse and the physician didn't let my family in because I needed my husband to translate for me because I don't speak English, the called and interpreter who didn't help at all, and the physician was saying that I had no injuries and that the only think I wanted was be absent at work, and I wanted to take advantage of the situation, he hurt me physically and psychologically, because even though my injury was in my wrist he asked me to take off my clothes. I felt so denigrated, and humiliated.
- A couple of years back one of my tenants drove up. The police surrounded and cuffed him. He has a stable job, and had been working out [that evening]. The cop said, "It's racial profiling." My tenant was driving a similar car [to that of the assailant they sought]. The person they were looking for was not my tenant. After a while, the police apologized. That was the first time I saw that kind of situation, and it ended up being ok. It was embarrassing.
- When I worked (currently retired) I had a barbecue in my front yard and I saw some children stealing my bricks that I was going to build with. I called them and stopped them, they went home and told their mother, she came to my yard and called a racist. . . I called into the house and requested that all my 3 buddies come out on the porch (they were all African American) when she saw them on the porch she turned away in a huff. . . we all laughed big belly laughs, not only was it funny it was sad.

1.1.2 Profiling and the youth

- My son went to a particular school where not a lot of Blacks attended. Senior year problems started and he and a friend were said to have been shown causing problems. They [school administration] saw two videos, my son [and his friend] was accused, but it was not my son. My wife was disturbed by this situation. Kids can be cruel. Their biggest issue/concern was whether or not my son was a choice or charter student. He was private pay.
- When my older son was a freshman in high school I had to pull my son out due to the way they treated him because he is Latino. I moved him to a different high school. It was hurtful as a mom for this to have been in his freshman year.
- I came to the U.S when I was 14. I started working in a factory at 14. I went to Riverside High school, and some of the students called us names like "Wet backs" etc. We had to be with our crew to survive the streets. I feel that we are more connected now than we were back then, but stereotypes are still being used and stereotyping is big part of hate speech and we must overcome the desire to stereotype people.
- When my daughter started school with Blacks and Mexicans. I had my Puerto Rican daughter in that school. People said of me, "She's fat." It has affected my daughter's behavior [because of being picked on.] I didn't do nothing wrong for them to talk mean. When things went downhill [from there] I lost faith in everything. I should not feel worthless. [As a result,] I pray God do something.
- I'm starting to have issues with my kids. My two youngest, you can tell they are Mexican. My others [children] look multicultural, and you can see the Black, White, and the Mexican in them. People try to tell them what they are [People try to define my children's race/ethnicity to them. In other words, people try to tell my children who they are, ethnically]. So now

they have issues identifying with themselves. I've always told them to turn the other cheek and walk the other way. My children feel that they have to defend themselves. My personal experience is through my children. Everyday it's always someone else picking a fight with my children. It was not a lot of races of Latino [in America] when I was a child. I didn't have to deal with this. I tell my children all of the time to go high, not go low.

- My son informed me of a time that he was profiled. He was told that he could not enter the store, and that he had been just in there shoplifting. My son said [explained] that he had just got off the bus. As his father, I went and checked on the situation. I wondered why on this day was he accused, when he has been going to this store every day after school. Anyone who had entered the store and stole was the guy [the accomplice], in the mind of the store owner. I had to speak to my son that night, and talk to him about being a Black young man in our society. That issue really negatively affected my son for a long time.
- It is part of my job to go into the neighborhoods and knock on doors, in doing so I hear complaints about race, ethnicity and the neighborhood is getting worse because of them. When my grandmother moved into the neighborhood (who is Latino), I was told at a young age "do not cross the viaduct." That was segregation and separation from the both sides of the viaduct. Diversity brings resilience.

1.1.3 Witnessing profiling

- A friend of mine from high school, who is Hispanic. My friend and I were pulled over by a law enforcement officer and I had committed multiple traffic violations and had a broken tail light. The officer just gave me a warning. After the officer let us proceed we had a discussion on what would have happened in the same situation, if my friend was driving.
- I grew up on Greenfield and Scott, I was born in 1956 and in the 60's I remember not being able to cross the 16th Street viaduct. I've been around a lot of Black people and I've always have gotten along with them, and I know it is cliché but one of my very best friends is Black. One day we went to Cedarburg for one of their festivals. We were stopped by the Police. While the officer ran our names, my friend said, you know why we were stopped don't you. I said yes; I'm sorry that this is happening to you. Additionally; the religious community doesn't help the situation. Sunday morning is the most segregated hour in our city, but my wife and I do belong to a diverse church community. We believe that God's Kingdom is diverse.

1.2 No experience of profiling

- I have not experienced that. Every experience I've had with law enforcement has been pleasant.
- I don't really have any experience to draw on this question. I may have seen it in a work setting. In a dispute misunderstanding occurs. I see people who are not treated the same way. This may occur while we are discussing a political thing at work. Others are critical of someone's position due to bias, or they cover up a bias. For example, someone may say, "I don't like Obama." It's that kind of visceral anger that isn't specifically partisan.
- I grew up on the Northside of Milwaukee. Our neighborhood was diverse, it had just about every race of people that there is. We lived near Sherman and Mill Road. Personally; I

haven't experienced any racism. People don't realize that bad people are the blame not different races. There are bad people in every race. I learned very early in life that I needed to know everyone in my neighborhood, because we all are just trying to live in peace and be happy. But in truth there are people out there that enjoy conflict and causing conflict. They are not happy if they aren't in confrontation with someone. It's a shame before God.

- I have not had experiences of discrimination at all
- Just what I've seen at TV
- I haven't had bad experiences at all
- Every winter my house gets bombarded with eggs [due to my profession]. My tires get busted [sliced]. They shoot bb guns to damage my property. I guess they do this to me because of media publicity [and the negativity placed on cops]. It causes me to run outside when hearing any noise. It's my assumption that it's the uniform I wear, and my profession. Oh, and my swimming pool gets slashed [too].

1.3 Attempts to not stereotype

- I personally have never stereotyped an individual or situation. When I am called to a domestic violence situation or conduct a traffic stop or placing a suspect in custody; I make an extra effort to see the humanity in these individuals first. I have been called to broker disputes with neighbors who do not get along well, in this area it more than likely would involve different cultures and ethnic groups.
- I am currently assigned to a particular corridor here in Clarke Square. This area experiences crime and acts of violence on a daily basis. When I conduct stops, called to home, or arresting a perpetrator I make an attempt to not profile, however; my training has taught me that there are some constants in the world. . . depending on who – what – where.
- It was a reality check for me to be profiled by police being a policeman, I know that it happens, but not just police have profiled me but merchants as well. I didn't like it then or now; so I try not to profile anyone while doing my job. It's a fine line but I believe that all police have a responsibility to treat all residents with respect.
- I've lived here for 36 years: since I retired, I'm just now starting to get to know my neighbors. People are the same with or without their uniforms on. We need to support our police officers. We need to change how we speak to each other. It's hard to have a relationship with someone if you don't interact with them. I don't know why people won't come outside to get to know their neighbors? But it makes it hard to bond with each other if we won't even try to know each other.

Question Round Two: *“What is the impact of residents stereotyping the police and the police stereotyping residents?”*

2.1 Increasing the divide and stopping communication, trust building and understanding

- I feel that it builds walls up that prevents communication, trust, and creates an, us vs. them scenario. Stereotypes-Bigotry-Racist attitudes are taught in the home. If this attitude

persists, this gulf between officers and residents will only become worse.

- The impact of this concept in my opinion breaks down communication and trust on both sides.
- In my opinion it divides the community and creates tension and distrust among both residents and law enforcement. If it continues, it can only end badly.
- I think the impact is “Negative” and will result in a pretty bad situation.
- The impact of this breeds a lack of respect – trust – communication.
- The police that I used to be around are racist. They are rude. When I try talking to them they cut me off. Most cut me down and say I am a liar.
- When I was with my ex in Chicago he was a gang-banger. The police harassed me because of my baby daddy, so sometimes I don’t trust police any more. The police came to a situation [here in Milwaukee] and asked me, “Why do you live here? This is a crack alley.”
- If community and police are not together things will not get better. Our personal experiences with police and resident are crippling the U.S because of mistrust of both that stop us from becoming involved. All of this stereotyping is killing our ability to bond; all of the stereotyping causes us to mistrust each other and fear each other’s motives. How can we ever become real neighbors to each other if we don’t trust each other?
- Stereotyping is a learned behavior, we are not born stereotyping. Our family, friends, co-workers, peer pressure etc. causes people to band together by pigment to disparage other people. We must start teaching people especially kids to be helpful and caring if we are to get along in this country.
- I believe that mistrust, fear, indifference and suspicion is the reason that we generalize and put people in categories that fit our bias perceptions. We must start to treat people like we want to be treated. There’s a lack of consistent involvement by the community, I’m quite disappointed by the lack of participation this evening. People are always complaining about problems in the neighborhood but if you are not going to get involved in the solution to our problems, then please just be quiet.
- I think that stereotyping is driven by fear: people listen to the news and get offended so easily by the actions of one, two or a group of people and try to blame the whole race of people for their crimes. But every person of color is not bad, just like every Caucasian person is not good; we must stop judging people by the color and only judge them by their character.
- My husband has called to 911 because there is always junky people outside of my house and the Police never shows up. I think is because we are in the Latino neighborhood
- If residents feel stereotyped they won’t be as engaged in the safety of their neighborhood. That’s when the community shuts down. We need to have a community relationship to be able to go to neighbors to find out more information about what’s going on. Our impact gets diminished when residents don’t feel heard or respected.
- I had a problem one time with the police because my son crashed and got there to see what happened and asked them what was the situation and the protocol at this situation and literally they ignored me, they didn’t give me any information, and they were just making fun of me.

2.2 Officers not seen as humans – more difficult to protect the community as an officer

- Doing this job for 23.5 years, I’ve seen society change. When a person stereotypes a police

officer and stop looking at him like he's a man [a person with interests and a life of his own] they miss out. [On the police department,] We have cops, ITs, nurses, people with doctorate degrees, we eat, sleep and do everything else other people do. It becomes problematic when others judge someone falsely. There are different levels of de-escalation. I can't always talk. Sometimes I have to act first. Once things calm down I owe it to the resident to go back and explain what happened. It's seen as a sign of discontent [It creates discontent for the resident] when one walks off without explaining, and it breeds other issues.

- I sometimes do it as I watch the news. After the fact I see the yellow tape [on the news]. I ask myself, "Why are they all standing around? We're short of police. Why do they all have to be there?" That's how I see things. I see myself stereotyping that. I have nothing else to say.
- I've been doing this job 21.5 years. I've always treated everybody the same. People blow up at a call. People who have been waiting hours are frustrated and upset. They express disbelief and feelings that we don't care. We explain that we're sorry we took so long. A lot of people don't realize how short we are in summers. Lots of calls are left waiting. Residents are not serviced for hours. Officers get there, and they are mentally worn out, yet we still have to maintain a professional face and be polite and pleasant. I have never talked slick back [to residents who have mistreated me].
- One impact is that law enforcement officer is going to come into your neighborhood or home. I can prejudge or make a determination that that resident will only receive certain services. There are reactions I get from residents as a police officer sworn to protect. Individuals have drawn hard lines against police officers. Some individuals may take offense to the police, and take a pop shot and throw a bottle at us. Crime will increase in your neighborhood when you get a limited-involved officer. With prejudging you may just get the bare minimum from the officer there to serve you.
- The impact of police actions is either good or bad depending on what happened. I'm affected by bad behavior by police or residents. Stereotyping is wrong, no matter who is involved. Police can't do their job if we do not help them. They can't arrest criminals if we don't get involved and they can't get bad police off the streets if we don't help them by making the complaints against unlawful behavior by police officers.
- I have a recommendation, we can not stop calling 911 just because police doesn't show up, and don't feel like police doesn't show up because you live in a latino neighborhood, or because you reported in Spanish, sometimes police doesn't show up because we have a lot of reports.

2.3 There is no stereotyping

- I have been always good friend of the police officers, they are nice people
- No I don't think the Police has stereotyped people in Milwaukee, MPD has no race problems
- No I don't think there are racism against residents from the MPD
- No I have not stereotyped to the police officers. There are good officers and there are bad officers.

2.4 Other topics

- There are places on my beat that my partner and I are called regularly to address violations of the law and statues on a daily basis. When we are in route to the scene of the call, and recognized the area, we are 90% certain that the perpetrators are some of the same individuals that we have encountered in the past. It is a shame, that this adversarial tension is present, in my estimation it is going to get worse.
- This happens to professional people every day. I do it, too. I'm trying not to do it so much. When dealing with police, I stereotype right away. When a cop is behind me I feel that I've done something bad. That's stereotyping [them]. Cops do it, too. It's somewhat their job. They proceed with whatever they have to do to get a person detained. A person can be taken in [to custody] because of stereotyping. I can't judge a book by its cover.

Connected Conversation & Parting Words – *“What activities or events can Clarke Square stakeholders (agencies, community based organizations and residents) engage in that will promote positive interactions between people of different racial/ethnic backgrounds?”; “What have you heard during the go-arounds that has sparked your attention?”*

3.1 Crime in Clarke Square (prostitution mostly...)

- What can we do about crime? - Start a crime watch program in your neighborhood.
- I hope things get better. My neighbors do not seem to care about what is happening. My responsibility is to do what I can to help stop crime. There are landlords that rent houses to these girls to work out of on every block. Absentee landlords must be held accountable for perpetuating prostitution and sex trafficking because they don't screen applicants, they take cash and turn their heads while these girls are used and abused by pimps, Johns and drug dealers.
- The girls are having sex around the buildings etc. There was a guy who was transporting girls who said that without him police would have a job. The sad part about that is even though prostitution and sex trafficking is only concern of keeping the law; the guy made a valid point. Prostitution and sex trafficking is still a major concern in any community because it is big business an unlawful business that police and residents must fight together.
- I talk to girls on the street every day, and they must want help. The girls don't want to follow the rules at help facilities. It's disappointing because they want stop but don't know how. It's like a revolving door. When officers issue tickets to the girls are not going to pay their tickets. Then warrants are issued, we arrest them and the cycle starts all over again.

3.2 How to improve the situation and reduce crime

- I try not to watch the news too much. I have a paranoid child. I don't want him to watch news too much. I need to talk more to my kids about how police are to be here for us. I

need to instill positive things about police in my children. I try to shield my kids from negativity. I admit that I stereotype, but I want to shield my kids from that. I try to be positive about where I am. That way my kids will see me and want to be that way as well.

- There are many ways to bring people together; we can use sports/competition activities to bring people together. We can have dances and dance classes to bring people together. Everyone would learn every other culture's dances etc. We would honor our diversity by participating with each other in celebrations of holidays and cultural events. We could create and bond in each other's culture so that our customs and lifestyles are not strange but respected, honored and celebrated.
- Open House at the schools, and more police attendance at the events and parks
- Get closer to the neighbors, sometimes stop by to have a conversation with people
- Talks with children (x3)
- Talks with youth
- Visiting schools

3.3 Calling and reporting systems

- When people are trying to flag cops down – cops are sent on an assignment. Calls are prioritized, which affects the time it takes till you receive an officer. It may appear that officers are only driving around, but [they] are not [simply driving aimlessly]. If residents have issues they may contact their district and speak to the Community Liaison Officer and tell them the issues in the neighborhood. Each cop is given a task on each call and are doing what's asked of them by the Sergeant. Each person is managing something they've been told to do.
- It's very dangerous to ask civilians to confront Johns, Pimps and drug dealers. If a resident sees a crime committed they should call 911. We still use the call center for various resources, direct referrals to St. Benedict center etc. There are forms called "Hotspots" that can be accessed online. I just want residents to know that officers answer 911 calls by priority and severity of the threat. There is only so much that we can do each shift.

3.4 Parting Words

- Social Engineering
- Shared misery
- Hope for change
- More conversations on "Race"
- Brave enough to demonstrate "LOVE"
- Profound
- Informative
- Hope
- Insightful
- Relieved
- Happy
- When I came [here tonight] I was scared to trust the police. Since I came [tonight] I can tell my daughter the good ways of what the police is here for.
- We have a lot of work to do.

- Talk to the youth how respect is important and respect to the authority
- I would like to know about the Police work, including obligations and experiences, maybe we can understand better how important the police is on our neighborhood
- Respect between police and residents, not only respect from the residents towards the police
- Carjacking
- Youth and rights
- Rights and Guns
- Positive
- I enjoyed the dialogue and flow of conversation
- Fun
- Interesting

Listening Circle 3 - Annexes

Question Round One: *“Tell a personal story of a time you witnessed or were somehow involved in a vehicle-related crime (reckless driving, vehicle thefts, break-in or vandalism). How did the incident or accident impact you?”*

1.1 Reckless driving

1.1.1 Speeding and stop signs

- Speeding and running stop signs is super common. [...] I had just turned westbound from 24th to 25th and Mineral. A truck came barreling down fast. It could've hit me. [...]
- In the past two weeks I have seen so much reckless driving between 16th and 27th street on Scott, it's unbelievable. I am concerned for the safety of the children going and coming from school. There have been many complaints from the residents.
- My kids were in the car, I was lucky that a police officer was parked at the intersection and seen it all happen. It inconvenienced me because we only had one car for that day but it just didn't make sense why she did that.
- [...] I get angry because the stop signs are there for a reason. Something stupid can happen [as a result of reckless driving]. [...] It's frustrating, and it makes me feel unsafe when I should feel safe.
- I see the reckless driving every day in my neighborhood. I get upset. [...]
- It was probably 7am in the morning. I'm on Greenfield Avenue driving to work, and a car shoots through the intersection and hits me. Now I'm very leery about driving. I suffer for PTSD because I keep seeing the car run through the light and hit me; I can't get it out of my mind for some reason. It was very unreal to see it coming and not be able to stop it.
- I am becoming very paranoid while driving, it's very dangerous out here.
- I deal with reckless driving a lot; it affects me a lot its mostly kids but now even adults are driving recklessly. People put people at risk of injury or death constantly with no regard for the consequences. It wears me down, I am part of the surge initiative just implemented and it is just amazing how many people out there in our city who are driving like idiots.
- Two months ago I was going to work; some lady blew through the red light and smashed the car in the intersection. It was so surreal to me, because it literally could have been me because I was the car directly behind the car that got hit. Someone could have died, what's wrong with people and why are they so impatient behind the wheel of a car?

1.1.2 Accidents and anger against reckless drivers

- I live about three blocks from the accident that occurred on Becher. It was a very cold day in January. At around 9:00 am I bought gas. I was driving on Lake Blvd and I saw a police light [behind me in my rearview mirror]. I moved to the side, but I didn't realize the police were chasing someone. I felt cars going past fast. I saw the car they were chasing flip multiple times, hit a snow bank, and the guy got out and ran. I was so angry. When I saw the video it brought all of that back.

- Same thing. What happened on Muskego. I saw the first vehicle on the news. It takes me back to when my kids used to go to elementary school. A car was traveling fast and barely missed my car. My kids were in the car. I flipped, hit a pole, but somehow we were ok. It's just that people don't care.
- I live on 35th near Orchard. There have been quite a few accidents on that street. A few weeks ago a car crashed. I went out and investigated [to see] if someone was in it. The occupants got out and ran. I didn't know if they had weapons. They had a total disregard for life. In another case I saw a car go around a car to get out in front at the light. It just barely missed hitting a child. My husband said maybe we should move.
- I have had a really bad experience, one time we were crashed by a stolen car, it was a hit and run, they found it later in a close neighborhood abandoned, the owner of the car didn't have insurance so I couldn't ever get paid for that and my car was totaled.
- On last Thursday I was involved in an accident on 27th going downhill. I was in the right lane going about 35 miles per hour and a car proceeds to come out of the parking lot of gas station and I hit the brakes but still hit the vehicle. I had my mom and kids in the car, my son had an asthma attack. I got out and checked on the people in the car and there was a woman who was expecting, while checking on her I noticed blunt wrappers.
- My teenage daughter has been hit by a reckless driver.
- I have witnessed 2 incidents auto accidents/auto theft in action. In the neighborhood I live in my neighbors have relayed to me some of the chases/accidents/thefts. Often it was relayed to me that the people who witnessed these incidents, were reluctant to contact law enforcement for various reasons.
- Last year, the day before Labor Day a car crashed through the south side of my wall in my home. Fortunately, I was sitting on the far opposite end of my home. I immediately called for my wife and we exited the house immediately, and as it turned out "just in time" the floors filled with petrol and the entire south side of our home was on fire and because my wife was so shaken by the experienced we decided to move.
- Last year coming back from a doctor's appointment I was involved in a purposeful attack by two men on a moped bike. The bike was purposely hit in the rear and it caused my car to stall at an intersection. The impact was so intense it upset me so that I burst into tears. Once I regained my composure I contacted my son on my mobile phone. I got the car to start and pulled it out of traffic and over next to a local park. When my son arrived and saw me across the median, he made an attempt to drive over and assist me and was "T-BONED" luckily his older vehicle was made of steel and not fiber glass or else the impact would have killed him. I will never forget that day.

1.1.3 Pursuing and apprehending reckless drivers

- I saw one time in an intersection where I was doing a stop, because there was a stop sign and I saw a car way over speeding, then two police cars following him. I didn't realize that they were following him, but it was very dangerous, if it was not for this stop sign I would've crashed into them.
- I am constantly seeing people speeding right in front of my face while on the job as an officer and off the job. I have to consciously make the decision and ask myself is it worth chasing them and is it safe to pursue. In my personally life I'm driving in the traffic and I just

pray and watch to make sure I'm paying attention. Even when crossing a green light one must still use caution.

- I had a call (Armed Robbery) older model Towne and Country Chrysler Van, Tan in color. There are a lot of these vans out on the road. My partner and I had discussed do we pursue just recently and in this case we did pursue. I really didn't want to pursue because there are so many of those vehicles out on the road. So, we did catch them and when we brought it to the supervisor he said "well, it worked out this time", I didn't like hearing that.
- I am a high school student I once parked in Milwaukee County owned car park. When I emerged from my shift at my internship site, I noticed that my rear bumper had been dislodged from my vehicle and the police were on the scene. I was later informed that someone had stolen a "White Porcha" and during the police pursuit the automobile veered and ripped off my bumper. To my surprise there was no CCTV in this public car park and no way of proving who hit my automobile the suspect got away. Myself and some other students circulated a petition to get a camera installed in the same area where the accident occurred we met with so much "Push Back" and nothing [no CCTV] came to light with our efforts to improve safety in that area of my neighborhood.
- Being in law enforcement we witness accidents/chases/auto-thefts daily. One of the most violent accidents, because of a high-speed chase was the gruesome death of a 7-year-old child. During my tenure on The MPD I have witness and been directly involved in some violent endings, however; the image of that child is still with me today.

1.2 Carjacking

1.1.1 Break-ins and frustration

- My garage has been broken in. I partially fault myself because I left the door up. They broke into my car. My daughter's [school] project was stolen. She was upset because she had been working on it a long time, and now it was gone. I put on the Next Door app that her backpack had been stolen, and it was recovered in a neighbor's yard a few blocks away. The same feelings that impact residents impact me. I have the same feelings in this regard.
- I have had so many experiences as a police officer; recently it has been a lot of car jacks perpetrated by young men. [...]
- I have personally been involved with vandalism by my own mistakes in judgement. I left my purse visible in my car while I ran inside my house and came back out my purse was gone. Thankfully it was returned.
- Safety is the key; someone smashed my car window and took a few items of little value. I wondered what would make someone steal some worthless junk out of my car; take a chance on going to jail if they got caught. The only thing that I could come up with is the economy. People need jobs, so that they can feed their families and be productive members of the community. They need jobs so that they don't commit such petty crimes.
- I have a mother that won't let me drive. I know how scary it is though. I know people that have died in some of these crashes. I very sad, my dad car got stolen recently; all of his tools and things were in his car. They took everything out of it.

1.1.2 Minors and carjacking

- [...] Most of them [perpetrators of carjacking] are minors because they know that they will be released. There is no punishment for them.

- I have realized that recently youths are carjacking and using the cars to commit other crimes.
- I see it every day; I live off of 38th and Capitol. I see so many accident incidents that it's crazy. Kid hit and run so many are dying and they won't stop. There was this one kid who was supposed to just park the car across the street not to get a parking ticket. The kid takes off in his parents car, hits another vehicle and a parked car. It makes no sense; what is it going to take for our kids to stop putting people's lives at risk. I asked one kid at the scene of an accident he caused why he did it. His response was classic, he said that he stole the car because he was bored.

1.3 Experiences outside of Wisconsin

- I haven't had experiences like that in Milwaukee but used to live in Colorado and in California and one time they crashed into us, another time they broke our window and they stole our stereo and the police never showed up.

Question Round Two: *"How can police, public safety representatives, and residents work together to prevent reckless driving and potential crimes in relation to vehicles?"*

2.1 Structural and systemic tools

2.1.2 Cameras, bumps, and traffic signs

- A lot of reckless driving happens in the city. I don't know if we should focus on consequences like revocation, and install cameras that can send a ticket to your house.
- [...] People complain that cameras can only help so much if people don't call it in.
- In regard to trying to get grants to get cameras, residents can get cameras from Walmart and put it out so it can be seen. Having surveillance has helped catch people. Sometimes we can get a plate or partial plate and catch these people. Signs that people post help. There is one little kid who stands on his block in summer with a sign that he made on his own that says, "SLOW DOWN!!!!!" Last night we saw a vehicle. My partner decided to do a traffic stop. It slowed down all the way, but then it took off speeding.
- I agree with what has been said and I think we should have cameras in and at the stop signs and lights taking pictures.
- [...] We could use cameras at intersections like in Chicago.
- Radar Traps and intersection CCTV that read and photograph license plate numbers.
- More speed bumps could help.
- It's a difficult question to answer. During the summer a neighbor went house to house trying to get a petition signed to get a speed bump put down in our neighborhood. Some people thought that He was Jehovah's Witness and wouldn't open the door or talk with him. I spoke with him and signed the petition, then my neighbor asked me what he wanted, after I told her she when and found him to sign it. She just could have listened in the first place.
- Speed Bumps

- I like the signs that the people put up in the neighborhood (Slow Down) and as far as prevention I really don't think there is too much more we can do.
- PSA's and Billboards cautioning against TEXTING while driving.

2.1.2 The current Laws

- Hopefully the law will change so we can put up cameras in high traffic areas. We can write to legislators and politicians to change the laws.
- I have been to a lot of those meetings and I didn't know about rules of engagement in reckless driving. Why are judges allowing reckless drivers go when they are violating the law to a criminal degree? People are dying needlessly for Christ's sake, and judges are letting these people go and they turn right around and do the same thing all over again. It's not that we need more police; it is consequences not being issued that the real problem for reckless driving.
- I'm not sure I think about this a lot. I live on Greenfield Ave. People were driving on a closed street. It's hard to see break the law & disregard barricade signs. I'm not sure what the answer is but I would like to know why are multiple offenders still driving?
- Punitive Sentencing for Juveniles who steal cars and are involved in high speed chases.
- Changes laws – Drunk Driving laws made stronger.

2.2 Individual and community-based solutions

2.2.1 Current perceived mindset, feelings of impunity and officers torn

- This is a complicated issue, and there is no easy solution. There are thousands of square feet of roadway for police to control. Police can't be in those spots all of the time. It's crazy the things people will do right in front of police. They've run lights when I've been sitting right there. I have to decide if it's worth the chase because it may endanger lives.
- 70% of people don't show up in court. There are \$27M in unpaid fines in municipal court. All that happens is a two-year suspension on a license they never had. [...]
- Another thing is that they are not afraid of the punishment, they don't respect the authority, so I think it would be very hard to do something about.
- I've seen a lot of things in my life, but it's difficult to correct bad behavior when it has become socially acceptable. I personally feel that traffic has gotten worse and the media is a big problem. People are trying to do what they see other people do. And they are trying to outdo each other. People know that you are an idiot if you are a reckless driver and yet they (reckless drivers) don't care.
- I'm starting to realize that people are stubborn and childish. Adults and kids like to show off on social media. I just stand by and watch, because you can't make people do what is right.

2.2.2 One's awareness and responsibility regarding driving

- There is a lot for us to be aware of out here, not just our driving but the way others are driving because it seems one must drive according to how others are driving and it's not just the speed limit. There has to be awareness while warming vehicles, leaving keys and

valuables in the car, etc. It is important to make the alderman and city officials know what is going on. I do believe traffic enforcement is making a difference.

- [...] It's the responsibility of each driver to consider the safety of others.
- I recall years back that we were required to get a DOT refresher. I always drive defensively, I watch the car in front of the car in front of me. I find it difficult to understand the mindset of the people who drive and talk on the phone or those who text while driving with children in their laps and not in car seat in the back of the car. I take the plate numbers and report what I saw immediately.
- This is a tough one. I think a mindset change has to take place for some. Maybe doing a walk like the one done on Capitol Drive, but sometimes that kind of stuff may emboldens the worst offenders. I don't know if residents do the process to get speed bumps on side streets, but you can't put speed bumps on main drags. We need something to make it safer for residents to walk around. We need a way for residents, city officials and police to come together to make it safe.
- Involving local elected officials – Increase in neighborhood watches' – Hold teens and adults accountable for their actions.
- Building Trust to assist Law Enforcement in the curbing of auto thefts/chases.

2.3 Education-based solutions

- We need education and engineering. The educational piece is especially important. Having meetings like this and the opportunity to get buy-in from residents and the community are also critical.
- I was in court because I had parking tickets. It was my first parking ticket ever. I thought it would be excused. I had to pay. There were others there for excessive offenses. I was not treated differently because it was my first offense. We need to educate residents if we really want a change.
- Carjacking is a very difficult issue to combat, I think that the root of the security issue is education. If we educate our kids based on respect and values we will significantly decrease these problems.
- A way to work this together is educating people about security and convincing them to call 911 and report.
- I agreed that the education is the base, but there is no way that we can take care of them if they are on the streets, I've tried to give my kids a good example, and I'm sure that they are not doing that stuff, but what about those kids whose parents are criminals as well, how could we educate them? I think there is no way for those kids to receive education and teach them to respect.
- Educating the public as to safe practices, there's a citation for leaving your car running and unattended. I am teaching my son to be responsible when driving, leave on time so you can be on time because you know the amount of time you need to travel to your destination.
- I think it's good for residents and police to come together like this and talk about it even though there's nothing we can really do to stop it.
- We have to teach our kids how to lead by example, don't do what they do. Don't be in a hurry. And if you see something wrong, say something.
- Focus on bring driver's education back to the schools.

- I have been participating with youths that have been addicts for a long while and they don't have that easy, I think most of them steal because is the way that they make a living, and it is almost impossible to get out of there, they steal to be able to afford their addiction.
- I think that the reason why the youth doesn't have respect is technology because they can hide behind a nickname and pretend they are someone else.

Connected Conversation & Parting Words – *“What do you wish would happen to reinforce the need for safety and/or protection against crimes (as they relate to vehicles) in Clarke Square?”*

3.1 Education and conversations needed

- Educating residents about the dangers they put others in when they recklessly drive [is important].
- How are these kids being raised? What can we do to help the parents? Kids think they're cool. They drive 50 mph in a 25 mph zone and end up getting hurt or killed. Babies are having babies. Well, these are their babies doing reckless crimes.
- I think this is good getting together and talking with police officer's because it has given me a different perspective of things and also an understanding. This has helped me to appreciate the officer's and what they do.
- I notice how people make complaints but never engage in conversation or problem solving. Crime and Safety meets twice a year.
- I like the stickers that people have on their cars such as No texting on board, buckle up, etc. I have some on my car as well.
- I talk to my kids, I tell them it is better to be safe than sorry. I think that fostering conversations like these will go a long way toward changing kids thinking and hopefully their behavior.
- Maybe making reckless drivers attend the Zeidler Centers listening circles mandatory as part of their sentencing would be beneficial to some degree. And if they don't attend make it a probation violation. In this way they would be made to see the real consequences of their actions and see that what they are doing isn't funny or fun for the people that have to bury their loved ones because of their foolishness.
- More awareness.
- I am always trying to educate and warn my wife about her surroundings and things that are going on. I started telling her stories about what is happening so it isn't just me telling her and she can see for herself and hear.
- Seeing it on television and hearing it lightens my awareness.
- Old habits die hard.

3.2 Solutions rooted in personal action and police action

- We need to develop a sense of shame in individuals caught doing reckless driving. These adults and kids must take personal responsibility for their reckless actions before somebody gets killed.
- I wish we could stop crime by being safe, locking our vehicles, no electronics laying around and no leaving valuables in sight.
- Mechanics install Dead Man Switches for free at north and south sites, we know what cars or vehicles that are being targeted. So, they usually make everyone aware of this opportunity in advance with a time of start and end.
- You said your husband talked about moving. My youngest daughter's reaction was that we should move when our garage was broken into. MOVING away doesn't solve problems. Statistics show that 80 years ago homicide and speed were the problems in Milwaukee, and the toll it has in our community, and the behaviors continues generation after generation. The only major difference in then and now is that there were a lot more driving-related fatalities back then.
- Taking practical safety measures for your home and community.
- Today I don't want to put the community in a 90-100 mph car pursuit with a 14 year-old kid in a system that doesn't provide consequences. As a father of two daughters – one who drives – if I think it's too dangerous I back off. I have a whole different level of respect [for reckless drivers and their actions]. Some police cars that we have available to us, we don't want to use in a pursuit because they are not well maintained.
- I think more patrolling would help, I have noticed some but we still need more.
- We should not give people the opportunity to victimize us. I wish we could go back to the beat cops, unfortunately we do not have the man power to do so.
- I saw video on Facebook of teens being encouraged and bragging about stealing cars and driving recklessly. Can it [videos] be used to combat crime? - [answer from officer participant] Yes, we regularly use it to get convictions. We appreciate it when criminals do that for us.
- Anonymous Reporting to law enforcement.
- Criminal innovations in crime.

3.3 Roots of the problem - Stories of break-ins and carjacking

- I have seen that people sometimes try to provoke accidents to steal your car, once you get out of your car they steal your car, or just to commit a fraud with the insurance.
- Sometimes there are people parked in the shoulder of the road faking that their car is broken down if you stop to help them they ask you for your cell phone, and once they get your cellphone they steal your car as well, so you can't even call the police. That way they have more time to commit another crime.
- One person told me that one time he was robbed by 3 young guys like about 13 to 15 years old with guns in hand, and a question comes to my head, where do they get guns? How do they get them?
- You know what? Criminals are who give guns to these kids, criminals give them guns in order to steal a car for them, and they pay them.

- Tragic Deaths occurring due to carjacking and car pursuits.
- If you don't have nothing then people feel like, "I don't have nothing to lose" this condition of our neighborhood is fixable with job training and jobs.
- If there were more jobs maybe there wouldn't be as much reckless driving/accidents. If people were at work instead of driving foolishly in the street with nowhere to go maybe we can turn this thing around.
- This is a horrible place people are at that cause people to do crazy things. A lot of this reckless driving is drug related, and video game related. Young kids 12, 13, 14, 15 are out here playing the game "Grand Theft Auto" in real life. This has got to stop.

3.4 The Law & Funding

- Give residents the option to make changes in the laws.
- [When an officer participant was asked if other cities are seeing the types of reckless driving that Milwaukee is experiencing] I recently attended the Major City Chief Conference in Philly. The answer to your question is that it's based on the jurisdictions, and that's what makes it similar or different. Where laws are lax [lackadaisical] like Milwaukee, it's bad. Where laws are tight it's better. Chicago has similar reckless driving and homicide issues as Milwaukee, [and we have similar laws].
- We need to implement "Restorative Justice" If I do damage to my community then I am responsible for the damage that I did, I need to do something to try and pay for the damage that I did.
- The Bureau of Traffic Safety can be of help – not just to get grants for cameras, but maybe for money for "SLOW DOWN" signs.
- Try and get funding back for traffic signal light cameras, the funding was lost and they've not been in operation for a while now.
- Residents will incur the cost of speed bumps.
- Intersection cameras.

3.5 Parting words

- I like coming here. I need to talk to my husband about what I learned. There are no penalties for reckless driving.
- For me, regardless to whether I'm the police or not the police, I have the same concern for residents and I have a common goal to make our neighbors safe.
- It's just interesting about different programs to help The City and to talk and spread the word to help us improve.
- Learning about the Bureau of Traffic Safety and how to help make improvements [has been a big help to me]. A required review and refresher for experienced drivers would be beneficial to our community. I try to be on the other side and explain that there can be some changes to policy.
- These conversations leave me motivated to motivate other people to get involved. It's good to have conversations and learn from each other. We have to teach others.
- I would like you to do some of these listening circles with more youths.

- We can invite all the kids that are here at Journey House, I'm sure they would like to participate.
- The guys that I deal with are not willing to come I think; they are very conflictive.
- What if we invite the guys who need to do a social service for their schools, we can have them here and also they can get credits for that.
- Productive.
- Reassuring.
- Enlightening.
- Interesting.
- Excellent.
- Understanding.
- Nice!!!
- Continued Conversations.
- Sympathetic.

Listening Circle 4 - Annexes

Question Round One: *"We have explored multiple topics this season that were important to the residence, police and concerned citizens of the Clarke Square neighborhood. How can we improve upon police and residents working together to ensure a safe environment and around Clarke Square?"*

1.1 Keeping the conversation going...

- Keeping the conversation going with residents and officer. Police officers blow people off when asked questions about what's going on. We need open communication letting residents know exactly what's going on in the area. Information can be shared at monthly police meetings about various situations within the neighborhoods, so residents are informed.
- Clear information is needed from residence and police. We need to know the point of contact for each shift. There needs to be a monthly and quarterly town hall meeting to pass information along. There needs to be a platform for a smile program when you meet each other greet each other understanding, building relationships.
- Professionally, I think we need more transparency from the police department, more open communication would be huge in the efforts of improving the resident and officer relationship. [...]
- [...] The community can reach out to their community liaison officer at each district. Please reach out and let them know what is going on in your neighborhoods that would be very instrumental in bridging the gap.
- My role at work is to strengthen the voices of residents here but when it comes to my personal opinions, there is some positive and some negative. What seems important to me is to clarify the rumors going around the neighborhood about officers being her to deport people... There is a lot of confusion so better communication is really needed in order to stress that officers are here to protect people, not to deport.
- We can restore businesses. Pick n Save which closed. We need full grocery stores and businesses in the neighborhood [...]

1.1.1 Participate in Listening Circles

- I think the community should come more to participate here [in the Listening Circles]. I come because my children go to school in Clarke Square.
- Events like this one are important, but people need to attend. Here we can talk about what is happening in the neighborhood.
- I think losing the fear would be important to have more security and trust. We would need to have more activities together to better live together. Oh and to get information on what to do if we see something happening in the streets, like where to call, what to say... I know that an officer told me what to do in cases of emergencies at a past listening circle and that really helped me feel better.

- For me it's important to come out to the meetings and events in the community. I think these listening circles have been great and wish they would continue; it's great how we get to share with our neighbors and the officers who serve our community.
- I really like these listening sessions, I like that everyone shares. I think if we had more opportunities like this communication and relations would greatly be improved [...]
- [...] I agree building relationships are very important because often we find we have shared goals and shared concerns. The value behind these circles for me is that I feel heard and we within the circles are discussing our concerns.
- I think it's important to attend community events and these listening circles to do relationship building.
- I think we need to change or adjust the way we communicate together. I see residents and officers separated, but it would be better for us to sit all together during the dinner and use the listening circles as an opportunity to talk over food! We had a reunion yesterday that we good but I really think it is better to talk with rather than at the community.
- When I arrived in Milwaukee I trusted the police but I saw a case: two men fighting. My sister called the police and waited around for 45 minutes. No patrol arrived and I asked myself: where are they? Why aren't they coming? After this, I lost this trust. Another thing happened with my father as well that was very bad. He got attacked and beaten up in the street. They came eventually but they never found who did it. But when I came here [to the Listening Circles] I learned things from the police and I gained information, so that helped a little to build my trust back but I still have feelings about the police not coming when called. We need to be informed. But I want to make sure that you know that I do respect the police and teach mu children to respect officers and behave correctly.

1.1.2 Attending community groups meeting

- More block meetings people offer resources and help each other.
- More public involvement bringing people together. We need Community groups visible so residents can know all the key players build trust and communication there for building relationships and being intentional.
- I think the development and participation in more block watch groups would make an improvement possible [...]
- I think it's going to take us going out and meeting our neighbors and getting to know who they are, this way we can recognize our officers and neighbors.
- I agree with Alderman Perez comments "let's keep the conversation going" and attending the safety meetings. [...]

1.2 Police and Resident personal interactions

1.2.1 Personal interactions during patrols

- We 'have fear' in our mind but this stops when officers give us the opportunity to talk with them. For me, it's really a way to increase my trust in the police. A little smile, a goodbye, a hello, you know, trust grows that way. I got to know several officers in the neighborhood like that and I consider them my friends now. That's the most important way to increase us working together.

- I really respect police very much, I have never had a bad image of officers. But before I was afraid of police because I didn't know anything here but not anymore now because I know the officers in the neighborhood better. I feel good when I see a patrol passing by my house.
- 'Hello' is important. We are humans with both a uniform and feelings. We are not robots. We need to get the trust of residents. When I was a child, I remember the bike patrols with the baseball cards and I liked it, they were smiling and friendly.
- As officers, we need to speak more, a hello, a hand. And I think that residents need to talk with us more as well. Like last Saturday, we intervened after a shot got fired by a house where a pregnant lady lived but the neighbors didn't say anything about the incident. [...]
- We need to get to know one another more. Officers are humans. For example, I work in construction and at one of our sites, there was a sheriff who passed by us everyday and talked to us. It really helps increase trust. He was very funny as well and that helps. [laughing]

1.2.2 Police presence (through foot patrol)

- [We need ...] along with policing and foot-patrol. Police presence makes a difference.
- Safe environment the nightclubs are dangerous because of the participants. We need more people and police officers present to keep it safe.
- [...] and if possible more beat cops in the summer so we could get to know the officers and build trust amongst us.
- [...] I believe more beat cops would serve the communities well.
- [...] and just seeing more police in the neighborhoods.

1.2.3 Resident and police collaboration on crime solving

- [...] The neighbors didn't say anything [about an incident] and when I asked them why that hadn't called, they say they had gotten used to gunshots being fired. We cannot get used to that! As citizens we need to keep reporting cases.
- [...] My children come to school here in Clarke Square, but I live in another neighborhood and there are a lot of gun shots fired during the weekends. I always call the police to report them.

Question Round Two: *"Share an example or time when you witnessed or heard of police and residents working together and Clark square that has impacted the neighborhood."*

2.1 During community events involving police and residents

- Summer Park outing where police are on horse Patrol presence in the park with music tents and Community Partners. A foot patrol keeps the area safe with a present and speed patrol it's nice to see because people slow down when they're present.
- Events are nice. [...]
- In general I've see impact through open house, neighborhood cleanings with BBQ's afterward.

- I remember about a year and a half ago participating in a program of meals in the park and I saw a lot of impact there. Residents came to get a meal and for some of the children that were there only meal, I think it had a huge impact on Clare Square.
- [...] I think the listening circles have had a great impact on Clarke Square with a balance of positive interactions between police and residents.
- I think police and residents relationships helps one feel more comfortable in reporting crime and suspicious behavior. These circles have had an impact for me personally.
- I think these circles have had a powerful impact on citizen and police relations. There's impact on outreach, education and building relationships with the children. [...]
- Well, I really saw an impact when we talked about prostitution in Clarke Square during a past Zeidler Listening Circle. I saw a difference after the dialogue: two weeks after the dialogue I saw more police in the locations that I and other participants had mentioned as being really bad. And some officers gave me the numbers to call in case I saw something and having a directory is practical for me. The fact that you listened and acted on what I said was big and I thank you for that [looking at the officer participants in the group].
- I can think of a lot of activities that have had an impact, like for example the party with the district and the Clarke Square community and there is the event of the three King's day on Jan 6th that is nice as well. Officers join us in the celebration, and some officers come on their day off to volunteer as well. Sometimes officers and residents get together and we walk around the neighborhood, you know, going into the alleys, and we report the problems we see together.
- In December, the police and young residents have breakfast together and they go around and distribute Christmas presents to some families of the neighborhood. I really think that it is a good thing to start with the youth when they are still small in order for them to develop a fear of the police. [...]
- I came to three of these events here [Zeidler Center Listening Circles] and I have the feeling that the police is patrolling more now. You can see the police support to the community. I would have liked to come to more events but the information comes late, our means of communication are not working. I get to know something is happening after it already took place. I would to come to the listening circles with my boy so that he gets to see people here and so that he take the officers here as models.
- I haven't.

2.2 Through officers' presence and behavior

2.2.1 Presence of CLOs in the street / police intervention

- Professionally, I think a community liaison officer would be great in terms of children and community at large it would offer a casual encounter with the police assisting in building trust and strong relationships. [...]
- I feel positive impact has happened in these listening circles. I keep my family close to the house either in the yard or house because I am afraid. After attending these circles I am

feeling better and I would like to participate even more so I won't be so afraid all the time, I'm tired of being afraid.

- I like seeing officers in the morning. It is like as soon as the police arrives, everything stops, and bad people leave. There was a fire in the house next door and the neighbors talked with the police because they had a dog trapped inside and the police rescued the dog. I really have no bad experiences. My life is limited to live behind closed doors because I am so scared, but it is because I am scared of you [participant looking at the two officers participants].

2.2.2 Officers to be approachable

- I wanna be approachable... and I got to watch kids playing skating and getting paid all at the same time what's good for me.
- Safe and sound officer partner to go shopping for families. Nothing I haven't been in the neighborhood long enough.
- I do street gang Outreach. And an officer to stopped to interact and engage in our conversation. This was a good experience for some of the young man because they have never had that before what's rare. If you saw that more there will be less barriers.
- I support two groups of neighbors and sometimes the groups want to invite people to speak at their events. At one of these events they invited officers. They were talking about sensitive topics and some of the neighbors got emotional. Sadly, the answer of the officers present was very defensive, frustrated, and it looked like the officers were blaming the neighbors for what was happening in the neighborhood because they do not call the police often enough or fast enough. We had high attendance but after this only two people came back. People lost trust in the police and it only took one bad experience. I know you [looking at the officers] tend to get the same questions asked over and over again but it really matters to people that you answer them as if it were the first time you hear them.
- [...] What I do personally is to give residents as much information as I can to keep them updated on our work and how they can call us, how to get help...
- I have a good and a bad experience with impact. The good one, by 18th and Lincoln there was an officer that used to go door to door, I liked him very much but he then got transferred [this officer was known by the majority of participants in the group]. [...]

2.3 Fighting crime together

- Now, the bad experience is with a group of Puerto Ricans in the neighborhood that drive around like crazy. The police comes but can't do anything it seems. It is a bad experience because we see that there is no respect for the police in situations like that.
- During last summer there was a fight between two guys. The police came, they arrived fast, maybe because there were gunshots fired. But when they arrived, of course the guy who had shot the gun was not there anymore. But I feel since then the police improved in their results. Like last December someone got killed but four hours later they had found the people who had done. I liked that.
- My kids come to this school. Some kids are dropped off in a van, and this van was once stolen in front of the school with a child still in it. The police found the kid. It was scary but I

could see that if there is a kidnapping the police takes it very seriously, so it give me a greater feeling of safety and more trust.

- Civilian Witnesses helped with an issue [...]
 - Well last summer, there was an assault with a knife at the park. I went downtown then to report the incidence and we called 20 witnesses to come and give their deposition. 16 came! That is in my opinion a good example of police and residents working together to get the guilty party.
 - I've seen an impact with the citizen's academy where citizens have the opportunity to come learn and understand what it is that we do and how we do it.
 - [...] I recommend the Citizens Academy, a 7 week program and if you are a resident you qualify to attend.
 - The academy serves as an eye opener for many to understand why sometimes we use force and the importance of police and resident relationships. If you see something, say something.
-

Connected Conversation & Parting Words – *“What can we do to improve the participation and visibility of the Public Safety Listening Circles in the Clarke Square neighborhood?”; “Please share some topics (ie. Daca & deportation and lead in Milwaukee’s water supply) you would like addressed during the next Listening Circles series?”*

3.1 Potential themes and outreach strategies for future PRLCs

- Police and immigration
- Underaged crimes in Clarke Square and solutions for the youth
- Car accidents and speeding in Clarke Square
- The safety of children in Clarke Square (regarding traffic around schools...)
- I think there is much needed communication with immigration issues and the police.
- More promotion, maybe flyer could be distributed at school to the kids, and us parents we need to check their bags so we would see them.
- Information on the events. Like having a pamphlet or a bulletin with the events of the community and the police. Ah and with the places where to get help when needed as well. And I think we need it in English and Spanish because having things in English is of no use to me really.

3.2 Communication tools (language barriers)

- I think there is a language barrier and it's a big part of the problem from what I see.
- Language barriers within the dispatch units I know of one Spanish speaking 911 operator. There are fewer options for emergencies because of the high turnover rate for bilinguals.
- Within MPS there is a language line and I have used it for translation.

- The job of the dispatcher is very stressful and there's a high turnover rate and Latino dispatchers are really difficult to recruit.

3.3 Role and image of police & parents

- All of the blame cannot go to police officer. Responsibility has to be restored back to parents they should be involved and 100% responsible for the children. Police officers are not babysitters.
- I think it's important for the residents to understand the policies and procedures of the police.
- Would like to hear from officer the stress and pressure if they feel while they're on the job and what they have to go through. The community could better understand them and connect with The Human Side of officers. We need to build relationships.
- As a society we see the badge and not the person which decreases relationships and communication.

3.4 Access to information and transparency

- We need transparency for everyone breaking down barriers and building relationships because this city has so much going on already. It's refreshing to hear that officers want to provide clear information. It gives me confidence to want to communicate with officers. I feel a sense of hope and I feel good to be heard and listen to.
- I think a citizen liaison would be very important; they could attend the monthly meetings at the district and take back the information to the community.

4. Parting words

- First time I've come and I'm glad that I did.
- I like meeting the officers.
- Have a blessed day and be safe.
- Learned a lot thankful for the group and a privilege to share the same space and express how we feel in our own experiences.
- I would like to have more sessions.
- This was a good turnout and my second attendance.
- I like sharing experiences. And I would like to see the smile program implemented where we see each other we greet each other.
- I participated in all but one and I learned a lot from the officers. Wish more people would participate.
- Heard
- Hopeful
- Motivated
- Understood
- Collaborative
- Concerned, I recognize and appreciate the concern of the residents of Clarke Square.
- Get to know my neighbors during a block party would be nice
- To come to reunions like these is important to get information. And to be creative with the dissemination of the information is good too.